

# William Gardner, K.C.

Partner

Bill practices extensively in all areas of Labour and Employment law advising clients in both the private and public sectors and is Head of the Firm's Labour and Employment and Healthcare practice area.



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Bill is 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. 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.

## Education

Admitted to the Manitoba Bar, 1980

Admitted to the Ontario Bar, 1976

LL.B., University of Manitoba, 1973

B.A., Princeton University, 1970

## Practice Areas

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

## Industries

- Government and Crown Corporations
- Health Care



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## Publications and Appearances

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

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 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

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.



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## Publications and Appearances continued

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

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## Memberships and Associations

Law Society of Manitoba

Chair, Arbitration Advisory Subcommittee

Law Society of Upper Canada

Counsel to numerous health authorities

Manitoba Bar Association

Counsel for management with respect to proceedings in various courts and tribunals in Ontario, Manitoba and Saskatchewan

Canadian Bar Association

Representative of the Province of Manitoba regarding NAFTA labour issues

Chief spokesperson for management regarding collective bargaining in Ontario, Manitoba, Saskatchewan and British Columbia

Chair, Manitoba Employers Council

Former Chair Civic Services Review Group Winnipeg Chamber of Commerce

Chair, Engineering, Geosciences and Architecture Inter-Association Relations (EGAIAR) Joint Board

Former Director and Executive Member, Winnipeg and Manitoba Chambers of Commerce

Co-Chair, Management Caucus of the Labour Management Review Committee

Past Chair, Manitoba Advisory Committee on AIDS

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## Honours and Awards

Listed in Benchmark Canada 2016 Report as a Litigation Star for Aboriginal, General Commercial, Health, Labor and Employment

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## 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

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