



The Canadian Industrial & Organizational Psychologist

Volume 23, Number 1

Fall 2006

Comments from the Chair	1
Program Coordinator Update	2
CSIOP Membership	3
Communication's Coordinator Update	4
Student Update	5
To Test or Not to Test	6
French Speaking Work & Org. Psychology	8

Comments from the Chair
Stéphane Brutus, PhD
Concordia University

It is with a lot of enthusiasm that I take on my first official duty as CSIOP chair, which is writing this here column. Sure, I have been accused of being a 'glass-half-full' type of guy and it's true that I can find joy in almost any tasks (with the exception of grading exams and making a presentation with a tie on) but for this I am REALLY jacked up! You see, like most of you, I feel privileged to earn a living doing what I do which is to study, teach, and practice I-O psychology. No doubt about that: I consider myself a lucky guy, fundamental attribution error be damned! To now be involved with CSIOP as its Chair for 2006-2007 is not only an honor but yet another opportunity for me to get involved with activities that I enjoy. My enthusiasm in being the Chair is not only attributable for my love of I-O Psychology, part of it is also due to the fact that CSIOP is a well-oiled machine. It is my pleasure to introduce to you the Executive that will 'drive' CSIOP this year. Our past Chair is now Marjory Kerr, who has left behind a legacy of efficiency that I will try to maintain. The next

in line as Chair is Steve Harvey. Steve's energy has served CSIOP well over the years and I look forward to working in him this year. Tracy Hecht stays on the Executive but switches roles, moving from the exciting role of Membership Coordinator to the role of Secretary—an electrifying post if there was ever one. I have two words for Tracy: thank you! The Student representative remains Lance Ferris who has been serving our student members very well for many years now. David Stanley continues his efforts as Newsletter Editor. I would like to commend David for producing, quarter after quarter, the main link that unites us. To everyone's relief (and delight), Joan Finegan has agreed to extend her stay on the Executive as Treasurer. As always, Sunjeev Prakash keeps us informed of job opportunities via the listserv. In 2006-2007, we welcome three new newcomers to the Executive: Anuradha Chawla in the role of Communication Coordinator, Aaron Schat as Membership Coordinator and Lori Francis in the role of Program Coordinator. As you'll soon discover, Anuradha has not wasted any time in coming up with very interesting initiatives to increase our visibility. Aaron needs no introduction in Canadian I-O circles having won the RHR Kendall Award for Best Student paper twice in a row---we expect great things from this young man! Finally, Lori has inherited what is probably the most demanding position on the executive and has already devoted much energy to organizing our next conference in Ottawa.

As Chair, I have set myself a few objectives for this year and would like to share them with you. First, I would like to see more of my colleagues from Quebec involved in CSIOP. There exist a vibrant I-O community in Québec, represented by the 'Société québécoise de psychologie du travail et des organisations' (SQPTO), but the cross-over with CSIOP is limited. Case in point: the SQPTO has more than 250 members, only a handful of them are also members of CSIOP. With Steve Harvey taking

over as Chair next year and our next conference being in Ottawa, we have a real opportunity to establish some solid connections in the near future.

Another initiative that I wish to move forward is to have CSIOP take a formal position as to the use of psychological testing in the context of personnel selection. In the past few months, I have had a few I-O practitioners contact me about this issue. Currently, the only guidelines available to I-O psychologists practicing in Canada are those offered by CPA which defer to the 1999 APA Standards for Educational and Psychological Testing (see <http://www.cpa.ca/documents/PsyTest.html>). I am currently working with Vic Catano on a document to this effect. If you have an opinion on this issue or on anything else, I certainly would like to hear it!

C'est avec beaucoup d'enthousiasme que j'assume ma première tâche de rédaction en tant que président de SCPIO qui est de rédiger cette chronique. C'est vrai que l'on m'a souvent accusé d'être quelqu'un qui voit le verre à moitié plein et que je prend plaisir à faire bien des choses (sauf corriger des examens et mettre une cravate) mais pour ce poste, je suis vraiment motivé. Comme la plupart d'entre vous, je me sens privilégié de gagner ma vie à étudier, enseigner et pratiquer la psychologie industrielle-organisationnelle. Sans aucun doute, je me considère comme quelqu'un de chanceux. Mon implication comme président de SCPIO pour 2006-2007 est non seulement un honneur mais une autre opportunité de m'impliquer dans des activités qui me plaisent énormément. Evidemment mon affection envers la psychologie I-O n'est qu'une des raisons qui m'ont poussé vers la présidence, le fait que SCPIO soit une machine très bien huilée y a contribué aussi.

