

# Anne M. Wallace, Q. C.

LL.B., C.Arb., C.Med.

## Curriculum Vitae

### A Brief Overview

- Anne M. Wallace, Q.C., LL.B., Chartered Arbitrator and Chartered Mediator, is a lawyer who, after many years of law practice, now devotes her full time to work as a dispute resolution neutral with Anne Wallace Legal Professional Corporation in Saskatoon. Wallace's law practice with Wallace Meschishnick Clackson Zawada included administrative law, industrial relations, employment law, human rights, and civil litigation, including commercial litigation cases. She is now a mediator, adjudicator and arbitrator. Her work includes labour and employment, Indian residential schools adjudication, personal injury, domain name disputes, and commercial among others. Wallace also provides skills based training in conflict resolution and prevention. She has taught decision writing and conduct of a hearing courses in the past including those sponsored by the Canadian Institute for the Administration of Justice.
- Wallace holds an LL.B. with Great Distinction (University of Saskatchewan) and was the gold medallist in her law class. Anne 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 her 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.
- Wallace is currently President of the ADR Institute of Saskatchewan Inc. and is the Regional Representative on the Board of the ADR Institute of Canada Inc.
- 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 is currently a member of the National International Development Committee and is Chair of the Canadian Legal Conference Steering Committee. Wallace has 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.
- Among other activities, Wallace has been the Saskatchewan Bar Admission Course Examiner, a member of the Board of Governors of the Certified General Accountants of Saskatchewan, a Sessional Lecturer at the College of Law, University of Saskatchewan, a member of the Board of the YWCA of/de Saskatoon, and a member of the Kinette Club of Saskatoon POW City. She is currently a Trustee on the Board of the Canadian Museum of Nature.
- Wallace has organized and presented at many education programs for lawyers and non-lawyers, in particular in administrative law and practice, industrial relations, employment law and conflict resolution. She has instructed at the Canadian Institute for the Administration of Justice's training programs for members of administrative tribunals and currently is an instructor with the Alberta Foundation of Administrative Justice.

### Personal

- Born Anne Marie Sander, Wilkie, Saskatchewan, May 25, 1955.
- Married to Patrick M. Wallace, B.Comm., CGA.
- Two children, Jack (Ginelle) and Sarah, and two grandsons, Will and Nathan.
- Sole Practitioner, Anne Wallace Legal Professional Corporation
- Counsel, Wallace Meschishnick Clackson Zawada

### Academic and Other Achievements/Recognition:

- Canadian Bar Association National Douglas Miller Award for outstanding dedication and team spirit, February 2006.
- Y WCA 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

- **High School:** St. George R.C.S.S., Wilkie, Saskatchewan, Graduated June 1972.
- **Business School:** Robertson Career College, Saskatoon, 1972-1973 (no diploma).
- **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.
- **Mediation:** Various mediation training courses.
- **French Language Education Program:** Centre for Second Language Instruction, University of Saskatchewan, Completed Levels 1 - 5, and Oral Proficiency Course.

### Academic Appointments:

- 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).

## Business/Employment Experience

- **Secretarial:**
  - Secretary & Bookkeeper, Bricker's Shoes Ltd., Saskatoon, Saskatchewan, 1973-1974.
  - Legal Secretary, Cuelenaere & Beaubier, Saskatoon, Saskatchewan, 1974-1976.
  - Legal Secretary, McKercher, McKercher, Stack, Korchin & Laing, Saskatoon, Saskatchewan, 1976-1980.
- **Legal/Professional:**
  - Summer Student, McKercher, McKercher, Stack, Korchin & Laing, 1981 and 1982.
  - 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.
  - Counsel, Wallace Meschishnick Clackson Zawada, 2007 to present.
- **Current Professional Work:**
  - Exclusively neutral work including mediation, arbitration (labour and commercial), adjudication, neutral evaluation, investigations, and conflict resolution and mediation training.
  - Senior Adjudicator under Indian Residential Schools Resolution Canada's ADR Process for residential school abuse claims and Adjudicator under the Independent Assessment Process.
  - Arbitrator for domain name disputes with National Arbitration Forum (Minneapolis), Resolution Canada (Toronto) and the World Intellectual Property Organization (Geneva).
  - Mediator for Insurance Bureau of Canada General Insurance Ombudservice.
  - Adjudicator of unjust dismissal claims and referee of wage recovery appeals under *The Canada Labour Code*.
  - Arbitrator for Canada Customs and Revenue Independent Third Party Review process.
  - Hearing Officer under *The Police Act* (Saskatchewan).
  - 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.
  - Canadian Transportation Agency list of Arbitrators.
  - Mediation of claims under *Automobile Accident Insurance Act*.
  - Commercial mediation and arbitration.

## Professional, Business and Community

- **Current Memberships:**
  - Law Society of Saskatchewan
  - Canadian Bar Association, including:
    - Saskatchewan Administrative and Labour Law Section
    - Saskatchewan Municipal Law and Public Sector Lawyers 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
  - Canadian Corporate Counsel Association
  - American Bar Association
    - ABA Alternative Dispute Resolution Section
    - ABA Labour Law Section
  - Canadian Institute for the Administration of Justice
  - ADR Institute of Canada Inc.
  - Conflict Resolution Saskatchewan (formerly Mediation Saskatchewan)

- The Network in Dispute Resolution
- Canadian Forum on Civil Justice
- St. Thomas More Lawyer's Guild (founding member)
- Saskatoon Bar Association
- The Saskatoon Club
- Saskatoon Zoo Society
- Canadian Museum of Nature
- Friends of the Huskies, Inc.
- Women Entrepreneurs of Saskatchewan Inc.
- **Current Positions and Activities:**
  - ADR Institute of Saskatchewan
    - President
  - ADR Institute of Canada
    - Regional Representative on National Board
    - Chartered Arbitrator and Chartered Mediator Boards of Accreditation
    - Finance Committee
  - Canadian Bar Association:
    - Chair Special National Canadian Legal Conference Steering Committee
    - Member, National International Development Committee
    - Member, National Continuing Legal Education Review Committee
    - Member, National Council and Provincial Council
  - Canadian Museum of Nature
    - National Board of Trustees
    - National Community and Government Relations Committee
  - Canadian Institute for the Administration of Justice
    - Administrative Tribunals Committee
  - St. Thomas More Lawyers Guild Director
  - Editorial Board, Canadian Journal of Administrative Law and Practice
  - University of Saskatchewan College of Law Women's Mentoring Program (now Canadian Bar Association Saskatchewan Branch Law Student Mentoring Program)
- **Past Positions and Activities (excluding education programs):**
  - Canadian Bar Association:
    - 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
  - Canadian Bar Association Provincial Council
  - Canadian Bar Association National Nominating Sub-Committee (1996 and 1997)
  - Canadian Association of Law Teachers
- Canadian Institute for the Administration of Justice
  - 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
- Canadian Museum of Nature – National Finance Committee
- 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
- ADR Institute of Canada National Strategic Planning Steering Committee (2001-2004)
- 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

#### **Selected Conferences and Education Programs:**

- 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, running, walking, golf and other fitness activities
- Theatre
- Travel and visiting historic sites
- The Saskatchewan Roughriders
- U of S Sports Events – Go Huskies!
- NFL Football
- Entertaining family and friends
- Reading, music and movies

**Contact Information****Office:**

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**Home:**

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***Current as of December 2007***