



The Council of Canadian Administrative Tribunals
Le Conseil des tribunaux administratifs canadiens

31^{st/e} **Annual Symposium** **Colloque annuel**

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Biographies of
Keynote Speakers,
Speakers and
Moderators



Council of Canadian
Administrative Tribunals
Conseil des tribunaux
administratifs canadiens

BIOGRAPHIES

Virginia Adamson

Virginia Adamson is acting Executive Director and General Counsel of the Public Service Labour Relations and Employment Board Secretariat of the Administrative Tribunal Support Service Canada since January 2015. She has worked in senior counsel positions at the Public Service Labour Relations Board, the Public Servants Disclosure Protection Tribunal and the Public Service Staffing Tribunal and was senior counsel and executive director at the RCMP External Review Committee from 2005 to 2008. Prior to working in the federal public sector she worked in various positions with Ontario agencies. She has worked extensively with legal issues pertaining to labour and employment relations, administrative law, human rights and the Canadian Charter of Rights and Freedoms. She has a long standing interest in legal education and was a law lecturer at Ryerson University and at Carleton University. She holds an LL.B. from Osgoode Hall Law School and is a member of the Law Society of Upper Canada.

Honourable Chief Justice B. Richard Bell (Special Guest Speaker)

Chief Justice Bell was born in Woodstock, New Brunswick. Justice Bell is married to Maureen and they are the proud parents of five children. During his formative years Justice Bell worked as a farm labourer and construction worker. In 1973 Justice Bell joined the Royal Canadian Mounted Police where he graduated as valedictorian of his class. He served as a constable at various locations throughout Nova Scotia until 1976, at which time he commenced full time studies at Dalhousie Law School. Justice Bell was awarded a Bachelor of Laws degree from Dalhousie University in 1979 and a Master of Laws degree from Dalhousie in 1998. He was called to the bar of New Brunswick in 1979 and was awarded the Queen's Counsel designation in 2004. During his approximately 26 years in practice, Justice Bell appeared before numerous administrative tribunals and all levels of the courts.

On June 27, 2006 Justice Bell was appointed to the Court of Queen's Bench, Trial Division, in Moncton, New Brunswick. He served in that capacity until June 22, 2007, when he was appointed to the Court of Appeal of New Brunswick. On February 6, 2015, he was appointed Chief Justice of the Court Martial Appeal Court of Canada, a judge of the Federal Court of Canada, and a judge of the Court Martial Appeal Court of Canada. Prior to his appointment to the Bench, Justice Bell was the senior partner in the Fredericton office of the Atlantic law firm of McInnes Cooper. Since his appointment, Justice Bell has delivered lectures at various seminars offered by the National Judicial Institute and has served a term on the Administration of Justice Committee of the Canadian Judicial Council.

Ginette Brazeau

Ms. Ginette Brazeau was appointed as Chairperson of the Canada Industrial Relations Board (CIRB) on December 28, 2014.

Prior to her appointment as Chairperson of the CIRB, Ms. Brazeau held the position of Executive Director and General Counsel of the CIRB since September 2012 and was first appointed as Executive Director and Senior Registrar of the CIRB in April 2008. In these capacities, Ms. Brazeau assisted the Chairperson of the Board in the exercise of her overall responsibilities for the administration of the Board and was responsible for case management, legal services and the regional operations of the Board.

Prior to joining the Board, Ms. Brazeau was the Senior Director of Strategic Policy and Legislative Reform with the federal Labour Department and also worked at the Federal Mediation and Conciliation Service as Director of Legislation, Research and Policy. In these capacities, she was responsible for advising senior management and the Minister of Labour on labour and employment program or legislative initiatives and on the administration of the Canada Labour Code. She started her career in the Public Service with Industry Canada serving in different positions related to corporate law policy and strategic planning.

Ms. Brazeau serves on the executive board of the Association of Labor Relations Agencies as vice-president of professional development. She holds a Bachelor of Laws and a Bachelor of Social Sciences from the University of Ottawa and was called to the Bar of Ontario in 1996.

Murielle Brazeau

Murielle Brazeau has been appointed Chairperson of the Social Security Tribunal on March 25, 2013. Before joining the Tribunal, Ms. Brazeau held the position of Deputy Chief Administrator at the Courts Administration Service (CAS), where she managed all Judicial and Registry services to the Federal Court of Appeal, the Federal Court, the Court Martial Appeal Court of Canada and the Tax Court of Canada.

Ms. Brazeau has over 25 years of experience in the federal public service, having held senior-level positions at the CAS, the Treasury Board Secretariat, the Canadian Human Rights Commission, Health Canada, the Privy Council Office and the Department of Justice. Prior to joining the federal public service, she also practised law in the private sector for six years.

She has extensive experience in setting up new organizations and initiatives, having done so at the CAS, the Treasury Board of Canada

Secretariat, Health Canada and Justice Canada, and in managing change in small and large departments as well as in regional offices.

Ms. Brazeau holds a Bachelor of Arts degree and a License in Law, both from the University of Ottawa. She has been a member of the Quebec Bar since 1983.

Dr. Don Buckingham

Before assuming the position of Chairperson of the Canada Agricultural Review Tribunal in 2009, Dr. Buckingham acted as a private lawyer, government lawyer, law professor, author and consultant in the areas of agricultural law, food law and international trade in agricultural products. Dr. Buckingham has been a member of the Law Society of Upper Canada since 1988. Between 2006 and 2009, he worked as a Legal Counsel at Agriculture and Agri-Food Canada (AAFC). In this capacity, he advised AAFC officials and the Minister on specific matters affecting agriculture and agri-food. His career as a law professor spanned the period 1990 to 2009 at three universities: the University of Western Ontario, the University of Saskatchewan and the University of Ottawa. During this time, he taught courses and conducted research on agriculture law, food law, constitutional law, administrative law, international law and tort law. Prior to 1990, he was a lawyer with the Halifax firm of Patterson Kitz.

