

# Deborah M. Howes

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## BUSINESS CONTACT



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Deborah M. Howes is a Chartered Arbitrator and Chartered Mediator. She is the President of High Clouds Incorporated, an Alberta based company providing seminars and dispute resolution services.

In addition to her Bachelor of Laws and Bachelor of Arts degrees, Ms. Howes holds Certificates in Arbitration and Conflict Management from the Alberta Arbitration & Mediation Society and a Certificate in Tribunal Administrative Justice from the Foundation of Administrative Justice.

Ms. Howes has over 30 years experience in all aspects of dispute resolution, labour relations and condominium. She is an active facilitator, arbitrator, mediator, and trainer. She arbitrates and mediates in condominium, commercial, consumer, municipal, workplace and labour relations. In addition, she consults with and trains administrative tribunals on best practices.

Ms. Howes, as well as doing consensual appointments, is a roster arbitrator and mediator on a variety of provincial, national and international rosters. Her mediation practice includes two-party and multi-party matters. She is a roster mediator for Alberta Employment & Immigration - Mediation Services and Alberta Land Surveyors' Association. She is an arbitrator on a number of Canadian and American panels, including the Canadian Motor Vehicle Arbitration Plan, the Alberta New Home Warranty Arbitration Plan, Alberta Employment & Immigration Grievance Arbitration Roster, the Automobile Insurance Dispute Resolution Committee, AMEX Dispute Resolution Roster, Canadian Food Inspection Agency, Canadian Panel for Domestic Commercial Arbitration - British Columbia International Commercial Arbitration Centre, Service Alberta, the American Dispute Resolution Center, Inc., the International Dispute Resolution Center and the American Arbitration Association. She has been appointed by the Alberta courts as arbitrator. In August 2007 Ms. Howes was appointed to the Public Service Labour Relations Board.

Between 1991 and 2002, she was a Vice Chair with the Alberta Labour Relations Board. Prior to her appointment to the ALRB, Ms. Howes practiced law with the Edmonton firm of Duncan & Craig. She is the co-author and editor of Labour Relations Legislation: Practitioner's Manual and Condominium Management 100 - 300. Ms. Howes was an advisor for Alberta Human Resources and Employment on Let's Talk – a workplace guide to resolving disputes using an interest based model. In 1998, Ms. Howes co- founded the Foundation of Administrative Justice, a non-profit society dedicated to training for members and staff of administrative tribunals, where she continues to act as Executive Director. She has written a number of publications, training programs and articles.

Deborah Howes instructs for many organizations, including the Alberta Arbitration and Mediation Society (AAMS), the Foundation of Administrative Justice and the Canadian Condominium Institute (CCI). She is a past member of the Advisory

Board to the University of Calgary Arbitration and Policy Conference and has presented at the Conference as workshop instructor and conference panelist. She has been a sessional instructor for the University of Lethbridge. Deborah is a past national director for the Council of Canadian Administrative Tribunals and served as the National Training Committee chair. In 2005 & 2006 Deborah with AAMS developed and delivered training for the Siksika Nation for the nation's Aiskapimohkiiks Tribunal.

Ms. Howes is an Associate and Fellow of the Canadian Condominium Institute. She served as the CCI National President and Chair. She is a past president and chair of CCI North Alberta Chapter. Since 2000, Deborah Howes has been a member of the Minister's Advisory Committee on the Condominium Property Act. In 2008 Deborah was appointed to the Strathcona County Affordable Housing Implementation Committee.

Ms. Howes holds memberships in the Law Society of Alberta; Canadian Industrial Relations Association (North and South Alberta), Alberta Arbitration & Mediation Society; ADR Institute of Canada Inc.; Conflict Resolution Network, Council of Canadian Administrative Tribunals; Foundation of Administrative Justice, Canadian Bar Association and Canadian Condominium Institute.