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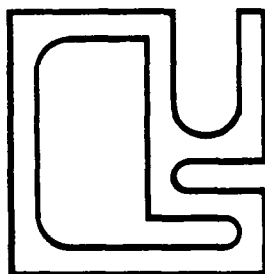
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**Canada-  
United States  
Law Journal**

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VOLUME 22

1996

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**PROCEEDINGS OF THE CANADA-UNITED STATES  
LAW INSTITUTE CONFERENCE**

**HUMAN RESOURCES IN THE CANADA/U.S. CONTEXT AND  
IN A CHANGING WORLD: THE IMPACT OF NAFTA ON  
HUMAN RESOURCES**

Cleveland, Ohio  
April 19-21, 1996

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**Speakers at the Canada-U.S. Law Institute Conference on  
Human Resources in the Canada/U.S.  
Context and in a Changing World:  
The Impact of NAFTA on Human Resources**

**JAMES BENNETT** is a Director in the Cleveland Office of McKinsey & Company, an international consulting firm. He has been with McKinsey for twenty-seven years during which time he has held a number of leadership positions. His work has been in two main areas: corporate and business unit strategy and organizational effectiveness. In strategy, he has directed major business unit assignments for automotive suppliers, consumer products firms, and financial institutions. In organizational performance practice, he has directed over twenty organizational assignments, ranging from corporate-wide reorganizations through business unit restructuring and the improvement of capabilities of functions. Mr. Bennett received his B.A. from Cornell and his J.D. from Harvard Law School where he also attended Harvard Business School.

**DR. GORDON BETCHERMAN** is Executive Director of the Human Resource Group at Ekos Research Associates and Research Director of the work Network for the Canadian Policy Research Networks. From 1992-1994, he was a Senior Fellow in the School of Industrial Relations at Queen's University where he directed a major national research project on human resource management trends in Canada which resulted in a report, *The Canadian Workplace in Transition*. Prior to his fellowship, Dr. Betcherman was a research Director at the Economics Council of Canada where he was responsible for a number of labour market studies including *Good Jobs, Bad Jobs* and *Employment in the Service Economy*. Dr. Betcherman is widely published in Canadian, American, and European publications. He obtained his Ph.D. from the University of California at Los Angeles.

**DR. MARIE-LOUISE CARAVATTI**, at the time of the Conference, was with the U.S. Department of Commerce where she was a senior policy advisor in the Secretary's Office of Global Competitiveness and Business Advocacy. She is now in the Office of the Assistant Secretary for Energy Efficiency and Renewable Energy at the Department of Energy. Prior to her tenure at the Department of Commerce, she was in the Office of Technology Policy in Technology Administration, appointed to that position by President Clinton in 1993. Prior to that she was a private consultant specializing in trade technology and international relations. She has a Ph.D. and M.A. from Georgetown and a B.A.

from the University of London.

**EDWARD CHIASSON** is a partner at Ladner Downs in Vancouver, British Columbia, and is the Hunter Professor of Arbitration and Dispute Resolution at the City University of Hong Kong. Mr. Chiasson has practiced in a variety of areas including commercial litigation and arbitration, tax, anti-trust, joint venture, and licensing disputes. He has particular experience in technical disputes where he has advised and counseled on environmental, waste management, and native rights issues. He has appeared as counsel and acted as arbitrator in Canada, the United States, and France. Mr. Chiasson is widely published in the fields of commercial litigation, arbitration, environmental law, and native issues. He received his B.A. from Notre Dame College and the University of British Columbia and his LL.B. from the University of British Columbia.

**MARY CORNISH** is a senior partner with the Toronto labour law firm of Cavalluzzo Hayes Shilton McIntyre & Cornish. The firm represents employees, unions, and progressive organizations in areas such as labour law, human rights, and pay equity. She is a feminist labour lawyer, human rights advocate, and co-founder of Ontario's Equal Pay Coalition, where she is also a spokesperson. She was counsel on cases that established for the first time the standards used to identify and rectify pay discrimination toward women workers. Ms. Cornish has authored numerous legal publications on women's and labour issues. In 1992, she chaired a Task Force for the reform of the *Human Rights Code*; and in 1993, she received the "Law Society Medal" from the Law Society of Upper Canada for her outstanding contribution to the legal profession.

**ROBERT COTTINGTON** practices employment law and benefits at Reed Smith Shaw & McClay in Pittsburgh, Pennsylvania. He has practiced before the National Labor Relations Board, the Equal Employment Opportunity Commission, and various state and local fair employment practices agencies. He is a member of the American Bar Association's labor and employment law section. He has a degree in mathematics from Bucknell University and a law degree from Case Western Reserve University's School of Law.

