



Allen Soltan

Partner

CO-CHAIR, CANADIAN EMPLOYMENT AND LABOUR GROUP

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Allen Soltan is the Co-Chair of the Canadian Employment and Labour Group, the Canadian Professional Governance and Regulation Group, and the Canadian Education Group.

Allen has been recognized as a leading lawyer in Canada in Administrative and Public Law, Alternative Dispute Resolution, and Employment and Labour Law.

Allen's practice in employment and labour law includes the representation of management in all aspects of the employment relationship, including counselling and litigation involving statutory claims, common law actions, restrictive covenants, fiduciary duty, termination of employment, confidentiality and related intellectual property issues, privacy, sexual and personal harassment, human rights, executive compensation, organizing activity, collective bargaining, collective agreement administration and arbitration, and interest arbitration of collective agreements. He also regularly advises on the employment and labour issues involved in merger and acquisition transactions.

Allen's practice in administrative and public law includes advising professional regulatory clients and other public sector institutions on corporate governance, bylaw and policy development, regulatory compliance, risk management, human rights, and access to information and privacy.

LANGUAGES SPOKEN

- English

EXPERIENCE

REPRESENTATIVE TRANSACTIONS

- Provided employment-related advice to TRG Group Benefits and Pensions Inc., a leading employee benefits advisory firm, in its acquisition by US-based Hub International Limited.

RELATED SERVICES

- Litigation, Arbitration and Investigations
- Conflict Management and Alternative Dispute Resolution
- Professional Governance and Regulation
- Employment
- Human Rights
- Regulatory and Administrative Law
- Data Protection, Privacy and Security

RELATED SECTORS

- Education

LANGUAGES SPOKEN

English

ADMINISTRATIVE AND PUBLIC LAW

- *BCIT (Student Association) v. BCIT*, [1999] BCJ No. 554 (BCSC)
- *BCIT (Student Association v. BCIT*, 1999 BCCA 766
- *BCIT (Student Association) v. BCIT*, 2000 BCCA 62
- *BCIT (Student Association) v. BCIT*, 2000 BCCA 496, 192 D.L.R. (4th) 122, leave to appeal to SCC dismissed [2000] S.C.C.A. 564 (April 20, 2001)
- *BCIT (Student Association) v. BCIT*, 2000 BCCA 684
- *Day v. Organization of Chartered Professional Accountants of British Columbia*, 2017 BCSC 986
- *Organization of Chartered Professional Accountants of British Columbia v. Nordine*, 2016 BCSC 1283; rev'd *Organization of Chartered Professional Accountants of British Columbia v. Nordine*, 2017 BCCA 103, leave to appeal to SCC dismissed (August 17, 2017)
- *Randhawa v. Pepsi Bottling Group (Canada) Co.*, 2002 BCSC 677
- *Randhawa v. Pepsi Bottling Group (Canada) Co.*, 2004 BCSC 1444
- *Randhawa v. Pepsi Bottling Group (Canada) Co.*, 2006 BCCA 273
- *Royal Oak College v. District of Burnaby* (15 September 1992), Vancouver A922835 (BCSC)
- *Royal Oak College v. District of Burnaby* (3 December 1992), Vancouver A922835 (BCSC)
- *Royal Oak College v. District of Burnaby* (29 January 1993), Vancouver A922835 (BCCA)
- *Royal Oak College v. Burnaby (District)* (1993), 14 M.P.L.R. (2d) 137 (BCSC)

COMMERCIAL LITIGATION

- *Anmore Development Corporation v. The Village of Anmore et al.* (23 June 1994), Vancouver C913609 (BCSC)
- *Canadian Warranty Inc. et al. v. Sony of Canada Ltd. et al.* (21 August 1991), Vancouver C911197 (BCSC)
- *Corporation of the Township of Langley v. Sikh Missionary Association of Canada* (22 December 1992), Vancouver A924509 (BCSC)
- *Crestbrook Forest Industries Ltd. et al. v. Consumers Glass Company Ltd. et al.* (19 September 1984), Vancouver CA002870 and CA002871 (BCCA)
- *Inrig v. Her Majesty the Queen*, 2005 TCC 687
- *No. 35 Great Projects Ltd. v. Federated Co-operatives* (20 July 1992), Vancouver CA014722 (BCCA)
- *Pax Management Ltd. et al. v. CIBC et al.*, [1986] BCJ No. 1719 (BCSC)
- *Pax Management Ltd. et al. v. CIBC* (1987), 14 B.C.L.R. (2d) 257 (CA)
- *Pollard v. Vancouver Stock Exchange et al.*, 1999 CanLII 5265 (BCSC)
- *Sammartino v. Hiebert* (1988), 21 B.C.L.R. (2d) 251, 1988 CanLII 3069 (BCSC)

