

# Nicole Smith

Partner

Fluent in Spanish, Nicole practices primarily in the areas of Labour and Employment Law, Human Rights and Immigration Law.



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Links → Profile: <https://www.pitblado.com/our-people/nicole-smith>  
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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. 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, Human Rights and Immigration Law.

Nicole's involvement outside of work include participating as a Board Member for the Manitoba Chambers of Commerce, as well as volunteering at organizations which provide access to justice in Winnipeg, such as the Legal Help Center.

## Education

Admitted to the Manitoba Bar, 2013

J.D., University of Manitoba, 2012

## Practice Areas

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



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## Publications and Appearances

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 Presenter, Exchange Rotary Club, 2002

Guest Presenter, Winnipeg High Schools, 2002

Guest Presenter, Rotary Club Mexico, 2001

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## Memberships and Associations

Manitoba Bar Association

Board of Directors, Manitoba Chambers of Commerce

Legal Counsel, Executive Committee, Manitoba Chambers of Commerce

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## Honours and Awards

Arthur Mauro Peace and Justice Studies Scholarship, 2006

Kenneth Howard Scholarship

Selected for the Conflict Resolution Exchange program to Mexico, 2006

Licence to Engage in Foreign Worker Recruitment, 2014

UMSU Scholarship, 2005 & 2006

French Immersion International Baccalaureate Program Diploma

Selected for the Rotary Exchange to Mexico, 2001

Degree in Spanish, Graduated with Distinction

Carly Thorlakson Scholarship

Trilingual: English, Spanish and French

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## Community

Volunteer, Legal Help Centre: provided free legal information to clients, 2012 – present

Board of Directors, Reaching E-Quality Employment Services, 2012 – 2020

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 – 2020

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

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