

Samantha Stepney

Partner

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Labour & Employment
Employment Disputes
Human Rights
Workplace Harassment
Disputes

Samantha's practice involves all aspects of labour and employment law, including human rights and employment standards matters.

She assists clients with drafting and reviewing employment/contractor agreements, employee handbooks and policies and severance agreements.

Additionally, Samantha acts for employers, advising them on all workplace-related matters, including performance management, terminations and wrongful/constructive dismissal.

Samantha has appeared as counsel/co-counsel at all levels of court in British Columbia and various administrative tribunals, including the:

- B.C. Provincial Court
- B.C. Supreme Court
- Employment Standards Branch
- Human Rights Tribunal.

Samantha's practice also involves advising on employment related issues in relation to planning, negotiating and implementing public and private mergers and acquisitions, including reviewing purchase agreements, conducting due diligence, and drafting employment related documentation to be executed as part of transactions. She also advises on employment issues relating to various other corporate commercial matters, including reviewing stock option and other equity-based compensation plans and agreements.

Prior to joining BLG, Samantha practised in the areas of litigation and family law at a large full-service international law firm. While there, she gained experience in drafting, litigation and negotiation, including in high conflict contexts.

She later moved to a boutique firm where she transitioned into the specialized area of employment law, working closely with both employees and employers in all labour and employment law matters.

Experience

- IFS in its acquisition of Clevest Solutions Inc., a provider of mobile workforce management and advanced network deployment solutions in the utilities vertical.

Insights & Events

- Author, "The New BC Employer Health Tax And Its Intersection With Medical Services Plan Premium", BLG Article, September 2018
- Co-Presenter, "Update Regarding Applicable Legal Principles and Case Law Respecting Consideration and Other Issues Surrounding Entering Into Amended Employment Agreements", CLEBC Employment Law Conference, June 2023
- Contributor to employment law blog on topics such as employment standards, severance basics, and pets in the workplace
- "Family law chapter," Continuing Legal Education Annual Review
- Author, "Employment Law: Key Decisions from 2019", BLG Article, January 2020
- Author, "Employment Law: Key Decisions from 2018 ", BLG Article, January 2019

Beyond Our Walls

Professional Involvement

- Member, Law Society of British Columbia

Bar Admission & Education

- British Columbia, 2012

- JD, University of British Columbia, 2011
- Bachelor of Arts (Psychology major), University of British Columbia, 2008

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