



Jennifer M. Fantini

Associée

T 604.640.4247
F 604.687.1415
Vancouver
JFantini@blg.com
[LinkedIn](#)

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Jennifer practises in the areas of **labour relations** and **employment law**. Within her practice, she advises public and private sector employers with respect to:

- employee discipline and termination
- wrongful dismissal
- employment policies and contracts
- employment standards
- human rights issues

She has a special interest and expertise in **constructive dismissal** law.

Jennifer also represents both employers and employees in wrongful dismissal and related civil litigation (at various levels of court), and appears on behalf of clients before different administrative tribunals, including human rights tribunals and labour relations boards.

Jennifer also conducts client training on a variety of labour and employment issues. She represents unionized employers in collective agreement negotiations and arbitrations.

Prior to joining the Vancouver office, Jennifer practised at BLG's Toronto office for 15 years.

Experience

- Advises a variety of private and public sector employers, notably in the financial services sector and the health care sector, providing advice related to all aspects of the employment relationship, in both unionized and non-unionized workplaces.
- Represents public and private sector employers and employees in civil wrongful dismissal and constructive dismissal actions.
- Represented a national sports association as an Intervener in a hearing before the Human Rights Tribunal of Ontario challenging the Association's dressing room policy as discriminatory. The policy was upheld as non-discriminatory by the Tribunal.
- Represented various hospitals in human rights complaints before the Tribunal, involving former employees and patients (including sensitive matters involving the rights of transgendered patients and other vulnerable segments of the population).
- Represented several clients in defending complaints alleging a violation of reinstatement provisions and reprisal under the *Employment Standards Act*, 2000.
- Co-Chair, New Lawyer Program: Employment Law Practice Essentials, September 2012, 2014 and 2016 (webinar).
- Speaker, Osgoode Certificate in HR Law for HR Professionals, 2012 - 2016.
- Speaker, "Hiring and Firing," Vancouver Board of Trade, 2016.

Insights Rollup

- Autrice, « B.C. announces five paid sick days per year », article de BLG, novembre 2021
- Panelist, Lancaster House's 2020 Vancouver Human Rights and Accommodation Conference, September 16, 2020
- Speaker, HRD Masterclass Conference, Updates to the Canada Labour Code, February 19, 2020
- Autrice, « Employeurs fédéraux : des modifications importantes au Code canadien du travail en vigueur depuis le 1er septembre 2019 », article de BLG, septembre 2019
- Presenter, Forum for Women Entrepreneurs (FWE), E-series, April 2019
- Panelist and Speaker, L&E Annual Symposium, on the Aging Workforce, October 24, 2018
- Autrice, « La cour suprême du Canada confirme l'amende infligée à une société suite au décès d'un travailleur forestier », article de BLG, juin 2018
- Speaker, Women in Leadership Conference on the topic of Workplace Sexual Harassment, May 30, 2018
- Chair, HRD Masterclass Conference, on various employment topics, March 5, 2018
- Speaker, BLGU on the topic of Workplace Sexual Harassment (#MeToo), February 22, 2018
- Autrice, « Bill C-63 Drives Modernization of the Canada Labour Code », article de BLG, février 2018
- Autrice, « \$name », article de BLG, décembre 2017
- Autrice, « Termes utilisés dans un régime de primes discrétionnaire : un appel à la prudence pour les employeurs », article de BLG, décembre 2017
- Speaker, HRP Annual Employment Law Conference, "Advanced Termination Strategies," October 2017
- Autrice, « Dans une décision récente, la Cour suprême de la Colombie-Britannique remet en question l'utilité de la période probatoire », article de BLG, avril 2017
- Speaker, "Medical Marijuana in the Workplace," March 2017
- Author, Practical Law's Private Acquisitions Multi-Jurisdictional Guide – Country Commentary – Canada, Thomson Reuters 2017 (and since 2014)

- Speaker, BCSLA Education Days, "Harassment and Bullying in the Workplace", 2017
- Autrice, « De faux motifs de congédiement se révèlent coûteux pour un employeur », article de BLG, mai 2016
- Speaker, "Employee terminations: Not just the cost of doing business anymore," BLG Breakfast sessions, March and April 2016
- Speaker, "Hiring and Firing," Vancouver Board of Trade, 2016
- Co-Chair, New Lawyer Program: Employment Law Practice Essentials, September 2012, 2014 and 2016 (webinar)
- Speaker, Osgoode Certificate in HR Law for HR Professionals, 2012-2016
- Co-Author, *Quitting for Good Reason: The Law of Constructive Dismissal in Canada*, Canada Law Book, 2001
- *Employment Law: Practical Solutions for the Canadian Workplace*, BLG and Specialty Technical Publishers

Awards & Recognitions

- Recognized in the 2025 edition (and since 2014) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2025, 2024, 2017 and 2016 editions of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour: British Columbia) (Band 4).
- Recognized in the 2024 (and since 2021) editions of *Benchmark Canada* as a Litigation Star
- Recognized in the 2015 edition (and since 2011) of *Chambers Global – The World's Leading Lawyers for Business* (Employment & Labour).
- Recognized as one of *Lexpert®'s Rising Stars – Leading Lawyers Under 40* (2012).
- Recognized in the 2017 edition of *The Canadian Legal Lexpert® Directory* (Employment Law).

Bar Admission & Education

- Ontario, 2001
- Colombie-Britannique, 2016
- MBA/LLB, York University/, Faculté de droit Osgoode Hall de l'Université York, 1999
- BA in Labour-Management Relations, Université de Toronto, 1995

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Borden Ladner Gervais S.E.N.C.R.L., S.R.L. (BLG) est le plus grand cabinet d'avocats canadien véritablement multiservices. À ce titre, il offre des conseils juridiques pratiques à des clients d'ici et d'ailleurs dans plus de domaines



et de secteurs que tout autre cabinet canadien. Comptant plus de 725 avocats, agents de propriété intellectuelle et autres professionnels, BLG répond aux besoins juridiques d'entreprises et d'institutions au pays comme à l'étranger pour ce qui touche les fusions et acquisitions, les marchés financiers, les différends et le financement ou encore l'enregistrement de brevets et de marques de commerce.

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