**PHYLLIS EISEN** is Senior Policy Director for the National Association of Manufacturers (NAM) in which capacity she directs and lobbies programs in education and workforce readiness issues as well as a broad range of general business issues. For the past three years, she worked as director of unique partnerships with the U.S. Department of Labor. Ms. Eisen speaks nationwide

on other education and training issues and is quoted extensively. Before joining NAM, she was director of government relations in the management consulting firm of V.J. Adduci where her major account responsibility was for Mack Trucks, Inc. Ms. Eisen earned her undergraduate degree in political science at the University of Maryland and pursued additional graduate work in public policy, political science, and education at George Washington University and The University of Maryland.

**HAROLD GILES** is Group Vice President, Human Resources at Bell Canada. He was appointed to this position in April of 1995. Mr. Giles joined Bell Canada after more than twenty-eight years at General Electric. While at General Electric, he held various operations and senior-level Human Resources positions in Canada and abroad. Mr. Giles received a bachelor's degree in Economics from York University.

**DONALD HASTINGS** was elected Chairman of the Board and Chief Executive Officer of The Lincoln Electric Company in Cleveland in 1992. He has been with the organization for over forty years. He was appointed President of the company in 1987 and has been a member of the Board of Directors since 1980. Mr. Hastings serves on the Board of Directors of such organizations as Society National Bank and The Greater Cleveland Growth Association. He is also Vice Chairman of the Greater Cleveland International Trade Alliance. After graduating from Pomona College in California, Mr. Hastings served as an infantry officer before earning his M.B.A. at Harvard Business School.

**ROY HEENAN** is Senior Partner at Heenan Blaikie in Montreal specializing in administrative and labour law. Mr. Heenan served as a member of the Consultative Committee on Justice to the Quebec Minister of Justice from 1976-1980. He is President of the Musée d'Art Contemporain and was recently appointed to the Board of Directors of the Canadian Broadcasting Corporation. He is Co-chair of the International Labour Law Committee of the American Bar Association. Mr. Heenan has taught labour law at the McGill University Faculty of Law since 1972 and has been an Adjunct Professor there since 1982. He is a frequent speaker on comparative law topics and is widely published. Mr. Heenan received both his B.A. and his B.C.L. from McGill University.

**DR. MARGARET KERR** is Senior Vice President, Environment, Ethics, and Quality, Northern Telecom Limited in Mississauga, Ontario. In this position she has responsibility for environmental protection, employee health, workplace safety, ethics, customer and employee satisfaction, and corporate security, in-



cluding policy, practice development, and leadership of those functional areas for Northern Telecom worldwide. Dr. Kerr is a director and vice chairman of the Board of the World Environment Center, a director of Arthur D. Little Inc. and is a member of the Advisory Board to the Royal Society of Canada.

**RICHARD LIDSTAD** is Vice President, Human Resources at 3M in St. Paul, Minnesota. Mr. Lidstad's career with 3M began in 1958 as a technician in the Copying Products Division Lab. He worked his way through the Copying Division and into Business Products Sales. Later, he worked in the Equipment Service and Support Department as Department Manager and later as General Manager. From there, he was Division Vice President of two different divisions of 3M. In 1987 he became Staff Vice President, Human Resource Operations, and in 1992 he was appointed to his current position. Mr. Lidstad is affiliated with many business, civic, and professional organizations. He received his B.S. in Business from the University of Minnesota.

**MICHAEL McDERMOTT** is Senior Assistant Deputy Minister, Legislative Review, Part I of the Canada Labour Code, Human Resources Development Canada. He was previously Senior Assistant Deputy Minister, Federal Mediation and Conciliation Service, Labour Canada. Mr. McDermott began his public service career in 1965 as an officer with the International Labour Affairs Branch. During his career he has represented Canada at the Organization for Economic Cooperation and Development and the International Labour Organization (ILO). In 1983 and 1984, he headed the Canadian delegation to the ILO conference in Switzerland. Mr. McDermott graduated from the University of Hull and has studied at Carleton University and the École Nationale d'Administration, Paris, France.

**JAMES McILROY** is founder of McIlroy & McIlroy, Counsel on Public Policy where he advises clients on government relations, international trade, intellectual property, and successful export strategies. Earlier in his career, Mr. McIlroy practiced commercial litigation and international trade law. In 1984, he was appointed Senior Policy Advisor to Canada's Minister for International Trade where he assisted in launching the Canada-U.S. Free Trade Agreement and was involved with a wide range of trade policy issues, including GATT. Mr. McIlroy has worked on disputes between Canada and the United States in antidumping and countervailing duty cases, and in recent years has helped launch the NAFTA negotiations. He holds a B.Sc. from the Université de Montréal, a Master's degree from Sorbonne, and an LL.B. from Osgoode Hall Law School.

