

Resume

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EDUCATION

- Feb 2020 Admission as a legal practitioner in Queensland
Member of the Queensland Law Society
- April 2012 Call to the Ontario Bar
Member of the Law Society of Ontario (Canada)
- May 2010 Juris Doctor (J.D.)
Bond University, Queensland
- May 2006 Bachelor of Science (B.Sc. Honours) Biology and Earth Sciences
Carleton University, Ottawa (Canada)

EMPLOYMENT

2011 – Present Michel Drapeau Law Office – Senior Counsel
Barrister and Solicitor

- Experienced litigator focusing on labour and employment law, human rights law, administrative law, class action litigation and civil litigation.
- Extensive and recent experience representing clients on issues of long-term disability claims, wrongful dismissal claims, loss of earnings, harassment complaints, grievances, tortious interference with contractual relations, and alternate dispute resolution such as mediation and settlement negotiations.
- *Author:* I am currently the co-author of *Federal Access to Information and Privacy Legislation Annotated*, Thompson Reuters, which is in its 20th year of publication.

Key Achievements

- *Workplace Safety and Insurance Board*: I currently represent twenty (20) injured Canadians who served as civilian contractors with the military in Afghanistan and are seeking long term disability for mental health injuries.
- *Price v. Smith & Wesson Corp.*, 2021 ONSC 1114: This novel class action seeks 3rd party liability compensation for victims of gun violence. This decision concerned a motion to strike, which was dismissed in our favour.
- *R v. Banting J.C. (Lieutenant)*, 2020 CMAC 2; 2019 CMAC 5; 2019 CM 2008; 2019 CM 2009: This was a five (5) day quasi-criminal trial where charges were dismissed at the conclusion of the Crown case for failure to demonstrate a *prima facie* case. The Crown appeal was similarly dismissed, and the appeal court awarded party-and-party costs in our favour.
- *Toth v. R.*, 2019 FC 125: This Class Action lawsuit recovered \$100M in Charter damages in favour of approximately 15,000 disabled Canadian Forces veterans.
- Bill C-77 (Mar 2019): I appeared as a witness before the Senate Standing Committee on National Security and Defence in support Bill C-77 which abolished military summary trials; and enshrined rights for victims of crime.
- *Price Public Hearing* (2016) MGERC: This case established the limitations on the presumption of innocence for a wrongly accused in a frivolous complaint of workplace sexual harassment.
- *Beddows v. R.*, 2015 FC; 2016 FCA 294: This case established the common law test for when the interests of justice favour extending a statutory limitation period in a workplace grievance.
- *Project management*: I was part of the organizing team for the inaugural *Winds of Change* conference and debate on Canadian military law, hosted by the University of Ottawa in November 2015. I provided legal advice and logistics support, negotiated costs and budgets, reviewed contracts, developed the conference agenda, and liaised with many distinguished international guests and dignitaries from throughout Europe and the United States.

- *Bossé v. R*, 2015 FC 1143: This case expanded the test for reasonableness as originally stated by the Supreme Court of Canada in *Dunsmuir* (2008), to require that *all* central issues in a workplace grievance must be decided upon by a decision maker.
- *Fynes Public Interest Hearing*, 2011-2012: I acted as co-counsel for the complainants in a nine-month public inquiry (96 witnesses), which resulted in systemic change in the Military Police's approach to sudden death investigations in Canada.

COURT AND TRIBUNAL EXPERIENCES

- Federal Court of Appeal
- Federal Court
- Court Martial Appeal Court
- Court Martial
- Ontario Superior Court of Justice
- Health Professionals Appeal and Review Board
- Military Police Complaints Commission
- Military Grievances External Review Committee
- Canadian Human Rights Tribunal
- Human Rights Tribunal of Ontario
- Workplace Safety and Insurance Board

COMMUNITY INVOLVEMENT

2016 – 2020 **Chief Executive Officer, Veterans Benevolent Fund**
www.vbfcanada.com

- VBF is a charity that offers scholarships to children of disabled Canadian Forces veterans and funding directly to veterans in times of crisis.
- As CEO, I was responsible to the Board of Directors for strategic oversight, direction and vision for the Fund, as well as statutory compliance requirements.

2014 – 2016 **Vice Chair - CentrepoinTE Childcare Services**
centrepoinTEchildcareservices.com/

- In this role, I was responsible for oversight of the entire organization - three program directors and ten full time employees.
- I was directly involved in oversight and approval of provincial regulatory changes that took effect in 2015 and to changes in social media strategy, human resources policies, personnel hiring and training.