

J.R.A. (Judy) Payne

Partner

Judy has vast experience in many areas of law, including pension, health, privacy, telemarketing, anti-spam, corporate/commercial and litigation. She was recognized as best in Franchise Law in both the 2019 and 2020 editions of The Canadian Legal Lexpert® Directory.



Contact	→ payne@pitblado.com	→ 204-956-3525
Jessica Hunter (Assistant)	→ hunter@pitblado.com	→ 204-956-0560 ext. 374
Links	→ Profile: https://www.pitblado.com/our-people/judith-payne	

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

Practice Areas

- Banking and Financial Services
- Business
- Corporate and Commercial
- Franchising
- Insurance
- Labour and Employment
- Executive Compensation
- Litigation and Dispute Resolution
- Construction Litigation
- Insurance Litigation
- Professional Governance and Regulation
- Mergers and Acquisitions
- Pensions
- Privacy and Access to Information

Industries

- Banking
- Charities and Not-For-Profit
- Construction
- Government and Crown Corporations
- Health Care
- Insurance



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 on a variety of legal topics.

Practice Areas

→ Real Estate and Property Development

→ Technology Transactions

Industries

→ Real Estate and Property Development

→ Technology and Start-Ups



Education

Admitted to the Alberta Bar, 1993

Admitted to the Manitoba Bar, 1988

LL.B., University of Manitoba, 1987

Publications and Appearances

Co-Author (with Niall Nazarko), “Canada’s Anti-Spam Law – Two Years Later”, Manitoba Insurance Broker Magazine, Fall 2016

Presenter, “CASL – Canada’s Anti-Spam Law”, Manitoba Executive Summit, September 24, 2015

Co-Author (with Niall Nazarko), “Canada’s new anti-spam law”, Manitoba Insurance Broker Magazine, Fall 2014

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



Publications and Appearances

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 Bar Association

Law Society of Manitoba

Canadian Franchise Association