C'est avec joie que je vous présente le comité exécutif CSIOP de cette année. L'ancien président est maintenant Marjory Kerr, qui a laissé derrière elle une tradition d'efficacité qui sera difficile à suivre. Notre prochain président est nul autre que Steve Harvey. Au fil des années, CSIOP a bénéficié de l'énergie de Steve et j'anticipe une autre année productive en sa compagnie. Tracy Hecht reste sur l'exécutif mais dans un rôle différent. Elle délaisse le rôle de coordinateur de membres pour un autre tout aussi excitant, celui de secrétaire. Le représentant étudiant est toujours Lance Ferris qui sert nos étudiants depuis quelques années déjà. David Stanley poursuit ses efforts comme Editeur-en-chef du bulletin [je tiens le remercier pour sa production, semestre après semestre, du principal lien qui nous unis tous]. Au grand soulagement (et plaisir) de tous, Joan Finegan a accepté de continuer sur l'exécutif comme Trésorier. Comme toujours, Sunjeev Prakash nous tient au courant des offres d'emploi en I-O avec le 'listserv'. En 2006-2007, nous accueillons trois nouveaux membres sur l'exécutif: Lori Francis dans le rôle de Coordinateur du Programme, Anuradha Chawla dans le rôle de Coordinateur des Communications et Aaron Schatt comme Coordinateur des Membres. Lori a hérité de ce qui est probablement le rôle le plus exigeant sur l'exécutif et elle a déjà commencé à dédier beaucoup d'énergie pour organiser la prochaine conférence à Ottawa. Anuradha n'a pas perdu de temps non plus pour penser à de nouvelles initiatives pour améliorer notre rayonnement au Canada. Finalement, Aaron n'a pas besoin d'être présenté puisqu'il a gagné

le Prix RHR Kendall deux années consécutives---on s'attend à de grandes choses de ce jeune homme!

Comme Président, je me suis donné quelques objectifs cette année et j'aimerais bien en partager quelques uns avec vous. Premièrement, j'aimerais bien voir un plus grand nombre de collègues Québécois impliqués dans SCPIO. Il existe une communauté de psychologues I-O très active au Québec, représentée par la Société québécoise de psychologie du travail et des organisations' (SQPTO) mais il y a très peu de contact entre les deux organisations. La SQPTO a plus de 250 membres et très peu d'entre eux ont aussi membres de SCPIO. Avec Steve Harvey comme prochain président et notre conférence à Ottawa nous avons une réelle opportunité d'établir des liens solides. Une autre initiative de ma part serait de prendre position sur l'utilisation des tests psychométriques dans le contexte de sélection. Depuis quelques mois, j'ai été en contact avec quelques praticiens à ce sujet. Présentement, le seul guide pour les psychologues I-O Canadiens est la Société canadienne de psychologie qui se réfère au Standards for Educational and Psychological Testing de l'American Psychological Association, rédigé en 1999 (voir <http://www.cpa.ca/documents/PsyTest.html>). Je travaille présentement avec Victor Catano sur un document à cet effet. Si vous avez une opinion sur le sujet, ou sur quelque chose d'autre concernant CSIOP, svp m'en aviser.

Stéphane Brutus, Ph.D.



Program Coordinator's Update

*Lori Francis, PhD
Saint Mary's University*

CSIOP plans for the 2007 Convention are already well underway. We remind all our members that the 2007 CPA Convention will be held at the Westin Hotel in Ottawa, Ontario, June 7-9, 2007. The deadline for conference abstract submissions is November 15, 2006. You can submit your abstract electronically at <http://www.cpa.ca/convention/callforsubmissions/>. The CPA group rate at the Westin Ottawa is available until May 4, 2007 (Subject to availability).

What's in store at the Convention? CPA invited speakers include Dr. Edward L. Deci, on Motivation and Self-Determination Theory and Dr. Christopher Peterson on Positive Psychology. CSIOP is very pleased to announce that Dr. Chris Argyris of Harvard University and the Monitor Group has accepted our invitation to be the CSIOP keynote speaker. Many CSIOP members will be familiar with Dr. Argyris' highly influential work on organizational learning and theories of action. His presentation is sure to be a conference highlight.

Of course, all of the regular CSIOP convention offerings are also

Visit us at our new internet address!

www.csiop.ca
www.scpio.ca

Visitez-nous à notre nouvelle adresse internet

being planned. We'll feature an invited symposium, an invited workshop, and of course our annual social event. Further details on these events will be profiled in upcoming issues of the CSIOP Newsletter. We also look forward to a large number presentations and posters from our membership. The conference will provide a chance for I/O Psychologists in Canada to hear about the latest in I/O research and socialize with colleagues.

Remember, all that's required for submission is a short abstract and the online format makes submitting to CPA easier than ever. Ottawa is a fabulous convention destination and we encourage CSIOP members to join us at CPA 2007!

Traduit en français par Jacques Forest, Ph.D., chercheur post-doctoral à l'École de Gestion John Molson et représentant étudiant de la Société Québécoise de Psychologie du Travail et des Organisations.

Mise à jour de la coordonnatrice de programme.

La planification pour le congrès 2007 de la SCPIO est déjà bien entamée. Nous rappelons à tous nos membres que le congrès 2007 de la Société Canadienne de Psychologie (SCP) se tiendra à Ottawa, à l'hôtel Westin, du 7 au 9 juin 2007. La date limite pour soumettre des résumés de conférence est le 15 novembre 2006. Vous pouvez soumettre votre résumé de façon électronique à l'adresse <http://www.cpa.ca/congres/demandedecommunications/>. Le tarif de groupe de la SCP à l'hôtel Westin d'Ottawa est disponible jusqu'au 4 mai 2007 (sujet à disponibilité).

