

Anne M. Wallace, Q. C.
LL.B., C.Arb., C.Med., CTAJ, IMI Cert.
Curriculum Vitae

A Brief Overview

- Anne M. Wallace, Q.C. is a lawyer who since 2007 works exclusively as a dispute resolution neutral, instructor and trainer. Wallace is a mediator, adjudicator and arbitrator. She holds both the Chartered Arbitrator and Chartered Mediator designations conferred by the ADR Institute of Canada. In April 2010, she became one of the first seven people (the first in Saskatchewan) to achieve the CTAJ (Certificate in Tribunal Administrative Justice) earned through the Foundation of Administrative Justice. She is an IMI (International Mediation Institute) Certified Mediator.
- Wallace's work includes arbitration, mediation, conciliation and investigations in labour and employment. It also includes personal injury mediation, domain name dispute arbitration, and commercial mediation and arbitration. Wallace was one of Canada's adjudicators for the Indian Residential School claims. Wallace is an instructor with the Foundation of Administrative Justice, teaching various topics in the Foundation's training programs for members and staff of administrative tribunals and for those who appear before tribunals, including labour arbitration boards. She has been Saskatchewan's instructor for the ADR Institute of Canada's National Introductory Arbitration Course since 2015. Wallace's past law practice included administrative law, industrial relations, employment law, human rights, and civil litigation, including commercial litigation cases.
- Wallace is a Past President of the ADR Institute of Saskatchewan Inc. and a past Regional Representative on the Board of the ADR Institute of Canada Inc.. She has also served many years as a member at large on the National Board. Wallace has been actively involved in the Canadian Bar Association throughout all her years of practice. She was President of the Saskatchewan Branch in 2004-2005. She was a member of the National International Development Committee for many years. She is past Chair of the Canadian Legal Conference Steering Committee. Wallace has also been Chair of the National Continuing Legal Education Committee (1999-2001) and Chair of National Sections Council (1996-97). She was an original member of the Administrative and Labour Law Section (Saskatchewan) in 1984, was Chair of that Section for three years and was Chair of the National Administrative Law Section (1994-95). She has spent many years as a member of Provincial and/or National Council.
- Wallace holds an LL.B. with Great Distinction (University of Saskatchewan 1983) and was the gold medallist in her law class. Wallace was appointed Queen's Counsel in 1999. In 2003, she was awarded the Queen's Golden Jubilee Medal for her contribution to the legal community, the development of the law and the administration of justice in Canada. In 2004, *Saskatchewan Business Magazine* named Wallace one of Saskatchewan's *Women of Influence*. In February 2006, she was awarded the Canadian Bar Association's National Douglas Miller Award for outstanding dedication and team spirit. In October 2015 she was awarded the ADR Institute of Canada's National Lionel J. McGowan Award of Excellence in recognition of outstanding contributions to the support, development and success of the ADR Institute of Canada and to the promotion and development of alternative dispute resolution in Canada.

Business/Employment Experience

Legal/Professional:

- Student and Associate, McKercher, McKercher, Laing & Whitmore, 1984-1991.
- Associate and Partner, MacDermid Lamarsh, 1991-1996.
- Partner, Wallace Meschishnick Clackson Zawada, 1996 to 2006.
- Sole Practitioner, Anne Wallace Legal Professional Corporation, 2007 to present.

Professional Work and Panels:

- Exclusively neutral work including mediation, arbitration (labour and commercial), adjudication, neutral evaluation, investigations, conflict resolution and mediation training and instructing courses in administrative justice.

