

BERT PAINTER

Consulting Social Scientist & Award-Winning Documentary Film Maker

**INVOLVED IN ACTION RESEARCH & CONSULTATION WITH EMPLOYERS, UNIONS, AND COMMUNITIES
TO SUPPORT HIGH INTEGRITY, HIGH PERFORMANCE WORKPLACES**

EDUCATION

B.A. (Honours) Sociology & Economics, Carleton University, 1968
M.A. Economics & Industrial Sociology, University of Sussex, England, 1969
International Graduate Degree, University of Lille, France, 1970

PROFESSIONAL EXPERIENCE

Independent Consulting Social Scientist & President, Modern Times Productions
Faculty Associate, School of Leadership Studies, Royal Roads University
(Former) Director, STS (International) Roundtable
Senior Research Associate, B.C. Research Council, Vancouver, B.C.
(Former) President, Canadian Council on Working Life
Program Manager, Socio-Technical Systems, B.C. Research Council (1975-1983)
Educator-Producer, Public Broadcasting Network/TV Ontario (1970-1975)

SOME EXAMPLES of MAJOR PROJECT WORK

- **Relationship-Building** between Ministry of Forests and a major Forest Company in British Columbia
- **Facilitation** of negotiations and an innovative collective agreement to revive a two-machine paper-making operation of Catalyst Paper (Port Alberni Division) and CEP Local 592
- **Facilitation** in support of **World Class Safety** within the pulp mills of Zellstoff Celgar (British Columbia), and Zellstoff Rosenthal and Zellstoff Stendal (Germany)
- **Consultation** to Catalyst Paper Corporation and the Communication, Energy & Paperworkers Union (CEP) in **Organization Development** of four major Paper mills (British Columbia)
- **Facilitation of Technological Change** with the introduction of new Information Systems by the Workers' Compensation Board of B.C. and the Compensation Employees' Union
- **Consultation** to the Union-Management Restructuring Steering Committee of the B.C. Ministry of Health and the B.C. Government Employees Union
- **Work Organization Design** for the new Millennium Refinery operations, and **Facilitation of Negotiations** for the Extraction operations of Suncor Energy Inc. and C.E.P. Local 707 (Ft McMurray, Alberta)
- **Facilitation** for **Outstanding Safety** within the Coastal Woodlands (British Columbia) operations of International Forest Products Ltd. and USWA/IWA Local 1-2171
- Development of **Labour Relations and Occupational Health & Safety** with Cardinal River Coals Ltd. and the United Mine Workers of America, Local 1656, (Hinton, Alberta)
- **Job Design** to relieve Telephone Operators' Stress and to improve customer service for the Communication Workers of Canada and the Manitoba Telephone System (Manitoba)
- Consultation on the development of **New Work Systems** with the L-S Electro-Galvanizing Company and the United Steel Workers of America Local 9126 (Cleveland, Ohio)
- Study of **Industrial Participation and Technological Change** for Australia Post and the Australian Postal & Telecommunications Union (Australia).

OTHER TEACHING ASSIGNMENTS

- Instructor in **Labour Relations**, School of Continuing Education, University of Calgary
- Co-Instructor for the **Foundation Program in Occupational Health & Safety**, Simon Fraser University
- Lecturer in Socio-Technical Systems, **Department of Engineering**, U.B.C.

PUBLICATIONS

- "Action Research Design of Knowledge Work & IT"**, International Action Research Conference, Oslo, 2007
- "The Electronic Claim File: A Case Study of Information Technology & Knowledge Work"**, Journal of Proceedings, Computer Supported Cooperative Work, ACM Press, 2002
- "People At The Centre of New Technology: A Process for Successful Technological Change"**, presentation to 12th World Congress of International Federation of Automatic Control, 1995
- "Good Jobs with New Technology"**, a handbook on how labour and management can achieve good jobs in an era of technological change, B.C. Research, 1991
- "Benefits of a Participatory Safety and Hazard Management Program"**, in Human Factors in Organization Design and Management, ed. Brown, O. et al, Elsevier Science Publishers, 1986
- "Community Development and Worklife Improvement: The Skeena Manpower Development Project"**, in A Casebook of Canadian Experiences in the Quality of Working Life, ed. Cunningham, J.B. et al, 1984
- "The Marriage of the Social Scientist and Industrial Engineer"**, in Applied Systems and Cybernetics, Vol. 1, ed. Lasker, G.E., Pergamon Press, 1981
- "Experiences of Employee Participation in Decision-Making"**, in Worker Participation: Success and Problems, Jain, H.C., Praeger, 1979
- "An Action Research Approach to Organization Design"**, in Manpower Planning and Organization Design, ed. Bryant, D.T. et al, Plenum Press, 1978.

MAJOR FILM/VIDEO PRODUCTIONS

- "Beyond Collision"**, 43-minute documentary featuring 4 case studies of High Integrity Labour Relations; Winner of the **2006 Silver Screen Award** from the International Film & Video Festival, Los Angeles, CA.
- "For People & The Business"**, 28-minute study of Union-Management Relationship-Building and organizational change by Saskatoon Chemicals and the Communication, Energy & Paperworkers Union
- "The Cardinal River Story"**, 25-minute documentary of one of the most significant Union-Management Turnarounds in North America, by Cardinal River Coals Ltd. and United Mine Workers of America
- "Engineering for Commitment"**, 48-minute historical documentary on the Socio-Technical Design of Work
- "The Power of Participation: L-S Electro-Galvanizing Company & United Steelworkers of America"**
28-minute video of one of North America's most successful participative workplaces
- "Redesigning Work for Self-Regulation: The Rohm & Haas Kentucky Story"**,
34-minute documentary study of the 10-year process by which Rohm & Haas and the Oil, Chemical & Atomic Workers converted a 600-employee plant to self-management
- "Topeka Pride: Twenty Years of Teamwork"**, 32-minute documentary of one of America's first and most comprehensive, successful implementations of "self-managing" work
- "The Challenge of Change: A New Deal at Work"**, 30-minute documentary about worker involvement in the forest and mining resource industries of Western Canada.