Qu'est-ce qui vous attend à ce congrès? Les conférenciers invités par la SCP incluent Edward L. Deci (Ph.D) de la théorie de l'autodétermination ainsi que Christopher Peterson (Ph.D) sur la psychologie positive. La SCPIO est très heureuse d'annoncer que Chris Argyris (Ph.D.) de l'Université Harvard a accepté notre invitation d'être le conférencier principal de la SCPIO. Plusieurs membres de la SCPIO connaissent tout l'impact qu'a eu le travail de M. Argyris sur l'étude des organisations. Sa présentation sera

sûrement le point culminant de notre congrès.

Évidemment, toutes les activités qui étaient habituellement offertes au congrès de la SCPIO seront disponibles pour vous cette année. Nous planifions organiser un colloque, un atelier de même que notre populaire événement social annuel. Des informations supplémentaires sur ces activités vous seront données dans le prochain bulletin trimestriel de la SCPIO. Nous nous attendons à ce que plusieurs présentations et affiches soient proposées par nos membres à ce congrès. La conférence fournira une occasion toute spéciale aux psychologues organisationnel(le)s du Canada d'entendre parler des plus récentes recherches en plus de socialiser avec des collègues de partout au pays.

Nous vous rappelons qu'une soumission n'exige de vous qu'un court résumé. Qui plus est, le format de soumission électronique (sur le site de la SCP) rend cette procédure encore plus facile que jamais. Ottawa est une destination fabuleuse pour un congrès et nous encourageons les membres de la SCPIO à se joindre à nous pour le congrès de la SCP en 2007 !



CSIOP Membership
Aaron Schat, PhD
McMaster University

Greetings CSIOP Colleagues.

As the new Membership Coordinator, let me begin this column by briefly introducing myself. My name is Aaron Schat and I am a graduate of the PhD program in I/O Psychology at the University of Guelph. I am currently Assistant Professor of Orga-

nizational Behaviour and Human Resource Management in the DeGroote School of Business at McMaster University. I look forward to serving the Canadian I/O Psychology community in this role for the next two years. It is my hope that as a community, our number, vitality, and positive impact will continue to grow.

If you know of others – colleagues, students, etc. – who may be interested in CSIOP, I encourage you to invite them to consider becoming members. If you or they have any questions, please feel free to contact me. My contact information is provided below:

Aaron Schat
DeGroote School of Business, McMaster University
1280 Main Street West,
Hamilton, Ontario, Canada L8S 4M4
Email: schata@mcmaster.ca
Phone: 905.525.9140, Ext. 23946
Fax: 905.521.8995

On behalf of CSIOP, I would like to thank Tracy Hecht for her work as Membership Coordinator over the past two years. I would also like to express my personal gratitude to Tracy for helping to facilitate my transition into this new role.

Changes to your Membership Information

Please keep us informed of any changes to your contact information. If your membership is through CPA (i.e., you are a full member or student member), we receive your contact information via CPA. Therefore, please inform the CPA membership coordinator (membership@cpa.ca) of any changes and they will be forwarded to CSIOP. If you are a CSIOP Associate, any changes should be directed to me.

Membership Updates

CSIOP currently has 320 members, including 226 full members, 67 student members, and 27 associate members. Among these are a number of new members, listed below. Please join me in welcoming them to CSIOP.

Full members

Fiona McQuarrie
Dennyson Pereira
Lynne Satov

Associate member

Catherine Connelly



Communication's Coordinator Update

Anuradha Chawla, PhD
DDI

Hello CSIOP Members:

My name is Anuradha Chawla and I will be the new Communications Coordinator (CC), replacing and building on the efforts of Liane Davey (Thank you, Liane!). By way of introduction, I completed my B.A in Psychology at the University of British Columbia and my M.A and Ph.D. in Industrial-Organizational (I-O) at the University of Guelph. I am currently a consultant at Development Dimensions International in Toronto, working on selection, leadership development, and executive succession planning projects.

I want to take this opportunity to clarify my aspirations for this role and for what I hope we can jointly achieve.

What I will do: I am focused on helping CSIOP achieve two objectives a) to raise the profile of CSIOP and its membership, and b) to build and maintain relationships between CSIOP and similar organizations in the academic and business communities. As such, my immediate goal will be to obtain increased requests from media and public relations contacts for feature articles, opinion pieces, or interviews with our experts. As well, I will work towards developing a network of contacts with individuals from similar organizations.

How you can help: Raising the profile of our profession and organization will require a joint effort. I encourage you, in your dealings with colleagues, clients, and the media and when listing your professional affiliation(s), to refer to yourself as an I-O Psychologist/professional and to refer to your CSIOP membership. Your efforts will help facilitate the impact our profession and CSIOP can have.

If you would like to be contacted in response to media requests in your field, please contact me via email (Anuradha.Chawla@ddiworld.com) with a brief description of your area of expertise. I welcome emails from students, academics, and practitioners.

Finally, if you have ideas you would like to discuss or contact information on potential media/public-relations people you would like to share, please do let me know.

I look forward to achieving the objectives of this appointment with your support. I hope that that one day I-O psychology's contribution will be readily understood so that our students find it easier to market their degree when they enter the job market, employers recognize the unique skills we bring, and the media seek out our researchers for insight into current workplace events.

