

Conni Kilfoil

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Professional Qualifications

Canadian Bar Association (since 1984), Retired 2012

Law Society of British Columbia (since 1984), Retired 2012

Professional Employment

2016 – Present

Consultant

- Development and presentation of courses in duty to accommodate, bullying and harassment in the workplace, and human rights – all from an employment perspective
- Mediation of human rights disputes
- Ombudsperson services
- Policy audit and development in human rights
- Speaker services

2002 – Present Capilano University (*formerly Capilano College*)

Instructor, Labour Studies Program

Developing and teaching courses in Human Rights, Duty to Accommodate, and Bullying and Harassment in the Workplace on a contract basis.

2004 – 2016 Canadian Union of Public Employees

Equality Representative

Coordinating a human rights strategy and program for the B.C. regional office of the Canadian Union of Public Employees (CUPE); acting as staff advisor/representative to various CLC, BC Federation of Labour, CUPE National and CUPE BC equality committees; providing legal and strategic advice to servicing reps about arbitrations and bargaining language on human rights issues; teaching joint union/management courses to CUPE locals, district councils and staff about various human rights issues.

1992 – 2004 Canadian Union of Public Employees

Legal and Legislative Representative

Representing members at arbitrations and administrative tribunals; preparation of legal opinions, briefs and arguments; advising and assisting servicing

Professional Employment *(Continued)*

representatives, members and elected officials; preparing educational materials and presenting seminars; preparing briefs for presentations to government and other bodies; providing bargaining support.

1992 Canadian Union of Public Employees

Job Evaluation Representative

Teaching courses and advising on job evaluation/pay equity matters, preparing pay equity position papers and campaign material.

1990 – 1992 Hospital Employees' Union

Legal Counsel

Similar role as at CUPE above.

1988-1989 Workers' Compensation Board Appointment

Labour Member

As Labour Member to Workers' Compensation Appeal Board, participated in hearing appeals from WCB decisions.

1989 – 1990 Hospital Employees' Union

Servicing Representative

Provided the full range of union servicing representative duties at seven hospitals and long term care facilities, representing 3300 HEU members, in the handling of grievances, arbitrations, labor board hearings, and all related activities of the union, including the 1989 health care strike.

1987 – 1988 BC Government Employees' Union

Servicing Representative

Similar role as at HEU above.

1984 – 1987 Crane, Paterson, Kilfoil

Lawyer

Active civil litigation practice including Aboriginal, personal injury, and family law.

1984 Independent Practice

Lawyer

Consulting on Aboriginal rights and comprehensive and specific land claims for a variety of B.C. and Yukon bands and tribal organizations; family law and personal injury law research and litigation.

1983 – 1984 Rosenbloom, McRae & Aldridge

Articling Student

Legal and political work with various First Nations in B.C. including land claims, both general and specific; a variety of Aboriginal legal issues; personal injury litigation research.

Professional Employment *(Continued)*

1979 – 1983 Hutchins & Soroka, Lawyers, Montreal, Quebec

Legal and Anthropological Research

Part-time during university and full-time in summer while attending law school. Legal and anthropological research relating to implementation of James Bay and Northern Quebec Agreement; community consultations re Cree Trappers' Association.

1978 – 1979 Grand Council of the Cree (of Quebec) Association, Montreal, QC

Coordinator of Social Science Research

Coordinating, designing and implementing social and economic development programs for Cree trappers; consulting on environmental impact assessments; processing applications for social science research in land claim area.

Education

1983 **McGill University** LL.B. Honours

1982 **McGill University** B.C.L. Honours

1981 **Canadian Human Rights Foundation** Certificate

1979 **McGill University** M.A. Anthropology Honours

1975 **St Francis Xavier University** B.A. Anthropology Honours

Awards & Recognition

Canadian Labour Congress **Carol McGregor Disability Rights Activism Award** (2013)

Nominated for:

BC Federation of Labour **Joy Langan Social Justice Award** (October 2012)

CUPE BC and the B.C. region of CUPE were finalists in the **Cultural Diversity Awards** organized by DiverseCity, an immigrant settlement services organization, (2009 and 2010) for their diversity and equality work, for which I was largely responsible.

Nominated for:

Rosemary Brown Award for Women in Labour (spring 2007)