

## **Biography – Crystal L. Norbeck**

I grew up in Regina. I earned a Bachelors of Human Justice Degree from the University of Regina in 1998, after which I moved to Edmonton to attend the College of Law at the University of Alberta. I completed my Bachelor of Laws degree in 2002.

I articulated at Brownlee Fryett LLP (as it was then), a large Edmonton firm with offices in Edmonton and Calgary, and was called to the Alberta Bar in 2003. I remained at Brownlee after articling, then took an Associate position at Shores Belzil Jardine LLP (as it was then), a civil litigation boutique.

I returned to Regina in 2007 to take a position as in-house counsel for the Canadian Union of Public Employees. After five years, I moved to Gerrand Rath Johnson LLP as an Associate in late 2012, was named a Partner in the firm in 2014 and was first elected as one of three managing partners in 2015.

My primary practice areas are administrative law and civil litigation, with a focus on labour, employment and human rights law. I represent both public and private sector unions and employees on a broad range of labour and employment law issues. I have appeared before the Saskatchewan Labour Relations Board and Boards of Arbitration, before all levels of Court in Alberta and before the Court of Queen's Bench of Saskatchewan and the Saskatchewan Court of Appeal. I have been involved in one application for leave to appeal to the Supreme Court of Canada and am currently responding to a second application for leave to appeal.

I have been an active member of Saskatchewan's legal community, participating in a number of the Law Society's and the Canadian Bar Association's educational initiatives. My participation with the Law Society educational initiatives extends to acting as a CPLED evaluator for both online and in-person articling student evaluations. I have also been active in an educational capacity with Lancaster House, the Centre for Labour-Management Development and the Canadian Industrial Relations Association, and developed an annual Labour Law Conference for major unions across Saskatchewan.

I am physically active and have completed three half marathons this year. I have been involved with the Sea Cadet organization for many years and hold the rank of Lieutenant (Navy) in the Canadian Forces and I have taken on different roles with my children's sports teams including Team Manager and Team Treasurer.

## **Brief Outline – Reasons for Seeking Election**

I am seeking election as a Bencher so that I can bring a fresh, current perspective to the table. I have experience in private practice (both large and small firms) experience as in-house counsel for a national organization, and am currently one of the elected managing partners at Gerrand Rath Johnson LLP. I have led and been a part of a team of lawyers at Gerrand Rath Johnson that is bringing the firm into the modern era. We have hired new lawyers, increased the firm's numbers and have recently completed an extensive renovation. We are in the process of modernizing the firm technologically. I see the Law Society as taking a similar direction, modernizing and changing.

This is an exciting time to be a lawyer, where social media has created a new opportunity to contribute in the guidance of the legal profession.

My experience as a lawyer, a mother and my involvement in the Canadian military through the Sea Cadet program have taught me about respect, engagement with others, and the importance of fairness. I believe these traits to be an asset for anyone who serves as a Bencher and believe these to be strengths of mine.

I try to be a leader in my firm, my practice and in the community and try to be a role model for other lawyers. I approach issues in a pragmatic and solution-focussed manner and will welcome the opportunity to be more involved in the Law Society initiatives.

Commitment and volunteerism form the backbone of the Law Society. The Benchers perform an important role for our profession and the citizens of Saskatchewan. It would be an honour and a privilege to represent my peers and the public in this capacity.