

**Ms. Viki Scott, RC (c); BSc; RRP; CHRM; MBA; ADR (c)**

Viki Scott is the President and Principal Consultant & Chief Lobbyist of *Scott & Associates Inc.*

Viki currently manages a successful National Consulting Firm of which provides solutions to Canadian based companies with at concentration in Labour Management Relations, Conflict Risk Management, Occupational Health and Safety , Human Rights, Workplace Investigations, Organizational Development and Effectiveness, Business Continuity Planning and General Business Advisory Services. Her firm also provides lobbying and advocacy services to their not for profit and broader public service clients.

Viki has an extensive history with both the public and private sectors, primarily in unionized environments. She has led significant change management initiatives for major public, non for profit and private sector organizations. Her leadership positions include the Ontario Ministry of Community Safety and Correctional Services, Workplace Health and Safety Agency, OPSEU and Extencicare, Canada In addition, she was a National Practice Leader at Watson Wyatt Worldwide and a Senior Manager with KPMG LLP where she directed and led a high performance team supplying direct technical consulting services to Employers concentrating in the areas of labour management relations, occupational health & safety, absence and attendance and human resource management consulting practice. She also, has had the privilege of being a Chief of Staff and Senior Policy Advisor to an Ontario Premier and a Cabinet Minister where she influenced the appointment of the first Employment Equity Commissioner for the Province of Ontario. She also has worked as a Senior Policy Advisor for various Political Leadership Campaigns, National, Provincial and Municipal.

Viki has a particular expertise in labour management relations, with both employer and union sided experience, and has been successful in introducing workplace interest based consensus models for managing identified areas of conflict. She has established a reputation for the effective work she has led resulting from her Transformative Mediation skills she brings to the parties for resolving conflict.

She has developed strong working relationships with the various government Labour Agencies and has an in-depth knowledge of federal and provincial workplace statutes. She has presented cases before the Workers Compensation Appeals Tribunals, Labour Relations Boards, Grievance Settlement Board, Pay Equity Commission and the Human Rights Commission. Viki lead the Employment Equity initiative for a major public sector union and successfully negotiated and implemented various Employment Equity Plans with the OPS and BPS Sector Employers. She also led a provincial Pay Equity Negotiation Team responsible for negotiating well over 400 Pay Equity Agreements. As a Rehabilitation Specialist, Viki has been very successful with supporting workplace parties in developing strategies for meeting their return to work and workplace accommodation obligations.

Viki has also worked with various employers in meeting Occupational Health and Safety due diligence compliance in Canadian (Provincial and Federal), U.S.A., and European jurisdictions. She has developed standardized assessment and diagnostic tools that are used for identifying and minimizing risks. She also led a research development team for the development of objective functional abilities/capacity testing that is currently used today in the physical rehabilitation and functional ability testing sector. One of her many accomplishments is that in her capacity as the Senior Development Officer with the Ontario Workplace Health and Safety Agency, she was responsible for the development and implementation of the Occupational Health and Safety Certification Training Program. In addition, during her tenure with

the Ontario Ministry of Community Safety and Correctional Services she received a number of commendations for her leadership during a provincial strike, SARS and the provincial “blackout”.

She has been very successful with the implementation of the CSA – “Psychological Standards” in unionized workplaces, specifically safety sensitive, high risk environments, for the purpose of identifying and minimizing risks associated with psychological claims. Her work with supporting workplace consensus models for managing workplace accommodation has been recognized at a national and international level. She is currently one of the “reviewers” of the CSA – Workplace Disability Management “draft” Standard.

Viki has worked with a wide range of Bargaining Agents such as CAW, OPSEU, CUPE, AMAPCEO, CEP, USWA, OPSSU, ASU, UFCW, PSAC, LIUNA, PAO, AJC, ONA, OLBEU, SEIU, UNIFOR and the Teamsters Union in the capacity as a Chief Negotiator/Spokesperson, a Grievance Mediator and as a Training Facilitator. She also conducts workplace investigations in support of the workplace parties’ obligations under the various OH&SA and Human Rights Legislation.

Viki has an MBA with a concentration in Industrial Relations and a Bachelor of Science, in Occupational Health and Rehabilitation Medicine. She is IPAC Certified. Viki also holds post graduate degrees in Alternative Dispute Resolution from York University and in Human Resource Management. She also has an Advanced Certificate in Board Governance. Since 1981, she is a Registered Rehabilitation Professional operating under license #SCOV0381-R. Viki has held Associate Professorship positions with the Rehabilitation Services Program, Seneca@York, and the Transformational Leadership Program for Women at Atkinson College, York University, the “NIDMAR” Disability Management Program for the WSIB, and the Seneca@York Government Relations Management Post Degree Program and the Public Relations -Corporate Communications Post Degree Program. She currently is a Professor with the Pacific Coast University, Workplace Health Sciences and with the School of Legal and Public Administration with Seneca College. She is also an Adjunct Professor with the Ryerson University Centre for Labour Management Relations.

Viki has received Order in Council Appointments (Ontario Cabinet) for the North York Board of Health, and the Toronto Hospital Community Advisory Board, held Executive positions with the Canadian Association of Rehabilitation Professionals, the Ontario Association of Rehabilitation Professionals and the Canadian Association for Disability Management Coordinators. Viki was recently appointed to the Inaugural Board of Directors for the City of Toronto’s “Reach Out Response Network”. In addition she currently serves as a Board Member for VRA Ontario, for the CIRA Ontario, and the ADRI’s National Government Relations Committee. Viki is also a York University Global Research Centre – Community Associate and a Member of the WSPS- CEO Leadership Network. She currently is a Member of the ADR Institute of Canada, the Ontario Bar Association ADR Section (Affiliate), the ADR Institute of Ontario, the Canadian Industrial Relations Association, the Association for International Arbitration, the International Association on Workplace Bullying and Harassment, the Canadian Society of Safety Engineering,, the Vocational Rehabilitation Association of Canada, the Vocational Rehabilitation Association of Ontario, the International Association of Rehabilitation Professionals, the Association for Workplace Investigators, Women’s Executive Network, and an inducted Member of the Women of Influence. She is a past Member of the Humber River Regional Hospital Board of Directors and Quality Assurance Committee. She is also a member of the Toronto Board of Trade, the Government Relations Institute of Canada, the Public Affairs Association of Canada, and the Institute for Public Administration of Canada.

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