

Human Resources Committee

Mandate

To encourage prosperity, business development, growth and fairness in Calgary, the committee monitors, responds to, initiates debate and, when required, proposes changes related to human resource issues. This committee meets monthly to discuss issues and exchange information relating to employment, specifically the barriers to full employment among aging workers and immigrants to Alberta. It reviews changes to human resources legislation, regulation and rulings by the courts – and has undertaken to focus its efforts on the identification of key components in the province’s labour shortage crisis, developing and proposing constructive solutions to government and industry.

2007 – 2008 Committee Focus Areas

- Retention / retirement of older workers (pension legislation and balancing employer/worker needs)
- Productivity (skills training, work/life balance, and incentives for training and R&D)
- Labour and employment relations (drug testing and labour code)
- Immigration / migration (Credential recognition of inter/intra provincial and international migrants)

Summary of Previous Year’s Work

This year, the Committee formed task forces for each of the key focus areas that support the advancement of the HR Committee strategy for 2008 / 2009. The Productivity Task Force helped to bring in Dr. Len Waverman, Dean of the Haskayne School of Business, to discuss his productivity scorecard and the Immigration / Migration Task Force securing Roxanne Israel, Egan LLP, to present on the federal skilled worker permanent residence program.

The Committee was once again quite influential in informing the Chamber’s 2009 submissions to the Alberta Chambers of Commerce. Members of the Labour and Employment Relations Task Force helped to design the Chamber’s ACC resolution titled *Reconciling Legislative Ambiguities with Respect to Employer Alcohol and Drug Policies*. The Task Force also brought in Andy Robertson, Partner at Macleod Dixon and lawyer for the Chiasson case, to inform the HR Committee on litigious issues surrounding drug testing in Canada.

The Committee also kept a “What’s New” item on their agenda to maintain their status as a leading edge surveyor of the HR environment.

Committee Meeting Guest Speakers

Date	Speaker	Topic
December 2008	Daphne Taras, Haskayne School of Business	<ul style="list-style-type: none">• The Real Story of Wallace Damages and Good Faith in Employment
February 2007	Shirley Howe, Deputy Minister, Alberta Employment and Immigration	<ul style="list-style-type: none">• Current Initiative of Alberta Employment and Immigration
March 2009	Dr. Leonard Waverman, Dean of the Haskayne School of Business	<ul style="list-style-type: none">• Productivity Scorecard
April 2009	Andy Robertson, Partner, Macleod Dixon	<ul style="list-style-type: none">• The Chiasson Case
May 2009	Roxanne Israel, Lawyer / Senior Manager, Egan LLP	<ul style="list-style-type: none">• Federal Skilled Worker Permanent Residence Program