

**NICOLE SMITH, LAWYER**

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Nicole's interest in the law was sparked during an exchange to San Luis Potosi, Mexico where she had the opportunity to intern in the Human Rights Commission of San Luis Potosi.

*"Having the right people makes a difference."*

She received her law degree from the University of Manitoba in 2012 and became an Associate at Pitblado Law in June 2013. Nicole practices primarily in the areas of Labour and Employment Law and also enjoys practicing in the areas of Immigration and Civil Litigation. Nicole's involvement outside of work include participating in social groups which support new immigrants/migrant workers in Manitoba as well as volunteering at organizations which provide access to justice in Winnipeg, such as the Legal Help Center.

**PRACTICE AREAS**

- Labour and Employment
  - Employment
  - Health Insurance Issues
  - Human Rights
  - Labour Relations
  - Respectful Workplace Issues
  - Workers Compensation and Workplace Safety and Health
- Litigation and Dispute Resolution
  - Employment Litigation
- Immigration



**Q&A**

- Q: When I'm not at work?**  
**A: I'm running/skiing or socializing with friends.**
- Q: Favorite athlete/celebrity?**  
**A: Dana Smith - Actress, Singer, Producer extraordinaire.**
- Q: What I like about being a lawyer?**  
**A: Helping people in times of need.**

**LECTURES, SPEECHES AND PUBLICATIONS**

- Co-Presenter (with Tracey Epp), "How The Employment Standards Code applies to employers and employees in Manitoba", Women's Enterprise Centre with Tracey Epp, February 6, 2014
- Co-Presenter (with Tracey Epp), "An Employment Law Primer", Credit Union Central of Manitoba, October 15, 2013
- Author, Pitblado blog, "Dangerous workplaces are not an automatic justification for random alcohol testing", July 10, 2013
- Author, Migrant Workers Solidarity Network "Federal SAWP Program", 2011
- Presenter to new immigrants on employees' legal rights and obligations in Manitoba, Start Manitoba, 2010 – 2011
- Guest Lecturer, University of Manitoba Spanish Department, 2009
- Guest Presenter, Exchange Rotary Club, 2002
- Guest Presenter, Winnipeg High Schools, 2002
- Guest Presenter, Rotary Club Mexico, 2001



## HONOURS AND AWARDS

- Arthur Mauro Peace and Justice Studies Scholarship, 2006
- Selected for the Conflict Resolution Exchange program to Mexico, 2006
- UMSU Scholarship, 2005 & 2006
- Selected for the Rotary Exchange to Mexico, 2001
- Carly Thorlakson Scholarship
- Kenneth Howard Scholarship

## COMMUNITY

- Volunteer, Legal Help Centre: provided free legal information to clients, 2012 – present
- Volunteer Member Migrant Worker's Solidarity Network, Winnipeg: This group supports migrant workers by organizing social activities to integrate the workers with the members of their community, informs them of their rights in Canada and advocates for the equal treatment of migrant workers by our government, 2011 – present
- Program Coordinator, ProBono Students Canada, Faculty of Law, University of Manitoba, 2011 – 2012
- Volunteer Intake Officer, A Woman's Place: provided legal information to women suffering from domestic violence, 2011 – 2012
- Volunteer, University of Manitoba Law Clinic: provided legal representation before the Court to legal aid applicants, 2010 – 2011
- University Legal Help Clinic, ProBono Students Canada: provided free legal information to clients, 2009 – 2010
- Volunteer Intake Officer, The Family Justice Center of St. Joseph's County, South Bend, Indiana: provided assistance in both English and Spanish and resources to women suffering from domestic violence, 2009

## MEMBERSHIPS AND ASSOCIATIONS

- Manitoba Bar Association
- Board of Directors, Reaching E-Quality Employment Services

## ACADEMIC AND PROFESSIONAL

- Licence to Engage in Foreign Worker Recruitment, 2014
- Call to the Bar June, 2013
- J.D., University of Manitoba, 2012
- French Immersion International Baccalaureate Program Diploma
- Degree in Spanish, Graduated with Distinction
- Trilingual: English, Spanish and French