



Christopher Dormer

Associate

Calgary

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Chris Dormer carries on a litigation practice with an emphasis on employment and labour law matters. Chris advises clients on a wide range of workplace issues, including regulatory compliance, employee discipline, terminations, workplace investigations, human rights, and accommodations. Chris also has experience with corporate commercial disputes, including shareholder remedies, debtor/creditor claims, security enforcement and creditor collection, trade-mark and copyright infringement, privacy, and builders' lien matters.

Chris has experience as counsel in various matters before all levels of the Alberta Courts, the Court of Queen's Bench and Provincial Court of Saskatchewan, as well as the Federal Court of Canada. Chris has also represented clients before the Employment Standards Commission, the Alberta Human Rights Commission, the Canadian Human Rights Commission, the Alberta Labour Relations Board, and the Canada Industrial Relations Board, in addition to appearing in arbitrations, mediations and as a nominee in Labour Arbitration matters.

Chris has contributed to a number of Firm publications, seminars and conferences concerning employment and labour issues. Chris' publications have been re-published by third party outlets, including by CanLII Connects, and Canadian Employment Law Today.

Raised in Calgary, Chris received both a Bachelor of Science and a Bachelor of Laws from the University of Calgary. Chris joined the firm as an associate in 2009 after completion of his articles.

LANGUAGES SPOKEN

- English

EXPERIENCE

- Represented employees and employers in alleged wrongful terminations actions.
- Represented employees and employers in human rights complaints.

RELATED SERVICES

- Employment
- Litigation, Arbitration and Investigations

LANGUAGES SPOKEN

English

- Acted as independent workplace concern advisor for a public body and its employees.
- Represented employers in Canada Labour Code adjudications.
- Arbitration panel nominee for an Employee Association in a termination of employment for alleged sexual harassment.
- Represented employers in various labour grievances.
- Represented employer before the Alberta Labour Relations Board in a determination application brought by the employer.
- Represented employer before the Alberta Labour Relations Board in a successorship, common employer and unfair labour practice complaints alleged by the union.
- Represented an employee Association before the Canada Industrial Relations Board in unfair labour practice complaints alleged by the union.
- Represented employers enforcing non-competition and non-solicitation warrants.
- Represented employees defending actions by employers to enforce non-competition and non-solicitation covenants.
- Advised employers on implementing various workplace policies, including Drug and Alcohol testing policies.
- Represented employer in obtaining a restraining order to prevent worksite violence by a disgruntled employee.
- Advised employers and employees on employee agreements.
- Advised employers on collective bargaining agreements.
- Represented employees and employers in a variety of human rights matters, including accommodation.

CREDENTIALS

Admissions

- Alberta, 2009

Education

- LL.B., University of Calgary, 2008
- B.Sc., Ecology, University of Calgary, 2004

Memberships

- Member, Law Society of Alberta
- Member, Canadian Bar Association
- Member, Calgary Bar Association
- Member, Canadian Association of Counsel to Employers

Community Involvement

- Civil Claims Duty Counsel offered through Pro Bono Law Alberta

INSIGHTS

Publications

Employee dismissed based on family status and physical disability, Alberta Human Rights Tribunal rules

14 NOV 2018

Canada in Focus

A recent decision by the Alberta Human Rights Tribunal found that an employer, while seeking to reduce its workforce, dismissed an employee on the grounds of family status and physical disability, rather than job performance. In *Smylie v Sani-Tech Mechanical Ltd.*, 2018 AHRC 6, the Tribunal awarded the employee damages for lost wages, in addition to \$20,000 for injury to the employee's dignity and self-respect. This decision highlights the need for employers to carefully evaluate employee dismissal when looking to reduce their workforce.

Changes to Alberta's workers' compensation laws will result in stricter return to work obligations for employers

8 MAY 2018

Canadian Employment News Series

As part of the sweeping changes to Alberta's workers' compensation legislation announced by the Alberta Government on November 27, 2017, when it tabled Bill 30: *An Act to Protect the Health and Well-being of Working Albertans*, employers will be facing strict return to work requirements effective September 1, 2018.

Sweeping changes coming for Alberta's occupational health and safety laws

30 NOV 2017

More than 40 years after its last in-depth review of Alberta's occupational health and safety legislation the Alberta Government tabled Bill 30: *An Act to Protect the Health and Well-being of Working Albertans*, which passed first reading on November 27, 2017. Bill 30 proposes changes to the Province's *Workers' Compensation Act* and *Occupational Health and Safety Act*.

Alberta updates labour laws with amendments to the *Labour Relations Code*

12 JUN 2017

Canada in Focus

Alberta's *Labour Relations Code* was last updated in 1988, and with a new provincial government formed in 2015, it should have come as no surprise that a review of Alberta's labour laws would occur.

- "Alberta Human Rights Decision Highlights Employer's Responsibility to Accommodate Childcare Obligations as Family Status", Employment Update, December 2014
- "Employer Mistakes in Alberta Standards Case Emphasize Importance of Documentation", Employment Update, November 2014
- "Doing Business in Alberta 2013", Employment & Labour Bulletin, November 2013
- "Alberta Employment Update - Spring 2010", Employment & Labour Bulletin, May 2010
- "Alberta Employment Update - March 2009", Employment & Labour Bulletin, March 2009
- "Alberta Employment Update - February 2009", Employment & Labour Bulletin, February 2009

Events

SPEAKING ENGAGEMENTS

- Speaker, 2017 DLA Piper (Canada) LLP Calgary Employment and Labour Law Conference, May 31, 2017
- Speaker, HR 101: Employment Law Fundamentals for HR Professionals, February 9, 2017
- Speaker, 2012 Employment & Labour Law Conference Series, 2012 Western Canada Employment & Labour Law Conferences,

October 2012

NEWS

- Quoted, "Effect of changes to Alberta's labour laws 'should not be underestimated,' expert says" *The Lawyers Daily*, December 18, 2017