Odessa O'Dell

Partner

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Labour & Employment
Collective Bargaining
Employment Disputes
Human Rights
Grievances & Arbitrations
Labour Relations Board Advocacy Work
OHS & Workers' Compensation
Workplace Harassment
Team North®

Odessa's practice focuses on labour and employment. She advises clients on:

- union organizing and certification
- collective bargaining and arbitration
- wrongful dismissal actions and employee terminations
- human rights
- occupational health and safety
- workplace safety and insurance

Odessa has appeared before numerous courts and tribunals in Ontario and Alberta, including Small Claims Court, the Ontario Superior Court of Justice and the Alberta Court of Queen's Bench. She has also appeared before a number of federal tribunals, including the Occupational Health and Safety Tribunal of Canada.

Odessa is fluent in English and French, and practises in both official languages.

Prior to joining BLG, Odessa was an associate in another national law firm.

Experience

- Acts on behalf of employers in employment law litigation.

- Acts on behalf of unionized employers in all aspects of labour law.
- Acts on behalf of employers in human rights, workers compensation, pay equity and workplace privacy.
- Guides employers through occupational health and safety matters, from incident investigation through to litigation and/or prosecution.

Insights & Events

- Author, "Hiring talent in a competitive job market: What to know about engaging a PEO in Canada", BLG Article, February 2023
- Author, "Employers and the COVID-19 Federal Emergency Response Act", BLG Article, March 2020
- Speaker, “La légalisation du cannabis et ses conséquences,” 40e congrès annuel de l’AJEFO, 2019
- Speaker, “Your Employee Hiring Toolkit: A Spring Tune-Up,” BLG Labour & Employment Breakfast Seminar, June 2019
- Author, "N.L. Supreme Court: Undue Hardship Can Arise from Inability to Measure Cannabis Impairment and Manage Workplace Risk", BLG Article, April 2019
- Author, "But we’ve only just met — no short notice for short service in Ontario", BLG Article, March 2019
- Speaker, “Incentives and Bonus Entitlements During Notice Period, ” Six-Minute Employment Lawyer (Ottawa), CCLA, September 2018
- Author, "Powering Down: Employees and the Legal Right to Disconnect", BLG Article, July 2018
- Speaker, “Asserting Privilege During OHS Investigations,” Employment Symposium, 2016

Beyond Our Walls

Professional Involvement

- Member, Law Society of Ontario
- Member, Law Society of Alberta
- Member, County of Carleton Law Association (CCLA)
- Member, The Advocacy Club
- Member, Association des juristes d'expression française de l'Ontario (AJEFO)

Community Involvement

- Volunteer, Law Help Ontario
- Member, Comité des jeunes juristes, AJEFO
- Member, HR Committee, SOS Children’s Villages Canada

Awards & Recognition

- Recognized in the 2027 (and since 2025) edition of *The Best Lawyers in Canada* (Labour and Employment Law)

Bar Admission & Education

- Ontario, 2017
- Alberta, 2016

- Nunavut, 2021

- JD (cum laude), University of Ottawa, 2015
- BPR (Dist.), Mount Saint Vincent University, 2009

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