Dr. Buckingham is the co-author of five books, including *Agriculture Law in Canada* (Butterworths: 1999), and is the sole author of *Halsbury's Laws of Canada: Agriculture* (LexisNexis: 2014 and 2009) and *Halsbury's Laws of Canada: Food* (LexisNexis: 2014 and 2009), and of extensive array of chapters and entries in other books and academic journals. Co-president of last year's CCAT conference, he now sits on the CCAT board of directors. Born in Lloydminster, Saskatchewan, he has resided with his wife Janet in Ottawa for the past 15 years.

Marie Charest

Marie Charest was appointed to the Tribunal Administratif du Québec in April 2008. As a member of the Section des Affaires Immobilières of this Tribunal, she mainly hears cases in expropriation and municipal assessment. She also presides on a regular basis pre-hearing conferences and case management conferences. Being very interested in alternative conflict resolution tools, she acts as a conciliator in a variety of cases. Her professional use of technological tools is an ever growing process.

A member of the Board of Directors of the Council of Canadian Administrative Tribunals (CCAT) since 2011, she helped organizing most of

the annual conferences since the one of 2010, also acting as moderator or speaker for a number of workshops.

She graduated from the Faculty of Law of Laval University in 1985, and has been a member of the Quebec Bar since 1986. From this time until her appointment to the T.A.Q., she practiced law with a few Montreal law firms, developing with time an expertise in real estate law, especially in municipal assessment, expropriation, commercial leases and servitudes.

She gave conferences and training sessions and wrote articles for specialized organizations and publications, at different moments during her career.

Jean-François Clément

Jean-François Clément obtained a degree in law from Université Laval in 1984 and was admitted to the Québec Bar in 1985. From 1985 to 2001, he practised with Beauvais Truchon Avocats, covering civil law and insurance law, but more specifically labour law, administrative law and occupational health and safety law. He was a partner in that law firm.

In the fall of 2001, Jean-François Clément was appointed administrative judge of the Commission des lésions professionnelles (CLP). He took up his new duties in Trois-Rivières, where he remained until 2006, acting for almost a year as a coordinating administrative judge. He subsequently joined the Équipe volante. On August 31, 2008, Jean-François Clément was appointed the CLP's president and chief administrative judge, mandate that ended in November 2011. He is now with the Équipe de relève.

His work with the CLP has given him the chance to sit on two panels of three administrative judges, one set up in relation to lung cancer among Alcan workers and the other, in relation to subsection 2 of section 326 of the Act respecting industrial accidents and occupational diseases, which he presided.

Very active in legal circles, Jean-François Clément became chairman of the Conférence des juges administratifs du Québec (CJAQ) in 2007 until 2008. He is also a member of the board of directors of the Council of Canadian Administrative Tribunals (CCAT) since 2008, being a vice-president since 2010.

He was co-president of the Congrès international de droit administratif de Montréal which was held in 2010 (CCAT) and co-president of the organizing committee for the symposium of Gatineau held in 2014 (CCAT)

He has been a guest speaker for the Canadian Institute, the Québec Bar, the University of Winnipeg, the Manitoba Bar, the University of

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Montreal, Educloï, the Régie des rentes du Québec, the Forum sur la révision administrative, CCAT and the Canadian Institute for the Administration of Justice.

He has published in 2009 *Le tribunal canadien moderne / The Modern Canadian Tribunal: La nomination et le renouvellement de mandat des juges administratifs au Québec / The appointment and re-appointment of administrative judges in Québec* in the *Canadian Journal of Administrative Law and practice* (Carswell). He published in the same journal in 2014 *La rédaction, la motivation et le dispositif d'une décision*.

Marcel Courtemanche

Mr. Courtemanche has been a part-time judge at the Review Board for mental disorder since 1993, which was integrated into the Tribunal administratif du Québec in 1998. He got his Master's degree from the Université du Québec à Montréal in 1980 and completed his doctoral studies in psychology at the Université de Montréal in 1985.

Between 1972 and 1999, he held the following functions at Institut Philippe Pinel de Montréal: clinical psychologist, treatment program manager and Assistant Director of Professional Services. He also directed the External Services of the Institut, amongst which, the Centre de psychiatrie légale de Montréal.

Between 1999 and 2013 he was head of the Psychology Service and in charge of clinical psychology teaching at the Centre Hospitalier de l'Université de Montréal (CHUM).

He has been teaching at the École de Psychologues Praticiens de l'Université Catholique de Paris since 2004. He also taught at the Programme de formation continue des magistrats de l'École Nationale de la Magistrature de France à Paris between from 1994 to 2001 and at the Canadian Police College in Ottawa between 1988 and 1992. He was a frequent lecturer in Psychology and Criminology at the Université de Montréal from 1982 to 1994.

The clinical and teaching activities of Mr. Courtemanche were mainly related to the following issues:

Assessment of dangerousness

- Adult delinquency and mental health
- Psychopathology vs violence and delinquency
- Criminal Psychopathology and forensic clinic
- Serious personal harm

- Forensic Psychiatry in Quebec: the model of Institut Pinel de Montréal
- Civil psychological expertise in Quebec

Honourable Thomas Albert Cromwell (Keynote Speaker)

The Honourable Thomas Cromwell was appointed to the Supreme Court of Canada on December 22, 2008. He had previously been appointed to the Nova Scotia Court of Appeal on August 27, 1997.

Justice Cromwell went to school in Kingston. He then attended Queen's University, where he obtained a B. Mus. in 1973 and an LL.B. in 1976. He also obtained an A.R.C.T. diploma from the Royal Conservatory of Music in 1974 and attended Oxford University, where he earned a B.C.L. in 1977.

Justice Cromwell practised law in Kingston and Toronto and taught in the Faculty of Law of Dalhousie University. He worked as Executive Legal Officer to Chief Justice Antonio Lamer for three years, 1992-95. He has also held many other offices: Secretary, Board of Governors, National Judicial Institute, 1992-95; Vice-chair, Nova Scotia Labour Relations Board and Construction Industry Panel, 1991-92; labour arbitrator and adjudicator, 1984-97; President, Continuing Legal Education Society of Nova Scotia; President, Canadian Association of Law Teachers, 1988-89; President, Canadian Institute for the Administration of Justice, 1999-2001; Chair of the Board, Canadian Forum on Civil Justice, 2007-8; Research Director, C.B.A. Court Reform Task Force, 1989-91; Chair, C.B.A. Interim Organizational Committee for the National Organization on Civil Justice Reform, 1996-97; and Commissioner, Law Reform Commission of Nova Scotia, 2002-7. He currently serves as Chair of the National Action Committee on Access to Justice in Civil and Family Matters.

