



## Kamini Dowe

### Senior Associate

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Kamini provides labour and employment advice and representation to a diverse range of public and private sector clients. Her expertise includes:

- workplace investigations
- wrongful dismissal litigation
- sexual harassment and discrimination claims
- human rights complaints
- privacy issues
- human resources policy and procedure drafting and enforcement
- employment and disability benefits
- workplace training, hiring and firing
- drafting employment contracts

Kamini acts in a broad range of civil litigation matters, with a focus on corporate commercial disputes.

She has appeared before the Provincial Court of Alberta, the Court of Queen's Bench of Alberta and the Alberta Labour Relations Board.

She has also represented clients at arbitration (including labour arbitration) and has conducted matters under the *Alberta Human Rights Act*.

She is an active member of the BLG student Recruitment Committee.

## Experience

- Defended employers in wrongful dismissal, employment standards and human rights claims.
- Represented both complainants and respondents in federal and provincial privacy matters.
- Applied for and defended numerous interlocutory applications, including successfully obtaining and enforcing a worldwide Mareva injunction.
- Represented management at labour board hearings and labour arbitration.
- Represented clients at arbitration and trial for corporate commercial disputes.
- Negotiated favourable resolutions of claims and disputes for numerous clients.

## Insights & Events

- 2020 Session I – COVID-19 updates for early-stage businesses
- Legislated Drug Testing In The Workplace
- Speaker, “The Judge Said What?! Tales from the Trenches,” BLG LLP Client Seminar, May 2018
- Employment Law: Key Decisions From 2017
- Employment Law: Key Decisions From 2017
- Are Summary Judgment Applications Appropriate For Determining Reasonable Notice Periods In Alberta?
- Speaker, “Alberta Update: Labour Relations Code Changes – A Review of Bill 17 – Fair and Family-friendly Workplaces Act,” BLG LLP Client Seminar, July 2017
- Co-author, “Immigration Update: Launch of the Global Skills Strategy, More Changes to the Express Entry System and Changes Ahead for the Age of a Dependent Child,” BLG Publications, June 20, 2017
- Speaker, “Employment Cases of Interest – 2016-2017,” BLG Client Seminar, June 2016
- Speaker, “Medical Cannabis in the Workplace,” BLG LLP Client Seminar, June 2017
- Speaker, “Take it or Leave it Alberta – Bill 17 Fair and Family-Friendly Workplaces Act,” Employment Standards Code Changes, BLG LLP Client Seminar, June 2017
- Author, “My Boss Harasses Me, But His Wife is the HR Director. What Do I Do?,” The Globe and Mail, May 2017
- Speaker, “Recent Cases of Interest,” BLG LLP Client Seminar, May 2017
- Author, “Confirmatory Exams for Foreign-Trained Engineers is not Discriminatory: Engineering Regulator Successfully Appeals Alberta Human Rights Tribunal Decision,” BLG Labour and Employment News, April 2016
- Confirmatory Exams for Foreign-Trained Engineers Is Not Discriminatory: Engineering Regulator Successfully Appeals Alberta Human Rights Tribunal Decision

## Beyond our Walls

### Professional Involvement

- Member, Canadian Bar Association
- Member, Law Society of Alberta
- Member, Calgary Bar Association
- Member, Association of Women Lawyers
- Member, BLG Student Recruitment Committee

## Community Involvement

- Volunteer, Pro Bono Law Alberta
- Volunteer, BLG Business Venture Clinic

## Bar Admission & Education

- Alberta, 2014
- JD, University of Manitoba, 2013
- BA, University of Winnipeg, 2009

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