- Special adjudicator of appeals of harassment and discriminatory action complaints under the occupational health and safety provisions of the *Saskatchewan Employment Act*.
- Reviewer for Canada Customs and Revenue Independent Third Party Review process (staffing and staff relations decisions).
- Instructor – Foundation of Administrative Justice Administrative Justice Certificate Program.
- Arbitrator for domain name disputes with National Arbitration Forum (Minneapolis), Resolution Canada (Toronto) and the World Intellectual Property Organization (Geneva).
- Mediation of claims under Saskatchewan *Automobile Accident Insurance Act*.
- Commercial mediation and arbitration.
- National Energy Board External ADR Roster
- Nunatsiavut Dispute Resolution Board Mediation Roster.
- Canadian Transportation Agency list of Arbitrators.
- Roster mediator for Insurance Bureau of Canada General Insurance Ombudservice.
- Mediator and arbitrator on Better Business Bureau of Saskatchewan rosters.
- Adjudicator of unjust dismissal claims and referee of wage recovery appeals under *The Canada Labour Code*.
- Dispute Resolution Roster under SaskSport Conflict Resolution Policies.
- International Centre for Dispute Resolution Canada – Arbitration and Mediation Panels.
- American Arbitration Association Panel Member.
- ADR Institute of Canada National Panel for both Arbitration and Mediation.
- National Arbitration Forum Panel of Arbitrators and Mediators.
- Lancaster House Directory of Labour Arbitrators.
- Adjudicator under Indian Residential Schools Resolution Canada's ADR Process and Independent Assessment Process for adjudication of residential school abuse claims (2003-2018).

Academic and Other Achievements/Recognition:

- IMI (International Mediation Institute) Certified Mediator, 2011.
- Certificate in Tribunal Administrative Justice, 2010.
- Canadian Bar Association National Douglas Miller Award for outstanding dedication and team spirit, February 2006.
- YWCA Women of Distinction Award, Professions/Management, June 2005.
- Featured in *The National Magazine*, February 2004.
- Named one of Saskatchewan's *Women of Influence* by *Saskatchewan Business Magazine*, February 2004.
- Queen's Golden Jubilee Medal for contribution to the legal community, the development of the law in Canada and the administration of justice in Canada, January 2003.
- Chartered Arbitrator (C.Arb.) and Chartered Mediator (C.Med.) conferred by ADR Institute of Canada in 2002.
- Queen's Counsel, December 1999.
- Law Society:
 - Saskatchewan Continuing Legal Education, Academic Excellence Award Highest Standing Saskatchewan Bar Admission Course, June 1984
 - Law Society of Saskatchewan, Academic Excellence Award Highest Standing Saskatchewan Bar Examination, June 1984
- College of Law:
 - Most Distinguished Graduate (T.D. Brown Prize), Class of 1983
 - Saskatchewan Law Review Award
 - Canada Permanent Trust Prize in Trusts
 - Canada Law Book Award for Most Distinguished Third Year Student
 - McLean Prize in Constitutional Law
 - Emmett M. Hall Award in Labour Relations
 - A.F. Sallows Scholarship
 - Undergraduate scholarships
- College of Arts & Science:
 - James H. Gray Prairie History Medal, April 1980, Paper entitled, *Social Credit in Alberta*

Education

- **University:**
 - University of Saskatchewan, Evening Degree Program College of Arts & Science, January 1975-April 1980, equivalent of two years while working full-time.
 - University of Saskatchewan, College of Law - LL.B. with Great Distinction, Most Distinguished Graduate May 1983.
- **Articles:** Articles of Clerkship in Law 1983-84, Articled to Robert H. McKercher, Q.C., Saskatoon, Saskatchewan. Admitted to Saskatchewan Bar July 19, 1984.
- **Foundation of Administrative Justice:** CTAJ (Certificate in Tribunal Administrative Justice), April 2010
- **Dispute Resolution:** Various mediation, adjudication and arbitration courses.
- **French Language Education Program:** Centre for Second Language Instruction, University of Saskatchewan, Completed Levels 1 - 5, and Oral Proficiency Course.

Academic Appointments:

- Trainer, ADR Institute of Canada 40 Hour National Introductory Arbitration Course, 2015 to present.
- Instructor, Foundation of Administrative Justice, CTAJ certificate courses, 2006 to present.
- Saskatchewan Bar Admission Course Examiner, Responsible for Provincial Bar Admission Course Examination, Law Society of Saskatchewan, 1990-1994.
- Sessional Lecturer, College of Law, University of Saskatchewan, Sale of Goods (1990 and 1991), Introduction to Secured Transactions (1991-1994).

