



## Justine Abtosway

### Senior Associate

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[Labour Relations Board Advocacy Work](#)

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Justine provides timely, thorough and effective advice and representation to provincially and federally regulated employers in all areas of labour and employment law, including:

- Labour relations, union organizing, certification, collective bargaining, grievances, strikes, mediation and arbitration proceedings;
- Human rights, accommodation and pay equity compliance and litigation;
- Occupational health and safety compliance and litigation;
- Employment litigation, including wrongful dismissal, constructive dismissal, unjust dismissal, group dismissal, employee misconduct and restrictive covenant disputes;
- Workplace agreements, policy, and procedure review, drafting and implementation;
- Workplace hiring, performance management, disability management, discipline, and dismissal issues and litigation;
- Workplace investigations, including workplace harassment and violence;
- Workplace restructuring and business transaction issues;
- **Workers' compensation compliance and litigation;**
- Privacy compliance and litigation.

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

Justine acts for employers in a wide variety of industries including aviation, transportation, energy, health care and related health services, education, manufacturing, construction, information technology, banking, financial and professional services. She also acts for government entities and First Nations.

## 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, “‘Wait A Minute, Stop Right There!’ Practical Tips for Interlocutory Injunctions”, CBA Civil Litigation Section, March 2025
- Co-Presenter, “Effective Approaches to Workplace Investigation, Incident Management and Privilege”, Calgary Labour & Employment Annual Symposium, February 2025
- Presenter, “Harassment and Violence Prevention Management Update for OHS Professionals,” Canadian Occupational Safety OHS Law Masterclass, November 2024
- Presenter, “An Update on OHS Legislation – Keeping Up with Changing Guidelines,” HRD Employment Law Masterclass Alberta, October 2024
- Co-Presenter, “Employment Litigation Strategy for the Future”, 2024 Calgary Labour & Employment New Year Seminar, January 2024
- Co-Presenter, “‘Overtime!’: Persistent Wage & Hour Exposure and Differences in Overtime Laws”, 2023 Canada/U.S. In-Person Labour & Employment Symposium, June 2023.
- Presenter, “The Legal Case for Workplace Wellbeing”, 2022 Pan-Canadian Summit on K-12 Workplace Wellbeing Conference, November 2022.
- 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

## Community Involvement

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

## Awards & Recognition

- Recognized in the 2025 (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 Calgary, 2015
- MA, Dalhousie University, 2011
- BA (Honours), St. Francis Xavier University, 2010

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