

ROBERT NERON

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PROFESSIONAL SUMMARY

- Action and results-oriented Senior Arbitrator and Workplace Investigator.
- Extensive legal experience in the areas of labour law, aboriginal and administrative law.
- Strategic, analytical, policy and planning skills combined with diverse experience providing legal and business advice and recommendations to management, including Chairpersons and CEOs.
- Familiar with public service and government processes, including preparation of business cases, briefing notes and memoranda to department heads, and reports and financial proposals.
- 16 years of experience as Board Member of various quasi-judicial Boards.
- Proficiency in French and English.

EXPERIENCE

President and CEO, Arbitrator/Workplace Investigator **2011 to Present** **Simner Corporation, Ottawa**

- Completed 15 multi-parties and complex arbitration as Member of the Board of Negotiation related to land expropriation disputes.
- Retained as Labour Arbitrator (Third Party Neutral) to adjudicate staff relations disputes pursuant to Canadian Labour Code and staffing policies for Canada Revenue Agency.
- Appointed Independent Adjudicator for the Indian Residential School Class-Action Settlement.
- Conduct administrative investigations as Third Party Neutral into workplace assessment and disputes made under Treasury Board Policy on the Prevention and Resolution of Harassment.
- Retain and instruct expert witnesses, including those from medical, psychological and actuarial fields, and have completed 30 workplace investigations and provided detailed investigative reports.

Key Achievements: Established and lead a successful arbitration and workplace investigation firm. Creative, energetic and thorough in completing assignments while meeting client specifications, cost and timelines. Provides well-written and impartial decision and report.

Assistant Deputy Chairperson (RPD) Toronto (2004-2005) & Montreal (2008-2011) **Coordinating Member (IAD) (Montreal) 2005-2008** **Board Member (IAD) (Toronto and Montreal) 2000-2011** **Board Member (RPD) (Montreal) 2008-2011** **Immigration and Refugee Board of Canada**

- Conducted over 1000 hearings as Board Member and as Dispute Resolution Officer.
- Advised senior management, providing strategic advice, briefings, and alternative solutions.
- Completed quasi-judicial reviews of business entrepreneur applicants in non-compliance status.
- Supervised team of 70 people, including adjudicators and tribunal staff.
- Responsible to receive and to review ATIP request for the Division.
- Received IRB Chairperson's Award for effective management of the Haitian crisis (2010), Public Service Award for involvement in ADR at the Immigration Appeal Division (2004), and Decision-Maker Award for outstanding work at the Immigration Appeal Division (2002).

Key Achievements: Managed diverse, innovative projects from conception through implementation, and effectively organized caseloads of 70 Adjudicator in a constantly changing environment. Streamlined work systems resulted in significant cost-savings and improved completion schedules.

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| Barrister and Solicitor, Trademark Agent Law Offices of R. Neron, Toronto | 1997–2000 |
| <ul style="list-style-type: none"> ▪ Provided a range of business immigration services to foreign individuals and corporations. ▪ Represented Refugee Claimants and Asylum-seekers of various countries before the Immigration and Refugee Board of Canada and before the Federal Court of Canada. | |
| Articling Student Crown Law Civil, Ministry of the Attorney General for Ontario, Toronto | 1995–1996 |
| Intern Intellectual Property and Trademarks Office, Industry Canada, Ottawa | Summer 1994 |
| Secondary School Teacher - French and Social Science – Gr. 9 to 11. De-La-Salle H.S. and Humberside C.I., Ottawa & Toronto | 1988-1992 |
| Intern Office of the United Nations High Commissioner for Refugees (UNHCR), Dakar, Senegal | 1986–1987 |

EDUCATION

Harvard University, Kennedy School of Government, Executive Program in Leadership (2014)
Boston University, School of Law, Master of Laws (LL.M) in International Business (2015)
University of Moncton, Faculty of Law, Bachelor of Laws (LL.B) (1995)
Laval University, Faculty of Social Sciences, Bachelor (B.A.) in Political Science (1987)

PROFESSIONAL DEVELOPMENT

- Workplace Investigations Certificate, Human Resources Professional Association, Toronto (2016)
- Representing the Professional Athletes, Case Western Reserve University School of Law (2015)
- Senior Lawyer Orientation Program - Center for International Legal Studies, Austria (2015)
- Labour Arbitration Law and Practice, University of Quebec (2014)
- International Organisation Management Course, Université de Genève (2014)
- Essentials for Ombudsman Certificate, Osgoode Hall Law School, Toronto (2014)
- International Arbitration, Mergers and Acquisitions, Boston University (2011–2014)
- Conducting Administrative, Oversight and Ombudsman Investigations, Ottawa (2012)
- Conducting Workplace Investigations, Aptus Conflict Solutions, Ottawa (2011)

PUBLIC SPEAKING AND PUBLICATIONS

- *Investor-State Arbitrations (NAFTA & CAFTA)*, The Comparative Law Yearbook of International Business, Vol. 37, pg. 282-292, Wolters Kluwer (2015)
- Presentation: *Aspects of Mediation* - Executive Lead Update, Board of Negotiation, (2015)
- ADR Newsletter, *Writing Effective Arbitral Award* (2015)
- ADR Newsletter, *Conducting an Effective Workplace Harassment Investigation* (2015)
- ADR Newsletter, *Canada: A prime situs to arbitrate International Commercial Dispute* (2012)
- Guest speaker, Canadian Bar Association, *Reform of the Refugee Determination System* (2010)
- Guest speaker, Pension Review Board, *Administrative Tribunal Best Practices* (2007)
- Published Decisions: Davis v. M.C.I, [29 IMM. L.R. (3d)]; Thandi v. Canada, 20 IMM. L.R.180.

MEMBERSHIPS

- Adjudicator, Assessment Review Board, Kettle & Stony Point First Nation (2016 to present)
- Law Society of Upper Canada, Barrister and Solicitor (1997 to present)
- Law Society of Nunavut, Barrister and Solicitor (2010 to present)
- Law Society of Nunavut, Member of the Discipline Committee (2013 to present)
- International Ombudsman Association, Member (2013 to present)
- Chartered Arbitrator and Qualified Mediator, ADR Institute of Ontario (2010 to present)
- Board of Directors, Association of French-Speaking Jurists of Ontario (1998–2000)