

Managing a workforce is challenging, especially as businesses try to keep abreast of evolving demographics, technology and legislative changes. Organizations of all size, federally- or provincially-regulated, unionized or non-unionized, benefit from having a trusted legal team who will be their partner in establishing an effective, respectful and legally compliant workplace.

With labour and employment specialists across Canada, we can assemble the best team to meet your specific needs and seamlessly deliver timely, effective strategies and results.

We work closely with other specialized teams across the firm, including those focused on:

- fraud
- class actions
- mergers and acquisitions
- bankruptcy and insolvency
- shareholder disputes

We can assist with drafting and implementing anti-harassment policies and can train management and employees to ensure buy-in and compliance.

We also assist with human resources requirements for your daily operations, including:

- employment contracts
- employment policies and manuals
- employment standards
- human rights issues
- pay equity
- health and safety standards and claims
- compensation
- pensions and benefits
- business immigration

Labour and employment issues can have repercussions across your organization, including those arising from mergers and acquisitions, outsourcing transactions, relocations, reorganizations and closures. We offer advice on preventing litigation where possible and resolving labour and employment disputes in the most effective and cost-efficient manner.

If a matter does come to litigation, we have experience at all levels of court on:

- wrongful dismissal
- constructive dismissal
- class actions
- restrictive covenants and confidentiality obligations
- benefit and compensation plans
- other civil litigation

In unionized workplaces, we advise on and litigate:

- unionization campaigns
- collective bargaining agreements
- unfair labour practices and bad-faith bargaining complaints
- strikes, lockouts and picketing injunctions
- grievances
- arbitration

We also litigate before administrative tribunals, including:

- human rights tribunals
- labour relations boards
- employment standards adjudicators
- workers' compensation boards
- pay equity tribunals
- occupational health and safety adjudicators

As part of our labour and employment practice, we support workplace investigations and have a dedicated team of experts capable of conducting such investigations.

We also provide training on various workplace issues, tailored to the specific needs of our clients.

## Specializations

### Business Immigration

We can help you navigate Canada's immigration rules so that you can have the right talent in place.

### Collective Bargaining

Whether at the bargaining table, or behind the scenes offering strategic advice, we have unparalleled experience in representing clients with all collective bargaining and related needs.

### Employment Disputes

Employment disputes involve a variety of legal and human issues. We understand this complexity and will collaborate with you to provide a satisfactory, cost-effective resolution.

### Grievances & Arbitrations

Employers dealing with labour unions are regularly faced with grievances and—if they cannot be resolved—with arbitration proceedings.

### Human Rights

We can help you stay up-to-date with Canada's human rights laws.

### Labour Relations Board Advocacy Work

If you are an employer called to appear before a labour relations board, the process can be time consuming and stressful. We can help.

### OHS & Workers' Compensation

How do you prevent workplace accidents or occupational illnesses? What do you do when one does happen? How can you manage the costs of worker's compensation claims? We can help.

### Pensions & Benefits

Establishing and administering. Investments and funding. Regulatory compliance. Tax. Corporate transactions. Litigation. Understanding how these work together is key to success.

### Workplace Harassment

With the recent high-profile cases of harassment allegations in the workplace, employers need the tools to remain vigilant and take appropriate action.

### Environmental, Social and Governance (ESG)

How a business is evaluated in the market is no longer solely based on its financial success or the products and services it sells. It is also based on reputation and whether it is seen as responsible and responding to investor demands.

Clients trust BLG to help them understand and embed ESG into their business strategies.

## Related Expertise

Employment Disputes

Class Actions

Human Resources & Labour Relations

Cannabis & Psychedelics

Education

## Key Contacts

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