**JOHN McKENNIREY** is the Executive Director for the Commission for Labor Cooperation, created pursuant to the North American Agreement on Labor Cooperation. Prior to this position, he was Director General of Staff Relations and Compensation in Canada's Department of National Revenue, where he was responsible for labor relations, compensation, and related policy for the largest federal government department in Canada. In 1993, Mr. McKennirey was Canada's chief negotiator for the North American Agreement on Labor Cooperation. He has held a number of other senior positions in the Canadian public service, including Director General of Federal-Provincial Relations at Human Resources Development Canada. He received his B.A. (honors) from Brock University and his M.A. from the University of Ottawa.

**ROBERT MEADE** is the Vice President of Program Development for the American Arbitration Association where he is responsible for developing and expanding the use of alternative dispute resolution by businesses, industry groups, and the legal community. As a member of the Association's Business Development Group, Mr. Meade educates users of the Association's services on the full range of conflict avoidance and resolution techniques. He has designed and served on training programs for parties and neutrals in all methods of dispute avoidance and resolution. Mr. Meade has spearheaded a number of national efforts to develop fair and equitable rules and procedures for alternative dispute resolution in a wide range of industries. He received a B.A. from Syracuse University.

**PETER PESTILLO** is Executive Vice President of Corporate Relations for Ford Motor Company. Prior to this position, Mr. Pestillo was Vice President, Corporate Relations and Diversified Business. He joined the company in 1980 as Vice President, Labor Relations. Mr. Pestillo served as chairman of the former Ford Aerospace Corporation in 1990. Before joining Ford, he was Vice President, Employee Relations for B.F. Goodrich Company and held industrial relations positions with General Electric Company and the parent firm of Hertz Corporation. He represents Ford on the boards of directors of Rouge Steel Company and Park Ridge Corporation, the parent firm of Hertz Corporation. Mr. Pestillo holds a bachelor's degree in economics from Fairfield University and a law degree from Georgetown University. He is also a graduate of the Advance Management Program of the Harvard Business School.

**YVES POISSON** is the Director General, Strategic Policy & Partnership Labour with the Canadian Federal Department of

Human Resources Development. He was appointed to that position in March of 1996. Prior to that he was the Director General of Human Resources Investment in the same department. He has a degree in economics from University Desmaraisville and an M.A. in business administration from McGill University.

**N. THOMPSON POWERS** is the Senior Labor Counsel and Manager of the Labor and Employment Law Section of the Law Department of Motorola, Inc. in Phoenix. Mr. Powers specializes in employment law and litigation. He is the immediate past Chair of the American Bar Association's Section of Public Utility, Communications and Transportation Law and is the immediate past Management Co-Chair of the Equal Employment Opportunity Committee of the ABA's Labor Relations and Employment Law Section. In 1965, he was appointed as the first Executive Director of the U.S. Equal Employment Opportunity Commission. Mr. Powers holds degrees from Duke University (A.B. *magna cum laude*) and Harvard University (LL.B. *cum laude*).

**DR. STUART SMITH** is the President of Philip Utilities Management Corporation, Canada's biggest industrial recycling firm, and he is Senior Vice President of Philip Environmental Inc., one of North America's largest waste management companies. In addition, he remains President of RockCliffe Research and Technology, Inc., a company he founded in 1987 to produce commercial benefits from Canadian scientific research. In 1975, he was elected to the Ontario Legislature and won the leadership of the Ontario Liberal Party in 1976. He later became Leader of the Opposition, in which position he was a frequent spokesperson for the environment as well as an advocate of research-based industrial policies. Dr. Smith is a former Chairman of the Science Council of Canada and graduated in medicine from McGill University where he won first prize in Medicine and Pathology. He is the author of *Technology and Work in Canada's Future*, and has been honored for his public service by awards from numerous groups.

**ELLEN YOST** is a founding partner of the firm of Griffith & Yost in Buffalo, New York where she concentrates her practice in the area of business and investment-related matters. Her firm frequently advises Canadian companies and individuals engaged in cross-border trade and transactions in connection with general corporate, taxation, and related matters. Ms. Yost is Vice Chair of the Immigration and Nationality Committee of the American Bar Association Section of International Law & Practice. She has spoken on the provisions relating to the temporary

entry of business persons in the Canada and North American Free Trade Agreements. She is a graduate of Mount Holyoke College and the State University of New York at Buffalo School of Law.



*Canada/U.S. Law Institute Conference*

*on*

***HUMAN RESOURCES IN THE CANADA/U.S. CONTEXT  
AND IN A CHANGING  
WORLD: THE IMPACT OF NAFTA ON HUMAN  
RESOURCES***

*April 19-21, 1996*

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