Justice Cromwell was an active member of the Canadian Judicial Council's working committee that prepared the publication entitled *Ethical Principles for Judges* as well as the Council's working committee on Jury Charges and Education Committee. He was also a faculty member of the programs for new federally and provincially appointed judges, the National Judicial Institute's Intensive Evidence Program, and many other national and provincial continuing education programs, including the Effective Written Advocacy Program of the Advocates' Society. He has authored or contributed to six books and numerous articles and served on the editorial boards for *CRIMJ* and the *Canadian Journal of Administrative Law and Practice*. He is Chair of the Editorial Board of the *Canadian Bar Review*.

Justice Cromwell has received many awards: the C.B.A.'s Louis St. Laurent Award of Excellence, 1992; Her Majesty's Jubilee Medals, 2002 and 2012; the Dalhousie Law Students Society and Dalhousie Law Alumni Association Award of Teaching Excellence, 1992; and the Dalhousie Law Students' Society Class of 1986 Class Ring. He is an Honorary Director of the Canadian Institute for the Administration of Justice, an Honorary member of the Golden Key International Honour Society, and an Honorary Fellow of Exeter College Oxford and of the American College of Trial Lawyers. He holds honorary doctorates in law from Dalhousie University, Halifax, Queen's University, Kingston and the Law Society of Upper Canada.

Natasha Crooks

Natasha is a full time Board member with the Parole Board of Canada, an administrative tribunal that makes independent decisions regarding conditional release and record suspension and clemency recommendations. She is the Chairperson for the Aboriginal Circle, which performs an advisory function to the Chairperson of the Board including providing strategic advice to the Executive Committee on matters related to policy, training or operations which will improve efficiency and effectiveness in meeting the needs of Aboriginal offenders, victims and communities. She also serves as a member of the Executive Committee for the Parole Board of Canada.

Prior to her appointment to the Parole Board of Canada, Natasha was a lawyer for the Department of Justice Canada (Public Safety, Defence and Immigration Portfolio) where she provided legal services to individual departments and agencies including the RCMP, Correctional Service of Canada, Citizenship and Immigration Canada and Canada Border Services Agency. She holds a Bachelor of Arts (Economics) from the University of Regina and a Juris Doctor from the University of Saskatchewan.

Paul L. D'Astous

Paul L. D'Astous, Chairperson and Chief Executive Officer of the New Brunswick Insurance Board, was born in Edmundston New Brunswick. Before his appointment to the Board Paul was an executive in the Life Insurance industry with over 30 years of experience. He has served under 4 premiers and numerous Justice Ministers and has been instrumental by his regulating of the Insurance industry in creating a vibrant and stable Auto Insurance market for New Brunswick rate payers. Paul has also been representing New Brunswick on the Board of Directors of the Council of Canadian Administrative Tribunals since 2008. Paul is also a founding member of the Canadian Automobile Insurance Rate

regulators. This organization acts as a sharing venue for auto insurance rate regulators from across Canada. Each year CARR provides members with opportunities to discuss new approaches to rate regulation, share best practices, identify emerging issues and learn through educational opportunities how to best fulfill their jurisdictional mandates.

Gary Dukeshire

Gary Dukeshire holds a Bachelor of Arts and a Bachelor of Commerce degree from Saint Mary's University, Halifax, Nova Scotia and a Bachelor of Law degree from Dalhousie University, also in Halifax. He carried on his own law practice as a sole practitioner in Fredericton, New Brunswick for approximately five years before becoming general counsel of a small pharmaceutical company for approximately two years. In 2002, he joined the Immigration and Refugee Board of Canada, first as a hearings officer and then, in 2005, as a legal advisor in their Legal Services' Department. Presently, he holds the position of Senior Counsel, and works out of their Montreal offices, leading the Board's national legal team working with the Board's Refugee Protection Division.

Michelle Flaherty

Michelle Flaherty is a professor at the University of Ottawa's Faculty of Law (Common Law Section) where, since July 2012, she has taught labour law, administrative law and human rights law. She is a former vice-chair of the Human Rights Tribunal of Ontario and currently has a private mediation, arbitration, and investigation practice. Michelle clerked with Justice L'Heureux-Dubé of the Supreme Court of Canada. A member of the Law Society of Upper Canada since 2001, Michelle has extensive professional experience practicing labour law, administrative law, human rights, and constitutional law. During the course of her career, she has acted for both unions and employers. In 2011, Michelle was inducted into the University of Ottawa Common Law Honours Society for her service to the law school and the profession.

Richard Francis

Richard Francis is a 3rd year J.D. candidate at the Faculty of Law (Common Law Section) at the University of Ottawa. As part of his legal education, he spent one semester with the Canada Agricultural Review Tribunal (CART) where the idea for his conference submission researching the law's interaction with accessibility was conceived. He has previously worked as a research assistant studying accessibility issues in education. He also

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completed internships researching poverty law issues within the Ontario legal aid system. Richard holds an Honours Bachelor of Social Sciences with specialization in Public Administration (CO-OP), also from the University of Ottawa.

Guy Giguère,

An arbitrator and mediator in human rights, labour and employment law, he was born in St-Jérôme, Québec. Mr. Giguère obtained a civil law degree (LL.L) from the Université de Montréal and is a member of the Quebec Bar. He began a career with the federal public service in 1983 at Employment and Immigration Canada where he provided training and advice on human rights, privacy and access to information law. He later worked with the Office of the Privacy Commissioner, the Department of Justice and the Privy Council Office. In 1998, he was appointed as a member of the Public Service Staff Relations Board and became Deputy Chairperson in 2001. From March 2005 to November 2014, Mr. Giguère was Chairperson of the Public Service Staffing Tribunal where he established an innovative complaints resolution system focused on settlement. Since 2009, he has been Chairperson of the Council of Canadian Administrative Tribunals. He participates actively in the training of new members of administrative tribunals on the conduct of a hearing.

