

**OSOPA CONFERENCE & AGM**  
Cambridge Hotel & Conference Centre  
700 Hespeler Road  
Cambridge, ON N3H 5L8

**November 6-8, 2019**

**WEDNESDAY, NOVEMBER 6**

- 7:00 -11:00 PM            Registration
- 6:00 -11:00 PM            Hospitality Suite presented by Waterloo Regional Police Senior Officers Association

**THURSDAY, NOVEMBER 7**

- 7:30 – 8:30                Breakfast-Sponsored by the Waterloo Regional Police Association (WRPA)
- 7:30 – 8:30                Registration
- 08:45                        **Opening Remarks & Welcome**  
Bryan M. Larkin, Chief of Police, Waterloo Regional Police Service  
Ms. Karen Redman, Chair-Waterloo Regional Police Services Board &  
Chair-Regional Municipality of Waterloo
- 9:00 – 10:30                **Key Labour Relations Issues for Senior Officer Associations**  
Nini Jones  
Paliare Roland Rosenberg Rothstein LLP
- 10:30 - 10:45                Break
- 10:45 – 12:00                **Key Labour Relations Issues-Continued**
- 12:00 – 1:00                Lunch Break-Sponsored by the Waterloo Regional Police Association
- 1:00 – 2:30                **Harassment & Discrimination Complaints & Investigations**  
Natasha Savoline  
Bernardi Human Resource Law
- 2:30 – 2:45                Break
- 2:45 – 4:00                **Harassment & Discrimination Complaints & Investigations-Continued**
- 4:00 – 4:15                Kitchener-Waterloo Oktoberfest & the Waterloo Regional Police Oktoberfest Policing Unit  
Tom Berczi, Superintendent-Operational Support Division, WRPS

6:00 Bus Departs Hotel for Oktoberfest Social Event at Concordia Club in Kitchener  
6:30 – 9:30 Dinner and entertainment at Concordia Club  
9:30 Bus Departs for Hotel

**FRIDAY, NOVEMBER 8**

7:30 - 8:30 Breakfast  
8:45 – 9:00 **Opening Remarks**  
9:00 – 9:45 **Ministry of the Solicitor General**  
Mario Di Tommaso  
Deputy Solicitor General-Community Safety  
9:45 – 10:00 Break  
10:00 – 10:45 **Key Challenges for Policing in Ontario: 2020 & Beyond**  
Bryan M. Larkin  
Chief of Police, Waterloo Regional Police Service  
10:45 – 12:30 **OSOPA Annual General Meeting**  
12:30 Lunch