
Roger Gunn, MBA, BComm

Summary of Qualifications

- Senior Human Resources leader with experience in manufacturing, pipelines, utilities, healthcare and municipal government
- Extensive involvement in conflict resolution, negotiations, facilitation, mediation and arbitration
- Strong leadership skills with proven ability to bring about change, coach, and gain consensus
- Highly creative in the design, implementation and administration of human resource programs and initiatives

Employment History

Win Win HR Solutions *President*

Edmonton, Alberta
2004 – Present

- Provide HR Consulting services to clients in areas of Labour Relations
- Chief Spokesperson at collective bargaining for Edmonton nursing home
- Acting Labour Relations Manager for a heavy construction company
- Classification Umpire for the City of Edmonton and the CSU 52

MEDIATOR

Edmonton, Alberta
2003 – present

- Experienced mediator with the Sport Dispute Resolution Centre of Canada, the Alberta Civil Claims Mediation Program and the Mediation and Restorative Justice Centre for community mediation
- Private mediation practice under the trade name Win Win Mediate

ALBERTA LABOUR RELATIONS BOARD

Member

2001 – present

- Apply and enforce the Alberta Labour Relations Code

CCI Industries Ltd

Director, Human Resources

Edmonton, Alberta
2003 – 2004

- Established an EAP for the company
- Championed the re-design of CCI's benefit program
- Developed and updated corporate policies
- Drove a culture change project with supervisory staff
- Responsible for recruitment and compensation functions

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ENBRIDGE Pipelines

Edmonton, Alberta

Director, Human Resources

2001 – 2003

- Strategic leadership of the Human Resource function
- Accountable for the attraction, retention, and development of employees within the organization
- Responsible for payroll, pension, and benefits for ten subsidiary companies
- Developed Transportation North University
- Achieved three year settlement with Joint Industrial Council
- Succession planning taken to the supervisory level

STRATHCONA COUNTY

Sherwood Park, Alberta

Manager, Human Resources

1998 – 2001

- Responsible for the human resource, payroll and occupational health and safety functions including negotiations with AUPE and IAFF
- Designed and implemented an employee recognition and award program and an individual learning plan initiative
- Enhanced employee wellness initiatives
- Developed a Working Relationship Agreement between the County and the AUPE

Other Positions Held**PROVINCIAL HEALTHCARE ASSOCIATION OF ALBERTA**

Alberta

Negotiator (Contract Position)

1998

UNIVERSITY OF CALGARY

Calgary, Alberta

Full-Time Sessional Instructor, Faculty of Management (Term Position)

1997

CAPITAL HEALTH AUTHORITY

Edmonton, Alberta

Royal Alexandra and Glenrose Hospitals

1995 – 1997

Site Director – Operations

- Responsible for a budget of over \$25.5 Million and a staff of 450 FTEs
- Successfully integrated and consolidated support services across two hospitals
- Commissioned an operational review of housekeeping services and oversaw implementation of recommendations resulting in savings of 8 FTEs and over \$200K

GLENROSE REHABILITATION HOSPITAL

Edmonton, Alberta

Acting Vice President, Support Services

1990- 1995

*Vice President, Human Resources and Education Services**Acting Vice-President, Patient Care**Director Human Resources*

- Led negotiations with two unions (HSAA and AUPE) resulting in successful conclusion of contracts within the mandate of a 5% rollback in total compensation
- Championed hospital-wide injury prevention program and a disability claims management system which resulted in a 6.3% decrease in lost time claims, and an 11.8% decrease in days lost due to claims, in one fiscal year

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FOOTHILLS HOSPITAL- Labour Relations Manager	Calgary, Alberta
CITY OF CALGARY ELECTRIC SYSTEM- Supervisor Human Resources	Calgary, Alberta
TRANSALTA UTILITIES – Supervisor, Employee Relations	Calgary, Alberta
ONTARIO HYDRO – Station Personnel Officer	Toronto, Ontario

Education

M.B.A. - University of Toronto
B.Comm. (Honours) -University of Ottawa

Teaching Experience

- Instruct courses in Labour Relations, Human Resource Management, Organizational Behaviour, Compensation Management, and Recruitment and Selection

Northern Alberta Institute of Technology	2005-present
MacEwan	2005
Metro Community College, Edmonton	2003-2004
University of Lethbridge	1997-1998
University of Calgary	1981-1990; 1997
Grant MacEwan Community College	1994
University of Alberta (Rehabilitation Medicine)	1994

Memberships

- Vice Chair, Mediation and Restorative Justice Centre (2005 – 2007)
- Board Member, Petroleum Human Resources Sector Council (2002-2003)
- Founding President, Northern Alberta Chapter, Canadian Industrial Relations Association (1992-1995)
- Certified Human Resources Professional (CHRP), Human Resources Institute of Alberta (1990-ongoing)

Publications

- Worksight, Alberta’s Magazine on Workplace Issues, “Keeping Public Sector Unions Healthy”
- Canadian Personnel and Industrial Relations Journal, “Satisfy Employee Needs First”
- Canadian Business Review, “Looking for a Standard of Behaviour in Business”

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