Athanasios Hadjis

Athanasios Hadjis is senior legal counsel to the Public Service Labour Relations and Employment Board, which was formed in 2014 from the merger of the Public Service Labour Relations Board and the Public Service Staffing Tribunal (PSST).

Mr. Hadjis received his Bachelor's Degrees in Civil Law (B.C.L.) and Common Law (L.L.B.) from McGill University in 1986. He was called to the Quebec Bar in 1987, and practiced law in Montreal.

Mr. Hadjis served as senior legal counsel to the PSST from 2010 to 2014. Prior to joining the PSST, Mr. Hadjis was a member of the Canadian Human Rights Tribunal (CHRT), from 1995 until 2010. He served as the CHRT's Vice-chairperson between 2005 and 2010. During his tenure with the CHRT, Mr. Hadjis conducted inquiries and wrote decisions with respect to human rights complaints involving discriminatory practices as set out in the Canadian Human Rights Act, ranging from harassment and discrimination in employment to systemic discrimination, pay equity, and hate messages.

Mr. Hadjis has been a frequent conference speaker on human rights, public service employment and administrative law and practice.

Bruce Hollett

Bruce Hollett was appointed as Chair and Chief Executive Officer of the Public Service Commission, effective March 26, 2012.

Mr. Hollett has held several Deputy Minister appointments, most recently with the Executive Council. Mr. Hollett has twice held the position of President of College of the North Atlantic and has also served as Fellow of the James G. Channing Chair in Public Policy at Memorial University. He has served as Deputy Minister in the following departments:

- Environment and Conservation;
- Education;
- Youth Services and Post-Secondary Education;
- Industry, Trade and Technology;
- Voisey's Bay Project Secretariat.

His earlier positions include Assistant Deputy Minister of the Voisey's Bay Project Secretariat, and Director positions in the Department of Finance and the Executive Council.

Mr. Hollett has a Master of Business Administration from York University and a Bachelor of Commerce (Honours) from Memorial University.

Thomas W. Jarmyn

Thomas W. Jarmyn was appointed Deputy Chair and Member of the Veterans Review and Appeal Board in July 2014. He previously served as a Board Member from 2009-2010. Mr. Jarmyn is a Veteran and a lawyer. He served in the Canadian Armed Forces from 1979 to 1992 as a Maritime Surface and Sub-surface Officer in the Regular Force, and in the Reserve Force until 1997. During his military career, he served in various capacities on naval ships including the HMCS Iroquois, HMCS Ojibwa, HMCS Skeena, HMCS Cormorant and HMCS Scotian.

Mr. Jarmyn was called to the Nova Scotia Bar in 1995 and practised law as an associate and partner with Burchell MacDougall in Truro and Wolfville until 2003. His practice involved acting as a Workers' Adviser in Workers' Compensation cases, a Federal Crown Agent in narcotics and income tax prosecutions, and commercial litigation. Mr. Jarmyn relocated to Ontario in 2003 where he became a member of the Law Society of Upper Canada and carried on a commercial and administrative law practice. Most recently, he was Counsel to the Minister of Public Safety.

Mr. Jarmyn obtained a Bachelor of Arts from the Royal Military College of Canada in 1983, a Bachelor of Laws from Dalhousie University in 1994, a Master of Public Ethics from Saint Paul University in 2009, and a Master of Laws (Administrative Law) from York University in 2011. He is a doctoral

candidate at the University of Ottawa Law School where he is working on his dissertation dealing with solicitor-client privilege.

Laura A. Kell

Laura A. Kell, BA, LLB, is presently the longest serving staff Legal Advisor at the Veterans Review and Appeal Board of Canada. For the past 15 years she has provided legal advice to the Board on issues of statutory interpretation, quasi-judicial hearing procedures, weighing of evidence and writing reasoned decisions, drafting and interpretation of legal policy and guidelines, and advising on various issues that arise from hearings under the Veterans Review and Appeal Board Act and other portfolio legislation.

Laura has also represented the Board before the Federal Court and the Federal Court of Appeal.

Prior to her joining the Board staff in 2000, she was a Departmental Solicitor for the Government of Prince Edward Island; acting as Crown Counsel in civil litigation and before administrative tribunals, advising on the establishment and administration of provincial tribunals and boards, negotiating legal settlements on behalf of client departments, preparing legal opinions and reviewing and drafting legal documents such as contracts, legislation, and orders-in-council.

Before settling in Prince Edward Island Laura was a Hearing Officer with the Workers Compensation Board of Nova Scotia, a lawyer in private practice, and a lawyer and legal editor with Carswell Publications in Scarborough, Ontario.

Laura received her Bachelor of Arts Degree from St. Francis Xavier University, and her Bachelor of Laws Degree from the University of New Brunswick. She was called to the Nova Scotia Bar in 1990, the Ontario Bar in 1992, and the Prince Edward Island Bar in 1998.

Nicolas Lambert

Nicolas Lambert teaches contract law and administrative law at the Université de Moncton, New Brunswick. He holds a doctorate in law from McGill University, where he studied "The Impact of the Charter of Rights and Freedoms on Canadian Administrative Law". He did his undergraduate studies in law at the University of Strasbourg in France and at the London School of Economics in the UK. His research seeks to bridge disciplinary gaps such as the border between constitutional and administrative law and administrative and contract law. He has published on questions such as the powers of administrative bodies under the

constitution, the nature of Federal Court jurisdiction and the rights of contractual employees in the public service.

Kenneth LeBlanc

Kenny LeBlanc, a member of the Nova Scotia Bar since 1993, has been representing injured workers in Nova Scotia since that time; first with Chandler Moore and then in 1996 when he joined the Nova Scotia Workers' Advisers Program as a Workers' Adviser. The Workers' Advisers Program, a legal clinic funded by the Nova Scotia government, offers legal services to eligible injured workers and their families denied workers' compensation benefits.

