

**TRACEY L. EPP, PARTNER**

**Phone:** 204.956.3557  
**Fax:** 204.957.0227  
**Email:** epp@pitblado.com

**Assistant:** Jordan Gibney  
**Phone:** 204.956.0560 ext. 257

Member of the Executive Committee of the Firm. Focuses on Labour and Employment law. Tracey represents clients before labour boards, administrative tribunals and the courts. Assists businesses in drafting and negotiating collective agreements and employment contracts. Acts as independent investigator to a number of organizations. Her practice also includes a substantial number of workplace investigations. These investigations often relate to respectful workplace, sexual harassment and personal harassment complaints.



*“Law is changing, so is your lawyer.”*

**PRACTICE AREAS**

- Aboriginal Law
- Litigation and Dispute Resolution
  - Administrative Proceedings
  - Alternative Dispute Resolution
  - Civil Litigation
- Labour and Employment
  - Employment
  - Human Rights
  - Judicial Reviews
  - Labour Relations
  - Respectful Workplace Issues
  - Workers Compensation and Workplace Safety and Health
  - Workplace Investigations
- Sector Specific
  - Health
  - Not-for-Profit

**LECTURES, SPEECHES AND PUBLICATIONS**

- Interview, “Sexual misconduct law ‘ethically troubling’”, Winnipeg Free Press, January 11, 2018
- Presenter, “Clearing the Air: The impact of Marijuana in the Workplace”, Breakfast With Legacy Bowes Group, RBC Convention Centre, November 28, 2017
- Presenter, Manitoba Labour Law Review, Victoria Inn, Winnipeg, November 1st & 2nd 2017
- Contributor, “When Tragedy Strikes”, Winnipeg Free Press, May 14 2016
- Author, “Why Have Written Policies and Procedures?: Clear expectations mean less inconsistency for your company”, Manitoba Heavy Construction Association Groundbreaker Magazine, November 2015

**Q&A**

- Q: Favourite quote?**  
**A: Be the change you want to see in the world.**
- Q: When I’m not at work?**  
**A: Usually on a soccer field, indoor and out!**
- Q: What I like about being a lawyer?**  
**A: Working with people to solve their problems - the more complex the better!**

**LECTURES, SPEECHES AND PUBLICATIONS**

- Former Instructor, Business Law, Red River Community College
- Frequent media commentator on Labour and Employment issues.
- Presenter on labour, employment and human rights issues before businesses, business groups and community organizations
- Contributing Author on numerous texts, periodicals and newsletters

**MEMBERSHIPS AND ASSOCIATIONS**

- Law Society of Manitoba
- Canadian Bar Association
- Manitoba Bar Association
- Association of Workplace Investigators





## COMMUNITY

- Past Chair, Employment Standards Code Sub-Committee, Labour Legislation Committee, Winnipeg Chamber of Commerce
- Former Member, Manitoba Department of Labour and Immigration Minimum Wage Board
- Member on various community/charitable boards and active in both local education and recreation organizations

## ACADEMIC AND PROFESSIONAL

- Association of Workplace Investigators Certificate Holder
- Listed in Benchmark Canada 2016 Report as a Litigation Star for Aboriginal, Labor and Employment
- Listed in Best Lawyers® as one of Canada's top lawyers for Labour and Employment Law
- Listed in Canadian Legal Lexpert Directory for Labour (Management)
- Admitted to the Bar – Manitoba, 1990
- LLB, University of Manitoba, 1989
- BA, University of Winnipeg, 1986