



C.D. Howe Institute  
Institut C.D. Howe

# Labour Market Policy for the Canadian Forces: Employer and Employee Challenges for Job Protection Legislation for Reservists

## Conference Agenda

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CANADIAN INTERNATIONAL COUNCIL  
CONSEIL INTERNATIONAL DU CANADA



Canadian Defence  
& Foreign Affairs  
Institute



INDEPENDENT • REASONED • RELEVANT

9:00 am - 9:05 am

**Welcome: President or Vice-President, C.D. Howe Institute;**

**Morning Sessions:** Roles and demands for Reservists, operational issues and labour market challenges.

**SESSION I:**

9:05 am - 10:05 am

**RESERVISTS' ROLE AND DEMANDS**

What is the strategic value of the reserves? What are the primary activities of Canadian Forces Reserves? What is their history and how did they come to be a large part of overall military planning? What is their size/cost? And what size is necessary to fulfill future needs?

**Session Chair:** Senator Hugh Segal, (Confirmed)

9:05 am - 9:20 am

Major-General Dennis Tabbernor, (Confirmed) Chief, Reserves and Cadets

9:20 am - 9:35 am

Jack L. Granatstein, (Confirmed), Canadian Defence and Foreign Affairs Institute

9:35 am - 10:05 am

Discussion

**SESSION II:**

10:05 am - 11:05 am

**OPERATIONAL ISSUES - MILITARY PERSPECTIVE**

What are the particular military forms of engagement that place needs on Army, Air, Naval, and Health Services Reservists? Do other NATO countries face similar challenges?

**Session Chair:** Brigadier-General Jay G. Milne (Confirmed), Deputy Commander of Land Forces Central Area

10:05 am - 10:20 am

Brigadier-General Gary O'Brien, (Confirmed), Director General Land Reserves

10:20 am - 10:35 am

Brian MacDonald (Colonel, retired), (Confirmed), President of Strategic Insight Planning and Communications

10:35 am - 11:05 am

Discussion

11:05 am - 11:15 am

**REFRESHMENT BREAK**

**SESSION III:**

11:15 am - 12:15 pm

**LABOUR MARKET CHALLENGES: EMPLOYEE AND EMPLOYER PERSPECTIVES**

What reservist activities pose challenges for employers and employees? What forms of military leave requests can create complications? What can be done to alter human resource policies? What are the consequences of job protection legislation for employers and employees? What barriers do employees face that prevent them from self-identifying?

**Session Chair:** Commodore Jennifer J. Bennett, (Confirmed), Commander Naval Reserve

11:15 am - 11:25 am

John Craig Eaton, (Confirmed), National Chair, Canadian Forces Liaison Council

11:25 am - 11:35 am

Catherine Swift, President and CEO, (Confirmed), Canadian Federation of Independent Business

11:35 am - 11:45 am

John Dolbec, (Confirmed), Chief Executive Officer of the Hamilton Chamber of Commerce

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Employer and Employee Challenges  
for Job Protection Legislation for Reservists

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- 11:45 am - 12:15 pm Discussion
- 12:15 pm - 1:30 pm **LUNCHEON**  
**Keynote Speaker:** Major General David A Fraser, (Confirmed), OMM, MSC, MSM, CD, Project Director Joint Headquarters Renewal Project and Commander Designate
- SESSION IV:** **POTENTIAL POLICY REFORMS**  
1:30 pm - 2:30 pm What are the benefits, costs and risks with policies that attempt to address employer supports for reservists? Are there "win-win" possibilities? How costly are they? What are the benefits and risks?  
**Session Chair:** Blake Goldring, (Confirmed), Honorary Colonel of the Royal Regiment of Canada and President, Canada Company
- 1:30 pm - 1:45 pm Commodore Robert Blakely, (Confirmed), (Labour Lawyer, Reservist, former commander of the Naval Reserve – active in the Alberta legislation debates)
- 1:45 pm - 2:00 pm Brigadier Mike Griffiths, (Invited), Director of Personal Services (Army) Ministry of Defence
- 2:00 pm - 2:30 pm Colin Busby, (Confirmed), C.D. Howe Institute
- 2:30 pm - 2:45 pm Discussion
- Date: October 27, 2009, 9:00 am - 2:45 pm  
Location: C.D. Howe Institute, 67 Yonge Street, Suite 300, Toronto, Ontario  
Meeting Room: Osler, Hoskin & Harcourt Lecture Hall  
Luncheon Room: Osler, Hoskin & Harcourt Lecture Hall

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