While with the Workers' Advisers Program, Mr. LeBlanc has represented injured workers at all levels of appeal in the Nova Scotia workers' compensation system, as well as at the Nova Scotia Supreme Court, the Nova Scotia Court of Appeal, and the Supreme Court of Canada in the Martin decision dealing with chronic pain.

In April 2008, Mr. LeBlanc was appointed Chief Worker Adviser. He holds this position in addition to carrying a client caseload.

Taiwi Lobu J.D.

Ms. Lobu was among the founders of Ontario's legal clinic system and subsequently, a lawyer in private practice. She has served as the Executive Director of Community Legal Education Ontario and on the Board of the Public Legal Education Association of Canada. She has been an instructor for the Bar Admission course, at Ryerson University, and with the Society of Ontario Adjudicators and Regulators.

As the first executive director of the Ontario Justice Education Network, Ms. Lobu worked with Ontario's Chief Justices to develop a provincial network of the judiciary, legal community and government representatives alongside associations of teachers, schools, community groups, native communities, and immigrants. During her leadership at OJEN, a range of collaborative programs was established to further public understanding of the justice system.

Currently a Vice Chair of the Health Professions and Health Services Appeal and Review Boards, in addition to adjudicating cases, Ms. Lobu has been a lead on access to justice initiatives, directed the professional registration sector and served as a mentor to new members. While at the Health Boards, she has developed a breadth of collaborative initiatives with Osgoode Hall Law School, the University of Toronto, the University of Ottawa, Pro Bono Students Canada, the Medico-Legal Society of Toronto, the LAWS program,

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and the Internationally Trained Lawyers' Program. She is a frequent speaker on regulatory issues as well as adjudicative processes in provincial and national forums.

Ms. Lobu is active on the Canadian Council of Administrative Tribunals' Access to Justice Committee and the Advisory Board of the Administrative Justice Mentorship Project.

Lilian Ma

Dr. Lilian Ma is the current Alternate Executive Chair of Social Justice Tribunals Ontario and Associate Chair of the Landlord and Tenant Board. She has a B.Sc. degree in Physics and Chemistry, a Ph.D. degree in Chemistry and a LL.B.

She has extensive experience with administrative tribunals and agencies for over 20 years, having sat on many administrative tribunals and agencies. She also served as the Chief in Public Education at the Race Relations Directorate of Multiculturalism Canada in Ottawa.

Dr. Ma is active in the administrative tribunal community in Canada, being currently on the Boards of Directors of CCAT (Council of Canadian Administrative Tribunals) and SOAR (Society of Ontario Adjudicators and Regulators). She chairs the Access of Justice Committee at CCAT and led a country wide survey on access to justice for self represented parties. Her current interests and projects revolve around the intersection of science and law, including the application of neuroscience to decision making, evaluation of tribunal excellence, and measurement of access to justice in the tribunal setting.

Robert McKenzie

Robert McKenzie is the current Articling Student at the Canada Agricultural Review Tribunal (CART) and LL.M candidate at the University of Montreal. In 2007, Robert completed a Baccalaureate with Honors in Political Science and a Minor in Economics at Concordia University in Montreal. In 2008, Robert began attending the University of Montreal, where he completed both an LL.B in Civil Law and a J.D. in the Common Law Program. Robert also successfully completed his bar admissions training and exams at École du Barreau.

From the theory of Administrative Law during his studies at University of Montreal and École du Barreau, Robert began seeing Administrative Law in practice as a Student Border Services Officer with the Canada Border Services Agency (CBSA). As a Student Officer, Robert had to opportunity

to perform all the duties of a regular officer except the execution of warrants. During this time, Robert also worked as a volunteer at the Concordia Student Union Legal Information Clinic. After 4 years as a Student Officer and after completing his bar exams, Robert was offered a bridging opportunity at the CBSA Warrant Response Centre (WRC) in Ottawa. As a WRC Officer, Robert was confronted with Administrative Law issues when investigating tips received from the public on the Border Watch Line and while assisting police forces across Canada in the execution of immigration warrants and in the determination of immigration status' of individuals in their custody. As an Articling Student at the CART, Robert is immersed in Administrative Law on a daily basis.

Marilyn McNamara

Marilyn McNamara holds a Bachelor of Science from Memorial University of Newfoundland and worked in the field of exploration geology. She obtained certification in Mediation and Negotiation at the Justice Institute of British Columbia, balancing the practical aspects of dispute resolution with a Master of Arts in Dispute Resolution at the University of Victoria. She was responsible for access to information and protection of privacy at BC Ferries for many years. She holds a Master of Laws, specializing in administrative law, and a Graduate Diploma in Justice System Administration, both from Osgoode Hall Law School, York University. She was appointed Chair of the Employment and Assistance Appeal Tribunal in April 2006.

Christian E. Michaud

Christian E. Michaud is a partner with the Atlantic Canadian law firm of Cox & Palmer. He is based out of the Moncton, New Brunswick office since conducting his articles, in 1996.

Christian commenced university in 1989, at the Edmundston Campus of the Université de Moncton and then at the Moncton campus; he completed his first degree at the Université de Poitiers, in France, in 1992-1993. He obtained a LL.B. in 1996, and was then admitted to the New Brunswick Law Society in 1997.

Christian has been involved in various community and professional organisations throughout the years. He has been involved in a number of associations for the Acadian and francophone community and in charitable and community based organisations. In the last number of years, he has mostly worked with the Canadian Bar Association at the national level. He was also a member of the Council of the Law Society of New Brunswick from 2010 to 2013. Christian has been a member of many boards, including that of the New Brunswick Liquor Corporation, a

Crown Corporation, where he also served as Vice-President up until 2012 when he finished his mandate. Presently, Christian serves on the Board of Governors of the Université de Moncton.

