

Lorelle Binnion

Senior Associate

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Labour & Employment

Lorelle is a seasoned employment lawyer and privacy law specialist, dedicated to supporting employers across Alberta, Saskatchewan, and Manitoba.

With extensive experience in employment litigation including wrongful dismissal claims, restrictive covenant litigation, human rights complaints, and occupational health and safety compliance, Lorelle provides practical legal advice to help organizations navigate complex workplace challenges.

Lorelle specializes in drafting and reviewing employment contracts and workplace policies, managing human rights issues in the workplace including advising on reasonable accommodation, and ensuring compliance with employment standards. Her approach focuses on minimizing risk while fostering a fair and compliant work environment.

In addition to employment law, Lorelle is well-versed in privacy law, assisting clients with access to information requests, drafting privacy policies, and providing guidance on privacy obligations to ensure regulatory compliance.

Committed to delivering clear, actionable legal solutions, Lorelle works collaboratively with clients to protect their interests and support sustainable business operations.

Experience

- *Khalil v Durant*, 2018 ABQB 473

- *ADT Security Services Canada, Inc v Fluent Home Ltd*, 2019 ONSC 2804.
- ***Garland Canada Inc.*** *v. Shusheski*, 2017 ABQB 84.

Insights & Events

- Author, "New Critical Worker Exemption in Alberta allows workers with COVID-19 to attend work", BLG Article, January 2022
- 2020 Session IV – Hiring Practices and Employment Law Considerations, BLG Video, August 2020
- Author, "No Pay in Lieu of Notice for Disabled Employees?", BLG Article, October 2019
- Author, "Court of Appeal Upholds Injunction Against Suncor's Random Drug and Alcohol Testing Policy", BLG Article, March 2018
- Author, "Teck Coal v United Steelworkers: Yet Another Unjustifiable Random Drug and Alcohol Testing Policy", BLG Article, March 2018
- Author, "Alberta Employer Alert: New Employment Leaves and Where to Find Them", BLG Article, February 2018
- Author, "Alberta Court of Appeal Rejects Narrow Interpretation of the Irving Test Justifying Random Drug and Alcohol Testing", BLG Article, November 2017
- Author, "Deterioration of the Relationship Between Employees: Just Cause for Dismissal?," Labour and Employment News, August 2, 2016
- Author, "Deterioration of the Relationship Between Employees: Just Cause for Dismissal?", BLG Article, August 2016
- Co-author, "Alberta Court Upholds Distinction Between Enforceability of Restrictive Covenants in Commercial vs. Employment Context," The Resource: BLG Energy Blog, June 8, 2016
- In Process? New Federal Rules for Pipeline Approvals
- Author, "The Resource: BLG Energy Law Blog January Digest", BLG Article, February 2016
- 2015 Year in Review: Top 10 Legislative, Regulatory and Policy Changes of Import to the Canadian Oil and Gas Industry
- Co-author, "2015 Year in Review: Top 10 Legislative, Regulatory and Policy Changes of Import to the Canadian Oil and Gas Industry," The Resource: BLG Energy Blog, January 6, 2016

Beyond Our Walls

Professional Involvement

- Member, Law Society of Alberta
- Member, Calgary Bar Association

Community Involvement

- Past Board Chair, La Coccinelle Preschool
- Volunteer, Pro Bono Alberta

Awards & Recognition

- Recognized in the 2027 (and since 2023) edition of *The Best Lawyers in Canada* as “Ones to Watch” (Labour and Employment Law)

Bar Admission & Education

- Alberta, 2016

- JD, University of Saskatchewan, 2015
- B.Sc., McGill University, 2010

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