



## Justine Abtosway

### Senior Associate

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[LinkedIn](#)

[Labour & Employment](#)

[Employment Disputes](#)

[OHS & Workers' Compensation](#)

[Grievances & Arbitrations](#)

[Human Rights](#)

[Workplace Harassment](#)

Justine regularly advises and represents provincially and federally regulated employers on the following matters:

- Employment litigation;
- **Workers' compensation;**
- Occupational health and safety;
- Human rights;
- Privacy;
- Workplace investigations; and
- Labour relations

Justine also assists employers with drafting and implementing workplace agreements, policies and procedures and with resolving hiring, performance management, discipline, disability management, terminations and restructuring issues.

Justine has assisted with matters before all three levels of court in Alberta as well as before the Supreme Court of Canada, the Alberta Labour Relations Board, other administrative tribunals and boards and in mediation and arbitration proceedings.

## Experience

- Represented First Nation employer in application for leave to appeal to the Supreme Court of Canada.
- Provided labour and employment advice in relation to \$180M transaction.

- Represented government employer in complex labour arbitration matter, which resolved.

## Insights & Events

- Co-presenter, “Cause or No Cause?”, CPHR Alberta Virtual Conference: VISION 2020, September 2020.
- Co-author, “Employment and Labour Considerations When Buying and Selling a Business,” Legal Education Society of Alberta, December 2019.

## Beyond Our Walls

### Professional Involvement

- Member, Law Society of Alberta
- Member, Calgary Bar Association
- Member, Canadian Association of Counsel to Employers
- Member, Canadian Bar Association
- Member, Canadian Bar Association

### Community Involvement

- Volunteer, Pro Bono Law Alberta
- Past Member, Mooting and Debating Committee, University of Calgary, Faculty of Law

## Bar Admission & Education

- Alberta, 2016
- JD, University of Calgary, 2015
- MA, Dalhousie University, 2011
- BA (Honours), St. Francis Xavier University, 2010

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