What's New? Plenty!

NEW Consulting Services

- French-Canadian 16PF® Fifth Edition Questionnaire. Online administration and scoring available now!
- Work Styles Survey. A job analysis system that assesses job-related personality requirements using multiple methods
- Tailored 16PF Solutions. Custom Talent Management Guide (TMG) reports that enable you to manage talent throughout the employment life cycle
- International 16PF Assessments. Multinational assessment programs for North America-based companies
- NetAssess. New multi-site functionality organizes web-enabled testing projects across multiple users

NEW Products

- PsychEval Personality Questionnaire. A shorter, faster, Internet-based multidimensional measure of normal and pathology-oriented personality traits
- Protective Services Reports. Pre-offer and post-offer assessment reports for high-risk occupations
- Personnel Reaction Blank. A personality-based measure of integrity

custserv@IPAT.com
800.225.4728, ext CSM
217.352.4739, ext CSM
www.IPAT.com



Student Update

Lance Ferris
University of Waterloo

Greetings from your friendly neighbourhood student-rep!

Ah, the start of the school year, when a young IO student's fancy lightly turns to thoughts of...dissertations, scholarship applications, experiments, and applied projects?!? (apologies to Tennyson)

Yes, it's start of a new school year. Hopefully this will be published in time for the following paragraph to not be outdated: apply for CPA's conference in Ottawa in June! The deadline for submissions is November 15, and the submission requirements are not onerous, and getting a presentation on the 'ole CV will help with the aforementioned scholarship applications. If you've never been to a conference before, you're missing out (and I can guarantee there'll be another great student-mentor social to attend!)

Speaking of the student-mentor social, if anyone out there knows Ottawa well and can recommend a good place to have the social, I'd appreciate you dropping me a line!

Also with the start of term, there's likely a whole bunch of new IO students with questions about job prospects, the relative merits of research vs. consulting, and such. Tired of answering them? Then direct the students to the student website – <http://www.arts.uwaterloo.ca/~csiopstu/Index.htm>

There you'll find answers to these questions and more, including job listings and links to sites which every IO student should know! The site is also a great resource if you don't know the answers to the above questions yourself!

Recently, the student reps from CSIOP, SIOP, and SQPTO (Société Québécoise de Psychologie du Travail et des Organisations, the Quebec equivalent of CSIOP/SIOP) got together for a conference call to discuss ways in which we can increase awareness of each other's activities and promote inter/intra-national co-operation between the student societies. One of the questions which arose was what, if anything, students from Canada would like to see done by SIOP to address uniquely Canadian interests.

My own take on the question was that there wasn't much (that I am aware of) that Canadian students want from SIOP which they aren't already getting. However, let me put the question to you instead. Do you have any comments about SIOP and its dealing with Canadian students? Any problems or positives you'd like to share? If so, please let me know and I'll relay your comments to the SIOP student reps.

Another bit of information which came from the conference

call is that SIOP is considering adding an international student representative position. I'll keep you updated with information as it comes my way, and encourage any of you who might be interested, to apply for the position.

That's all for this issue – be sure to write with any comments, concerns, or ideas!

Traduit en français par Jacques Forest, Ph.D., chercheur post-doctoral à l'École de Gestion John Molson et représentant étudiant de la Société Québécoise de Psychologie du Travail et des Organisations.

Salutations de votre gentil représentant étudiant !

Ah! Le début de l'année scolaire, quand les agréables pensées d'un(e) jeune étudiant(e) en psychologie du travail se transforment soudainement en pensées sur ... la thèse, les demandes de bourse, les expérimentations et les projets de consultation !?

Oui, c'est effectivement le début d'une nouvelle année scolaire. Si tout va comme prévu, le présent article sera publié à temps et les informations qui y figurent ne seront pas périmées : appliquez pour la conférence de la Société Canadienne de Psychologie (SCP) à Ottawa en juin ! La date limite pour des soumissions est le 15 novembre, et les conditions de soumission ne sont pas astreignantes. Qui plus est, le fait d'avoir une communication de plus sur votre CV peut donner un coup de main pour les demandes de bourses dont je parlais précédemment. Si vous n'êtes jamais allé à une conférence avant, vous ne savez pas ce que vous manquez ! Et je peux vous garantir qu'il y aura à nouveau cette année notre très populaire rencontre étudiant(e)-mentor(e) à laquelle vous pourrez participer !

Tandis que j'aborde le sujet de la rencontre étudiant(e)-mentor(e), si quelqu'un connaît bien Ottawa et peut me recommander une place pour tenir cette rencontre, j'apprécierais beaucoup que cette personne m'écrive un courriel !

Avec le début de cette nouvelle session, il y a probablement un grand nombre de nouvelles étudiantes et de nouveaux étudiants en psychologie du travail qui ont des questions à propos des perspectives d'emploi, des pour et des contre de la recherche versus la consultation, et d'autres questions du genre. Êtes-vous fatigués de leur répondre ? Dirigez-les alors sur le site Web étudiant de la SCPIO au: <http://www.arts.uwaterloo.ca/~csiopstu/Index.htm>

Sur ce site, vous trouverez des réponses à ces questions et bien plus, y compris des listes d'emploi et des hyperliens aux sites internet que chaque étudiant(e) en psychologie du travail devrait connaître !

