

JUDITH PAYNE, PARTNER

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Judy has vast experience in many areas of law, including pension, health, privacy, telemarketing, anti-spam, corporate/commercial and litigation.

“Having the right people makes a difference.”

Judy was called to the Manitoba Bar in 1988 and to the Alberta Bar in 1993. Judy was in-house counsel for twelve years prior to joining Pitblado in November 1999.

With integrity, professionalism and respect at the core of what Judy believes, she provides advice and leadership, along with creativity to consider and evaluate solutions.

Where strong advocacy is needed, she has the tools to make the arguments that must be made. Where diplomacy is required, she has invaluable negotiating experience in various techniques and approaches.

In providing services to her clients, Judy takes the approach of finding a results-oriented, efficient and effective solution to the issue at hand. She understands that in some situations there may be matters of principle that cannot be compromised, but she also understands that in other situations there may be matters where creative, solution-based approaches work best. She understands how to focus people, analyze issues and find practical solutions, while ensuring compliance with the law.



Q&A

Q: Communication device?

A: iPhone - technology is brilliant.

Q: What I like about being a lawyer?

A: Finding creative solutions to problems people aren't able to solve.

Q: Favorite athlete?

**A: Currently, Jordan Ibe, Liverpool FC
- to be so young and so talented - amazing!**

PRACTICE AREAS

Business

- Corporate and Commercial
- Financial Services
- Franchise and Distribution
- Information Technology
- Insurance
- Mergers and Acquisitions
- Pensions
- Privacy
- Social Media

Litigation and Dispute Resolution

- Construction Litigation
- Insurance Litigation
- Professional Governance and Regulation

Labour and Employment

- Executive Compensation
- Labour Relations

Sector Specific

- Construction
- Health
- Not-For-Profit

**LECTURES, SPEECHES AND PUBLICATIONS**

- Presenter, "CASL - Canada's Anti-Spam Law", Manitoba Executive Summit, September 24, 2015
- Presenter, "Social Media and The Law", 3rd Annual Legacy Bowes Group Human Resource Conference for First Nations, Metis & Inuit (Workshop of MB Pension Benefits), March 5, 2014
- Presenter, "CASL", Executive and Marketing teams of client in insurance industry, May 26, 2014
- Presenter, "CASL", Pitblado lawyers, June 16, 2014 and June 23, 2014
- Presenter, "Employee Privacy & Confidentiality", INFONEX's Human Resources Management Conference for Aboriginal Communities, September 17, 2014
- Guest Lecturer, "CASL", Faculty of Law of Manitoba, October 7, 2014
- Presenter, "Supplemental Executive Retirement Plans", CLE - Alumni Event (Pitblado), October 28, 2014
- Presenter, "Fiduciary Duties as Pension Committee Administrator for Defined Benefit" and "Defined Contribution Pension Plan Pension Committees of client in Financial Service Industry", November 28, 2014
- Co-Author (with Niall Nazarko), "Canada's new anti-spam law", Manitoba Insurance Broker Magazine, Fall 2014
- Presenter, Law Society of Manitoba
- Presenter, Businesses and Business Groups
- Presenter, Government and community groups
- Contributing Writer, Numerous magazines and newsletters

MEMBERSHIPS AND ASSOCIATIONS

- Canadian Franchise Association
- Canadian Bar Association
- Law Society of Manitoba

**ACADEMIC AND PROFESSIONAL**

- Admitted to the Alberta Bar, 1993
- Admitted to the Manitoba Bar, 1988
- LLB, University of Manitoba, 1987