EMPLOYMENT

- *Allan – and – Outside Employees' Association (The Pepsi Bottling Group (Canada) Co.)*, B.C.L.R.B. No. 108/2000, 2000 CLB 14008, CanLII 27503 (B.C.L.R.B.)
- *Allan – and – Outside Employees' Association (The Pepsi Bottling Group (Canada) Co.)* (8 May 2001), (letter decision)
- *Leeder v. Fraser Valley Mushroom Growers' Co-operative*, [1988] BCJ No. 2639 (BCSC)
- *Marshall v. Artek Group Ltd.* (1992), 44 C.C.E.L. 152 (BCSC)
- *McDonald v. Toby Canada* (8 November 1990), Vancouver C906569 (BCSC)
- *McKendrick v. Open Learning Agency* (1997), 33 C.C.E.L. (2d) 48 (BCSC)
- *Mitchell v. Paxton Forest Products Inc.*, 2001 BCSC 1802
- *Mitchell v. Paxton Forest Products Inc.*, 2002 BCCA 532
- *Paquette v. Open Learning Agency*, 2000 BCSC 1680
- *Ramnarine v. Vancouver General Hospital* (9 February 1987), Vancouver C861306 (BCSC)

- *Randhawa v. Pepsi Bottling Group (Canada) Co.*, 2002 BCSC 677
- *Randhawa v. Pepsi Bottling Group (Canada) Co.*, 2004 BCSC 1444
- *Randhawa v. Pepsi Bottling Group (Canada) Co.*, 2006 BCCA 273
- *Stafford v. British Columbia Chicken Marketing Board*, 1998 CanLII 3973 (BCSC)

LABOUR RELATIONS

- *Re Andromeda Productions Ltd. – and – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 891* (2001), 94 L.A.C. (4th) 405, 2001 CLB 11893 (McPhillips)
- *Board of School Trustees of School District No. 27 (Cariboo-Chilcotin) – and – International Union of Operating Engineers, Local 959*, [1993] B.C.D.L.A. 47-202, 1992 CLB 13590 (Albertini)
- *Board of School Trustees of School District No. 27 (Cariboo-Chilcotin) – and – Cariboo-Chilcotin Teachers' Association* (1995), 39 C.L.A.S. 485, 1995 CLB 13398, [1995] B.C.D.L.A. 85-20 (Glass)
- *Re School District No. 27 (Cariboo-Chilcotin) – and – International Union of Operating Engineers, Local 959 (McIvor Grievance)*, 1997 CLB 13257, [1998] B.C.D.L.A. 500.45.60.70-02, 50 C.L.A.S. 278 (Hope)
- *Re School District No. 27 (Cariboo-Chilcotin) – and – Cariboo-Chilcotin Teachers' Association – and – BC Teachers' Federation (Basran Grievance)*, 1999 CLB 15281 (Germaine)
- *Re School District No. 27 (Cariboo-Chilcotin) – and – British Columbia Teachers' Federation*, [2000] B.C.D.L.A. 500.09.30.00-07, 1999 CLB 13546, 58 C.L.A.S. 403 (Dorsey)
- *Re School District No. 27 (Cariboo-Chilcotin) – and – British Columbia Teachers' Federation (Teacherage Rental Grievance)*, 65 C.L.A.S. 195, 2001 CLB 13034 (Hope)
- *Board of School Trustees of School District No. 27 (Cariboo-Chilcotin) – and – International Union of Operating Engineers Local 959 (Watt & MacKay Grievance)* [2005] B.C.D.L.A. 500.15-40.60-02, 79 C.L.A.S. 456, 2004 CLB 13640 (Hope)
- *Re School District No. 33 (Chilliwack) – and – Chilliwack Teachers' Association*, 1997 CLB 13259, 49 C.L.A.S. 227 (Hope)
- *Board of School Trustees of School District No. 46 (Sunshine Coast) – and – Sunshine Coast Teachers' Association* (25 November 1992), Vancouver CA015904 (BCCA)
- *Board of School Trustees of School District No. 46 (Sunshine Coast) – and – Canadian Union of Public Employees, Local 801* (23 June 1993), (Diebolt, Page, Schneider)
- *Board of School Trustees of School District No. 46 (Sunshine Coast) and Sunshine Coast Teachers' Association*, [1993] B.C.L.R.B. 30-07, 93 CLLC 16,047, 93 CLB 15228
- *Board of School Trustees of School District No. 46 (Sunshine Coast) and Sunshine Coast Teachers' Association* (1994), 26 C.L.R.B.R. (2d) 69, 1994 CLB 15750, B.C.L.R.B. No. B389/94
- *Board of School Trustees of School District No. 46 (Sunshine Coast) v. Sunshine Coast Teachers' Association* (1996), 35 C.L.R.B.R. (2d) 134 (BCSC)
- *Board of School Trustees of District No. 46 (Sunshine Coast) v. Sunshine Coast Teachers' Association* (1997), 36 B.C.L.R. (3d) 237 (CA), leave to appeal to SCC dismissed, [1998] 1 S.C.R. vi (note)
- *Re School District No. 46 (Sunshine Coast) – and – Canadian Union of Public Employees, Local 801 (Trigg Grievance)*, 1998 CLB 14664 (McPhillips)
- *Board of School Trustees of School District No. 46 (Sunshine Coast) – and – Canadian Union of Public Employees, Local 801 (Blackett Grievance)* (11 February 1998), (Diebolt)
- *Re School District No. 73 (Kamloops/Thompson) – and – Canadian Union of Public Employees, Local 3500 (Ault)* (2006), 156 L.A.C. (4th) 171, 2006 CLB 13029 (Dorsey)
- *Re British Columbia Principals' & Vice-Principals' Association – and – British Columbia Teachers' Federation* (2001), 65 C.L.A.S. 195, 2001 CLB 13034 (Hope)
- *British Columbia Principals' & Vice-Principals' Association – and – British Columbia Teachers' Federation*, [2003] B.C.D.L.A. No. 500.27.60.60-02, 2003 CLB 12667, 73 C.L.A.S. 417 (Dorsey)
- *British Columbia Principals' & Vice-Principals' Association – and – British Columbia Public School Employers' Association (Severing Grievance) No. 2*, (2003), 73 C.L.A.S. 417, 2003 CLB 12667 (Dorsey)
- *British Columbia Principals' & Vice-Principals' Association and British Columbia Public School Employers' Association (Severing*

