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# Kristin L. Gibson

## Education

### **Juris Doctor 1983 University of Manitoba**

- Called to the Manitoba Bar June 1984

## Professional experience

### **Partner MLT Aikins LLP**

- Practicing primarily in the areas of labour, employment and administrative law
- Vice Chairperson, Manitoba Labour Board
- Grievance arbitrator on the Manitoba Labour Board's Arbitrator's list
- Adjudicator, Manitoba Human Rights Commission
- Arbitrator, Disability and Rehabilitation Appeal Panel, Manitoba Healthcare Employee Benefit Plan

## Teaching Experience

Sessional Instructor Clinical Administrative Law, University of Manitoba Faculty of Law (2005 – 2017)

Judge, Robson Hall Negotiation Competition (2010 - 2016)

Instructor Intensive Advocacy Skills Workshop, Law Society of Manitoba Continuing Education (April 2009)

Seminar leader and panellist , Law Society of Manitoba Bar Admission Course, Administrative Advocacy (1991 – 1998)

Instructor Negotiation and Counselling Course, University of Manitoba, Faculty of Law (1992 – 1994)

Instructor Human Resource Legislation, University of Manitoba, Management Studies, Continuing Education Division (1986 – 1993)

## Presentations

Summary Judgment in Employment Litigation – Manitoba Bar Association Corporate Counsel Section (October 2016)

Harassment in the Legal Workplace – Manitoba Bar Association Midwinter Conference (January 2016)

Employment issues in Insolvency – Law Society of Manitoba (October 2015)

Update to Privacy Obligations for Manitoba Employers – Aikins CLE (April 2015)

Panellist and Speaker – Accommodation Issues – Law Society of Manitoba (2014 - 2016)

Panellist, Lancaster House Canadian Labour Boards Conference (October 2013)

Facilitator, Decision Writing Workshop – Law Society of Manitoba and MC, (October 2013)

“Investigating Complaints” – Seminar for Federated Co-operatives Ltd. (November 2012)

“The Civilian Labour Market” – Canadian Forces Second Career Assistance Network Seminar (October 2012)

“Workplace Discipline” Infonex Conference (September 2012)

“Social Media – Uses and Misuses in the Workplace”  
Manitoba Association for School Business Officials (May 2012)

“The Current Status of Family Status”, panel discussion on accommodation, Law Society of Manitoba (May 2012)

“Expert Evidence”, Manitoba Council of Administrative Tribunals (April 2012 and April 2014)

“Duty to Accommodate – Issues facing Employers”, Return to Work Conference (April 2012)

“Current Ethical Issues in Rehabilitation & Case Management”, Vocational Rehabilitation Association of Canada (February 2012)

“Electronic Communication – is the Medium the Message?”, Manitoba Bar Association, Labour Law Subsection (November 2011)

“Social Media – Legal Issues”, Social Media Conference, St. James Assiniboia School Division (March 2011)

“Concurrent Jurisdiction of Administrative Tribunals”, Manitoba Bar Association, Administrative Law Section (November 2010)

“Maintaining Employee Records – The Importance of the Personnel File”, Human Resource Management for First Nations and Rural Communities, Infonex Inc. (September 2010)

“Negotiating Effectively”, Women in Leadership 2010 Conference Series, Career Women Interaction (May 2010)

“Pension Benefits and other Legislative Changes”, Legislation Update, Human Resources Management Association of Manitoba (May 2010)

“Internet and Email usage by Employees”, Legislation Update, Human Resources Management Association of Manitoba (May 2009)

“Update on Employment Standards Legislation”, Winnipeg Construction Association (November 2008)

“Primer on Unjust Termination”, Employment and Labour Law in Manitoba Lorman Education Services (October 2008)

Advisory Committee member; panellist for The Legal Protection of

Vulnerable Workers: the Role of Labour Boards", Canadian Labour Board Conference 2008, Lancaster House (October 2008)

"Moving Ahead of the Curve: Understanding New Obligations under Workplace Safety and Health Legislation", Seminar for clients, Aikins, MacAulay and Thorvaldson (June 2008)

"Improving Understanding between Men and Women in the Firm", Women in Law Conference (May 2008)

"Update on Wrongful Dismissal and Damage Awards", Employment and Labour Legislation Update, Human Resources Management Association of Manitoba (April 2008)

