

LYNNE J. POIRIER, LL. B., Q. Med, C. Arb

Poirier ADR Inc.

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PROFILE

A results-oriented third-party neutral, qualified Mediator (Q. Med) and chartered Arbitrator (C. Arb) with experience in labour, employment, and administrative law. Key strengths include superior interpersonal communications, high ethical standards, sound judgment, integrity, tact and discretion, analytical skills and a proven ability to efficiently lead to a resolution of legal disputes. Fluent in French and English.

CAREER HISTORY

Vice Chair (Part Time) Canada Industrial relations Board	2017- current Canada
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Adjudication for the CIRB, an independent, representational, quasi-judicial tribunal responsible for the interpretation and administration of the Canada Labour Code, governing labour relations for federally regulated workplaces.

Vice Chair (Part Time) Nova Scotia Labour Board	2017- current Halifax, Nova Scotia
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Assisting in the effective resolution and adjudication of matters filed pursuant to the Nova Scotia Trade Union Act, Labour Standards Code, Occupational Health & Safety Act, Civil Service Collective Bargaining Act, Highway Workers' Collective Bargaining Act, Teachers' Collective Bargaining Act, Essential Home-support Services (2014) Act, Essential Health and Community Services Act, and Public Interest Disclosure of Wrong Doing Act.

**CEO/Director
Poirier ADR Inc.**

2015- current
Halifax, Nova Scotia

Bilingual labour and employment mediator and arbitrator:

- Roster arbitrator for the New Brunswick Police Commission.
- Roster arbitrator for Expedited Arbitrations in New Brunswick.
- Adjudicator under the New Brunswick Public Service Labour Relations Act.
- Roster adjudicator for the Professional Institute of Public Service of Canada's disciplinary appeal panels under its Dispute Resolution and Discipline Policy.
- Certified as a Chartered Arbitrator by the ADR Institute of Canada.
- Certified as a Qualified Mediator by the ADR Institute of Canada.

**Solicitor
Nova Scotia Power Inc.**

2013 - 2014
Halifax, Nova Scotia

Legal Adviser, Labour Relations and Human Resources: Advised on all workplace related matters, including privacy complaints, employment law questions, human rights concerns, policy issues and labour relations. Advised extensively on interpretation of arbitral case law, employment statutes, and labour relations legislation.

**Senior Associate
Bird Richard**

2012 - 2013
Ottawa, Ontario
(Based in Nova Scotia)

Advice to Employers: Advising and representing employers in federal and provincial jurisdictions on workplace legal issues, including policy and contract drafting, collective agreement interpretation, interpretation and application of labour relations legislation, wrongful dismissal, human rights, privacy, and occupational health and safety matters.

Labour Relations Litigation: With a focus on large federal institutional employers, advising and representing employers in policy and individual grievance arbitration as well as health and safety tribunal matters.

**Associate
Employment and Labour Group
Ogilvy Renault LLP**

2008 - 2011
Ottawa, Ontario

Advice to Employers: Advising and representing employers in both federal and provincial jurisdictions on a variety of employment and labour matters, including human rights, collective agreement administration, employment equity, corporate transactions, policy development, discipline and discharge. Interpreting relevant statutes, regulations and other documents, assessing the relevance of precedents in adjudicative contexts on behalf of clients.

Labour Relations Litigation: Representing employers operating in secondary education, health care, interprovincial transportation, aviation and manufacturing sectors in arbitrations and Canada Labour Code processes. Successfully negotiating settlements to resolve grievances.

Civil Litigation: Representing clients in complex multimillion dollar employment-related class actions, and in wrongful dismissal actions, in the banking, insurance, municipal, and aviation sectors.

Legal Counsel 2008
Labour and Employment/ Corporate Commercial Toronto, Ontario
Livingston International Inc.

Advisor, Senior Management and Human Resources Department: Advised executive management team on corporate risk management and commercial contracts, privacy and protection of personal information matters. Advised on employment and human rights matters, including policy and Workplace Safety Insurance Board issues.

Legal Counsel 2005 – 2008
Commercial / Labour and Employment Ottawa, Ontario
The Royal Canadian Mint

Adviser, Human Resources Division: Advised on employment and human rights matters, including privacy complaints, policy issues and union relations. Advised extensively on the administration of collective agreements and the interpretation and application of federal labour and employment legislation. Negotiated memoranda of agreement, drafted and revised guidelines and policies for the Human Resources Division.

Vice-President, Corporate and Legal Affairs (Acting) 2005 - 2006
The Royal Canadian Mint Ottawa, Ontario

Responsible for Legal Matters for federal Crown Corporation: General Counsel, provided updates on legislative changes or litigation affecting the Mint and advised the Executive Group, the President and Board of Directors. Provided legal advice to the Human Resources Division and the Refinery & Bullion and Foreign Circulation business lines. Coordinator of Access to Information and Privacy for the Mint. Supervised staff and managed resources and operational plan of the Legal Services department to ensure cost-efficient and timely delivery of high quality legal services to the corporation.

Associate
Emond Harnden, LLP

1999 – 2005
Ottawa, Ontario

Adviser to Employers: Counseled public and private sector employers on all aspects of labour relations, employment law, human rights, privacy, occupational health and safety, workplace insurance and compensation, pension and benefit plans and various other human resources issues. Served as in-house counsel on secondment with the City of Ottawa, with portfolios including labour relations and employment law.

Labour Relations and Human Rights Litigation: Advised clients on the interpretation and application of federal and provincial labour relations and human rights legislation. Represented clients before various federal and provincial administrative boards, arbitration boards, tribunals, and courts.

Student-at-law
Osler, Hoskin & Harcourt, LLP

1997 - 1998
Ottawa, Ontario

EDUCATION

Conducting Workplace Investigations
Aptus Training Solutions Inc.

2016

National Arbitration Course
ADR Institute of Canada

2015

Advanced ADR Workshop
Stitt Feld Handy Group
(University of Windsor Law)

2015

ADR Workshop
Stitt Feld Handy Group
(University of Windsor Law)

2015

Call to Nova Scotia Barristers' Society

2011

Call to Law Society of Upper Canada

1999

LL.B. (Law School Gold Medalist)
Université de Moncton

1997
Moncton, New Brunswick

B.A., Social Sciences
Political Science - Business Administration
Université de Moncton

1994
Moncton, New Brunswick

COMMUNITY INVOLVEMENT

- Member and Former Board Director for ADR Institute of Atlantic Canada
- Member of the Canadian Bar Association (Nova Scotia)
- Former Member of the Canadian Association of Counsel to Employers (CACE) 2007-2014
- Former Member of the Human Resources Professionals Association (Ontario) 1999-2011
- Former Member of the Ottawa Regroupement des Gens d'Affaires 1999-2011
- Former Member, former Director and Chair of the Advocacy Committee for the Ottawa Humane Society 2000-2010
- Former Member of the French Lawyers Association of Ontario (AJEFO) 1999-2011
- Former Legal Counsel Board Member of the Ottawa Variety Club, The Children's Charity 2004 – 2007
- Former Volunteer Speaker at the Holy Trinity High School (Kanata) for Co-op student training on harassment and discrimination in the workplace 1999 - 2005