



Christina Badgley

Associate

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Christina Badgley practises commercial employment, privacy, and vape product compliance law.

Christina advises on all stages of the employment relationship, from recruitment, benefits, policies, personal information, and contracts, to labour relations, bullying and harassment, discrimination, competition restrictions, discipline, termination, and dispute resolution.

Christina also advises clients on rapidly evolving nicotine vaping and e-cigarette regulatory compliance. As this industry grows, legislation has been adapting with it. Christina assists clients to ensure their products stay compliant.

Prior to joining DLA Piper in 2018, Christina practised in Australia with leading national and international commercial law firms. She has advised both private and public clients, in sectors which include mining, education, and local government.

RELATED SERVICES

- Human Rights
- Regulatory and Administrative Law
- Product Liability, Mass Torts and Product Stewardship

LANGUAGES SPOKEN

English

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- English

EXPERIENCE

- Representing clients at Human Rights Tribunal hearings, Canada Labour Code Adjudications, and wrongful dismissal civil proceedings.
- Drafting termination packages, employment letters, employee handbooks, and workplace policies.
- Advising purchasers and vendors on employment liability in commercial share and asset purchases.
- Assisting clients ensure product packaging and labelling is compliant under Canada's vaping legislation.
- Advising employers with respect to their obligations under federal and provincial public and private-sector privacy legislation and drafting necessary policies.

CREDENTIALS

Admissions

- British Columbia, 2019
- Australia, 2016

Recognitions

- The Queen Elizabeth II Diamond Jubilee Medal
- General Campaign Star - South-West Asia
- Canadian Forces Declaration
- Saskatchewan Scholarship of Honour

Education

- G.D.L.P., Australian National University, Merit, 2016
- J.D., Bond University, Australia, Honours, 2014
- M.P.A., University of Regina, 2011
- B.A., University of Regina, 2009

Memberships

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

INSIGHTS

Publications

B.C. employers: apply to extend COVID-19 layoffs past August 30, 2020

21 JUL 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

B.C. has introduced a new online tool for employers looking to extend COVID-19 layoffs past August 30, 2020 (or the 24 week maximum).

BC Restart Plan Phase 2: Further guidance for COVID-19 Safety Plans

19 MAY 2020

Canadian Employment Law Updates - COVID-19

On May 6, 2020, BC launched its COVID-19 Restart Plan, indicating that businesses could start to re-open in Phase 2, starting today, provided that they implement and maintain measures to keep the public and employees safe.

Pushing reset: What BC's Restart Plan means for employers

7 MAY 2020

Canadian Employment Law Updates - COVID-19

On May 6, 2020, BC launched its four-phase Restart Plan, characterized by the BC government as the first in a series of steps that BC will take to “protect people and ensure that [the] province can come back from COVID-19 stronger than before.”

BC extends temporary layoffs related to COVID-19

4 MAY 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

Today, BC announced it is extending the *Employment Standards Act* temporary layoff period to a maximum of 16 weeks in any period of 20 consecutive weeks for layoffs connected to the COVID-19 emergency.

Work from home: considerations for employers during COVID-19

4 MAY 2020

Canadian Employment Law Updates - COVID-19

Our new COVID-19 reality means that many employees are working from home. Working from home is no longer treated as a flexible work option offered by some employers, but a measure to physically distance. Many employers are now questioning business costs associated with traditional offices altogether, exploring the idea of WFH as a new way to work.

Protecting jobs in an emergency – amendments to BC Employment Standards Act (Canada)

24 MAR 2020

Canada in Focus

On March 23, 2020, the *Employment Standards Amendment Act (No. 2), 2020* came into force. It amends the *Employment Standards Act* in response to the COVID-19 pandemic. The amendments introduced two types of unpaid job-protected leave, specifically three days of illness or injury leave and specific COVID-19-related leave.

Advance polling begins: what employers need to know before election day

11 OCT 2019

Canada in Focus

Advance polling for Canada’s federal election commences today, ahead of election day on Monday, October 21, 2019. Employers should keep in mind their obligations under the *Canada Elections Act*, specifically with regard to time off to vote without deductions from pay and provisions related to excluded employees.

Case involving voyeuristic teacher leads to clarification of law relating to private vs. public places and provides valuable lesson for employers

3 SEPT 2019

Canada in Focus

On August 27th, 2019 former Ontario school teacher Ryan Jarvis was sentenced to six months in jail and 12 months' probation after the Supreme Court of Canada convicted him of voyeurism earlier this year. Although this is a criminal decision, it is nevertheless instructive for employers as the decision clarified the law relating to private versus public places, in particular an individual's expectation of privacy. The decision also demonstrates how workplace policies, which clearly outline objectionable conduct, assist employers in setting workplace standards and expectations.

Court of Appeal confirms narrow family status discrimination test in British Columbia

3 APR 2019

The British Columbia Court of Appeal recently confirmed that it has no appetite to depart from BC's current legal framework, which applies a stringent test to establish *prima facie* discrimination in the context of family status.