Professional, Business and Community

- **Current Memberships:**
 - Law Society of Saskatchewan
 - Canadian Bar Association, including:
 - Saskatchewan Administrative and Labour Law Section
 - National Administrative Law Section
 - Saskatchewan and National Alternative Dispute Resolution Sections
 - National Constitutional and Human Rights Section
 - National Labour Law Section
 - National Media and Communications Law Section
 - National Municipal Law Section
 - Woman Lawyers Forum
 - ADR Institute of Saskatchewan Inc. and ADR Institute of Canada Inc.
 - Foundation of Administrative Justice
 - Canadian Academy of Distinguished Neutrals
 - International Mediation Institute
 - Canadian Industrial Relations Association
 - Canadian Institute for the Administration of Justice
 - Conflict Resolution Saskatchewan (formerly Mediation Saskatchewan)
 - St. Thomas More Lawyer's Guild (founding member)
 - Canadian Museum of Nature (Lifetime Member)
- **Current Positions/Activities:**
 - ADR Institute of Saskatchewan
 - Member – Chartered Mediator and Chartered Arbitrator Accreditation Committees
 - Canadian Industrial Relations Association – Advisory Board Saskatchewan Chapter
 - Canadian Bar Association:
 - Member, Provincial Council
 - St. Thomas More Lawyers Guild Director
- **Past Positions and Activities (excluding education programs):**
 - Canadian Bar Association:
 - University of Saskatchewan College of Law Women's Mentoring Program (now Canadian Bar Association Saskatchewan Branch Law Student Mentoring Program) (2004-2017)
 - Member – International Development Committee (2005-2012)
 - Co-Chair Special National Canadian Legal Conference Steering Committee (2004-2008)

- Member, National Continuing Legal Education Review Committee (2006-2008)
- Member at Large on the National Alternative Dispute Resolution Section Executive (2004-2007)
- Saskatchewan Branch Representative National ADR Section (2003-2007)
- Chair National Midwinter Meeting 2006 – Cancun, Mexico
- Saskatchewan Branch President (2004-2005).
- National Finance Committee (2004-2005).
- Judge, CBA Mock Trial Competition, April 2004.
- Treasurer (2002-2003) and Vice-President (2003-2004) Saskatchewan Branch
- Member, International Development Committee's South Africa and Zimbabwe Networks and Zimbabwe Twinning Program (2000-2005)
- Member, National Committee on Future of Annual Meetings (2000-2002)
- Chair, Vice-Chair and Member, National Continuing Legal Education Committee (1995-2002)
- Chair, National Sections Council (1996-1997). Served as Member at Large (1994-95), Vice-Chair (1996-96), Chair (1996-97) and Past Chair (1997-1999)
- Member, National Sections Management Sub-Committee (1996-1999); Chair (1995-1996)
- Member, National Finance and Planning Directorate (1997-1999)
- Chair, Vice-Chair and Secretary-Treasurer, National Administrative Law Section (1991-1995)
- Member of Freedom of Information Committee, National Media Law Section, Canadian Bar Association (1993-1995)
- Chair, Vice-Chair, and Secretary-Treasurer, Administrative and Labour Law Section, Saskatchewan Branch (Chair 1987-1990)
- Canadian Bar Association National Council (many years)
- Canadian Bar Association Provincial Council (many years)
- Canadian Bar Association National Nominating Sub-Committee (1996 and 1997)
- Canadian Association of Law Teachers
- International Mediation Institute Task Force for Development of Competency Criteria for Trainers and Assessors of Mediators and Standards for Training Programmes (2016-2017)
- Canadian Institute for the Administration of Justice
 - Administrative Tribunals Committee (2001 to 2019)
 - Board of Directors, (1997-2001)
 - Communications Committee (1999-2001)
 - Administrative Tribunals Committee (1997-
 - Organizing Committee, National Roundtable (2001, 2002, 2004)
 - Chair, 2002 Prairies Roundtable
 - Organizing Committee, 2003 Prairies Roundtable
 - Chair 2004 Prairies Roundtable
 - Co-Chair 2005 Prairies Roundtable
- ADR Institute of Saskatchewan
 - President 2006-2013
 - Past President 2013 to 2020
 - Saskatchewan Representative to National Board (2006-2015)
- ADR Institute of Canada:
 - Arbitration Course Committee (2015 to 2019)
 - Member at Large National Board (2015-2017)
 - Co-Chair – Oversight Committee - National Professional Development Program (2015-2017)
 - Member – Technology Committee (2014- 2017)
 - Chair – National Training Task Force (2011-2016)
 - National Strategic Planning Steering Committee (2001-2004)
 - National Mediator Accreditation Committee (2006-2008)
 - National Finance Committee (2007-2008)
 - Federal Initiatives Committee (2007-2009)
 - Chartered Arbitrator Board of Accreditation (many years)
 - Chair, Qualified Arbitrator and Chartered Arbitrator Review Committee

