



# Labour + Employment

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## Overview

Field Law represents clients in labour, employment, immigration, privacy, human rights and occupational health and safety matters in Western Canada. Small to mid-sized companies, large public sector clients, post-secondary institutions and professional associations facing unionized and non-unionized workforce challenges have relied on Field Law for more than a century. We also serve federal sector employers with operations primarily in Alberta, throughout the western provinces and parts of Ontario.

Field Law develops tailored solutions for virtually every organizational, policy and dispute issue that will impact your workforce, with a strong emphasis on the following:

- Access to Information and Privacy
- Collective Agreements
- Employee Discipline and Termination
- Employment Agreements and Recruitment
- Executive Compensation
- Human Resource Policies
- Human Rights Claims
- Grievance Arbitrations
- Medical and Parental Leave
- Non-Competition / Non-Solicitation Agreements
- Occupational Health and Safety (OHS)
- Compensation and Overtime Issues
- Workers' Compensation Appeals
- Wrongful Dismissal Litigation
- Workplace Investigations

We have extensive experience in assisting clients across numerous industries in a broad range of labour relations matters, including negotiating fair collective bargaining terms, interpreting existing collective agreements, forecasting and managing potential workforce challenges and navigating complex arbitration disputes. Our primary goal is to foster cohesive labour-management relationships that enable organizations to reach their goals unimpeded by avoidable conflict and risk.

In the contemporary work environment, employers must manage through sophisticated obstacles – economic downturns, harassment, management of sick leave and accommodation issues, medical marijuana in the workplace plus many more – and they turn to Field Law to develop proactive and cost-effective strategies that enable them to maintain an effective workforce while also minimizing risk. We create value for clients through seminars and training sessions featuring custom presentations on emerging trends and best practices, as well as annual reviews of critical legal developments.

## Industries

Cannabis  
Construction  
Craft Brewing + Distilleries  
Education  
Emerging Technology  
Health  
Law Enforcement  
Professional Regulatory

## Services

Employment  
Labour  
Occupational Health + Safety  
Pensions + Benefits  
Workplace Human Rights  
Workplace Investigations  
Privacy + Data Management

Our clients often encounter legal and business challenges that extend beyond our core labour and employment practice. To ensure all their diverse needs are satisfied, we also provide the following focused services:

- **Education**  
Our education law practice group is one of the largest in Alberta with deep experience in resolving labour relations matters concerning academic and non-academic staff, including discipline, grievances, human rights, disability management, collective bargaining and interest arbitration.
- **Occupational Health and Safety (OHS)**  
Field Law is one of the only firms in Western Canada that provides the complete range of OHS solutions to companies, executives and safety professionals in high-risk industries. Our services include due diligence program development, 24-hour emergency response, OHS compliance and regulatory action defence.
- **Pensions + Benefits**  
Our entire legal team – employment, trusts, tax, contracts, human rights, plus many more – collaborates with a vast network of non-legal financial and actuarial professionals to develop effective pensions and benefits plans and resolve related disputes.
- **Police Law**  
We advise major municipal and regional police services and police oversight bodies on new developments in police law and law-enforcement policy. We also represent them in disputes before all levels of Court, as well as LERB panels, labour arbitration boards and human rights tribunals.
- **Privacy**  
Our privacy + data management practice group provides a broad range of services to protect clients' interests and strengthen customer relationships. Our services include privacy regulatory compliance in both the public and private sectors, developing employee and customer information management policies, auditing or assisting with Canada's Anti-Spam Legislation (CASL) compliance, resolving disputes before courts and administrative agencies and conducting client training seminars on privacy trends and best practices.
- **Professional Regulatory**  
We advise numerous professional regulatory colleges and organizations on a wide range of matters, including governance, legislative reform, registration, continuing competence, discipline, unauthorized practice, privacy, litigation and best practices training.
- **Immigration**  
Our immigration team provides the full range of immigration and visa services for companies with international operations or global mobility programs, as well as families and individuals. We develop cost-effective solutions for business visitors, work permits, permanent residence and citizenship in Canada.

