

JEFFREY J. PALAMAR
TAYLOR McCaffrey LLP
Lawyers
(204) 988-0364
jpalamar@tmlawyers.com

Profile

My career has focused on dispute resolution in all aspects of the workplace, including human rights and labour relations.

I have been honoured to be listed among in the peer-selected “Best Lawyers in Canada” in employment and labour law every year since 2008.

As a partner and leader of the Labour and Employment Law Practice Group at Taylor McCaffrey LLP, my work includes practical advice as well as creative and effective advocacy for clients. I am recognized as principled and fair, appreciative of the reality there are always different perspectives, and so have been accepted as an unbiased and experienced mediator and decision-maker in many contexts.

I first served as an arbitrator with the Automobile Injury Compensation Appeal Commission over 20 years ago. I later became a Canada Labour Code adjudicator and referee and heard cases for about a decade, until the system changed and the CIRB assumed those functions.

Since 2015 I have been on the list of arbitrators mutually agreed-to by CUPE Local 500 and the City of Winnipeg, and since 2018 I have been on the Manitoba Labour Board's approved list of grievance arbitrators. Since 2014 I have also been included on a national list of arbitrators appointed to decide disputes under the Sport Dispute Resolution Code of Canada. I presently am on its Safeguarding Panel, its Doping Panel, and its Ordinary Panel.

I am the primary member for Taylor McCaffrey LLP as the exclusive Manitoba member of the Employment Law Alliance, the world's largest network of labour and employment lawyers with representation in more than 120 countries, every Canadian province and all 50 U.S. states.

I approach everything I do with enthusiasm and gratitude for being able to make a positive difference. This passion has inspired me to volunteer with organizations such as The Manitoba Sports Hall of Fame, the Royal Manitoba Theatre Centre, Prairie Theatre Exchange, the United Way, the Canadian Paralympic Committee and Sport Manitoba. It also has motivated me to teach, including at the University of Manitoba's law school Robson Hall and its former continuing education department, and to mentor young lawyers and law students.

Professional

- Partner, Taylor McCaffrey LLP, 1992 to present

PROFESSIONAL MEMBERSHIPS

- Canadian Bar Association, 1986 to present
- Manitoba Bar Association, Manitoba Bar Council Life Member
- Employment Law Alliance, 2016 to present
- Association des juristes d'expression française du Manitoba inc., 2008 to present

Education

- Alliance Française, 2008 to 2021
- Collège Universitaire de Saint Boniface, Culturel, Linguistique Intégration dans la Communauté, 2006 to 2008
- Arbitration and Mediation Institute of Manitoba, Inc. Intensive Arbitration Course, 2005
- Law Society of Manitoba, Bar Call, 1986 / Bachelor of Laws, University of Manitoba, 1984
- Civil Law/Common Law Exchange, Université de Sherbrooke, and Dalhousie University, 1983
- Certificate in French Immersion, Université du Québec à Trois-Rivières, 1982
- Bachelor of Arts, University of Manitoba, 1981

Selected Volunteer Experience

- Manitoba Sports Hall of Fame, Board of Directors, 2021 to present
- Prairie Theatre Exchange, Board of Directors, 2020 to present
- Manitoba Bar Association/Royal Manitoba Theatre Centre, On Stage Performer 2016, 2018, 2019 and 2021; Committee Member, 2017 to present
- Sport Manitoba, Board of Directors 2008 to 2017, Board Chair 2013 to 2017
- Canadian Paralympic Committee, Team Canada Mission Staff Athlete Ombudsperson; 2008 Paralympic Summer Games (Beijing, China); 2010 Paralympic Winter Games (Vancouver, Canada); 2012 Paralympic Summer Games (London, England); 2014 Paralympic Winter Games (Sochi, Russia)
- United Way of Winnipeg, Varied positions back to 1989

Selected Papers and Presentations

- Sport Dispute Resolution Centre of Canada, "Writing the Right Way - How to Tackle Sensitive Topics in your Awards", Saskatoon, 2022
- Manitoba Bar Association, "Labour and Employment, Alternative Dispute Resolution and Legal Research", 2022
- "Gender Equality Week; Where are We Really?", 2022
- Canadian Association of Counsel to Employers, "The Evolution of Workplace Mental Health Accommodation", 2022
- Law Society of Manitoba, Pitblado Lectures, "COVID and Employment Law", 2021
- Prairie Skills Employment Centre, Webinar, "Workplace Harassment", 2021
- "The Chicago Blackhawks Sexual Harassment Scandal; Coachable Lessons for All of Us", 2021
- "COVID-19 and The Human Rights Code of Manitoba", 2020
- "Sexual Orientation and the Road to Equality", 2020
- Sport Dispute Resolution Centre of Canada, "Deference for Arbitrators", Winnipeg, 2018
- Employment Law Alliance, "Accommodation of Mental Health Issues and Safety of Others in the Workplace; Finding the Balance", 2018
- Employment Law Alliance, "Sexual Harassment Among the Global Workforce: An HR Law Perspective in Canada", 2018