Récemment, les représentants des étudiants de la SCPIO, de la SIOP, et de la SQPTO (Société Québécoise de Psychologie du Travail et des Organisations, l'équivalent Québécois de la SCPIO ou de la SIOP) se sont réunis en conférence téléphonique pour discuter des façons de favoriser la transmission d'informations entre les trois organisations et aussi de stimuler les coopérations intra et internationales entre les étudiant(e)s de ces associations.

Une question soulevée par notre discussion était de savoir comment la SIOP pouvait plus adéquatement répondre aux intérêts des étudiant(e)s canadien(ne)s.

Mon point de vue à ce sujet était qu'il n'y avait pas grand chose que les étudiant(e)s canadien(ne)s voudraient de plus de la SIOP que ce qu'ils/elles obtiennent déjà. Cependant, laissez-moi vous poser la question. Avez-vous des commentaires au sujet de la SIOP et de sa façon de traiter les étudiant(e)s canadien(ne)s? Est-ce que vous avez des problèmes ou encore des commentaires positifs que vous voudriez partager? Si oui, faites-le moi savoir et je transmettrai par courriels vos commentaires aux représentants des étudiants de la SIOP.

Un autre point important qui est ressorti de notre conférence téléphonique est le fait que la SIOP considère l'ajout d'un poste de représentant(e) étudiant international(e). Je vous tiendrai au courant de cette nouvelle fonction au fur et à mesure que les informations seront disponibles et encourage toute personne intéressée par ce poste à se manifester et à le briguer.

C'est tout pour cette édition de ma chronique – à nouveau, je désire vous indiquer que je demeure disponible afin de répondre à vos questions, commentaires, préoccupations ou idées dès que vous en avez !



To Test Or Not To Test: A Summary And Analysis Of A Recent Alberta Judgment¹

*Erika Ringseis, PhD, LLB
Fraser Milner Casgrain*

Substance abuse testing after workplace accidents or in particular circumstances is usually defensible in law. More debatable, however, is testing occurring prior to the employment relationship. Drug testing before or during employment is becoming increasingly popular. Indeed, employers often request that selection systems include a drug and alcohol test. Drug testing is especially common in industries where individuals are segregated from the urban population such as the oilfield industries in the northern part of Alberta. A recent Alberta court decision highlights the importance of analyzing any selection system that contains drug testing to ensure that discrimination does not occur, or is justifiable.

Legal Background

In Canada, there is no distinction in law between adverse impact discrimination and direct effects discrimination. The test in law is the same:

1. Is there discrimination on the basis of one of the enumerated, or analogous, grounds?

2. If so, is there a “bona fide” occupational requirement (i.e., is the discrimination defensible)?

(a) Is the purpose of the test rationally connected to the performance of the job (legitimate purpose)?

(b) Is the standard adopted in an honest and good faith belief that it was necessary to the fulfillment of that legitimate purpose?

(c) Is the standard reasonably necessary to accomplish a legitimate work purpose and is it impossible to accommodate individual employees without undue hardship?

The first stage of the test places the burden of proof on the Plaintiff, the employee who has been discriminated against. However, once a prima facie case of discrimination has been shown, the burden shifts to the employer to prove that either discrimination has not occurred, or it is justifiable. This test has been used since the late 1990’s, when the Supreme Court of Canada set out the test for discrimination in Meiorin.

Facts

Mr. Chiasson was hired as an inspector in Northern Alberta, contingent on passing a pre-employment drug test. His position was somewhat safety sensitive. Mr. Chiasson, however, tested positive for drugs, specifically marijuana. Mr. Chiasson indicated to his employer, Kellogg Brown & Root (Canada) Company (“Kellogg”), that he was a recreational user, and, indeed, had partaken a little pot smoking during the weekend prior to taking the drug test and before starting his job. Kellogg immediately terminated Mr. Chiasson from his position.

The Human Rights Panel Decision

The Human Rights Panel dismissed Mr. Chiasson’s case. Specifically, they found that Mr. Chiasson had failed to demonstrate that there was any prima facie evidence of discrimination. Because Mr. Chiasson had indicated that he was a recreational user, the Panel determined that there was no discrimination. Mr. Chiasson did not have a “disability” under the definition of the legislation. However, Mr. Chiasson questioned this result and appealed the decision in Alberta’s Court of Queen’s Bench.

The Court Decision

In May of 2006, Madam Justice Martin overturned the Human Rights Tribunal decision. First, she concluded that discrimination had occurred. Although Mr. Chiasson did not have a physical or mental disability per se, the employer perceived him as having a disability. The drug testing policy of Kellogg required that all employees undergo the pre-employment drug testing. Upon receipt of a positive result, an employee was terminated, without any efforts to accommodate. The Court held that this was discrimination because all employees were treated the same and terminated immediately whether or not they had a disability. So, although Mr. Chiasson himself did not have a disability, the first step of the test was met. Mr. Chiasson had been discriminated against because the drug testing policy, and the selection system that was used by Kellogg, did not distinguish between having a disability or being a recreational user. Thus,

the policy treated Mr. Chiasson as if he had a disability and he was perceived by Kellogg to have a disability.

