

*R.M. Louise Simard, B.A., L.L.B., Q.C.
President & Chief Executive Officer*



Louise Simard is President & CEO of the Health Employers Association of British Columbia (HEABC), which is the accredited bargaining agent for British Columbia's publicly funded health employers and consists of approximately 315 member organizations including the province's six health authorities.

HEABC is responsible for provincial collective bargaining, labour relations, health human resource planning and occupational health and safety program coordination for its health sector members.

Before coming to BC, Louise was the President & CEO of the Saskatchewan Association of Health Organizations (SAHO), and she served as a member of the Saskatchewan Legislative Assembly from 1986 to 1995. Louise held numerous ministerial portfolios but most notably, she was Minister Responsible for the Status of Women, and Minister of Health from 1991 to 1995, during that province's successful transition to community-based health care. She was extensively involved in large organizational system reform and was responsible for directing the policy development and implementation of the reform as well as the communication of the reform.

Louise is and has been an active participant on many provincial and national boards, such as the Medical Council of Canada (former President), a member of the Advisory Committee for the Canadian Health Services Research Foundation/Canadian Institutes of Health Research Chair in Nursing Human Resources, the Canadian Medical Forum Task Force on Physician Supply, and a member of the Steering Committee for the Sector study of the Medical Profession. She is a member of both the Canadian College of Health Services Executives and the Health Care Leaders Association of BC, and has presented papers at international, national and provincial venues.

A member of the Law Society of Saskatchewan, Louise has practiced law in both the public and private sectors, and was the former Vice-Chair of the Saskatchewan Human Rights Commission. She was a sessional lecturer at the College of Law, University of Saskatchewan, and was appointed Queen's Counsel in 1995.

Her varied roles and experiences within the health sector, has provided Louise with a unique perspective of healthcare service delivery in Canada.

*Tony Collins
Senior Vice President, Human Resources Strategy*



Tony Collins is Senior Vice President, Human Resources Strategy where he is responsible for staff providing Human Resource and Labour Relations Consulting Services, Compensation/Classification Services, and rural and remote physician recruitment and retention.

Tony has over fifteen years of representing health sector employers in collective bargaining and third party proceedings. Along with his senior role, Tony is also the Lead Negotiator at the Facilities table. Prior

to HEABC, Tony was responsible for labour relations and occupational health and safety for a high tech manufacturing company in B.C. Tony has had numerous speaking engagements on labour relations and human resources.

Representing BC's health employers, Tony also sits on the Board of OHSAH, the Occupational Health and Safety Agency for Healthcare.

Associations:

- Human Resource Management Association (HRMA)
- BC Industrial Relations Association (BCIRA)
- BC Healthcare Leaders Association (BCHCLA)

Biographies: HEABC Senior Executive Team

Tom Hodges

Senior Vice President, Labour Relations Strategy

Tom Hodges is the Senior Vice-President, Labour Relations Strategy for HEABC. Tom joined HEABC in December 2005, and leads the Labour Relations department, which provides Labour Relations Consulting Services for over 300 members. Tom is also the Lead Negotiator at the Nurses table.

Tom arrived in Vancouver via Calgary, where he was the Director of the Federal Mediation and Conciliation Service's (FMCS) Calgary office. Previously, Tom was FMCS Director of the National Capital Region from 1990 until 2001. Prior to joining the federal government, he represented both labour and management throughout his diverse labour relations career.

Tom has a Master of Arts in Conflict Management from Royal Roads University, and has also studied

negotiations and mediation with the Harvard University Conflict Management Group. In February of 1997, he was selected to serve on a list of court-connected mediators for the Ontario Court General Division. He has also mediated disputes for the Department of Justice, the Department of Foreign Affairs, the Government of Nunavut and the Bankruptcy Branch of Industry Canada.

Tom has taught negotiations and dispute resolution throughout Canada. He has assisted with the implementation and design of dispute resolution policies in corporations and government organisations.

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HEABC
**Health Employers
Association of BC**