

Greg Francis, Q.C.

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EDUCATION

- 1986 – 1990 UNIVERSITY OF CALGARY
- Bachelor of Laws degree
- 1980 – 1985 UNIVERSITY OF ALBERTA
- Bachelor of Arts (Special) degree in Political Science & French (with Distinction)

PROFESSIONAL AFFILIATIONS

Member of the Law Society of Alberta (Non-practicing) – Appointed Queen’s Counsel, January 28, 2016

EMPLOYMENT

- 2019 – present ALBERTA TEACHERS RETIREMENT FUND – Board Member
- 2017- present UNIVERSITY OF CALGARY FACULTY OF LAW
Sessional Instructor, Labour Law
- 2012 – 2018 CALGARY BOARD OF EDUCATION
General Counsel and Superintendent of Human Resources
- Member of Superintendents’ Team providing executive leadership to the largest school board in western Canada
 - Responsible for the provision of legal services in support of the delivery of public education and the compliance and commercial requirements of a complex system with an annual operating budget of over \$1.4 billion.
 - Legal counsel to the Board of Trustees
 - Responsible for human resources services, including payroll and benefits, recruiting, and labour relations in support of some 14,000 employees
- 2008 – 2012 LEGAL AID ALBERTA – YOUTH CRIMINAL DEFENCE OFFICE
Senior Counsel

- Responsible for the operation and leadership of law offices in Edmonton and Calgary providing criminal defence services to youth in conflict with the law
 - Member of Legal Aid Alberta's executive team reporting directly to the board of directors
- 2004 – Present GREG FRANCIS DISPUTE RESOLUTION SERVICES
- Arbitration of collective agreement disputes
 - Mediation services
 - Workplace investigation and assessment
 - Coaching and training
 - Board governance
- 2006 – 2008 LAW SOCIETY OF ALBERTA
Equity Ombudsperson
- Educational resource for the legal profession on issues of equality, harassment and discrimination
 - Respond to complaints against lawyers of harassment and discrimination
- 1999 – 2008 ALBERTA JUSTICE – Calgary Bail Office
Presiding Justice of the Peace
- Adjudication of bail hearings, search warrant applications, and child apprehension & emergency protection order applications
- 2002 – 2004 CALGARY BOARD OF EDUCATION
Senior Manager, Department of Organizational Support
- Leadership of a Human Resources department supporting management throughout the education system
 - Responsible for developing and delivering training programs for managers
 - Conflict resolution training and intervention
 - Supported best practices in evaluation and progressive discipline of employees in a unionized workplace
- 1998 – 2002 CALGARY BOARD OF EDUCATION
Employee Relations Consultant
- Chief spokesperson in contract negotiations
 - Provided senior level of labour and employee relations services for the Calgary Board of Education
 - Developed, coordinated & implemented labour relations strategies & programs
 - Provided counsel, advice & recommendations to Calgary Board of Education leadership
 - Negotiated collective agreements

- Ensured accurate & effective administration of Calgary Board of Education collective agreements

- 1995 – 1998 TEAMSTERS LOCAL 31 - Vancouver
Labour Relations Officer
- Provided in-house legal services to 7,500 member local union
 - Responsibilities included preparation & presentation of grievances at arbitration & appearances before the British Columbia & Canada Labour Relation Boards
 - Negotiated collective agreements & assisted with the local's education program
- 1993 – 1994 LEGAL AID SOCIETY OF ALBERTA – Calgary Youth Office
Staff Lawyer
- Assisted with implementation of a pilot project delivering legal services to Young Offenders & children in care
 - Responsibilities included daily court appearances & extensive client relations
- 1991 – 1993 DEPARTMENT OF JUSTICE CANADA – Yellowknife, N.W.T.
Crown Prosecutor
- Prepared & conducted criminal prosecutions in Territorial Court & Supreme Court throughout the Northwest Territories
 - Presented numerous appeals in the Court of Appeal
 - Prepared legal opinions & provided advice to RCMP members pertaining to investigations
- 1990 – 1991 COOPER, HARDY & REGAL – Yellowknife, N.W.T.
Articling Student

