

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

**Mediation, Arbitration and Adjudication**

Mr. Matheson has been practicing as a Mediator and Arbitrator in the Labour and Employment sector for the past eighteen years.

Mr. Matheson has been employed for four years as a staff Arbitrator and Mediator for ADR Chambers. Mr. Matheson has acted primarily as an Arbitrator for disputes within the Insurance Act and its regulations. After his ADR Chambers contract was completed Mr. Matheson was hired by the Ministry of Finance as an Arbitrator for the Financial Services Commission of Ontario (FSCO) on a short term contract basis.

Mr. Matheson practiced as an advocate for Unions for twenty years, where he sat as a union nominee on multiple arbitration boards. Mr. Matheson now continues to help workplace parties resolve their disputes or workplace grievances. Mr. Matheson has been included as both a Mediator and Arbitrator on 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 and the Human Rights Code.

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.

### **Employment and Personal Injury 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.

Mr. Matheson also provides mediation and arbitration services for accident victims and their insurance companies, after his lengthy tenure at ADR Chambers and the Finances Services Commission of Ontario.

### **Workplace Investigations**

Mr. Matheson also has been employed as a third party neutral workplace investigator in relation to alleged harassment or other human rights violations. Generally speaking these investigations are fact finding investigations and are done in an informal and non-judgmental 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 nine years.

Mr. Matheson's family mediation practice is centered on working with the Axis Family Mediation team. Axis services seven Family courts in South Western Ontario. Mr. Matheson provides his clients with a comprehensive closed mediation service. This service includes Custody, child access, child and spousal support and the division of property. Mr. Matheson assists clients achieve negotiated terms recorded in his Mediator's Report.

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 served as a member of the Board of Directors of ADRIO from June 2013 to June 2015.

Mr. Matheson has earned his Certified Family Mediator's status from ADR Institute of Ontario since 2012. Mr. Matheson has earned and maintained his Chartered Mediators status since 2007 with the ADR Institute of Canada.

Mr. Matheson has also attained his Chartered Arbitrator's status as of January 2012.

### **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;

- Completed 9 month internship with Mr. F. Reilly, Senior Labour Relations Officer
- Completed an arbitration/mediation internship with Dr. Landau, for Family law
- Shadowed Arbitrator Knopf for 6 months for Labour Arbitrations,
- Society of Ontario Adjudicators and Regulators – Adjudicators Training
- Continuous legal education at ADR Chambers for Personal Injury Law(2014-2018)
- SOAR and York University –completion of advanced adjudicative writing (2019)

### **Community Involvement**

Consultant to Trellis Mental Health and Development Services Program

Committee Member – Board of Directors Louise Marshal Hospital

Past Volunteer local Executive Board member Santa Claus Parade Committee Volunteer

Past member of the Niagara Police Pipe Band

Past member of the Board of Directors for ADRIO

Current member of the Hamilton Police Pipe Band