Read past articles from our monthly Workwise Series and join our labour + employment email list today to receive alerts, articles, invitations to events and more!



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## Experience

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Mutch v Edmonton (Police Service), 2018 ABLERB 4

Al-Ghamdi v College and Association of Registered Nurses of Alberta, 2020 ABCA 81

Renfrew Insurance Ltd. v. Donald, 2012 ABQB 228

Rankin v. Alberta Curling Federation Appeals Committee, 2005 ABQB 938

R v Rapicon Inc., 2019 ABPC 98

R. v. Salmon, 2018, Alberta Court of Queen's Bench

R. v. Leblanc, 2020, Provincial Court of Alberta

Labas Estate v Brxton Construction Ltd, 2019 ABQB 526

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The Municipal Corporation of the City of Yellowknife and A.B. and The Northwest Territories Human Rights Commission, 2018 NWTSC 50

Sunshine Village Corporation v Chevalier, 2018 ABQB 484

Alberta v Alberta Union of Provincial Employees, 2018 ABQB 221

Unifor, Local 777 v Alberta Teachers' Association, 2017 CanLII 9154 (AB GAA)

Edmonton Police Association v Edmonton (City), 2017 ABCA 355

Ashraf v. SNC Lavalin ATP Inc., 2017 ABCA 95

IJ v. Alberta (Law Enforcement Review Board), 2016 ABCA 234

Alberta v. Suncor Energy Inc, 2016 ABQB 264

GH v. Edmonton (Police Service), 2016 ABLERB 006, Alberta Law Enforcement Review Board

Buffalo Trail Public Schools Regional Division No 28 v Alberta Teachers' Association, 2016 CanLII 85245 (AB GAA)

Echavarria v. The Chief of Police of the Edmonton Police Service, 2016 AHRC 005, Alberta Human Rights Commission

Engel v. Edmonton (Police Service)

Board of Trustees Edmonton School District No. 7 v Alberta Teachers' Association, 2015 CanLII 93831 (AB GAA)

Plato v. Canada (National Revenue), 2015 FCA 217

McCready v. Canada (Revenue Agency), 2015 FC 887

Andrews v. Canada (Attorney General), 2015 FC 780

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MacDonald v. Camrose (Police Service), 2014 ABLERB 055, Alberta Law Enforcement Review Board

Bethany Care Society v Alberta Union of Provincial Employees (Clarke), 2014 CanLII 50659 (Sims), Alberta Grievance Arbitration Award

Heidebrecht v. M.N.R., 2013 TCC 113

Plato v Canada Revenue Agency, 2013 FC 348

MacDonald v Chief of Police, 2013 CanLII 27265 (AB LERB)

Lakic v. Canada (Attorney General), 2013 FCA 4

WCB v. Mercer et al, 2012 NWTSC 57, Supreme Court of Northwest Territories

Jayman Masterbuilt Inc. (Re), 2011 CanLII 97926 (AB ESU)

Summit Care Corporation (Calgary) Ltd. And Alberta Union of Provincial Employees, Health Care and Service Employees Union (CLAC), [2009] Alta L.R.B.R. LD-14, Alberta Labour Relations Board

All Seniors Care Living Centres and Pevancie Group Staffing Ltd., Alberta Union of Provincial Employees, [2008] Alta L.R.B.R. LD 53, Alberta Labour Relations Award

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Woods Homes and Canadian Union of Public Employees (McQueen Grievance), [2003] A.G.A.A. No. 28 (Smith), Alberta Grievance Arbitration Award

Burnco Rock Products Ltd. and General Teamsters, Local 362 (Beaton Grievance), [2002] A.G.A.A. No. 99 (Moreau), Alberta Grievance Arbitration Award