- Web Committee
- Canadian Museum of Nature
 - National Board of Trustees (2005-2008)
 - National Community and Government Relations Committee (2005-2008)
 - National Finance Committee (2005-2007)
- Chair Scholarship Committee - Friends of the Huskies Inc.
- Contributing Editor, Federated Press, Regulatory Boards and Administrative Law Litigation Journal
- Women Entrepreneurs of Saskatchewan, Inc., High School Mentorship Program
- Saskatchewan Chamber of Commerce Human Resources Committee
- Canadian Journal of Administrative Law and Practice, Editorial Board (many years)
- Saskatchewan Court of Appeal Bar Judicial Council (2000-2002)
- Saskatchewan Justice Minister's Advisory Committee on Dispute Resolution (1996-2002)
- Board of Directors, YWCA of/de Saskatoon (1989-1992)
- Chair, Childcare Committee, YWCA of/de Saskatoon (1990-1992)
- Member, ABEX (Awards for Business Excellence) Committee, Saskatchewan Chamber of Commerce (1995, 1997, 1999, 2001, 2003, 2005)
- Member, Saskatchewan Training and Development Association
- Volunteer Lecturer, Public Legal Education Association of Saskatchewan
- Lay (i.e., non-CGA) Member, Board of Governors, Certified General Accountants of Saskatchewan (1991-1995)
- Chair - CGA Saskatchewan Task Force, Workplace Harassment Policies (1994-1995)
- College of Law - Third Year Student Representative on Curriculum Committee
- Kinette Club of Saskatoon, POW City (1980-1994)
 - Treasurer 1983-1984
 - Service Director 1984-1985
 - Chaired many projects
 - Chaired club and district committees
 - Club Telemiracle representative four years
 - Chair National Committee on Life Memberships 1988-1989
 - Participated in curling and speaking competitions (Zone Speaker's Award 1984)
 - Maple Leaf Award 1981
 - Diamond Award 1984
- Past Member of:
 - The Network – Lawyers Assisting with Development of Law in Africa
 - Saskatchewan Association of Human Resources Associations
 - Saskatchewan and Saskatoon and District Chambers of Commerce
 - North Saskatoon Business Association
 - Saskatoon Women's Network
 - The Saskatoon Club
 - Saskatoon Zoo Society
 - Friends of the Huskies, Inc.

Selected Conferences and Education Programs:

- Workshop Leader, Virtual Hearings Workshop, Lancaster House Labour Arbitration and Policy Conference, June 2021.
- Presenter, Arbitration Program, Manitoba Bar Association, May 2021.
- Presenter, Virtual Hearings Webinar, Foundation of Administrative Justice, April 2021.
- Coordinator and Workshop Leader, Decision Making Clinic, ADR Institute of Saskatchewan, October 2018.
- Presenter, Evening Plenary, *How to Tell Who's Telling the Truth: How Arbitrators Assess Credibility*, Lancaster House, Labour Arbitration and Policy Conference, Calgary, June 2018.
- Presenter, *"She said! He said!" Dealing with Conflicting Evidence*, Saskatchewan Administrative Tribunals Association, June 2017.

