


Gina Fiorillo

Lawyer
Fiorillo Glavin Gordon




Role(s)

- Labour and human rights lawyer
- Represent unions and advocate on behalf of unions and union members
- Represent individual employees with mental disorders & addictions
- Mediator/Negotiator
- Educator/Trainer



Challenges/Barriers within Role(s)

- Identifying unhealthy work environments
- Identifying at risk individuals
- Constructive intervention/education/coordination of experts
- Maintaining employment and/or employment benefits for those dealing with mental health and/or addiction issues
- Overcoming stigmas associated with mental health and addiction issues in the workplace



Needs from other Stakeholders

- Information
- Sensitivity to the need for deadlines
- Respect for confidentiality/privacy issues
- Education/facilitation and/or other support
- Creativity/flexibility/compassion
- Appreciation of workplace dynamics
- Recognition and respect for the rights of individual employees and co-workers
- Willingness to work with both the union and employer representatives in the process of education and accommodation



Key Research Questions

- Is there a more appropriate way to deal with mental health issues, including post traumatic stress disorder, in the workplace?
- What are the most effective workplace reintegration programs for those dealing with mental health and addiction issues?
- Do last chance agreements to address addiction issues do more harm than good?
- Do disability managers (administrators/insurers) exacerbate disability by proceeding on the assumption of malingering?
- Is there an effective way to preserve confidentiality of medical information while remaining sensitive to disclosure obligations in the workplace?