Graham Construction and Engineering (1985) Ltd. And United Brotherhood of Carpenters and Joiners of America, Local No. 1325, [2001] Alta. L.R.B.R. 10, Alberta Labour Relations Board

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Avis Car Inc. and United Food and Commercial Workers, Local 401 (Villaverde Grievance), [1999] A.G.A.A. No. 59 (Jones), Alberta Grievance Arbitration Award

Calgary Roman Catholic Separate School District No. 1 and the Alberta Teachers' Association, [1999] Alta. L.R.B.R. LD-82, Alberta Labour Relations Board

Dynamex Canada Inc. and Miscellaneous Employees, Teamsters Local Union 987, [1999] Alta. L.R.B.R. LD-14, Alberta Labour Relations Board

Dynamex Canada Inc. and Miscellaneous Employees, Teamsters Local Union 987, [1998] Alta. L.R.B.R. LD-5, Alberta Labour Relations Board

Dynamex Canada Inc. and Miscellaneous Employees, Teamsters Local Union 987, [1998] Alta. L.R.B.R. LD-6, Alberta Labour Relations Board

Dynamex Canada Inc. and Miscellaneous Employees, Teamsters Local Union 987, [1998] Alta. L.R.B.R. LD-10, Alberta Labour Relations Board

Dynamex Canada Inc. and Miscellaneous Employees, Teamsters Local Union 987, [1998] Alta. L.R.B.R. LD-14, Alberta Labour Relations Board

Sturgeon School Division No. 24 v. Rear, 1998 ABCA 293, Alberta Court of Appeal

Alberta Teachers' Assn. v. Moreau, [1997] A.J. No. 540, Alberta Court of Queen's Bench

Landry v. Holy Spirit Roman Catholic Separate School Division No. 4, [1997] A.J. No. 1091, Alberta Court of Appeal

Alberta Teachers' Assn. v. Calgary School District No. 19, [1996] A.J. No. 867, Alberta Court of Queen's Bench

Hempel v. Canada (Attorney General), [1996] F.C.J. No. 652, Federal Court of Appeal

Master Mechanical Plumbing & Heating (1986) Ltd. And United Association of Journeymen and Apprentices of Plumbers and Pipefitting Industry of the United States and Canada, Local Union No. 496, [1997] Alta. L.R.B.R. LD-31, Alberta Labour Relations Board

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Yagos v. Crowsnest Pass School Division No. 63, [1994] A.J. No. 379, 19 Alta. L.R. (3d) 287(Q.B. Bd of Ref), Alberta Court of Queen's Bench

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## News + Views + Events

April 2025 - 3 min read

[Alberta Court Awards 45% Solicitor-Client Costs in Employment Injunction Case](#)

March 2025 - 4 min read

[WhatsApp Got To Do With It](#)

March 2025

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

February 2025

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

January 2025 - 4 min read

[What Should Employers Know About Issue Estoppel?](#)

## Helpful Links

- [Alberta Human Rights and Citizenship Commission Confidential Inquiry Line](#)
- [Alberta Labour Relations Board](#)
- [Occupational Health and Safety](#)
- [Alberta Learning Information Service \(ALIS\)](#)
- [Office of the Information and Privacy Commissioner](#)
- [Workers Compensation Board](#)

- [Employment Standards](#)
- [Service Canada](#)

## Client Stories

**Our client:** A large, federally-regulated employer, with a major, national operation and a non-union workforce.

- **Where we began:** The company purchased a unionized operation and needed help integrating the two operations. As Frank put it, *"Our client wanted to realize the efficiencies of merging into one, non-union location while recognizing the rights of the union employees. First, however, we needed to assess the legal issues and the scope of the unionized workers' rights."*
- **Our approach:** In collaboration with the client, we decided to keep the unionized group initially separate. *"This allowed the client time to sort out the complicated issues and scenarios involved including the impact on the client's national operations and to negotiate with the union."*
- **The result:** The client expects a settlement that includes removal of some union job categories, subject to the agreement's approval by the Canada Industrial Relations Board.