- Co-Presenter, *Advocacy and Arbitration*, Canadian Bar Association, Saskatchewan Midwinter Meeting, February 2017.
- Workshop Presenter, *Indigenous Issues Workshop*, ADR Institute of Canada Annual Conference, Fall 2016.
- Organizer and Instructor, *Keeping Bullies at Bay Workshop*, Lancaster House, Calgary, May 2016.
- Panellist, *Arbitrators Weigh In – What Really Tips the Balance in Discipline Cases?*, Lancaster House, Labour Arbitration and Policy Conference, Calgary, May 2016.
- Co-Organizer and Presenter, *Cultural Competencies Workshop*, Foundation of Administrative Justice, Edmonton, April 2016.
- Organizer and Instructor, *Grievance Arbitration 101 Workshop*, Lancaster House, Calgary, June 2015.
- Panellist, *Assessing the Risks of Violence, Best Practices for Maintaining a Safe Workplace*, Lancaster House, Labour Arbitration and Policy Conference, Calgary, June 2014.
- Co-Chair, Lancaster House, Labour Arbitration and Policy Conference, Calgary, June 2014.
- Conference Advisory Committee, Lancaster House, Labour Arbitration and Policy Conference, Calgary, May 2013.
- Presenter, “Alternative” Dispute Resolution: Mediation and Arbitration, North Saskatchewan Chapter, Canadian Condominium Institute, Saskatoon, May 2012.
- Presenter, *Trends and Developments in Canadian Mediation*, Joint LEADR / IAMA Colloquium, Perth Australia, March 2012.
- Arbitrator Panellist, Plenary Session, Lancaster House Labour Arbitration and Policy Conference, Calgary, May 2011.
- Organizer and Instructor, *Mediation/Arbitration : Arbitration/Mediation – When and How to Use Them?*, ADR Institute of Saskatchewan Program, October 8, 2010.
- Chair, ADR Institute of Saskatchewan Conference, *Dialogue on Dispute Resolution: Opportunities and Challenges*, Saskatoon, September 2008;
- Workshop Leader, *Confronting Absenteeism: Current Issues and Innovative Approaches to Attendance Management*, Lancaster House, Calgary, June 2008.
- Presenter, ADR Institute of Saskatchewan Conference, *Dialogue on Dispute Resolution: Opportunities and Challenges*, Saskatoon, September 2008 – “So you want to be a mediator? Do you want to be an arbitrator?”
- Presenter, *Family Status and Religious Observance: Accommodating Employee Needs, Identifying the Limits*, Lancaster House Human Rights and Accommodation Conference, Vancouver, April 2008.
- Organizer and Presenter, *Negotiating Ethics*, Canadian Legal Conference, Calgary 2007.
- Presenter, Panel on Punitive Damages, Labour Arbitration and Policy Conference, Calgary, June 2007.
- Presenter, *Constructing Good Decisions*, Foundation of Administrative Justice Annual Conference, May 2007.
- Presenter, *Lessons Learned from the Workplace*, Canadian Condominium Association National Symposium on Human Rights, Regina, May 2007.
- Presenter, *Strategic Planning*, Women Entrepreneurs of Saskatchewan Inc. Fall Retreat, October 2006.
- Organizer and Presenter, *Negotiating Ethics*, Canadian Bar Association Branch Mid-winter Meeting, Saskatoon, February 2007.
- Panelist, *Lunch with the Arbitrators*, Lancaster House Labour Arbitration Conference, Vancouver, December 2006.

