

# 2012 Ontario, Canada – Business Continuity Summit

## Will You be Ready if Your Union Decides to Strike?



Will you be challenged with a labour dispute? What do you need to be prepared?  
If you have faced these questions — this is an event you should attend.

During a work stoppage, a company's real ability to protect its people and operations becomes crucial therefore, developing timelines and a well crafted plan is essential. The day's objective is to assist management teams in identifying areas to be addressed when crafting your contingency plan. You will be provided with the tools to build a business case and assemble your contingency planning team combined with cost-saving insights and strategies on tough decisions and new critical processes.

AFI International Group, the industry leader in labour dispute contingency planning, is offering a complimentary half-day educational program for human resources and security professionals. This event is geared specifically to help improve your effectiveness during a labour stoppage.

**Date:** March 27th, 2012

**Location:** Toronto, Ontario

### Itinerary

- 8:30 to 8:50 Program Registration
- 8:50 to 9:00 Opening Remarks – **Jim Rovers, National VP Crisis & Disaster Management, AFI**  
Mr. Rovers has assisted companies with the development and execution of contingency planning throughout Canada in all industries over the last 23 years.
- 9:00 to 10:00 **Michael Sherrard, Partner, Sherrard Kuzz LLP Employment and Labour Lawyers**  
Mr. Sherrard is the founding member of Sherrard Kuzz LLP and an established leader in his field. Mr. Sherrard has extensive experience acting for public and private sector employers in a wide range of industries including manufacturing, health care, education, retail, automotive and construction. Mr. Sherrard will speak about the legal challenges surrounding social media.
- 10:00 to 10:15 Break
- 10:15 to 11:15 **Karen Gordon, Principal, Squeaky Wheel Communications Inc.**  
Ms. Gordon is a consultant specializing in management-side labour, crisis and legal communications. Ms. Gordon will address why communications are no longer an option, but a 'must do' for employers leading up to, during and following a labour disruption.
- 11:15 to 12:00 **Jim Rovers, National VP Crisis & Disaster Management, AFI**  
Mr. Rovers will discuss aggressive behaviour and picket line violence, tactics and strategy. He will also discuss the roll of security, crowd dynamics and what to expect from law enforcement and activists, along with the impact on strike related violence.
- 12:00 to 1:00 Working Lunch – **Brad Trew, Operations Manager, Corporate Investigations, AFI**  
Building a Better Case: How to build a foundation that will withstand scrutiny and follow a roadmap to success. This discussion will explore the various investigative steps, techniques and considerations; the pros and cons of each approach and what is needed to reach your goal. The various types of evidence gathered and how to maintain a chain of continuity. Most importantly what can be done with your results such as following through a structured interview, follow-up investigation, etc.
- 1:00 to 2:15 **Erin Kuzz, Partner, Sherrard Kuzz LLP, Employment & Labour Lawyers**  
Ms. Kuzz will be getting the group to participate in an exercise designed to help your organization on how to properly prepare for a strike and methods to help you save costs and time and improve your odds for success. In addition, she will discuss what is needed by a management team in order to get an injunction, data and evidence.
- 2:15 to 2:30 Break
- 2:30 to 3:30 **Erin Kuzz, Partner, Sherrard Kuzz LLP, Employment & Labour Lawyers**  
Completion of the injunction exercise and group discussion.
- 3:30 to 3:45 Closing Remarks – **Jim Rovers, National VP Crisis & Disaster Management, AFI**

### What you will learn

- Insight into the injunction process
- What to expect from law enforcement
- How to develop security plans
- Picket line tactics and strategies
- Protecting employees and legal obligation of taking 'reasonable steps'

### Who should attend

- Corporate security directors and managers
- Law enforcement professionals
- HR professionals, supervisors and managers
- Labour relations managers and professionals
- Corporate risk managers
- Corporate legal teams



8160 Parkhill Drive, Milton, Ontario, L9T 5V7



### 3 easy ways to register

**Online:** <http://www.afi-international.com/events/>

**Call:** Michelle Bell at 1-800-313-9170

**E-mail:** [mbell@afi-international.com](mailto:mbell@afi-international.com)

[WWW.AFI-INTERNATIONAL.COM](http://WWW.AFI-INTERNATIONAL.COM)

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