Christian's practice revolves mostly around commercial litigation and public law. He has appeared at all court levels within New Brunswick, including also various administrative tribunals, even in other jurisdictions. He also has experience in the Federal Court of Canada in dealing mostly in commercial fishery disputes, public law litigation and in constitutional law challenges involving Federal Boards and/or Institutions. Christian has also had the great privilege of appearing in the Supreme Court of Canada on a number of constitutional and language rights based cases, including in one case that is part of the new trilogy of language rights cases in 1999, where Christian was and remains to this day one of the youngest lawyers to have argued a case in the highest court of this country.

Noel Millea

Noel Millea has been providing the benefit of his wisdom and experience on the culture and spirituality of Aboriginal peoples in the Maritimes to the Board members and staff of the Atlantic Region for many years. An Elder at many Parole Board of Canada hearings, he brings a unique and insightful approach to the subject of effective communication in a cultural context.

Charles Murray

Charles Murray was sworn in Ombudsman of New Brunswick on July 3, 2013 for a seven-year term. He is the seventh person to serve as Ombudsman for the province of New Brunswick since the establishment of the Office in 1967. Charles is a graduate of Queen's University in Kingston, ON, and Dalhousie Law School in Halifax, NS. He started his career as a private practice lawyer in New Brunswick in the late 1980s. Over the years he has served the provincial and federal governments through various roles. Most recently, he was the Executive Director of the Electoral Boundaries Commission and Policy Manager of Legislation and Professional Regulation for the New Brunswick Department of Health. Charles was raised on the Kingston Peninsula and now lives with his wife Sarah and twin boys Gideon and Grant in Fredericton. He is a member of the Epsilon Y's Men Club (Fredericton, NB), the Confraternity of Saint James, the New Brunswick Law Society, and the Canadian Bar Association. He also acts as a Tournament Director in the American Contract Bridge League. He is a black belt in Kinrosha karate and occasionally walks marathons.

Fo Niemi

Mr. Fo Niemi is the co-founder and executive director of the Center for Research-Action on Race Relations (CRARR), a small non-profit civil rights organization based in Montreal. Fluently bilingual and multicultural, and a graduate in social work from McGill University, Mr. Niemi also studied political sciences at Concordia University, with specialization in judicial activism and the civil rights movement in the US and Canada.

At the same time, Mr. Niemi has held numerous part-time positions in the last two decades, including the Chair of the Montreal Urban Community Transit Corporation's Complaints Examination Committee (1987-1990) and the Quebec Human Rights Commission (1991-2003). During his term at the human rights commission, he chaired the Commission's public hearings in 1993 on discrimination and violence against gays and lesbians.

Other professional and volunteer activities including advisory roles within public and non-profit agencies such as the Canadian Association of Chiefs of Police, the Royal Canadian Mounted Police and the Quebec Treasury Board. He has also served as Chairman of the Board of AIDS Community Care Montreal (1996-1997) and the Court Challenges Program of Canada (1997); as member of the board of directors of the Canadian Race Relations Foundation (1996-1998) and the Canadian Broadcast Standards Council (2001-2005) and as member of the Canadian Bar Association's Committee on Racial Equality in the Legal Profession (2003-2004); the Advisory Committee to the Minister of Justice and Attorney General of Canada (2005), the City of Montreal Task Force on Democracy (2003-2006), the Quebec Government's Task Force on Racial Profiling (2003-2006) and a committee of the Quebec Community Groups Network on the English-speaking community of Montreal (2009-2010).

Mr. Niemi has been recognized by the Indigenous Bar Association, the Montreal Association of Black Business and Professional People, the Chinese Neighborhood Society, the National Association of Canadians of Origins from India, the Muslim Council of Montreal and the Lord Redding Society (Montreal Jewish Bar association) for his civil rights work. He was the recipient of the Quebec Justice Award in 1995, the Queen's Commemorative Silver Jubilee Medal in 2002 (from Dr. Irwin Cotler, MP) and the Queen's Diamond Jubilee Medal in 2012 (from Senator Joan Fraser).

His passions include sports, martial arts, travel, cinema and reading (political biography, war, history and science). He is also a devoted Trekkie, which explains his philosophy on diversity and humanity.

BIOGRAPHIES

Marie-France Pelletier, B.A., LL.B.

In October 2014, Marie-France Pelletier became the first Chief Administrator of the newly formed Administrative Tribunal Support Service of Canada (ATSSC). This new Service is responsible for providing support services to 11 federal administrative tribunals by way of a single, integrated organization. She is currently a member of the Council of Canadian Administrative Tribunals (CCAT). She co-chairs CCAT's 2015 Symposium planning committee.

Prior to joining the ATSSC, Ms. Pelletier served as the Executive Vice-Chairperson of the Parole Board of Canada (PBC). She was first appointed to the PBC in 2008 as a full-time member for the Quebec region. She spearheaded the creation of the Board Member Secretariat, a division responsible for overseeing all matters relating to professional standards and training of PBC members. She led an in-depth review of the PBC's operations to recommend improvements to the efficient and effective governance and management of the Board. She chaired a number of internal and external committees and represented the PBC in national and international paroling associations.

Before joining the federal government, Ms. Pelletier served for nearly 12 years as Deputy Chief of Staff and then Deputy Minister of Policy and Priorities for the Government of New Brunswick. She also held the position of Chief of Staff in the Office of the Principal and Vice-Chancellor of McGill University.

Ms. Pelletier holds a law degree from the Université de Moncton and is a member of the Law Society of New Brunswick and the Canadian Bar Association. Since September 2013, she has been a member of the Board of Governors of the Université de Moncton, and she chairs its governance committee.

Bradley Proctor

Brad Proctor is the leader of the labour and employment business unit based out of the Halifax, Nova Scotia office. Brad practices management labour and employment law with an emphasis on the following core areas: Occupational Health and Safety; Workers' Compensation; Human Rights and Workplace Accommodations; Labour Relations and Collective Bargaining; Wrongful Dismissal and other Employment-related claims; Workplace Privacy Issues.

Brad advises clients to take a proactive approach to management labour and employment relations through the formulation and implementation of employment contracts, workplace policies as well as the creation of training programs for managers and supervisors with respect to

performance management, workplace accommodations, harassment prevention and health and safety.