- Co-Chair, Prairie Roundtable, Canadian Institute for the Administration of Justice, Saskatoon, May 2006.
- Co-Chair, Prairie Roundtable, *Tribunals and Policy Making*, Canadian Institute for the Administration of Justice, Calgary, April 2005.
- Chair, Prairie Roundtable, *The Expert Tribunal*, Canadian Institute for the Administration of Justice, Winnipeg, April 2004.
- Program Organizer and Moderator, Canadian Bar Association Saskatchewan Branch Practice and Loss Prevention Program, Saskatoon, March 2004.
- Presenter, *Administrative Law Update*, Canadian Bar Association, Saskatchewan Branch Midwinter Meeting, February 2004.
- Co-Chair and Presenter, Saskatchewan Continuing Legal Education Society Fall 2003 Program, *Performing Effectively in Mediation and Pre-Trial Conferences*, Saskatoon & Regina, October 2003.
- Organizing Committee and Participant, Prairie Roundtable, *Dialogue Between Tribunals and the Courts*, Canadian Institute for the Administration of Justice, Edmonton, April 2003.
- Panel Organizer and Presenter, Canadian Institute for the Administration of Justice Annual Conference, *The Charter and Administrative Law*, Gatineau, October 2002.
- Presenter, Indigenous Bar Association National Conference, *Canada Labour Code Complaints*, May 2002.
- Chair, Prairie Roundtable, *Dialogue Between Tribunals and the Courts*, Canadian Institute for the Administration of Justice, Saskatoon, May 2002.
- Organizing Committee and Participant, National Roundtable, *Dialogue Between Tribunals and the Courts*, Canadian Institute for the Administration of Justice, Ottawa, May 2001 and May 2002.
- Workshop Presenter, *Online Dispute Resolution*, National Canadian Bar Association ADR Section/ADR Institute of Canada, Inc. Joint National Program, Vancouver, March 2002.
- Chair, Continuing Legal Education Committee, Canadian Bar Association, Organizing National Annual Meeting Programming for August 2001.
- Organizing Committee Member and Rapporteur, Canadian Institute for the Administration of Justice Roundtable, *Dialogue Between the Courts and Tribunals*, Ottawa, June 15, 2001.
- Presenter, *Tips for Qualifying Expert Witnesses*, Saskatchewan Trial Lawyers Spring Conference, June 2001.
- Presenter, *Real Lawyers Use DR*, Canadian Bar Association Annual Meeting, August 2000.
- Chair, Continuing Legal Education Committee, Canadian Bar Association, Organizing National Annual Meeting Programming for August 2000.
- Chairperson and presenter, Saskatchewan Legal Education Society Program, *Administrative Law and Practice Update*, April 2000.
- Keynote Speaker and Workshop Resource Person, South African Legal Assistance Network, Canada/South Africa Legal Affairs and Constitutional Development Project, Johannesburg, South Africa, April 2000.
- Workshop Co-ordinator, Administrative Law Workshops, Legal Resources Centres, Johannesburg, Durban and Cape Town, South Africa, April 2000.
- Co-Presenter, Plenary Session, *The Judicialization of Tribunals*, Canadian Bar Association Annual Administrative and Labour Law Conference, Ottawa, November 1999.
- Presenter, *Cross-examination Techniques*, Winning Advocacy Skills Workshop, Canadian Bar Association Annual Meeting, Edmonton, August 1999.
- Chair, Organizing Committee, 1999 Canadian Bar Association Mid-Winter Meeting, Saskatchewan Branch, January, 1999.

