

Chuck Matheson C. Med., C.F. Med., C. Arb.
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Practice:

Mediation and Arbitration

Mr. Matheson has been practicing as a third party neutral Mediator and Arbitrator in the Labour and Employment sector for the past ten years. Mr. Matheson practiced as an advocate for Unions for twenty years, during that time he sat as a nominee on several arbitration boards. Mr. Matheson now continues to help workplace parties resolve their disputes or workplace grievances. Mr. Matheson has been included on both Mediator and Arbitrator rosters via workplace collective agreements and their internal dispute mechanisms. Mr. Matheson's appointments by disputing parties also include private collective agreement conciliations and mediations including collective agreement ratification vote supervisions.

Mr. Matheson specializes in Termination grievances, last chance agreements and alleged violations of other labour relations statutes including the Occupational Health and Safety Act. Mr. Matheson has been appointed in December 2011 and security approved in January 2012 to be part of the DIANA mediation roster, where he is awaiting his first land dispute case between the Federal Government and Ontario or Nunavut based aboriginal communities.

Workplace Investigations

Mr. Matheson also has been employed as a third party neutral workplace investigator in relation to Bill 168 (alleged) violations. Generally speaking these investigations are fact finding investigations and are done in an informal and non judgemental fashion. These confidential sessions are generally conducted with the help and support of both management and on site union officials, in unionized workplaces. Mr. Matheson commits to all his clients and stakeholders to conduct the investigation in a fair, expedited and transparent fashion.

Workplace Consulting

Mr. Matheson has and continues to consult in matters of collective agreement disputes. Mr. Matheson offers to clients, once he has been ruled out as a neutral third party, pre arbitration preparations and role playing for arbitration.

Mr. Matheson has been contracted to consult and give his expert opinions on the likely outcomes of certain grievances. Again this is only when Mr. Matheson is not in contention as a neutral third party.

Mr. Matheson also has helped parties construct workplace policies and Terms of References for Joint Health and Safety Committees.

Family Mediation and Arbitration

Mr. Matheson is practicing Family mediation and arbitration for the last five years. Mr. Matheson's family mediation practice is centered on working with the Axis Family Mediation team as a MIP presenter and on and off site Mediator at the following sites;

- 1) On and off – site mediation component for the Hamilton Superior Court of Justice – Family Courts.
- 2) On and off - site mediation at the Kitchener Superior and Ontario Courts of Justice – Family
- 3) On and off - site mediation at the Guelph Superior and Ontario Courts of Justice – Family
- 4) Off – site private Mediation and Arbitration

Mr. Matheson assists clients achieve negotiated terms recorded in a Mediator's Report which may contain agreed to; child custody and access issues, child support issues, spousal support issues or the results of dividing the "Net Family Property".

Mr. Matheson has begun offering Family Arbitration to clients who wish to settle all of their disputes in a private, expedited and confidential manner. This practice also includes Parent Coordination.

Governing Body

Mr. Matheson is member in good standing of the ADR Institute of Canada and its Ontario branch.

Mr. Matheson has completed all the necessary requirements set by ADR Institute of Canada for his application of the Chartered Family Mediator, and has received confirmation that he has been awarded this status as of December 2012.

Mr. Matheson has earned and maintained his Chartered Mediators status since 2007 with the ARD Institute.

Mr. Matheson has also submitted to the ADR Institute of Canada for the Chartered Arbitrator designation. It has been confirmed that Mr. Matheson has been awarded this designation as of January 2012.

Employment and Civil Mediation and Arbitration

Mr. Matheson continues to offer clients mediation and arbitration hybrid opportunities in either an interest based or rights based forums. Mr. Matheson has worked with both self represented and represented Parties in all of the disciplines that he currently works in.

Mr. Matheson continues to be appointed as a Mediator / Arbitrator between Employer's and their salaried Employee's. These cases are usually dealing with middle management and severance and termination pay issues.

University Workshops:

Mr. Matheson has created and now teaches two workshops that are electives for the Certificate in Conflict Management from Conrad Grebel University College, University of Waterloo. The workshops are called “Labour Mediation and Arbitration 101” and “Labour Mediation and Arbitration 201”.

Education:

2000 - 2001- Completed Certificate Program in Conflict Management Institute of Peace and Conflict Studies at the Conrad Grebel University of Waterloo College;

- A. D. R. – Mediation and Negotiation – level 1 and 2
- Advanced Mediation Skills
- Understanding Conflict: The Key to Change

2000-2001 – Completed 9 month internship with Mr. F. Reilly- Ministry of Labour

2007 – Family Law Arbitration

2007 – Family Mediation and Domestic Violence

2009 – Family Law – Property

2009 – Family Law – Support

2009 – Family Law – Custody and Access

2009 – Completed an arbitration/mediation internship with Dr. Landau, Mr. T. Dart, LLB- started in 2008

2010 – Shadowed Arbitrator Knopf for 6 months,

2010 – Society of Ontario Adjudicators and Regulators – Adjudicators Training

2011 - Family Law and Mediation – Riverdale

2011- Power Imbalances and Domestic Violence – Riverdale

Training:

Mr. Matheson enjoyed working through a nine month internship with Arbitrator Frank Reilly from Sept. 2000 until April 2001. Mr. Matheson was observed and coached by Mr. Reilly in the practice of mediation as well as arbitration. This included all aspects of the administration and application of the grievance mediation or arbitration hearing processes, according to the best practices employed by the Ontario Ministry of Labour at the time. This training also encompassed the tutoring of writing arbitration awards.

Mr. Matheson again shadowed Arbitrator Paula Knopf throughout the timeframe of Sept. 2009 to March 2010. This training was instrumental in bringing Mr. Matheson up to current Ontario Ministry of Labour standards, for the administration and application of the Ontario Labour Relations Act, 1995., in regards to arbitration award writing and reporting.

Mr. Matheson has had the pleasure to Co- Arbitrate several Family Law cases to date, with two experienced Family Law Arbitrators, Dr. B. Landau Ph.D., LL.M, C.F. Arb. and Mr. T. Dart, LL.B, C.F. Acc. Med.

Dr. B. Landau Ph.D., LL.M., C.F. Arb., Mr. T. Dart, LL.B., C.F. Acc. Med., Ms. K. Kieller, LL.B. Acc. F. Med., and Ms. J. Denault, Acc. F. Med., have all contributed by coaching, supervising and observing Mr. Matheson during 110 hours of comprehensive family mediation cases. Mr. Matheson received a further 32 hours of on-site court mediation training from Ms. T. Bodnaruk-Wide, B.A., M.J.A., Acc.F.M. and Mr. A. Wilkinson, B.A., B.Ed., Acc. F.M, (OAFM), C.P. Med. This added training brought Mr. Matheson's understanding of the new internal family court administrative and application processes up to the current Ministry of the Attorney General's standards.

Community Involvement

Consultant to Trellis Mental Health and Development Services

Program Committee Member – Board of Directors Louise Marshall Hospital

Past Volunteer local Executive Board member Santa Claus Parade Committee

Volunteer Mt. Forest Legion

Past Volunteer Provincial and Federal NDP elections campaign

Teach high school students how to weld aluminum and Stainless Steel

Teach youths how to play the Bagpipes

Past member of the Niagara Police Pipe Band

Past member of the Hamilton Police Pipe Band

Past member of the Peel Regional Police Band

Past Local President Communications, Energy and Paperworkers Union Local 266

Past Executive (Amalgamation) Board Member Chemical, Energy Int'l Union