

WILLIAM S. GARDNER Q.C., PARTNER

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Head of the Firm's Labour and Employment and Healthcare practice areas, Chair of the Manitoba Employers Council and Co-Chair of the Management Caucus of the Labour Management Review Committee.

"People choose lawyers they know, like and trust."

Bill practices extensively in all areas of Labour and Employment law advising clients in both the private and public sectors.

Bill acts as counsel to major healthcare institutions, manufacturing operations and construction companies.

PRACTICE AREAS

- Aboriginal Law
- Litigation and Dispute Resolution
 - Alternative Dispute Resolution
- Labour and Employment
 - Human Rights
 - Workers Compensation and Workplace Safety and Health

LECTURES, SPEECHES AND PUBLICATIONS

- Interview, "CJOB interviews William Gardner on Labour Laws and the New Government", CJOB 680 AM, May 14, 2016
- Author, "The Manitoba Prosperity Report – Are we there yet?", Manitoba Employers Council (MEC), April 2016
- Author, "The Saskatchewan Employment Act", Saskatchewan Heavy Construction Association Think Big Magazine, January 2015
- Author, "Changes to the Workplace Safety and Health Act effective April 1, 2014", Manitoba Heavy Construction Association Groundbreaker Magazine, July 2014
- "Recent Developments in Labour and Employment Law in Manitoba", 2008
- Employment Standards Code, 2007
- Employment Standards Review, 2006
- Federal Labour Standards Review, 2005
- Bill 25 – Worker's Compensation Amendment Act, 2005, updated 2007



Q&A

Q: Most important thing I didn't learn at school?

A: How to practice law.

Q: Favorite legal experience to date?

A: Winning the Nor-Man/Plaisier Appeal at the Supreme Court.

Q: Favorite quote?

A: "sugere et anhalare eodum tempore fieri non-potest."

LECTURES, SPEECHES AND PUBLICATIONS

- Workplace Injury Prevention Strategy, 2005
- William S. Gardner and Candace Grammond, "Search and Surveillance", 2005
- Employment Law – Structuring of Settlements, 2005
- Rights and Responsibilities of Employers during a Union Organizing Campaign, 2004
- Workers Compensation in Manitoba: Workplace Injury Prevention Strategy, 2004
- Documenting Discharge: Labour and Employment Context in Manitoba: Documenting and Investigating Employee Performance and Discipline Problems, Building a Case For Just Cause, 2004 – updated 2006, 2008 and 2009
- Recent Developments in Manitoba Employment and Labour Law: Analysis of Bill 44, Amendments to the Labour Relations Act, 2004
- William S. Gardner and Candace Everard: "Employee Benefits Programs in Manitoba: Benefit Plans that Won't Cost You an Arm and a Leg", 2000
- Recent Developments in Manitoba Employment and Labour Law: Employment References: The Pitfalls and How to Avoid Them, 1999

**LECTURES, SPEECHES AND PUBLICATIONS**

- Confidentiality of Health Records in Manitoba: Employee Health Records and Employment Law Considerations, 1998
- William S. Gardner, Tracey L. Epp, Shelley L. Vovchuk: "Human Resources: The Corporate Duty to Accommodate (II)", Canadian Bar Association, August 1995
- William S. Gardner and Karen M. Dunlop "AIDS: Legal Issues Confronting Health Care", 1994 Pitblado Lectures, The Law Society of Manitoba, November, 1994
- David G. Newman and William S. Gardner: "Plant Closings: A Study of Group Termination Legislation Across Canada and The Industrial Adjustment Service", prepared for the National Centre on Occupational Readjustment Inc., Washington, D.C.
- Labour Alert – published by Carswell. Submit articles regarding recent changes or topics of interest with respect to labour relations for the province of Manitoba and Saskatchewan which is submitted on an ongoing monthly/bi-monthly basis
- Panel member Canadian Bar Association 1984 and 1995 National Conventions, "Government Intervention in the Employment Relationship"(1984), "Duty to Accommodate" (1995)
- Lecturer and panel member on labour-related subjects at the University of Manitoba, University of Winnipeg, Red River Community College and before various employer groups including Manitoba Chambers of Commerce, Winnipeg Chamber of Commerce and Manitoba Heavy Construction Association

COMMUNITY

- Member of Executive and Vice-Chair, Health Sciences Centre Foundation
- Assistant Coach, St. John's-Ravenscourt Women's High School Hockey
- Secretary and Member of Executive, Winnipeg Women's High School Hockey League

MEMBERSHIPS AND ASSOCIATIONS

- Law Society of Manitoba
- Law Society of Upper Canada
- Manitoba Bar Association
- Canadian Bar Association
- Representative of the Province of Manitoba regarding NAFTA labour issues
- Chair, Manitoba Employers Council
- Chair, Engineering, Geosciences and Architecture Inter-Association Relations (EGAIAR) Joint Board
- Co-Chair, Management Caucus of the Labour Management Review Committee
- Chair, Arbitration Advisory Subcommittee
- Counsel to numerous health authorities
- Counsel for management with respect to proceedings in various courts and tribunals in Ontario, Manitoba and Saskatchewan
- Chief spokesperson for management regarding collective bargaining in Ontario, Manitoba, Saskatchewan and British Columbia
- Former Chair Civic Services Review Group Winnipeg Chamber of Commerce
- Former Director and Executive Member, Winnipeg and Manitoba Chambers of Commerce
- Past Chair, Manitoba Advisory Committee on AIDS

ACADEMIC AND PROFESSIONAL

- Listed in Benchmark Canada 2016 Report as a Litigation Star for Aboriginal, General Commercial, Health, Labor and Employment
- Admitted to the Bar Manitoba, 1980
- Admitted to the Bar Ontario, 1976
- LL.B, University of Manitoba, 1973
- BA, Princeton University, 1970