Brad appears regularly before labour arbitrators, human rights tribunals, Labour Boards, Workers' Compensation Tribunals as well as various levels of court throughout the Atlantic Canadian provinces.

Brad has volunteered his time with various community groups over the years and is currently a Director of Safety Services Nova Scotia. Graduate: LL.B., University of New Brunswick, M.B.A., Dalhousie University, B.Sc., Mount Allison University.

Marg Romanow

Marg Romanow represents workers on the WCB Board. Marg brings over twenty five years of employee relations experience to the Board. Her career includes experience as a Registered Nurse and a Staff Representative with Saskatchewan Union of Nurses (SUN). Over the past 15 years, Marg was the Benefits Officer for SUN assisting nurses with appeals, particularly those involving long term disability. Marg has represented workers on a number of pension and benefit committees. She has served on the Healthcare pension board and the Canadian Blood Services National Pension Board. She has a designation of Certified Employee Benefits Specialist (CEBS) from the International Foundation of Employee Benefits at Dalhousie University. She has served on the Canadian Pension and Benefits Council as a Regional member for a number of years and also as a National Board Member. She represented labour on previous OH&S and Labour Standard Review Committees. She was a member of the 2006 and the 2010 WCB Committee of Review. She participated on the WCB Early Intervention Program Advisory Committee and the WCB Experience Rate Review Committee. Marg has facilitated numerous workshops for workers, primarily regarding pensions, retirement, and duty to accommodate topics.

Douglas G. Ruck, Q.C.

Douglas G. Ruck, Q.C., is Chair of the Nova Scotia Labour Board, formed in 2011. He has served as Vice-Chair of the Canada Industrial Relations Board, Labour Standards Tribunal, Labour Relations Board, and as a Board of Inquiry for the Human Rights Commission. He is also former Chairman of the Labour Standards Tribunal, Civil Service Employee Relations Board and Public Sector Compensation Board. Mr. Ruck holds an undergraduate degree from the University of Kings College, pursued graduate studies in Political Science at Simon Fraser University, and holds a Bachelor of Laws degree from Dalhousie University Law School. He has completed

Negotiation and Conflict Management training at Dalhousie University and mediation training at Harvard Law School. Mr. Ruck was managing partner for the private law practice of Ruck & Mitchell, and is a member of the Society of Professionals in Dispute Resolution.

As Nova Scotia's former Ombudsman, Mr. Ruck was instrumental in the creation of Nova Scotia's Children's Ombudsman and was founding Director of the Canadian Ombudsman Association. He is active in community life, and has served as a member of the East Preston Day Care, Black Cultural Society of Nova Scotia, Dartmouth Lakes Advisory Board and the Duke of Edinburgh Awards.

Ken Sandhu

Ken Sandhu has about 25 years' experience in the adjudicative field both provincially and federally. He was the Chair of the Ontario Board of Parole for seven years before joining the Immigration and Refugee Board as a member. He has served for about two years as the Acting Chairperson of the IRB and has returned to his substantive position as the Deputy Chairperson of the Refugee Appeal Division recently.

Ken received the Medal of Honour from the Society of Ontario Adjudicators and Regulators in 2001 for his contribution to administrative justice system of Ontario. In 2002, the Association of Paroling Authorities International awarded him the Vincent O'Leary award for his contribution to the field of Parole and in 2013 he was awarded the Queen Elizabeth II diamond Jubilee Medal for his contribution to the public service in Canada.

He is Past President of the Canadian Criminal Justice Association. He is currently the Vice President of CCAT.

Kelly J. Serbu

Kelly Serbu graduated from St. Mary's University with his B.A. in 1993 and from Dalhousie Law School in 1996 with his L.L.B. Since his call to the Nova Scotia Bar in 1997 he has practiced law extensively in the areas of Criminal Defence, Personal Injury and Civil Litigation. Over the years he has represented clients before the Supreme Court of Nova Scotia, Nova Scotia Court of Appeal, Nova Scotia Provincial Courts, Nova Scotia Utility review Board, Nova Scotia Residential Tenancy Board, Nova Scotia Small Claims Court, New Brunswick Queen's Bench and New Brunswick Provincial Court.

In 2008, Kelly was appointed as an Adjudicator with the Indian Residential Schools Adjudication Secretariat. Since mid-2009 he has devoted his practice to Adjudicating Indian Residential School claims

across Canada. In addition to Adjudicating claims Kelly is also a Review Adjudicator appointed by the Chief Adjudicator to review the decisions of other Adjudicators' when requested to do so by either party in the Independent Assessment Process.

Over the years Kelly has been involved as a member in the following associations:

- Canadian Bar Association, Nova Scotia Branch (Membership No. 1193369)
- Atlantic Province Trial Lawyers Association (2001 - 2004) (2010-2012)
- Nova Scotia Criminal Lawyers Association (1997 - Present)
- International Criminal Bar (2003 - 2004)
- International Criminal Defence Attorneys Association (March 2007 - Present)
- Ontario Criminal Lawyers Association (2008 to 2010)
- National Association of Criminal Defense Lawyers (USA) (2011 to Present)
- Council Of Canadian Administrative Tribunals (2011 to Present)

Brian Sharp

Brian Sharp has served as the Nova Scotia Labour Board's Review Officer since October 2006. He is responsible for the overall management of the Board's Trade Union Act union duty of fair representation caseload, and adjudicates all duty of fair representation complaints. Nova Scotia's duty of fair representation legislation is designed to minimize the number of complaints which result in formal Board hearings. Brian mediates all complaints which the Board could potentially hear. Brian also mediates matters under other statutes within the Board's jurisdiction, such as the Labour Standards Code.

Brian has worked exclusively in administrative tribunals since 1999. In addition to his present position, he has acted as an Appeal Commissioner of the Nova Scotia Workers Compensation Appeals Tribunal, and a Special Legal Consultant to the Nova Scotia Human Rights Commission. Over his career, he has written over 700 adjudicative decisions, as well as providing legal opinions and commentaries of specific interest to the tribunals he has served. He has also provided training to tribunal members on topics relevant to administrative tribunals such as effective decision writing, conducting fair hearings, administrative law fundamentals, and using Plain Language. He has frequently presented to labour relations stakeholders on the duty of fair representation.

