

**Name**

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**OBJECTIVE**

To own and operate a business doing labour arbitrations, labour/employment/human rights legal education and harassment/workplace incident investigations

**HIGHLIGHTS OF QUALIFICATIONS**

- 20 years of labour law experience
- 20 years of administrative tribunal hearing experience
- 20 years of designing and delivering educational programs covering labour and human rights law
- 20 years of investigating workplace incidents, including harassment

**PROFESSIONAL EXPERIENCE****ADMINISTRATIVE TRIBUNAL EXPERIENCE**

- Conducted hearings at Saskatchewan Labour Relations Board
- Conducted labour arbitration hearings, Law Society of Saskatchewan discipline hearings
- Appeared as counsel in labour arbitration hearings

**TEACHING EXPERIENCE**

- Development and delivery of numerous presentations on labour related topics for national professional organizations, national conference presentators, provincial organizations and individual organizations
- Law lecturer at College of Law and Native Law School, University of Saskatchewan and Saskatchewan Institute of Applied Arts and Sciences (SIAS)

**HARASSMENT AND WORKPLACE INCIDENT INVESTIGATIONS**

- Investigated workplace incidents for the purpose of resolving grievances and presenting arbitration cases
- Investigated allegations of bullying, sexual harassment, breach of confidentiality, professional misconduct and incompetence, substance abuse, theft, abuse of sick leave, insubordination, poor performance, and employee/employee and manager/employee conflict
- Successfully resolved duty to accommodate disputes

**EMPLOYMENT HISTORY**

<b>Employer</b>	<b>Position</b>	<b>Year</b>
	Various summer and part-time jobs, including piano teacher, accompanist for a ballet school, meat packer at Intercontinental Packers, waitress	1967 - 1971

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	Various full-time and summer positions as a paralegal secretary and legal research assistant in Vancouver, BC and Calgary, AB	1971 - 1977
Haubrich & Borden Barristers and Solicitors Saskatoon, SK	Articling student and associate lawyer	1978 – 1983
Thomson, Zuck & Khan Barristers & Solicitors Saskatoon, SK	Partner/lawyer	1983 - 1985
Walker, Kaiser, Bailey, Lamb, Zuck and Kot Barristers and Solicitors Saskatoon, SK	Partner/lawyer	1985 - 1990
	Sole Practitioner	1990 - 1991
Saskatchewan Union of Nurses Regina & Saskatoon, SK	Staff Lawyer	1991 - 2007
Saskatchewan Labour Relations Board Saskatoon, SK	Vice-Chair	2007 – 2008
Lancaster House, Toronto, ON	Free lance writer and consultant	2008 - present

**EDUCATION AND CERTIFICATES****COLLEGE OF ARTS AND SCIENCE**

University of Saskatchewan  
Saskatoon, Saskatchewan  
B.A. obtained in 1973  
Major - History and Political Science, Minor – Economics

**COLLEGE OF LAW**

University of Saskatchewan  
Saskatoon, Saskatchewan  
LL.B. obtained in 1978  
Admitted to practice law in Saskatchewan in 1979

QUEEN'S COUNSEL designation given in December, 2005.

CONTINUING LEGAL EDUCATION MEDIATION COURSE  
Obtained Mediation Certification - March, 1988

RESOLVING CONFLICT CONSTRUCTIVELY TRAINING COURSE  
March 6-8, 2001

CALGARY ANNUAL LABOUR ARBITRATION AND POLICY CONFERENCE  
Annually since 1991

ANNUAL CANADIAN ASSOCIATION OF LABOUR LAWYERS CONFERENCE  
Annually from 1991 to 2007

2007 ANNUAL CONFERENCE OF LABOUR BOARD CHAIRS

GLOBAL INFOBROKERS SELF-EMPLOYMENT COURSE, February – October, 2009

- Introduction to Entrepreneurship
- Business Plan
- Research Techniques
- Market Research and Strategies
- Operational Strategies
- Human Resources
- Financial Strategy
- Business Communication
- Personal Development
- Computers in the workplace

### **PROFESSIONAL MEMBERSHIP**

- Law Society of Saskatchewan (non-practicing status)

### **TEACHING POSITIONS**

NATIVE LAW SCHOOL, UNIVERSITY OF SASKATCHEWAN  
- Legal Writing Instructor, Summer Session, 1990

COLLEGE OF LAW, UNIVERSITY OF SASKATCHEWAN  
- Sessional Lecturer, Wills and Estates Law  
Winter Session, 1991 to 1996, inclusive

SASKATCHEWAN INSTITUTE OF APPLIED ARTS AND SCIENCES (SIAST)  
- Part-time Instructor, Commercial Law  
Winter Session, 2009

<b>LECTURES AND PRESENTATIONS</b>
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BAR ADMISSION COURSE

- Wills and Estates, 1992
- Professional Responsibility Open Forum 2000, 2001, 2002

CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

- Discipline and Discharge: Contract Interpretation - 1993
- Discipline and Discharge: Special Problems - 1996
- Advanced Union Representation: Drugs and Alcohol, Harassment Cases – 1997
- Advanced Union Representation: Special Issues in Representation - 1997
- Discipline and Discharge in the Unionized Workplace: Investigating and Documenting Discipline cases, Effective Rules and Policies, Discipline for Off-duty Conduct, The Criminal Employee - 2005

LANCASTER HOUSE and UNIVERSITY OF TORONTO, CENTRE FOR INDUSTRIAL RELATIONS

- Labour Arbitration Conference 2005 (Toronto) - Issues re: Medical Information

SASKATCHEWAN FEDERATION OF LABOUR SEMINARS

- Trade Union Act Seminar: Issues arising from Weber – 1998
- Trade Union Act Seminar: Duty to Accommodate - 1998
- Labour Law - Year in Review Conference, 2004: Preliminary Objection to Void Discipline
- Labour Law - Year in Review Conference, 2005: The Basics - From Grievance to Arbitration, Criminal Proceedings & Workplace Discipline, and Mandatory Retirement

CANADIAN ASSOCIATION OF LABOUR LAWYERS

- Choosing an Arbitrator, 1993
- Use of Criminal Convictions in Arbitration Proceedings, 2002

SASKATCHEWAN UNION OF NURSES LABOUR SCHOOL

- Issues in Taking Grievances to Arbitration, 2008

SASKATCHEWAN LEGAL EDUCATION SOCIETY INC.

- Evidentiary and Procedural Issues in Arbitration, 2005

UNIVERSITY OF SASKATCHEWAN FACULTY ASSOCIATION GRIEVANCE WORKSHOP

- Peer v. peer conflict, 1997

PUBLIC LEGAL EDUCATION ASSOCIATION

- Numerous lectures on assorted legal topics to the general public from 1978 to present

<b>RELATED ACTIVITIES</b>
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CANADIAN ASSOCIATION OF LABOUR LAWYERS

- Member and Vice-President, 1991 to 1998, 2000 to 2007
- Co-chair of 1998 Annual Conference held in Saskatoon

SASKATCHEWAN FEDERATION OF LABOUR COLLECTIVE BARGAINING/STRIKE STRATEGY/LABOUR LEGISLATION COMMITTEE

- Member, 1997 to 2004

LAW SOCIETY OF SASKATCHEWAN

- Appointed Safe Counsel, 1996 to 2001
- Elected Bencher 1988 - 1991
- Chairperson, Libraries Committee
- Chairperson, Admissions Committee
- -Ethics and Standards Committee member
- Legal Education and Scholarships Committee member
- Annual Meeting Committee member
- Rules of Court Committee member
- Joint Committee on Gender Discrimination member
- Member and chairperson of numerous disciplinary investigation and hearing committees (this continues to the present time)
- 1985 Law Society Annual Meeting Planning Committee member

CANADIAN BAR ASSOCIATION, SASKATCHEWAN BRANCH

- Participant in a Diversity Focus Group, 2006
- Council member, 1985 - 1991
- Executive Member of Council (Communications Chairperson) 1986-1987
- Elected member of National Council 1987 – 1991
- 1983, 1985 and 1987 Saskatchewan Branch Mid-Winter Meeting Planning Committee member

PUBLIC LEGAL EDUCATION ASSOCIATION

- Board of Directors 1987 to 1994
- Treasurer, 1991
- Vice-President, 1992 - 1994
- Representative of Canadian Bar Association 1987 - 1988
- Representative of Law Society of Saskatchewan 1988 - 1991
- Volunteer, lecturer and editor

SASKATOON BAR ASSOCIATION

- Member of Executive 1979 to 1988
- President 1987 to 1988

UNIVERSITY OF SASKATCHEWAN SENATE

- Senator representing Law Society of Saskatchewan, 1989 to 1992 – 2001 to 2007
- Representative of the Senate on the Council Committee on Outreach and Public Service - 2005 to 2007

- Representative of the Senate on the Non-Academic Discipline Committee - 2003 to the present
- Member of the Senate Executive Committee - 2006 to 2007
- Member of the Senate Nominations Committee - 2006 to 2007

**UNIVERSITY OF SASKATCHEWAN COMMUNITY CHORUS**

- Member of the Chorus from 2000 to the present

**CITY OF SASKATOON - ADVISORY COMMITTEE ON WOMEN'S ISSUES**

- Member, 1997 - 1998

**SASKATOON SYMPHONY SOCIETY**

- Director and Honorary Solicitor, 1988 to 1991

**SASKATOON INTERVAL HOUSE**

- Director and Vice-Chairperson, 1986 to 1988

**SASKATOON UNITED WAY CAMPAIGN**

- Chairperson, Small Business Campaign, 1985