

# Kate L. Agyemang

## Senior Associate

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Labour & Employment
Health Law
Insurance Claim Defence

Kate's bilingual practice is devoted to providing tailored management-side labour and employment law solutions and strategic human resources planning. From contract to courtroom, Kate provides real-world advice to a broad range of Canadian and international businesses in a responsive and pragmatic way to ensure they can effectively optimize all aspects of their operational and human resource side of their organizations.

Kate's clients are a diverse range of large and multinational employers, with a particular focus in the healthcare, technology, financial, and legal industries. She also works extensively for numerous embassies and various local and national non-profits in the charitable sector.

Kate manages all aspects of strategic operational advice, including workforce optimization, change management planning, acquisitions, negotiations, litigation, arbitration, collective bargaining, mergers, and mediation. She is known for crafting practical bespoke solutions for her clients that enhance both risk mitigation and competitive business strategy.

Kate is sought after as an experienced and dynamic presenter. She is regularly called upon to speak at conferences, universities, law societies, and law schools, and to lead seminars and trainings for executive leadership on a range of labour and employment topics.

Prior to joining BLG, Kate practiced labour and employment law with an elite national firm as well as a top Ottawa litigation firm. Before pursuing a career in law, Kate worked extensively with healthcare, insurers, and national organizations in disability program delivery, crisis management, and disability adjudication.

## Experience

- Represented **Telesat** in $2.54B funding agreement (for its subsidiary, Telesat LEO Inc.) for its broadband satellite constellation.

## Insights & Events

- Author, "An Update on the 'Any Time' But Maybe Not Anywhere Debate - Part II", Institute of Professional Management, June 2026
- Guest Lecturer, “Recruiting Talent in the 21st Century” , Carleton University CHRP Certification Program, 2025 (since 2023)
- Author, "Two Rare Employer Wins in Ontario Courts", Institute of Professional Management, January 2026
- Author, "Health and Safety Meets Reductions in Force", Institute of Professional Management, September 2025
- Author, "Any Time But Maybe Not Anywhere", Institute of Professional Management, June 2025
- Speaker, “Managing Domestic Violence Threats Affecting the Workplace”, The Eight-Minute Employment Lawyer, CCLA/ Law Society of Ontario, May 2025
- Author, "Guide to Restructuring a Cross-Border Workforce - Canadian Section", International Employment Lawyer, December 2024
- Speaker, "Difference between Confidential Information, Know How, and Trade Secret", Six-Minute Employment Lawyer, CCLA/Law Society of Ontario, September 2024
- Speaker, "Dispute Resolution Coaching", University of Ottawa, January 2024
- Author, "A victory for meaningful access to minority-language education across Canada", BLG Article, December 2023
- Judge, 6th annual Canadian National Negotiation Competition, 2022
- Speaker, "State of Employment Law in a Post-Covid World," partnership with the University of Ottawa's Telfer Business Law Society & Common Law program, February 2022
- Speaker, "Emerging from the Pandemic: Employment Law, Regulations and Accommodation," by Hire Immigrants Ottawa, 2022
- Speaker, "Enforceability of Termination Clauses," CCLA 6 minite employment lawyer, September 2021
- Judge, Walker Health Law Moot, February 2021
- Author, "Nunc Pro Tunc: Where and How to Use it?," 2019 CanLIIDocs 3809, November 2019

## Beyond Our Walls

### Professional Involvement

- Board of Directors, Ottawa Carleton Life Skills (2023-present)
- Board Member, The Ottawa Hospital Research and Ethics Board (OHSN-REB), 2019-2021
- Clinic Volunteer, ProBono Ontario
- Mentor, Women’s Legal Mentorship Program (WLMP), 2017-2025
- President, Canadian Lawyers for International Human Rights (CLAIHR), Ottawa, 2015-2016

## Community Involvement

- Volunteer Consultant, Canada 2020 Think Tank, 2014-2019

# Awards & Recognition

- Recognized in the 2027 edition (since 2022) of the *Best Lawyers in Canada* as “Ones to Watch” (Labour and Employment Law).
- Recipient of the 40 Under 40 award of the year 2024 from the *Ottawa Business Journal.*

# Bar Admission & Education

- Ontario, 2018

- JD Common Law (cum laude), University of Ottawa, 2017
- Bachelor of Social Sciences (Hons.), Human Rights & Conflict Studies (magna cum laude), University of Ottawa, 2013
- Bachelor of Arts (Hons.), Psychology (cum laude), University of Ottawa, 2007

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