

***Manitoba Human Rights Commission - Adjudicators***

**Chief Adjudicator**

Michael Werier, Winnipeg

**Board Members**

Tracey Epp, Winnipeg  
Kristin Gibson, Winnipeg  
Karine Pelletier, Winnipeg (bil.)  
Gary Sarcida, Winnipeg (bil.)  
Lawrence Pinsky, Winnipeg

**Mandate:**

Where a complaint has not been dismissed by the Human Rights Commission or settled by the parties, and the Commission is satisfied that further proceedings would further the objectives of *The Human Rights Code*, the Minister of Justice designates a tribunal member to act as an adjudicator to decide the validity of the complaint.

**Responsibilities:**

The adjudicator is required to convene and complete a public hearing at which every party is given the opportunity to present evidence and make submissions. The adjudicator is required to issue a written decision with reasons within 60 days, and may make a remedial order if it is determined that there has been a contravention of *The Human Rights Code*. The adjudicator's order is enforceable as a judgment of the court.

**Membership:**

The adjudication panel shall consist of at least five (5) persons appointed by the Lieutenant Governor in Council, of which one is designated by the LG in C as the Chief Adjudicator. One of the officers and employees of the Commission shall be designated as executive director. No member of the Commission shall be appointed to the adjudication panel.

**Appointment continues:**

Unless terminated for cause under subsection, a member of the adjudication panel who has commenced a hearing into a complaint may continue as adjudicator and issue a final decision on the complaint even if his or her appointment has expired and a replacement has been named.

**Length of Terms:**

Each person appointed to the panel shall hold membership on the panel for a term not exceeding three (3) years from the date of appointment, and thereafter until re-appointed or replaced.

**Desirable Expertise:**

- Legal background with some litigation experience, knowledge of human rights laws and principles, and familiarity with the rules of evidence.
- Excellent written and verbal communication skills and experience conducting hearings.

**Time commitment:**

There are usually 3-4 adjudications per year. Adjudicators may also be required to deal with preliminary motions or become involved in administrative issues where a complaint is ultimately settled before a hearing takes place. Time commitment would be, on average, a maximum of 3 days per year for each adjudicator.

**Meetings:**

Frequency: An average of 3 to 4 complaints are referred each year for adjudication.

Duration: The average length of a hearing is 2 days.

**Remuneration:**

Chief Adjudicator: \$105.00 per hour, to a maximum daily rate of \$560.00

For carrying out adjudication duties \$60.00 per hour to a daily maximum of \$350.00

Members: \$60.00 per hour up to a daily maximum of \$350.00.

The members of the MHRAP, including the Chief Adjudicator, are entitled to be reimbursed for any reasonable out-of-pocket expenses incurred in the performance of their duties, as provided in the General Manual of Administration for the Province of Manitoba.