Once Mr. Chiasson had met the first stage of the test, Justice Martin turned her attention to the issue of accommodation and whether the discrimination was defensible under the three steps of the Meiorin justification test. Mr. Chiasson conceded that the first two stages of the test had been met. Specifically, the purpose of the test was rationally connected to the performance of the job. It made sense that there should be some form of drug testing for a safety sensitive position. Further, Mr. Chiasson did not question Kellogg’s intentions and agreed that the standard had been adopted and in an honest and good faith belief that it was necessary to the fulfillment of that legitimate purpose.

However, Kellogg had discriminated against Mr. Chiasson and that this was not defensible because they terminated him immediately without any efforts to accommodate. The third step of the Meiorin test was not met. Mr. Chiasson was not offered counseling or an opportunity to re-take the test or any other form of accommodation. He was not offered information in advance as to what substances the tests would detect and how soon after use.

Madam Justice Martin held that discrimination had occurred and no steps were taken to accommodate Mr. Chiasson reasonably. Thus, she remitted the case back to the Human Rights Panel to develop an appropriate response to this discrimination.

The discussion in this case highlighted many of the complex and unanswered questions existing in the substance testing literature. Although alcohol impairment can be measured by a urine test, actual impairment due to drugs is not assessable – merely the presence of the drug can be measured. Further, the relationship between work time and “play time” and how much control an employer should have over employees’ off-hours activities is discussed. Further case law and literature is likely on the topic of substance testing and the resulting unanswered questions.

Implications

The recent Kellogg decision is a landmark case in Alberta, and an important case for any selection system that includes substance testing. If discrimination is going to occur, such as termination of, or refusal to hire, individuals who test positive, it is essential that the selection process includes built-in accommodation components. The role for psychology in reasonable accommodation is highlighted in this case. The reasonable accommodation should not occur on an individual-by-individual basis but rather should be built into the selection system itself. An I/O consultant can play a role in designing an appropriate selection system and including some of these considerations.

Employers may also wish to distinguish between recreational users and individuals who have a true disability. The Court’s discussion with respect to the perception of disability is informative. Essentially, discrimination was held to have occurred even though Mr. Chiasson did not have a disability, because there was a perception that he had a disability. Because the test treated individuals the same regardless of whether they were recreational users or disabled, Kellogg was treating all individuals with a positive result

the same – as if they were disabled. Thus, the role of perception is important and needs to be considered.

Alberta (Human Rights and Citizenship Commission) v. Kellogg Brown & Root (Canada) Company, 2006 ABQB 302.

2 Erika Ringseis received her Ph.D in Industrial/Organizational Psychology from Penn State University. She received her LLB from the University of Calgary. She is currently on maternity leave from her position as an associate lawyer with Fraser Milner Casgrain LLP, practicing in the Labour and Employment Group in Calgary.



La psychologie du travail en langue française au niveau international.

Jacques Forest, PhD
Concordia University

Dans le CSIOP newsletter de Janvier 2006, j'ai brossé un portrait général de la psychologie du travail et des organisations en français au Québec et j'ai aussi parlé de la Société Québécoise de Psychologie du Travail et des Organisations (SQPTO), l'organisme qui chapeaute cette discipline au Québec. Dans cet article, je vais maintenant vous entretenir de la psychologie du travail de langue française au niveau mondial et, plus spécifiquement, de l'Association Internationale de Psychologie du Travail de Langue Française (AIPTLF) et de son congrès.

L'Association Internationale de Psychologie du Travail de Langue Française (AIPTLF) est un organisme qui a pour but de :

1. faciliter les échanges européens et internationaux, notamment à travers les associations de psychologie du travail de langue française qui en sont membres ;
2. favoriser les relations entre recherches et applications ;
3. encourager et soutenir l'usage de la langue française ;
4. aider la formation continue et la valorisation de ses membres.

L'association a été fondée en 1980 à l'initiative de Pierre Goguelin, professeur d'université à Paris. L'organisme s'appelait alors Association de Psychologie du Travail de Langue Française (APTLF) et n'avait pas encore sa vocation internationale. C'est en 1992 que le « I » du mot International se rajoute à l'acronyme pour créer l'AIPTLF, soit l'Association Internationale de Psychologie du Travail de Langue Française. En 1992, 8 membres composent le comité directeur de cette association : 2 québécois, 2 suisses, 2 belges et 2 français. C'est aussi en 1992 qu'est créée, sous l'égide de l'AIPTLF, la revue « Psychologie du travail et des organisations ». Cette revue de calibre mondial permet de

diffuser des connaissances scientifiques en langue française à un lectorat international.

L'AIPTLF tient son congrès international à tous les 2 ans : Paris, 1980, 1982, 1984, 1988 / Montréal, 1986 / Bruxelles, 1990 / Strasbourg, 1992 / Neuchâtel, 1994 / Sherbrooke, 1996 / Bordeaux, 1998 / Rouen, 2000 / Louvain-la-Neuve, 2002 / Bologne, 2004.

Cet été, l'AIPTLF a tenu son 14^e congrès bisannuel, du 7 au 10 juillet. Le thème du congrès était « Psychologie du travail et développement des personnes et des organisations ». Ce thème était particulièrement bien choisi car le congrès avait lieu dans le cadre enchanteur de la station balnéaire de Hammamet, en Tunisie, un pays très accueillant en plein essor.

