



### Richard Press

#### Partner

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Richard Press practices with the Employment Group and focuses both on advocacy and strategic planning with respect to employment and labour matters, as well as related administrative tribunal work, such as human rights, health and safety, workers compensation and employment standards.

As an advocate, Richard has appeared before provincially and federally appointed arbitrators, the British Columbia courts, the provincial and federal labour boards, and various tribunals.

He is a strong proponent of preventative legal measures. He advises clients in that regard on employment and consultant agreements, employee policies and procedures (governing, among other matters, overtime compensation, discrimination, bullying and harassment, internet and social media, alcohol and drug use, and health and safety), proprietary asset and confidential information protection, compensation and benefit packages, and collective bargaining.

#### RELATED SERVICES

- Employment
- Occupational Health and Safety
- Human Rights
- Litigation, Arbitration and Investigations
- Data Protection, Privacy and Security

#### EXPERIENCE

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##### Recent representative cases on which Richard Press has acted as counsel:

Summary dismissal of human rights complaint alleging discrimination arising from an harassment investigation (2019)

Summary dismissal of human rights complaint for abuse of process (2018)

Successorship application following sale of company (2018)

Dismissal of judicial review application seeking re-hearing of unfair practice allegation (2018)

Dismissal of unfair practice allegation (2017)

Classification unit assessment appeal (2017)

Dismissal of WorkSafeBC order of unsafe work conditions (2017): Review Board decision, unpublished

Dismissal of discrimination complaint on the basis of refusal to hire for positive marijuana test (2017): Letter decision, unpublished.

**Recent operational, corporate and commercial matters on which Richard Press has provided employment and labour advice:**

- Reorganization of the human resources structure for several financial institutions
- Integration of the employment component of a high technology company following its acquisition
- Implementation of investigations, including investigations of harassment and bullying
- Collective bargaining assistance and advice on closure of unionized facilities
- Implementation of follow-up agreements and managing addictions in the workforce
- Implementation, “Canadianization” and drafting of policies and procedures

## CREDENTIALS

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### Admissions

- British Columbia, 1995

### Recognitions

- *Chambers Canada* (Employment & Labour - British Columbia), 2019-2020
- *The Legal 500 Canada* (Labour and Employment), 2018
- *Best Lawyers in Canada* (Labour and Employment Law), 2017-2021

### Education

- LL.B., University of Toronto, 1993
- B.Sc., McGill University, 1990

### Memberships

- Member, Canadian Bar Association (Employment and Labour Subsections)
- Member, Law Society of British Columbia
- Past contributing member to the Employment Standards Tribunal Digests

## INSIGHTS

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### Publications

#### Vaccines in the workplace

15 December 2020

Canadian Employment Law Updates - COVID-19

As the COVID-19 pandemic continues to test healthcare systems across the globe, governments have begun to approve COVID-19 vaccines. Over the next months Canadians can expect a graduated access to these vaccines. The vaccination process is anticipated to continue throughout 2021, with most Canadians vaccinated by the end of that year. As a result, employers are beginning to ask how COVID-19 vaccinations will impact their workplace.

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## Five steps to reopening the workplace after COVID-19

21 MAY 2020

As the federal, provincial and territorial governments in Canada slowly ease COVID-19 related measures, more workplaces are being permitted to reopen. Likewise, workplaces that have been permitted to remain open with limitations throughout the COVID-19 pandemic are being permitted to revert to business as usual.

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## B.C. Government introduces first mandatory paid leave

6 FEB 2020

Canada in Focus

On March 3, 2020, the Government of British Columbia introduced Bill 5, the Employment Standards Amendment Act, 2020, which seeks to amend domestic and sexual violence leave. The proposed amendment represents, for the first time, a requirement that employers provide a paid statutory leave of absence.

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- Author, "Canada" (Part IV - Americas), *Transfer of Business and Acquired Employee Rights: A Practical Guide for Europe and Across the Globe*, Springer-Verlag Berlin Heidelberg, 2016

## Events

### Previous

## Returning to the workplace after the COVID-19 pandemic

15 May 2020 | 12:00 - 1:00 ET

Webinar

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- Presenter, "Employing Contractors and Contracting with Employees: Sorting out tax and legal issues in an employment versus contractor relationship", Professional Development Seminar, Chartered Professional Accountants of British Columbia, 2016-2019
- Speaker, 2018 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference
- Speaker, 2017 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference

## NEWS

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## DLA Piper Canada increases rankings in 2021 edition of *Best Lawyers in Canada*

28 AUG 2020

DLA Piper (Canada) LLP is pleased to see 79 of our lawyers across 35 practice areas recognized in the 2021 *Best Lawyers in Canada* guide, resulting in our best showing with the guide since its inception.

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## DLA Piper (Canada) LLP recognized by *Chambers Canada* 2020

20 Sep 2019

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2020 edition of *Chambers Canada*.

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## DLA Piper Canada lawyers recognized in 2020 edition of *Best Lawyers in Canada*

21 AUG 2019

DLA Piper (Canada) LLP is pleased to see 70 of our lawyers across 34 practice areas recognized in the 2020 *Best Lawyers in Canada* guide.

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## MEDIA MENTIONS

- Quoted, "Vaccine-hesitant care-home workers present a major challenge for public-health advocates," *The Globe and Mail*, January 8, 2021
- Quoted, "Will governments be able to mandate the COVID-19 vaccine for health care workers?" *The Globe and Mail*, December 18, 2020