

2017 Lifemark Employer Conference

Creating a Safe and Healthy Workplace

Speaker bios



**Dr. John W. Cutbill,
MSc, MD, Dip Sport Med, FCBOM, FCFP, MRO**

Dr. Cutbill is certified in occupational medicine, sport medicine and family medicine. He has been awarded Fellowships from the Canadian Board of Occupational Medicine and the College of Family Physicians of Canada.

Dr. Cutbill is the consultant corporate physician for Canadian Pacific and consultant Chief Medical Officer for several railways. While Chief Medical Officer for Canadian Pacific he was responsible for the development of the corporate fitness to work, medical policy and alcohol and drug policy (including substance testing).

He is a member and former Chairperson of the Medical Advisory Group of the Railway Association of Canada responsible for medical fitness guidelines for employees occupying safety critical positions in the Canadian railway industry, including substance use disorders.

Dr. Cutbill has provided expert testimony related to medical fitness to work and substance testing. He has been recognized by the Canadian Human Rights Tribunal as an expert in addictions and fitness to work.



**Dr. Ronald T H Lim
MD, CCFP, ABAM (diplomat), DFASAM, FISAM, CCSAM MRO.**

Dr. Lim is a graduate of the University of British Columbia Medical School. He completed his post-graduate training with a rotating internship at the Royal Alex Hospital in Edmonton followed by two years of internal medicine residency at the University of Calgary.

Dr. Lim is certified by the College of Family Physicians of Canada and practiced in family medicine for 15 years before specializing in addiction medicine.

Dr. Lim currently holds addiction medicine certifications from the Canadian and International Societies of Addiction Medicine. He is also a Diplomat of the American Board of Addiction Medicine (since 2006), Fellow of the International Society of Addiction Medicine and Distinguished Fellow of the American Society of Addiction Medicine.

Dr. Lim is the Clinical Assistant Professor for both the departments of Family Practice and Psychiatry, Cumming School of Medicine and University of Calgary. Additionally, Dr. Lim is also Program Director for the University of Calgary R3 Addiction Medicine Enhanced Skills residency program. He teaches medical students and residents as well as is active in research activities, having published several papers on addiction.

He is the medical lead for the Calgary Opioid Dependency program and Renfrew Detox and consults for the Claresholm Center for Mental Health and Addiction. He has been doing independent medical examinations for substance abuse for the past 10 years.

Dr. Lim is also the past-president of the Alberta Medical Association's Section of Addiction Medicine and Canadian Society of Addiction Medicine as well as Region IX director for the American Society of Addiction Medicine. He is also a certified medical review officer.



Dr. Christian Laplante

Dr. Laplante is a clinical psychologist with 19 years of counseling experience. He completed his Master's degree at Brigham Young University in Marriage and Family Counseling and his Doctorate degree at Laval University.

Dr. Laplante is passionate in facilitating positive changes and equipping individuals with tools that will lead to lasting changes. He has extensive experience in: pain management, head injuries, depression, anxiety, PTSD, sleep disorders, relaxation training, biofeedback, oncology, communication, stress management, vocational issues, and assessment.

During his career, Dr. Laplante has always been outcome-focused in order to measure change. He is zealous about transforming research findings into practical applications that increase personal happiness.



Marsha Jereniuk

Ms. Jereniuk is the senior occupational therapist and provincial lead for Occupational Therapy Services Prairie Regions for Lifemark.

After completing an Arts and Science Degree from the University of Saskatchewan, she continued to further her education in Rehabilitation Medicine and attained a Bachelor of Science Degree in Occupational Therapy from the University of Alberta.

Her philosophy on rehabilitation is centered on the belief that all clients have the potential for recovery. Over the course of her career, she has worked in a variety of vocational rehabilitation settings and taken many post-graduate courses to further her professional development. She has a wealth of experience problem-solving and using evidence-based practice strategies to engage people in occupations that are meaningful to them.