Les quelques 250 présentateurs venaient de divers pays où la langue française est parlée comme, par exemple, la France, la Belgique, la Suisse, le Canada, l'Italie et, bien sûr, la Tunisie. Ci-après, je vous ai fait un résumé de quelques excellentes présentations (triées sur le volet) que j'ai vues et dont le contenu peut vous être utile en tant que professeur ou consultant:

- Françoise Roy, anciennement consultante à la Société Pierre Boucher (SPB) et maintenant professeur à l'Université de Sherbrooke, a livré une communication très populaire sur la consultation en entreprise. Plus précisément, elle a discuté de son modèle intégrateur des facteurs de succès en consultation. Elle sortira, dans le premier trimestre de 2007, aux éditions Transcontinental, un livre sur la consultation en entreprise qui reprendra les grands thèmes de sa vaste expérience de consultante et de sa recherche doctorale.
- Céline Bareil, professeure à HEC Montréal, a organisé un symposium sur le changement organisationnel. Les présentations scientifiques de ce symposium portaient sur son modèle des 7 phases de préoccupations lors d'un changement organisationnel. Ce modèle est d'ailleurs présenté dans son livre « Gérer le volet humain du changement (Bareil, 2004) », qui a gagné le prix du livre de gestion des ressources humaines en 2005. Quiconque s'intéresse au changement organisationnel doit impérativement consulter ou se procurer ce livre.
- Un autre symposium très intéressant portait sur la santé psychologique. Plus précisément, le symposium « Interventions organisationnelles et santé psychologique au travail : Une synthèse des approches » présentait les résultats d'une recension des meilleures interventions primaires, secondaires et tertiaires, aux niveaux individuel, groupal et organisationnel afin de rétablir, maintenir et stimuler la santé psychologique des travailleurs. Le rapport final de cette recherche subventionnée par l'Institut de Recherche Robert-Sauvé en Santé et Sécurité au travail (IRSST) sera disponible en 2007. Toutes les personnes s'intéressant aux interventions sur la santé psychologique devraient consulter ce rapport et/ou faire appel à deux de ces auteurs principaux, François Courcy (Francois.Courcy@USherbrooke.ca) et Steve Harvey (sharvey@ubishops.ca).
- Jean-Sébastien Boudrias (jean-sebastien.boudrias@umontreal.

ca), professeur à l'Université de Montréal, a organisé un symposium sur l'habilitation où différentes conséquences et antécédents de l'habilitation ont été présentés. Les présentations ont su jeter de la lumière, de façon intelligible et scientifique, sur ce sujet fréquemment cité mais souvent galvaudé dans la documentation de gestion.

Le prochain congrès de l'AIPTLF aura lieu dans la ville de Québec, en 2008, en plein cœur des festivités du 400^e anniversaire de la fondation de cette belle ville. Les pourparlers sont toujours en cours afin de voir s'il est possible que le congrès de l'AIPTLF et celui de la SQPTO soient synchronisés, ce qui serait un plus pour les deux associations. Il est bien évident que les membres de la SCPIO seront cordialement invités à participer en grand nombre à ce congrès international stimulant et intéressant.

Dans un autre ordre d'idées, il est espéré qu'un certain rapprochement s'opérera dans la prochaine année entre les deux associations de psychologie du travail au Canada, soit la Société Québécoise de Psychologie du Travail et des Organisations (SQPTO) et la SCPIO. En effet, les deux associations ont tellement en commun qu'il est impensable de ne pas coopérer à tous les niveaux. Pour ma part, je vais continuer en ce sens en entretenant ma relation de collaboration avec Lance Ferris, le représentant étudiant de la SCPIO. Je crois que c'est dans un avenir rapproché que nous pourrions bénéficier d'une collaboration plus étroite entre les deux associations des deux « solitudes » canadiennes. Du moins, c'est ce que je souhaite pour le bien de tous et de notre discipline.

French-speaking work and organizational psychology at the international level

In the January 2006 CSIOP newsletter edition, I described a general portrait of I-O psychology in Quebec and I also spoke about the Quebec Society for Work and Organizational Psychology (Société Québécoise de Psychologie du Travail et des Organisations - SQPTO), the organization that represent this discipline in Quebec. In this article, I will talk about French-speaking work and organizational psychology at the international level and, more specifically, of its International association and its annual congress which was held this summer.

The International French-Speaking work and organizational psychology association, or Association Internationale de Psychologie du Travail de Langue Française (AIPTLF) in French, is an organization that has four goals:

1. To facilitate European and international exchanges, particularly through French language I-O psychology associations which are members of the AIPTLF;
2. To support the relations between the academic world (research) and consulting (applied work);
3. To encourage and support the use of the French language;
4. To help its members by valorizing them and by giving continuous training.

