



Steve Eichler, Practice Group Leader, Partner

in

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Overview

Steve Eichler practices employment and administrative law with a particular focus on occupational health and safety defence and compliance issues and related criminal matters. His criminal, employment and OHS work has resulted in a burgeoning practice of workplace investigations including workplace harassment, bullying and issues of discrimination.

In addition to his trial work, Steve advises businesses and corporations both for-profit and non-profit on matters involving governance, registration and admission, ethics and other professional and regulatory law issues. Clients regularly rely on Steve for counsel in the following areas:

- **Employment:** Steve provides a broad range of employment law and human resources-related services for companies and non-profits as well as for individual managers and workers, including policy creation and implementation, hiring and termination, drug testing issues and more.
- **Occupational health and safety:** Steve assists employers with OHS policies and due diligence preparation when there has been a workplace accident. His clients include companies, directors and individual managers in oil and gas, manufacturing, construction, forestry and residential and commercial construction. *"I regularly help clients who've been charged as well as advise and educate clients about prevention and OHS policies. I also perform audits, review documents and provide training. I pride myself on being able to explain the complexities of OHS law to clients, whether they are in dress shoes or work boots."*
- **Workplace Investigations:** Steve assists employers with harassment policies and investigations from alleged breaches of those policies. With a deep understanding of employment law, he has supported both private and non-profit entities in navigating these complex situations. Steve has conducted dozens of investigations across organizations of all sizes, always mindful of the potential impact on the organization. His approach is characterized by thoughtful sensitivity, ensuring that each investigation is conducted with the utmost care and consideration for all involved.

Value to Clients

"To me, most legal issues are personal for the client. Even a seemingly pure business dispute has a big personal component. That's one of the reasons I like picking up the phone to speak to opposing counsel on a legal matter; it helps everyone focus on the issues."

Services

Labour + Employment
Occupational Health + Safety
Workplace Investigations
Professional Regulatory
Workplace Human Rights
Criminal

Education

University of Calgary, 1995,
Bachelor of Laws
Carleton University, 1990, Bachelor
of Arts With Honours
St. John Ambulance Emergency First
Aid, Level C Training, CPR & AED
St. John Ambulance Emergency First
Aid, Level A Training

Admissions

Alberta, 1996
Northwest Territories, 1996

Languages

French
Hebrew

"I also see part of my job involving taking some of the pressure off of my clients. I try to educate them about the law, to de-mystify the process for them and how it affects their business. In this way, I help them to focus on concrete, down-to-earth alternatives."

"I think one of my fortés is my ability to assist clients in the midst of a crisis. I can see past the initial tumult and guide them confidently to resolution. After all, lawyers are supposed to help people, aren't they?"

Outside the Office

Steve is an active member of Calgary's arts community, having sat on the Boards of the Calgary Folk Music Festival, One Yellow Rabbit Performance Theatre and Music Calgary. Steve builds guitars and basses and plays in bands in and around Calgary.

He has recently made his 100th blood donation and thinks you should donate too if you can.

Professional

Calgary Bar Association

Member

1999-Present

Law Society of Northwest Territories, Admissions Committee

Member

1996-1998, 2010-Present

Canadian Bar Association

Member

1996-Present

Law Society of Alberta

Member

1996-Present

Law Society of Northwest Territories

Member

1996-Present

Field Law Executive Committee

Member

2016-2021

Community

Board of Directors, Calgary Jewish Federation, 2021-2023

Complaints Officer, Midwifery Professions N.W.T. Department of Health and Social Services, 2005-2020

Board of Directors, Temple B'nai Tikvah, 2013-2021

President, Temple B'nai Tikvah, 2013-2016

Board of Directors, Music Calgary, 2009-2013

Board of Directors, One Yellow Rabbit Performance Theatre, 2010-2013

Executive Committee, Mayor's Evening for Business and the Arts, 2011

Member, Canadian Academy of Recording Arts and Sciences, 2008-2010

Co-Chair, Calgary Artists for Haitian Relief Benefit Concert, 2010

Chair, Calgary Folk Music Festival, 2008-2009

Board of Directors, Calgary Folk Music Festival, 2001-2009

Member, 2008 Juno Awards, Host City Committee, 2008-

Guitarist, Brokeback Mountain (movie), 2005-2005

President, Folk on the Rocks Music Festival, Yellowknife, 1998-1999

Recognition

"Repeatedly Recommended" Occupational Health + Safety, Canadian Legal Lexpert® Directory: 2018 - 2025

Workers' Compensation Law, The Best Lawyers™ in Canada: 2022 - 2025

Labour and Employment Law, The Best Lawyers™ in Canada: 2024 - 2025

Administrative and Public Law, The Best Lawyers™ in Canada: 2024 - 2025

Employment + Labour: Alberta, Chambers and Partners: 2022 - 2025

5-Star Safety Lawyer, Canadian Occupational Safety: 2022

Vitality Award for leadership and tireless efforts in the development and growth of the most significant festival in the city, the Calgary Folk Festival, Calgary Downtown Association: 2008

News + Views + Events

March 2025

[Labour + Employment: Trends Shaping Your Workplace in 2025 \(Part 2\)](#)

November 28, 2024

[OHS + Crisis Management Planning](#)

October 30, 2024

[2024 Post-Secondary Summit](#)

August 2024 - 5 min read

[Court Overturns Job Terms Added After Offer Acceptance](#)

July 2024 - 5 min read

[Ensuring Procedural Fairness for All in Workplace Investigations](#)