



Employment

Steve Eichler

400 - 444 7 AVE SW
Calgary, AB T2P 0X8
T 403-260-8550
F 403-264-7084
seichler@fieldlaw.com

Joël Michaud

2500 - 10175 101 ST NW
Edmonton, AB T5J 0H3
T 780-423-9588
F 780-428-9329
jmichaud@fieldlaw.com

Overview

Wrongful Dismissal

We have extensive experience representing employers in wrongful dismissal, constructive dismissal and other related actions, including enforcement of non-competition, non-solicitation and confidentiality covenants and agreements.

Our team has represented clients at all levels of court when matters proceed to litigation and is also skilled at negotiations and settlement of claims where litigation should be avoided.

Contracts of Employment

We provide proactive advice concerning the management of employees and the implementation of employment contracts and policies as measures to mitigate the risk of litigation.

We also draft independent contractor agreements and advise employers on strategies to limit the risks associated with an independent contractor workforce. We provide direction to assist our clients in managing their independent contractor workforce and develop strategies to ensure that those engaged as contractors are truly independent contractors and not employees.

Termination + Severance

We advise employers with respect to employee terminations at the time of breakdown of the employment relationship and also work with our clients to minimize the time and cost associated with an employee termination by pro-actively drafting termination clauses in employment contracts and giving advice on performance management.

We offer advice in complex situations such as just cause terminations, disability or other leave situations, and situations involving the use of alcohol and drugs.

We advise employers on the elements of proper, fair and defensible severance packages. This includes considerations of working notice or pay in lieu, the appropriate reasonable notice period, continuation of benefits after the termination date, provision of reference letters, and outplacement counselling as well as whether to negotiate with a dissatisfied employee.

Workplace Policies

We help businesses and organizations mitigate risks by preparing, developing, adapting and reviewing workplace rules, policies and procedures and help to ensure our client's policies

Industries

Cannabis
Education
Emerging Technology
Health
Professional Regulatory

Services

Labour + Employment
Labour
Occupational Health + Safety
Privacy + Data Management

are current on employment law developments. We provide legal advice on workplace rules, policies and procedures such as:

- Performance evaluations
- Hours of Work
- Overtime
- Vacation
- Holidays
- Personal leave
- Sick leave
- Compassionate leave
- Maternity and parental leave
- Other leaves of absence
- Employee bonuses and benefits
- Professional development
- Electronics and Internet
- Harassment and sexual harassment
- Progressive discipline
- Dress codes and uniforms

Experience

Richelieu Hardware

People

Steve Eichler, Practice Group
Leader
Partner
Calgary
seichler@fieldlaw.com

Geoffrey Hope,
Partner
Edmonton
ghope@fieldlaw.com

Kimberly Precht
Partner
Edmonton
kprecht@fieldlaw.com

Matthew Turzansky (He/Him)
Partner
Edmonton
mturzansky@fieldlaw.com

Julie Shepherd
Lawyer
Calgary
jshepherd@fieldlaw.com

Joël Michaud, Practice Group
Leader
Partner
Edmonton
jmichaud@fieldlaw.com

Jason Kully, Practice Group
Leader
Partner
Edmonton
jkully@fieldlaw.com

Gregory Sim,
Partner
Edmonton
gsim@fieldlaw.com

Frank Molnar, KC, MIR
Counsel
Calgary
fmolnar@fieldlaw.com

Evie Maldonado
Lawyer
Edmonton
emaldonado@fieldlaw.com

Derek Cranna, KC, Executive
Committee Member
Partner
Edmonton
dcranna@fieldlaw.com

Kelly Nicholson,
Partner / Privacy and Data
Protection Officer
Calgary
knicholson@fieldlaw.com

Jeremy Taylor, Practice Group
Leader
Partner
Edmonton
jtaylor@fieldlaw.com

Tessa Gregson (She/Her)
Lawyer
Edmonton
tgregson@fieldlaw.com

Liz Osborne
Paralegal, Litigation Services
Edmonton
losborne@fieldlaw.com

News + Views + Events

March 2025 - 4 min read

[WhatsApp Got To Do With It](#)

February 2025

[Labour + Employment: Trends Shaping Your Workplace in 2025 \(Part 1\)](#)

November 7, 2024

[Coffee + Counsel: Contractor or Employee? Avoid Costly Classification Mistakes](#)

July 2024 - 3 min read

[Understanding Privilege in Workplace Investigations](#)

February 2024

[2023 - A Year in Review: Labour + Employment \(Part 2\)](#)

Helpful Links

- [Canadian Pension and Benefits Institute](#)
- [Alberta Superintendent of Pensions](#)
- [Office of the Superintendent of Financial Institutions Canada](#)

Featured News

February 2025

[Labour + Employment: Trends Shaping Your Workplace in 2025 \(Part 1\)](#)