The AIPTLF was founded in 1980 on the initiative of Pierre Goguelin, a University professor in Paris. The organization was then called

the French-Speaking Association for Work and Organizational Psychology, or Association de Psychologie du Travail de Langue Française (APTFLF), and did not have its international focus yet. It is in 1992 that the "I" of the word International was added to the acronym to create the AIPTLF, the International French-Speaking work and organizational psychology association, or Association Internationale de Psychologie du Travail de Langue Française (AIPTLF). In 1992, 8 members were on this association's board of directors: 2 Quebecers, 2 Swiss, 2 Belgians and 2 French. It is also in 1992 that, under the aegis of the AIPTLF, the journal "Psychologie du Travail et des Organisations" (Work and organizational psychology in English) was created. This world-classed journal makes it possible to disseminate scientific knowledge in French to an international French-speaking readership.

The AIPTLF holds its international congress every 2 years: Paris, 1980, 1982, 1984, 1988/Montréal, 1986/ Bruxelles, 1990 / Strasbourg, 1992 / Neuchâtel, 1994 / Sherbrooke, 1996 / Bordeaux, 1998 / Rouen, 2000 / Louvain-la-Neuve, 2002 / Bologna, 2004.

This summer, the AIPTLF held its 14th bi-annual congress, from July 7th to July 10th. The congress' topic was "Work psychology and people and organizations development" (Psychologie du travail et développement des personnes et des organisations in French). This topic was particularly well chosen because the congress took place within the enchanting seaside resort of Hammamet, in Tunisia, a very welcoming and rapidly developing country.

The 250 presenters came from various countries where French is spoken: France, Belgium, Switzerland, Canada, Italy and, of course, Tunisia. Hereafter, I summarize some of the excellent presentations which I attended and whose contents can be useful for you as a professor or a consultant:

- Françoise Roy, which has had a long and fruitful consulting career with Société Pierre Boucher (SPB) and who is now professor at the Université de Sherbrooke, gave a very popular presentation on consultation. More precisely, she discussed her integrating model of success factors in consultation. Based on her extensive experience with SPB, she will publish a book on consultation with Transcontinental editions in the first quarter of 2007.
- Céline Bareil, professor at HEC Montreal, organized a symposium on organizational change. The scientific presentations of this symposium were all related to her model which includes 7 different types of concerns during an organizational change. This model is presented in her great book "Gérer le volet humain du changement (Bareil, 2004)" (this could be translated in English as "To manage the human side of change"), which won the 2005 prize for the best book in human resource management. Whoever is interested in organizational change must imperatively consult or get this book (French only for the moment).
- Another very interesting symposium was related to psychological health. More precisely, the symposium entitled "Organizational Interventions and psychological health at work: A synthesis of approaches" ("Interventions organisationnelles et santé

psychologique au travail : Une synthèse des approches” in French) made a literature review on the best primary, secondary and tertiary interventions, on the individual, group and organizational levels in order to restore, maintain and stimulate workers’ psychological health. The final report of this research subsidized by the Institut de Recherche Robert-Sauvé en Santé et Sécurité au Travail will be available in 2007. People interested by psychological health interventions should consult this report and/or contact two of the principal authors, François Courcy (Francois.Courcy@USherbrooke.ca) and Steve Harvey (sharvey@ubishops.ca).

- Jean-Sébastien Boudrias (jean-sebastien.boudrias@umontreal.ca), professor at the Université de Montréal, organized a symposium on empowerment where various consequences and antecedents of this psychological construct were presented. In an understandable and scientific way, the presentations in this symposium shed light on this frequently used term in the management literature.

The next AIPTLF congress will take place in the beautiful town of Quebec, in 2008, during the 400th birthday festivities of this city. Talks are ongoing to see whether or not the SQPTO and AIPTLF congresses could be synchronized, which would be a bonus for the two associations. It is obvious that CSIOP members will cordially be invited to take part in this stimulating and interesting international congress.

In another line of thoughts, it is hoped that a certain bringing together will take place in the next year between the two I-O psychology associations in Canada: SQPTO and CSIOP. Our two I-O psychology associations have so much in common that it is unthinkable not to cooperate on multiple levels. For my part, I will continue in this direction by maintaining my collaboration with Lance Ferris, CSIOP’s student representative. I believe that it is in a near future that we will be able to profit from a closer cooperation between the two I-O psychology associations in Canada (or the so-called two “solitudes”). At least, it is what I wish for the good of all and of our discipline.



2005-2006 EXECUTIVE

Chair

Dr. Stephane Brutus
John Molson School of Business
Concordia University

Past Chair

Dr. Marjory Kerr
SHL Group

Chair-Elect

Dr. Steve Harvey
Department of Business Administration
Williams School of Business and Economics
Bishop's University

Secretary

Dr. Tracy Hecht
John Molson School of Business,
Concordia University

Treasurer

Dr. Joan Finegan
The University of Western Ontario

Programme Coordinator

Dr. Lori Francis
Saint Mary's University

Communications Coordinator

Dr. Anuradha Chawla
DDI

Student Representative

Lance Ferris
University of Waterloo

Newsletter Editor

Dr. David Stanley
University of Guelph

Membership Coordinators

Dr. Aaron Schatt
DeGroote School of Business
McMaster University

Sunjeev Prakash
RCMP, HR Research and Intelligence
Ottawa, Ontario

Note: The articles in this newsletter do not necessarily reflect the opinion of the Canadian Society for Industrial and Organizational Psychology.