VOLUNTEER EXPERIENCE

- 2014 – 2017 Member – Human Resources Committee – Calgary Chamber
- 2013 – 2019 Board of Governors – Education Matters
- 2001 – Present President and board member – The Old Trout Puppet Workshop Society
- 2009 – 2012 Board member – Children's Legal and Educational Resource Centre
- 2007 – 2012 Law Society of Alberta – Access to Justice, Alternate Delivery of Legal Services, and Continuing Professional Development Committees
- 2001 – 2008 Coach - Alberta Court of Appeal and Canadian Labour Arbitration Moot Competitions, Faculty of Law, University of Calgary

ARTICLES

“Sentencing Under the Youth Criminal Justice Act – Are Kids Really Getting Away with Murder?” – ABlawg, October 27, 2008

ARBITRATION AWARDS

- Fortis Alberta Inc. and United Utility Workers Association (Promotion and selection grievance) April 18, 2005
- United Parcel Service and Teamsters Local 362 (Furneau – disciplinary suspension) June 16, 2005
- Telus Communications Inc. and Telecommunications Workers Union (McKinney grievance – discipline suspension) March 14, 2007
- Greyhound Canada Transportation Corporation and Amalgamated Transit Union, Local 1374 (“Manning of Service” – Tractor-Trailer Equipment Grievance) June 21, 2007
- Smurfit-MBI and Communications, Energy and Paperworkers Union of Canada, Local 539 (Policy Grievance – Operator and Slotterman – Wage Rates) March 5, 2008
- Bethany Care Society and Alberta Union of Provincial Employees (Clarke – disciplinary suspension) September 15, 2008
- Weyerhaeuser Company Limited and United Steelworkers Union, Local 1-207 (Policy Grievance - Vacation Pay on Severance Pay) May 6, 2009
- Pipe Line Contractors Association of Canada and International Union of Operating Engineers, Local 955 (Policy grievance - Mainline Pipeline Agreement Subsistence Allowance) February 2, 2010
- Alberta Health Services (Calgary Health Region) and United Nurses of Alberta, Local 1 (Davies – Job Posting Grievance) November 8, 2010
- Almadina Charter School Society and the Alberta Teachers’ Association (Dawood – Continuous contract/harassment grievance) January 21, 2011
- SMS Equipment Inc. and Communications, Energy and paperworkers Union of Canada, Local No. 707 (Clarke – termination grievance) July 4, 2011
- McKesson Canada Corporation and United Food and Commercial Workers Union Local 401 (Use of temporary employees – Preliminary Ruling – Introduction of Documentary Evidence) October 30, 2011
- Coca-Cola Bottling Company and CAW Canada Local 350 (Scheduling of employees) March 12, 2012
- Government of Alberta and the Alberta Union of Provincial Employees (Lydiard – Suspension grievance) October 25, 2013
- Municipality of Jasper and Canadian Union of Public Employees (Cato and Dyck – Termination grievances) January 18, 2015
- Lafarge and Teamsters Local 362 (Overpayment of wages) February 14, 2020
- First Calgary and International Union of Operating Engineers Local 955 (Barlett – Duty to accommodate) June 9, 2020

PRESENTATIONS

- 2010 Lancaster House Calgary Labour Arbitration Conference, “Duty to Accommodate – Best Practices”
- 2011 Lancaster House Calgary Labour Arbitration Conference, “Use of Medical Information”
- 2013 Alberta School Boards Association Labour Relations Conference, “Investigating Harassment Claims”
- 2014 Alberta School Boards Association Labour Relations Conference
“Hot Topics in Labour Law”

LANGUAGES

- French (functional)
- Spanish (fluent)

REFERENCES

- Available Upon Request