Brian is a graduate of the Dalhousie Law School, and also holds Bachelor of Commerce and Master of Business Administration degrees from

BIOGRAPHIES

Dalhousie. He has completed the Henson College Negotiation and Conflict Resolution training program, and the Federal Mediation and Conciliation Service's Labour Relations Board Mediation Training Program.

Andrea Smillie

Andrea Smillie lived in Ontario for several years while completing a bachelor of fine arts in dance performance at York University. She returned to Nova Scotia to study law at Dalhousie University. She worked in private practice in Mahone Bay, and later took a position as Vice-Chair with the former Workers' Compensation Appeal Board.

She was hired as an appeal commissioner by the Workers' Compensation Appeals Tribunal when it was formed in 1996. Since that time she has remained an active member of the Tribunal and has been involved in various special initiatives such as ADR and enhanced accessibility for self-represented participants.

Karen Smith

Karen Smith is the employer representative on the Saskatchewan Workers' Compensation Board's (WCB) Board of Directors. She was first appointed in June 2005.

Her professional background includes Director of Employee Benefit Plans for the Saskatchewan School Boards Association. Karen is active in the business community, and served as the employer representative on the WCB's former Early Intervention Program Advisory Committee and as a member of the Human Resources Committee for the Saskatchewan Chamber of Commerce.

Karen is a former board member of the Saskatchewan Assessment Management Agency and of several community organizations, a former member of council for the Village of Buena Vista and a life member of the Provincial Association of Resort Communities of Saskatchewan.

Accredited as a Certified Employee Benefits Specialist, Ms Smith's extensive previous community involvement includes organizations such as Regina Crime Stoppers, the International Foundation of Employee Benefit Plans, Canadian Pension and Benefits Institute, and the Human Resource Associations of Saskatchewan and Manitoba. Karen obtained the Chartered Directors (C.Dir) designation from The Directors College (a joint venture with McMaster University, DeGroote School of Business and The Conference Board of Canada) in 2009. Karen has also obtained the Certificate in Tribunal Administrative Justice (CTAJ) for Tribunal Members in 2012. Her tenure as a Tribunal Member for the Sk. WCB began in 2005.

She is a founding member and President of the Saskatchewan Administrative Tribunal Association (SATA). In addition, she serves on the board of the Council of Canadian Administrative Tribunals representing Saskatchewan.

Karen has two children, their spouses and two grandchildren.

Brent Taylor

Brent Taylor was appointed to the Veterans Review and Appeal Board (VRAB) in 2007, and is now in his 9th year on the tribunal. The VRAB hears thousands of cases annually across Canada, determining disability pension entitlement and assessment for veterans of the Canadian Armed Forces and RCMP.

Prior to joining the Board, Brent developed and taught the paralegal and legal research programs at Atlantic Business College, Fredericton campus; including delivering courses in Canadian law, legal research and writing, as well as real and personal property registration and land titles. Brent was also the IT administrator and lead instructor of the information technology program at the College.

In 2004-05 Brent was a member of the New Brunswick Premier's Commission on Legislative Democracy, which studied the voting system, public engagement in the electoral process, and explored ways to improve representation in the political system by women, aboriginals, and youth.

As a member of the New Brunswick Legislative Assembly, Brent was Chairman of the Legislature's Standing Committee on Public Accounts from 1992 to 1994. Until his appointment to the VRAB in 2007, he was also a newspaper columnist and editorial writer, and a regular public affairs commentator and panelist on CBC Radio in New Brunswick.

A native of the Montreal area originally, Brent now makes his home in Stratford, PEI, and is posted to the VRAB's head office in Charlottetown. He is active in aviation and amateur radio and holds a private pilot's licence; flying out of the Charlottetown Airport.

Kathryn E. Thomson

Kathryn Thomson is a Ph.D. Candidate at the University of Victoria, Faculty of Law. Her dissertation, entitled "The Healthy Justice Community: The Role of Technology in Access to Justice", looks at the effectiveness of technology as a tool in access to justice strategies. Ms. Thomson's hypothesis is that while technology may support access strategies, it may also create access barriers and further isolate many from accessing justice.

Her research focuses on the work of legal advocates in B.C., and the experience of their clients in navigating the legal system. Ms. Thomson's work looks at whether, and how, technology creates opportunities to participate for those struggling to access the legal system. This research will contribute to the access to justice discussion, and offer principles and best practices for the use of technology within access to justice strategies.

Ms. Thomson has been a lawyer/legal policy consultant in B.C. for 27 years and worked with the government and judiciary on the introduction of electronic systems and processes in the court system. It is through this experience that she developed an interest in the role of technology in accessing justice. Her work will be of interest to governments, the judiciary and agencies implementing technology in court and dispute resolution processes.

Gary Yee

Gary Yee has chaired three Ontario tribunals – the police complaints Board of Inquiry (1993), the Social Benefits Tribunal (2009) and the Licence Appeal Tribunal (2012). He was involved in the creation of two tribunal clusters – Social Justice Tribunals Ontario (SJTO), and then Safety, Licensing Appeals and Standards Tribunals Ontario (SLASTO), where he was the interim Executive Chair (2013). Gary's past positions include special advisor at the Immigration and Refugee Board, manager of legal services at Ombudsman Ontario and executive director of a legal aid clinic. He was called to the Bar in 1985. In addition to his LL.B., he has an LL.M. in Law and Regulation from Osgoode Hall Law School.

Gary was Co-Chair of the 2011 CCAT Conference, and he is currently on the Board of the Council of Canadian Administrative Tribunals, as well as serving on the Executive as the Secretary. In the 1990s, he was on the Executive and Board of the Society of Ontario Adjudicators and Regulators (SOAR). In 1999, Gary received the SOAR Medal for his contribution to Ontario's administrative justice system. In 2014, he received the inaugural Daniel Mark Public Sector Lawyer Award from the Federation of Asian Canadian Lawyers (FACL).