

Greg Francis, Q.C.

1525 – 21 Street N.W.
Calgary, Alberta T2N 2M3
(403) 829-1444
franshan4@shaw.ca

EDUCATION

- 1986 – 1990 UNIVERSITY OF CALGARY
- Bachelor of Laws degree
- 1980 – 1985 UNIVERSITY OF ALBERTA
- Bachelor of Arts (Special) degree in Political Science & French (with Distinction)

PROFESSIONAL AFFILIATIONS

Member of the Law Society of Alberta (Non-practicing) – Appointed Queen’s Counsel, January 28, 2016

EMPLOYMENT

- 2019 – present ALBERTA TEACHERS RETIREMENT FUND – *Board Member*
- 2017- present UNIVERSITY OF CALGARY FACULTY OF LAW
Sessional Instructor, Labour Law
- 2004 – present GREG FRANCIS DISPUTE RESOLUTION SERVICES
Arbitration and mediation of collective agreement disputes
- 2012 – 2018 CALGARY BOARD OF EDUCATION
General Counsel and Superintendent of Human Resources
- 2008 – 2012 LEGAL AID ALBERTA – YOUTH CRIMINAL DEFENCE OFFICE
Senior Counsel
- 1999 – 2008 ALBERTA JUSTICE – Calgary Bail Office - *Presiding Justice of the Peace*
- 2006 – 2008 LAW SOCIETY OF ALBERTA - *Equity Ombudsperson*
- 1998 – 2004 CALGARY BOARD OF EDUCATION – *Manager, Human Resources*
- 1995 – 1998 TEAMSTERS LOCAL 31 – Vancouver, B.C. - *Labour Relations Officer*
- 1993 – 1994 LEGAL AID YOUTH OFFICE – Calgary, AB – *Staff Lawyer*
- 1991 – 1993 DEPARTMENT OF JUSTICE – Yellowknife, NWT – *Crown Prosecutor*

VOLUNTEER EXPERIENCE

- 2001 – Present President and board member – The Old Trout Puppet Workshop Society
- 2013 – 2019 Board of Governors – Education Matters
- 2014 – 2017 Member – Human Resources Committee – Calgary Chamber
- 2009 – 2012 Board member – Children’s Legal and Educational Resource Centre

AWARDS

- Fortis Alberta Inc. and United Utility Workers Association (Promotion and selection grievance) April 18, 2005

- United Parcel Service and Teamsters Local 362 (Furneaux – disciplinary suspension) June 16, 2005
- Telus Communications Inc. and Telecommunications Workers Union (McKinney grievance – discipline suspension) March 14, 2007
- Greyhound Canada Transportation Corporation and Amalgamated Transit Union, Local 1374 (“Manning of Service” – Tractor-Trailer Equipment Grievance) June 21, 2007
- Smurfit-MBI and Communications, Energy and Paperworkers Union of Canada, Local 539 (Policy Grievance – Operator and Slotterman – Wage Rates) March 5, 2008
- Bethany Care Society and Alberta Union of Provincial Employees (Clarke – disciplinary suspension) September 15, 2008
- Weyerhaeuser Company Limited and United Steelworkers Union, Local 1-207 (Policy Grievance - Vacation Pay on Severance Pay) May 6, 2009
- Pipe Line Contractors Association of Canada and International Union of Operating Engineers, Local 955 (Policy grievance - Mainline Pipeline Agreement Subsistence Allowance) February 2, 2010
- Alberta Health Services (Calgary Health Region) and United Nurses of Alberta, Local 1 (Davies – Job Posting Grievance) November 8, 2010
- Almadina Charter School Society and the Alberta Teachers’ Association (Dawood – Continuous contract/harassment grievance) January 21, 2011
- SMS Equipment Inc. and Communications, Energy and paperworkers Union of Canada, Local No. 707 (Clarke – termination grievance) July 4, 2011
- McKesson Canada Corporation and United Food and Commercial Workers Union Local 401 (Use of temporary employees – Preliminary Ruling – Introduction of Documentary Evidence) October 30, 2011
- Coca-Cola Bottling Company and CAW Canada Local 350 (Scheduling of employees) March 12, 2012
- Government of Alberta and the Alberta Union of Provincial Employees (Lydiard – Suspension grievance) October 25, 2013
- Municipality of Jasper and Canadian Union of Public Employees (Cato and Dyck – Termination grievances) January 18, 2015
- Lafarge and Teamsters Local 362 (Overpayment of wages) February 14, 2020
- First Calgary and International Union of Operating Engineers Local 955 (Bartlett – Duty to accommodate) June 9, 2020
- Fortis and UUWA (Swain – Termination grievance) September 10, 2020
- Compass Group Canada and UNITE HERE Local 47 (Payment for Orientation) June 1, 2021
- Fortis and UUWA (Job Selection – Team Lead Warehouse and Safety Advisor) October 29, 2021

LANGUAGES

- French (functional)
- Spanish (fluent)

REFERENCES – available upon request