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With over 20 years of experience, Steve advises employers on a full range of labour and employment matters.

He provides labour advice and representation for unionized workforces, including in grievance arbitrations, matters before the Labour Relations Board, and collective bargaining.

He also has significant experience dealing with post-termination matters, including bringing and defending non-competition injunctions.

His broad range of expertise includes:

- dismissals and discipline
- employment contracts and policies
- collective agreements and bargaining
- human rights issues
- employment standards

- privacy
- WorkSafe matters

Steve has acted as counsel in the Provincial, Supreme Court and Court of Appeal for British Columbia, and before the Human Rights Tribunal, Labour Relations Board, Workers Compensation Appeal Tribunal, Employment Standards Tribunal and the Employment Insurance Commission.

Prior to joining BLG as an articling student in 1996, Steve was a law clerk for six justices of the British Columbia Supreme Court in 1995 and 1996.

Experience

- Defended a manufacturing company at arbitration and before the Labour Relations Board in a matter involving video surveillance of employees, *Armtec Limited Partnership v. Construction and Specialized Workers Union*, 2016 BCCAAA 90 and 154, 2017 BCLRBD 23
- Represented an investment firm and one of its advisors in a case involving alleged negligence and breach of contract, *Graham v. Wells*, 2015 BCSC 734
- Acts for several banks, credit unions and investment firms, providing employment advice and defending employment litigation
- Provides employment advice to numerous local and national businesses, including to online and bricks and mortar retailers, hotels and spas, tech companies, railways, oil and gas companies, and telecommunications companies, and to senior executives

Insights & Events

- Speaker, "Current Issues In Employment Law," Canadian Bar Association BC Branch, November 14, 2018.
- Co-Speaker, "Employment Injunctions", Employment Law Conference 2018, The Continuing Legal Education Society of British Columbia, May 3rd, 2018.
- Supreme Court of Canada Adopts a Broad Interpretation of Discrimination "Regarding Employment" under the B.C. Human Rights Code
- Co-Speaker, Workplace Sexual Harassment: Moving Beyond the #Metoo Movement, BLG U Vancouver Seminar, February 22, 2018.
- Co-Speaker, "Lawyers as Employers: Cautionary Tales," CLE BC Employment Law Conference, May 2017.
- How Long And How Much?: Figuring Out Notice Periods And Damages Where an Employee Leaves Without Proper Notice
- Speaker, "Top Employment Cases for 2016," BLG U (In-House Counsel), March 2017.
- Digging Your Own Grave
- Speaker, "Digging Your Own Grave: How to Avoid Drafting Errors in Employment Agreements," BLG Vancouver Labour and Employment Seminar, October 2016.
- Can we put one partner on notice to boost our sale price?
- Speaker, "WorkSafeBC - Harassment and Bullying Update," BLG Vancouver Labour and Employment Seminar, May 2016.
- WorkSafeBC
- Co-Speaker, "It's None of Your Business, Or is it?: When Off-Duty Conduct Crosses the Line," BLG U (In-House Counsel), February 25, 2016.

- Its None Of Your Business
- Speaker, "Insider Risk – Employment Issues," Cyber Risk Management Seminar, February 16, 2016.
- Insider Risk Employment Issues
- Speaker, "Technology and Social Media in the Workplace: Know Your Rights and Responsibilities," Western Labour and Employee Relations Forum, January 28, 2016.
- Author, "Employment Law" chapter, Annual Review of Law & Practice in British Columbia, The Continuing Legal Education Society of British Columbia (CLE BC), 2001-16.

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association
- Member, Law Society of British Columbia

Awards & Recognitions

- Recognized in the 2021 (and since 2018) edition of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment and Labour - British Columbia).
- Recognized in the 2021 edition (and since 2014) of *The Best Lawyers in Canada* (Labour & Employment Law).
- Recognized in the 2020 (and since 2017) editions of *The Canadian Legal Lexpert® Directory* (Employment Law).
- Recognized in the 2020 (and since 2017) edition of *Benchmark Canada – The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* as a Local Litigation Star: British Columbia, and 2017 as a Litigation Star: Labour and Employment.

Bar Admission & Education

- British Columbia, 1996
- LLB, University of Ottawa, 1994
- BA, Trent University, 1990

BLG | Canada's Law Firm

As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 725 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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