



## Winter 2019 Spotlight

### **Katie and Andrew Follwell, MIR '04**

*Senior Policy and Project Consultant Ryerson,  
Vice President of Labour Relations and  
Integrated Health Management at Sobeys.*

Katie and Andrew met while earning their undergraduate degrees in Commerce at Queen's University and subsequently their Masters of Industrial Relations in 2004. They were married in 2007 and have both pursued careers in Labour Relations, with Katie working in the Public Sector and Andrew in the Private.

After graduation Katie began her career as a Labour Relations Officer for Canada Post Corporation in Toronto and later in Vancouver. During her time with CPC she was exposed to a variety of labour issues and developed her negotiation, research, and communication skills when she argued arbitration cases on behalf of the employer across British Columbia. In 2010 she wanted to further develop her HR skills and began working for Ryerson University in Toronto as a Senior HR Management Consultant. Katie continues to work at Ryerson, and is now in the role of Senior Policy and Project Consultant.

Andrew began his career after graduation with Irving Pulp and Paper in New Brunswick as a HR Generalist. In 2007 he moved back to Toronto as a HR Generalist with MolsonCoors. He then spent 11 years progressing to an HR Manager in Vancouver, BC, Director of HR in Toronto, and for the past three years he was the Director of Labour Relations. In this role he led negotiations for the employer in all of labour contracts across the country. Andrew is in the final stages of completing his MBA at Ryerson University and has recently taken on the role of Vice President of Labour Relations and Integrated Health Management at Sobeys.

Together, with their fellow alumni Kyle Hargreaves, they have also created the Richard Safka speaker series at Queen's in memory of their late friend and former MIR classmate. They live in Toronto with their 3 children and tell everyone they meet that Queen's University, and specifically the MIR program, is a very special place where they will not only receive an outstanding education, but will make life long friends and connections, building a network of professionals that cannot be replicated.