"Hiring Advice: A Blueprint for Employers", Today's Workplace – a Tool Kit for Every Lawyer, The Law Society of Manitoba, Isaac Pitblado Lectures (November 2007)

"Employment Standards/New Rights and Obligations", Winnipeg Construction Association (May 2007)

Panellist, Lancaster House Canadian Labour Boards Conference (May 2007)

"2007 Manitoba Employment Standards Code Amendments" Seminar for clients, Aikins, MacAulay and Thorvaldson (April 2007)

"The Fundamentals of Canadian Employment and Human Rights Law", The Canadian Institute (February 2007)

"Canadian Labour Law Update 2006 – Manitoba and Saskatchewan", Canadian Association of Counsel to Employers (September 2006)

"Accommodating Employees Who are Not Permanent and/or Full Time", The Employer's Duty to Accommodate The Canadian Institute (May 2006)

Panellist, Lancaster House Canadian Labour Boards Conference (May 2006)

Panellist "The Employer's Obligations to Aging Workers and Caregivers", The Canadian Institute (February 2004)

Panellist "Managing the Certification and Termination Process", Lancaster House and University of Toronto (May 2003)

"The Right to Refuse Work", The *Safer Workplaces Act*, Insight Information Company (October 2002)

Panellist "Employment and Labour Law 2002", The Law Society of Manitoba, Continuing Legal Education (February 2002)

"Personal Harassment – Behaviour Worthy of Discipline?", Manitoba Association for Respect in the Workplace (May 1999)

"Advanced Labour Law –Legislation and Caselaw Update", The Law

Society of Manitoba, Continuing Legal Education (May 1998)

Chairperson "Employment Law – Practical Issues", The Law Society of Manitoba, Continuing Legal Education (October 1997)

"Law at Lunch- Presenting Arbitrations", The Law Society of Manitoba, Continuing Legal Education (March 1997)

Panellist "The Supreme Court Speaks", The Manitoba Bar Association 1997 Mid- Winter Meeting (February 1997)

"Your Growing Business – Minimizing Risk", Winnipeg Construction Association (April 1996)

"Projecting Your Authentic Self in Business", Canadian Association of Legal Assistants (March, 1996)

"Corporate Expansion and Downsizing: Employment Law Considerations", The Law Society of Manitoba, Continuing Legal Education (December 1995)

"The Due Diligence Defence", Canadian Manufacturers Association (March 1994)

Panellist "Current Issues in Employment Law", The Law Society of Manitoba, Continuing Legal Education (March 1993)

"Recent Developments in the Law of Damages", The Law Society of Manitoba, Isaac Pitblado Lectures (November 1991)

## 5 Publications

Contributor, "Civil Fax", Cite-on-Site Legal Research Services and Publications, (July 2008 – July of 2012)

"Primer on Unjust Termination", Lorman Education Services, October 2008

"Hiring Advice: A Blueprint for Employers", Today's Workplace – a Tool Kit for Every Lawyer, The Law Society of Manitoba, November 2007

"Canadian Labour Law Update 2006 – Manitoba and Saskatchewan", Canadian Association of Counsel to Employers, September 2006

"Accommodating Employees Who are not Permanent and/or Full Time", The Canadian Institute, May 2006

"The Rise and Fall of Mandatory Retirement", The Canadian Institute, February 2004

"The Safer Workplaces Act: The Right to Refuse Unsafe Work in Manitoba", Insight Information Company, October 2002 (Co-authored with Carolyn Frost)

"Structuring a Termination Package", The Law Society of Manitoba, February 2002

"An Arbitration Primer", The Law Society of Manitoba, March 1997 (Co-

authored with W.D. Hamilton)

"Mandatory Union Representation at Discipline: A Management Perspective", Labour Arbitration Yearbook 1993

"Reliance of Unconstitutional Laws: (Saving Doctrines and Other Protections)", Manitoba Law Journal, Vol. 15, No. 3, 1986  
(Co-authored with Dale Gibson)

#### **Volunteer Experience**

Manitoba Bar Association – Women Lawyers Forum: member of the executive (2010 – 2017)

Legal Help Centre of Winnipeg – member of Human Resources Committee (2011 – current)

Turning Leaf Support Services – Board member (2020)

#### **Professional memberships**

Manitoba Bar Association

Canadian Labour Law Association

Human Resource Management Association of Manitoba