

SHANDRA CZARNECKI

Partner

Labour & Employment

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Services provided by S N Czarnecki Law Corporation



Shandra practises in the areas of labour and employment law, representing management of public and private sector organizations engaged in a variety of industries.

BIOGRAPHY

Shandra provides practical advice and assistance to clients on all matters relating to labour and employment law, including:

- the negotiation, drafting, interpretation and application of collective agreements
- the negotiation and drafting of employment agreements
- the drafting, implementation and enforcement of workplace policies
- disciplinary matters and terminations
- compensation and benefit matters
- labour and employment matters relating to corporate restructuring, downsizing and acquisitions
- human rights matters, including discrimination, accommodation and harassment
- employment standards matters
- workplace safety and health and workers compensation matters

She represents employers before arbitration boards, human rights commissions and tribunals, labour boards, workers compensation tribunals and Manitoba courts.

LEADERSHIP

- Executive Member, Executive Committee, Winnipeg Chamber of Commerce
- Member, Board of Directors, Canadian Association of Counsel to Employers (2013-2015)
- Co-Chair, Professions Division, United Way Winnipeg Campaign Cabinet (2013-2015)

Memberships

- The Law Society of Manitoba
- Manitoba Bar Association
- Canadian Bar Association

PAPERS & PRESENTATIONS

- Regular presenter at the Centre for Labour Management Development annual Manitoba Labour Law Review
- Regular presenter at the Centre for Labour Management Development annual Accommodation Update
- Regular presenter at the CPHR Manitoba (formerly HRMAM) annual Legislative Review
- Presenter, “Medical Marijuana in the Workplace,” Entrepreneurs’ Organization Winnipeg (March 2017)
- Presenter, “Avoiding Costly Wrongful Dismissal Claims,” Canadian Association of Counsel to Employers annual conference (2015)
- Presenter, “Sexual Harassment in the Workplace,” HRMAM (March 2015)
- Presenter, “Mental Disabilities: Duty to Accommodate, Duty to Inquire and Privacy Considerations,” Rehabilitation Return to Work Partnership (March 2014)
- “Corporate Immigration and Cross Border Issues or How to Avoid the Immigration Blacklist” (April 2011)
- “Employer Overtime Exposure Due to After Hours Employee BlackBerry Use,” *Upword* (December 2010)

AWARDS

- Recognized in *Best Lawyers*, Labour and Employment Law (Winnipeg, since 2009)
- A leading practitioner, Employment (Employer), Labour (Management), *Canadian Legal Lexpert Directory*
- Recognized by *Lexpert Magazine* for Employment Law
- Recognized by *Lexpert Magazine* as one of Canada’s Leading Lawyers Under 40 (2013)

- A.J. Christie Prize for Highest Standing in Advocacy
- Solomon Greenberg Prize for First Place in Moot Court Competition
- Dean's Honour List, Faculty of Law

EDUCATION & QUALIFICATIONS

- Manitoba Bar (2000)
- LLB (Manitoba, 1999)
- BA (Winnipeg, 1996)