- Plenary Panel Participant, *Judicial Independence*, 1999 Canadian Bar Association Mid-Winter Meeting, January 1999.
- Conference Committee, Canadian Institute for the Administration of Justice Annual Conference, October 1998.
- Workshop Leader, *An Introduction to Conflict Resolution*, Women Entrepreneurs of Saskatchewan, Annual Conference, May 1998.
- Lecturer, Canadian Institute for the Administration of Justice Seminar for Administrative Tribunals, *The Hearing Process*, June 1993, April 1995, March 1997, April 1998; Trainer for Writing Reasons for Decision, March 1997.
- Presenter, *Workplace Conflict: Prevention*, Saskatchewan Chamber of Commerce Education Programs, November 1997.
- Workshop Leader and Presenter, *Family Feuds - Resolving Conflict Within Tribunal Organizations*, CCAT Annual Conference, Ottawa, June 1997.
- Co-ordinator and Workshop Leader, *Handling Harassment Differently*, Pre-Conference Workshop, Labour Arbitration Conference, Calgary, June 1997.
- Course Presenter, *An Ounce of Prevention - Resolving Workplace Conflict*, Human Resources Symposium, Saskatoon, April 1997.
- Program Organizer and Presenter, Canadian Bar Association Saskatchewan Branch Mid-Winter Meeting, *Basics for the Quasi-Judicial Setting*, Saskatoon, Saskatchewan, February 1997.
- Workshop Leader and Presenter, Canadian Bar Association National Administrative Law Section Fall 1996 CLE Program, *Inside, Outside and Around Tribunals: Administrative Law for Today*, Hull, Quebec, November 1996, Workshop on *Proceedings Before Professional Discipline Panels*.
- Participant, University of Saskatchewan International Symposium, *The Province of Administrative Law*, Saskatoon, Saskatchewan, October 1996.
- Presenter, University of Calgary Labour Arbitration Conference, *Developments in Arbitration Evidentiary Issues*, June 1996.
- Course Presenter, Saskatchewan Continuing Legal Education Society Inc. *Fundamentals of Arbitration and Mediation for Legal Practice*, Saskatoon/Regina, May 1996.
- Course Presenter, Council of Canadian Administrative Tribunals, *Independence and Impartiality of Tribunals*, Annual Meeting, Ottawa, April 1996.
- Course Presenter, *HRD Symposium '96, Resolving Human Resources Conflict - Mediation in Context*, Saskatoon, March 1996.
- Co-Chair and Participant, Canadian Bar Association National Administrative Law Fall 1995 CLE Program, *Parties, Tribunals and Advocates: Changing Roles in Changing Times*, Participant, *ADR in Administrative Proceedings*, Ottawa, November 1995.
- Participant, *ADR in Administrative Law Proceedings*, Canadian Bar Association, Winnipeg Annual General Meeting, August 1995.
- Co-presenter, Council of Canadian Administrative Tribunals, *Dealing with Difficult Counsel and Litigants*, Annual Meeting, Ottawa, May 1995.
- Co-ordinator and Presenter, *Harassment in the Workplace*, Saskatchewan Chamber of Commerce Education Seminars, Saskatoon and Regina, November 1994.
- Chair, Canadian Bar Association, National Administrative Law Fall 1994 CLE Program, *Protecting and Promoting Your Clients' Interests in Administrative Proceedings*, Presenter, *Judicial Review and the Record*, Ottawa, November 1994.
- Moderator, Canadian Bar Association, National Administrative Law Section Program, *Federal Plans for Reorganization of Administrative Tribunals*, Toronto Annual General Meeting, August 1994.
- Course Organizer, Certified General Accountants Annual Meeting, *Selected Topics in Labour Law*, October 1993.

- Presenter, Saskatchewan Weekly Newspapers' Association, *The Media and the Courts*, September 1993.
- Course Participant, Continuing Legal Education (Sask.), *Insurance Law in the 90s*, May 1993.
- Course Participant, Continuing Legal Education (Sask.), *Administrative Law: Practice Before Tribunals and Judicial Review*, April 1992.
- Program Organizer and Presenter, *Managing and the Law*, Saskatchewan Health-Care Association, January/February 1992.
- Course Presenter, Canadian Bar Association Midwinter Meeting, *Labour Relations for the General Practitioner*, January 1992.
- Course Organizer, Continuing Legal Education (Sask.), *Employment Law - From Hiring to Litigation*, March 1991.

