



Laurie M. Robson

Partner

T 403.232.9482
F 403.266.1395
Calgary
LRobson@blg.com
[LinkedIn](#)

[Labour & Employment](#)
[Employment Disputes](#)
[Workplace Harassment](#)
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[Labour Relations Board Advocacy Work](#)
[Education](#)

Laurie has experience before the Federal Court of Canada and Federal Court of Appeal, Alberta Court of Queen's Bench and Alberta Court of Appeal, Canada Industrial Relations Board, Alberta Labour Relations Board and Saskatchewan Labour Relations Board, as well as before the Provincial Court on OHS/workplace safety matters.

She has conducted matters under the Canadian Human Rights Act and Alberta Human Rights Act. Laurie has also been an arbitrator for Canada Labour Code unjust dismissal and wage recovery complaints.

Experience

- The Government of Canada in its \$4.5 billion acquisition of the Trans Mountain and Puget Sound Pipelines, and related terminals.
- Represents management at labour board hearings including unfair labour practice complaints, successor employer applications and representation votes.
- Prepares company human resources policies covering all aspects of workplace rules, safe operating procedures and health and safety programs, including drug and alcohol testing.
- Advises clients on privacy issues arising in the employment context, including the use of electronic devices and protection of confidential and proprietary information.
- Assists management with the implementation of performance management programs, including discipline and terminations for just cause.

- Advises clients on managing workplace issues for public sector organizations, including managing privacy and information disclosure issues having regard to issues of transparency within the public sector.
- Provides management with severance proposals for reductions in force, including individual employee terminations and mass reductions in force.
- Conducts investigations into workplace conduct, including violence, harassment and discrimination in the workplace, occupational health and safety accidents and fatality investigations.
- Prepares and reviews incident reports in respect of Occupational Health and Safety obligations.
- Represents management and executives in wrongful dismissal litigation matters, including trials, arbitrations and mediations.

Insights & Events

- Author, "Provincial Employment Law" chapter of BLG's Employment Law: Solutions for the Canadian Workplace, Specialty Technical Publishers (annual update), 2000-present
- Author, "Can I record a work meeting or conversation?", BLG Article, June 2016
- Author, "Court of Queens Bench Confirms that Privilege May Apply to Workplace Accident Investigation", BLG Article, May 2016
- Author, "Alberta Court quashes decision of Alberta Labour Board panel", BLG Article, June 2016
- Author, "Provincial Employment Law" chapter of BLG's Employment Law: Solutions for the Canadian Workplace, Specialty Technical Publishers (annual update), 2000-present.

Beyond our Walls

Professional Involvement

- Member, Canadian Bar Association, Labour and Employment Section
- Member, Calgary Bar Association
- Associate Member, American Bar Association
- Member, WXN Women's Executive Network

Awards & Recognitions

- Recognized in the 2019 (and since 2017) edition of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour (Alberta)).
- Recognized in the 2019 (and since 2017) edition of *Best Lawyers in Canada®* (Labour and Employment Law).
- Recognized as an Acritas Star in 2018 (and since 2017).

Bar Admission & Education

- Alberta, 1996
- British Columbia, 1995

- LLB, University of Alberta, 1994
- B.Sc. (Mathematics and Chemistry majors), Brandon University, 1988, (awarded Silver Medal in Chemistry)

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