### Client focused results

An employee was terminated after 17 years of service and offered six months' severance. The client initially came to Taylor to review a severance package before signing anything.

In an attempt to resolve the issue quickly and without litigation, Taylor began by sending a demand letter to the employer outlining the client's proper entitlements in law. The client was dissatisfied by the employer's response to the letter and started a lawsuit against the employer. Taylor brought an application for summary judgment (meaning a determination of the merits of the case without need for a full trial).

Taylor's application was successful. The client was awarded double what was originally offered by the employer, 12 months of pay in lieu of notice, with a small deduction of two weeks of wages earned in his new job. The client was also reimbursed for 11.5 months of extended healthcare benefits and awarded legal costs.

The client was thrilled with the outcome and was particularly happy to avoid the need for and delay in waiting for a trial. By working closely with the client from the outset, Taylor was able to craft the case she argued and adapt the strategy to suit the client's appetite for litigation. Ultimately, Taylor effectively used the *Rules of Court* to provide a cost and time efficient resolution for the client.

### Assisting a client with a complex grievances case

An employer was facing numerous grievances in relation to a single employee. The case was very complicated because of the high number of grievances, documents and witnesses. The case proceeded to arbitration, however, due to the effectiveness of the way Leanne helped present the



employer's case, the union ultimately withdrew the grievances. Leanne was successful because she advocated strongly on behalf of her client but maintained a respectful and collaborative relationship with the union throughout.

## Law Camera Action

### Is Alberta's Rural Renewal Immigration Stream the right option for your workforce needs?

Alberta's Rural Renewal Immigration Stream is a lesser-known and used avenue for quickly bringing eligible workers to smaller communities in Alberta. Work permits are currently being approved within one month and are Labour Market Impact Assessment exempt. Cory Dawson provides some key points to consider when deciding if this is the right option for your organization.

### What changes to Alberta's Occupational Health and Safety Code should you be aware of?

Changes to Alberta's Occupational Health and Safety Code come into effect March 31, 2023. Employers need to be mindful of how these changes affect their organization and assess whether practices need to be changed or implemented to ensure compliance. Steve Eichler provides a summary of the changes you should look out for.

### What should you look out for as an employer when creating employment contracts?

As an employer, you are responsible for creating employment contracts, so what happens when a dispute arises from the interpretation of an employment agreement? Austin Ward provides an example of how the Courts may interpret these contracts and why you should carefully review your termination clauses.

### How will the proposed increase of the Provincial Court civil claims limit affect you?

While the increased civil claims limit will not be effective until designated by regulation, the proposed increase from \$50,000 to \$200,000 opens up the Provincial Court to larger and more complex cases. These limit increases, once enacted, are meant to reduce pressure on courts and allow more Albertans to file claims in Provincial court. But what other effects will it have? Here are three things that may impact you.

### How can you minimize your legal exposure when serving alcohol at work events?

It's the most wonderful time of the year, the holiday season, and you're probably getting ready to host some fun events to celebrate. However, if you choose to serve alcohol at your party, you may become directly liable for any damages that arise if an attendee is overserved or drives while impaired and hurts themselves or others.

### What does the "right to disconnect" mean, and how does this affect Alberta employers?

Alberta employers with workers in Ontario should be aware of these policy requirements and consider how to address these changes if they come to Alberta.

### What are the new amendments to the *Competition Act* and what can happen if you don't comply?

Amendments to the *Competition Act* prohibit companies from entering into no-poach agreements and wage-fixing agreements with respect to employees. [Lee Carter](#) provides an overview of what these changes mean and what can happen if you don't comply.



Disclaimer: Information in these videos is for informational purposes only. It is not legal advice and should not be perceived as legal advice.

## Featured News

March 2025 - 4 min read

[WhatsApp Got To Do With It](#)