Selected Articles and Papers

- "Punitive Damages: A Neutral's Perspective", Labour Arbitration and Policy Conference, June 2007.
- "Dropping the A in ADR", *The Lawyer's Weekly*, September 2004.
- "The Impact of the *Charter* in Administrative Law: Reflections of a Practitioner", Canadian Institute for the Administration of Justice Annual Conference, Gatineau, October 2002.
- "Trends in Employment Law", Canadian Bar Association *Bar Notes*, Volume XVI, No. 3, Spring 2002
- "Online Dispute Resolution: New Challenges and Opportunities for the ADR Professional", National Canadian Bar Association ADR Section/ADR Institute of Canada, Inc. Joint National Program, Vancouver, March 2002.
- "Administrative Law – Supreme Court of Canada Cases 2001", *Federated Press Regulatory Boards and Administrative Law Litigation Journal*, Volume V., No. 2 2002.
- "Tips for Qualifying Experts", Saskatchewan Trial Lawyers Association, June 2001.
- "The Latest on Alcohol and Drug Testing in the Workplace", *Saskatchewan Business Magazine*, March/April 2001.
- "Pre-Hearing Disclosure", *Regulatory Boards and Administrative Law Litigation Journal*, Volume III, No. 3, Fall 2000.
- "Putting DR into Practice (Your Practice, That Is!)", Canadian Bar Association Annual Meeting, 2000.
- "Disclosure Standards in Administrative Proceedings", Saskatchewan Legal Education Society Inc., April 2000.
- "Firefighter's Case Bears Close Scrutiny", *Saskatchewan Business Magazine*, March/April 2000.
- "The Judicialization of Tribunals", co-authored with James T. Casey, Canadian Bar Association, November 1999.
- "Practice Tips for Cross-examination in Civil Cases", Canadian Bar Association Annual Meeting, 1999.
- "Increased Productivity Through An Effective Conflict Resolution Process", *Saskatchewan Business Magazine*, March/April 1999.
- Regulatory Boards and Administrative Law Litigation Journal:
 - "The Administrative Process –Pre-hearing", Volume II, No. 3, 1997.
 - "Practice Tips - Preparing for the Hearing", Volume II, No. 4, 1997.
 - "Practice Tips - The Hearing Stage", Volume III, No. 1, 1997.
 - "Practice Tips – Dealing with an Adverse Decision", Volume III, No. 2, 1998.
- "Labour Arbitration Evidence: Points to Ponder", University of Calgary, Labour Arbitration Conference, June 1996.
- "The Role of Legal Counsel in Appropriate Dispute Resolution", Saskatchewan Legal Education Society Inc., May 1996.
- "Legal Issues in Mediation: An Overview", Saskatchewan Legal Education Society Inc., May 1996.

- "Checklist for Judicial Review in Saskatchewan", *Administrative Agency Practice*, Vol. 1, No. 5, November 1995, Carswell.
- "Conduct of a Hearing", Canadian Institute for the Administration of Justice, June 1993, revised April 1995 and March 1997.
- "Judicial Review and the Record", Canadian Bar Association (National), November 1994, published as "The Record on Judicial Review", *Administrative Agency Practice*, Vol. 3, No. 4, page 73.
- "Industrial Relations in Saskatchewan - An Overview", Certified General Accountants Annual Meeting, October 1993.
- "Preliminary Issues Before Administrative Tribunals", Continuing Legal Education (Sask.), April 1992.
- "Labour Relations for the General Practitioner", Canadian Bar Association, January 1992.
- "Termination of Employment Contracts", Continuing Legal Education (Sask.), March 1991.
- "Enforcement of Labour Relations Board Orders and Arbitration Awards Pursuant to the Trade Union Act, R.S.S. 1978, c. T-17," [1982-83] *Sask. Law Review*.

Personal Interests

- Hiking, walking, golf and other fitness activities
- Theatre, especially musical theatre
- Travel and visiting historic sites
- The Saskatchewan Roughriders – Go Riders!
- U of S Sports Events – Go Huskies!
- NFL Football – Go Patriots! Go Cardinals!
- Reading, music and movies
- Entertaining family and friends and activities with grandchildren

Current as of August 2021