Over her career, Marsha worked with many different client groups and diagnoses. She has built a diverse clinical skill set including working with orthopedics, neurology, brain injury, return-to-work services, home health and accessibility, mental health, trauma, vestibular rehabilitation and physical and cognitive abilities assessments and rehabilitative treatment.

Her special interests are mental health, cognitive rehabilitation, brain injury, chronic pain management and vocational rehabilitation. Marsha values continuing education and evidenced-based practice. As a Clinical Assistant Professor at the University of Alberta, Marsha enjoys teaching students and inspiring them to become excellent therapists.

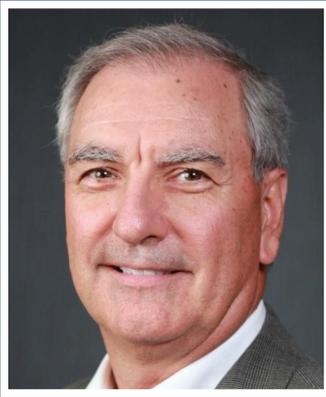


Keri Bennett

Keri Bennett engages in a broad labour and employment practice advising public and private sector organizations on all aspects of the employment relationship. Keri also advises clients on compliance with federal and provincial privacy legislation. Keri represents clients in matters before the BC Human Rights Tribunal, BC Employment Standards Branch, the BC Labour Relations Board, the Workers' Compensation Appeal Tribunal, the courts, labour arbitrators and the Office of the Information and Privacy Commissioner for British Columbia.

Keri frequently advises employers on compliance with employment standards legislation, including payment of wages, hours of work and overtime, annual vacation and director liability. As part of her practice she is also responsible for the drafting of enforceable employment agreements, employer policies and is responsible for representing clients in employment litigation, including negotiating effective settlements and vigorously defending her client's interests before the courts.

In the areas of privacy, Keri advises clients on compliance with federal and provincial privacy legislation, including issues such as employee background checks, employee surveillance, collection, use and disclosure of employee information at all stages of the employment relationship.



Micheal Pietrus

Micheal Pietrus is the director of the Mental Health Commission of Canada's international award winning anti-stigma initiative Opening Minds. In February 2015, Opening Minds received the Innovator Award from the organizers of the 7th Together Against Stigma Conference in San Francisco as the "...program which creates a major impact through new approaches that inspire new possibilities and/or disrupts prevailing views."

Under Micheal's leadership, the Commission launched Opening Minds, its 10-year anti-stigma/anti-discrimination initiative which is the largest systematic effort to reduce the stigma of mental illness in Canadian history.

Opening Minds is an important priority for the MHCC because many people living with mental health issues say that the stigma associated with mental illness is often worse than the illness itself. This stigma is a significant barrier to individuals seeking help.

Micheal is a founder and co-chair of the Global Anti-stigma Alliance, which is composed of more than 20 international organizations working to reduce the stigma associated with mental illness. He sits on the Board of the Alberta Lieutenant Governor's Circle on Mental Health and Addictions and is a member of the advisory committee for the Centre for Dignity, Recovery and Empowerment, San Francisco, CA. Micheal was also a director with the Alberta Mental Health Board.



Connie Deschamps

Connie Deschamps is Lifemark's National Director of Disability Management.

Connie graduated with a Bachelor of Arts, majoring in psychology from Laurentian University in Sudbury, Ontario.

She has worked for an international consulting firm, managed a province-wide disability program for the BC government, oversaw the disability and wellness programs for one of Canada's largest universities, as well as managing a disability team across Western Canada for a boutique disability provider.

Connie's extensive disability management experience as a complex case manager, and her management and consulting knowledge has enabled her to recognize the global issues often impacting both employers and employees. This experience has become invaluable in recognizing and offering realistic, proactive and sound disability management solutions for Lifemark's clients.

Connie has significant experience designing, implementing and managing programs that address the human and financial impact of disabilities and absenteeism. She has spent considerable time conducting audits in an objective and unbiased fashion, along with managing both occupational and non-occupational disabilities.

Connie has spoken as a subject matter expert at a variety of conferences. She has also consulted for various clients in a broad range of industries and organizations in both union and non-union environments.