

Arbitrator Development Program

The *Labour Relations Act, 1995* authorizes the Minister of Labour, Immigration, Training and Skills Development (*MLITSD*) to establish a list of approved Grievance Arbitrators. The Ontario Labour Management Arbitrators Association (*OLMAA*), in conjunction with Dispute Resolution Services at *MLITSD*, is offering an Arbitrator Development Program (*ADP*) commencing September 2023. This program is funded by the *OLMAA* and the *National Academy of Arbitrators*.

The Arbitrator Development Program will provide training of individuals with experience as a labour relations practitioner and/or experience in labour relations mediation or adjudication. Priority consideration will be given to applicants who identify as members of underrepresented groups. There will be approximately 10 participants selected for the program.

Criteria to Apply

1. 5+ years of experience in collective bargaining and/or labour relations. Legal training preferred but not required.
2. Teaching/academic experience in labour law will be considered as an alternative to practice.
3. Labour mediation experience or course in mediation.
4. Candidates who do not meet the 5+ years of experience will be considered on an individual basis.

The Arbitrator Development Program (*ADP*) Committee will conduct interviews and evaluate the writing samples of the candidates.

Program fee will be \$1000.00 payable to *OLMAA* upon acceptance into the program. Scholarships will be available based on need.

The *ADP* consists of workshops, written assignments, and mock arbitration sessions commencing on Saturday September 9, 2023 and will be completed by December 22, 2023. All *ADP* participants will also be assigned an individual mentor and candidates will be required to shadow arbitrators at their hearings

On completion of the program in December 2023, candidates will be reviewed by the Labour Management Advisory Committee. If the candidates have successfully completed the program, the *OLMAA* will recommend placement on the Minister's List of Grievance Arbitrators to the Labour Management Advisory Committee. The Minister's Office retains the right to determine if candidates are suitable for placement on the Minister's List.

Application Process

- The deadline for applications is 5:00 p.m. on June 30, 2023.

- Applicants must submit:
 - Application form
 - Two writing samples; and
 - Three names of reference with phone numbers and email addresses.

- Applicants selected for an interview will be notified and interviewed in July 2023. Participants will be notified of their selection in August 2023.

The fee charged to selected candidates for the Arbitrator Development Program will be \$1000.00 payable to the *OLMAA* upon selection for the program. Funding assistance will be considered on an as needed basis.

Applications can be submitted by email to: Maria.Tellis@ontario.ca.