- Grievance*) No. 3, 2003 CLB 14957 (Dorsey)
- *British Columbia Principals' & Vice-Principals Association et al. – and – British Columbia Teachers' Association (D.V. Grievance)* , B.C.L.R.B. No. B322/2003
 - *British Columbia Principals' & Vice-Principals' Association v. British Columbia Public School Employers' Association et al.* , 2003 CanLII 62739 (B.C.L.R.B.)
 - *British Columbia Principals' & Vice-Principals' Association and British Columbia Public School Employers' Association* , 2003 CanLII 62739, [2004] B.C.L.R.B. No. 515.45.65.70-01
 - *British Columbia Principals' & Vice-Principals' Association and British Columbia Public School Employers' Association (Severing Grievance)* No. 2, 2005 BCCA 118, (2005), 40 B.C.L.R. (4th) 19 (CA)
 - *British Columbia Public School Employers' Association/School District No. 42 (Maple Ridge) – and – British Columbia Teachers' Federation (Vieira Grievance)* (11 October 2002), (Gordon)
 - *British Columbia Public School Employers' Association/School District No. 42 (Maple Ridge) – and – British Columbia Teachers' Federation (Vieira Grievance)* (2 September 2003), (letter decision) (Gordon)
 - *British Columbia Teachers' Federation et al. – and – BC Public School Employers' Association et al. (Board Initiated Transfer Grievance)*, 58 C.L.A.S. 403, 1999 CLB 13546 (Dorsey)
 - *Carpentry Workers' Benefit Plan of BC – and – Canadian Office & Professional Employees Union, Local 15 (Bob Grievance)* (15 May 2008), (supplementary preliminary awards 26 October 2009 and 8 April 2010) (Sanderson)
 - *Re CHC Helicopters International Inc. – and – Chmyg*, 2005 CLB 14329 (Glasner)
 - *Re CHC Helicopters International Inc. – and – Chmyg*, 2006 CLB 15998 (Glasner)
 - *Curtis Lumber Co. Ltd. – and – Teamsters Local Union, No. 213* (18 March 1993), B.C.L.R.B. No. B72/93, 1993 CLB 14869, [1993] B.C.L.R.B. 44-06
 - *ITT Multicomponents and RAE Electronics, Units of ITT Industries of Canada Ltd. – and – Teamsters Local Union No. 213* (11 January 1989), (letter decision)
 - *J.S. Jones Timber Ltd. – and – Industrial, Wood and Allied Workers of Canada, Local 1-3567 (Debney Arbitration)* (1999), 86 L.A.C. (4th) 105, 59 C.L.A.S. 157 (Hope)
 - *Manning Kumagai Joint Venture – and – Tunnel & Rock Workers' Union, Local 168 (Menhinick Grievance)* (1987), 8 C.L.A.S. 100, [1988] B.C.D.L.A. 445-01, 1987 CLB 12981 (McPhillips, Coutts, Hall)
 - *Modern Auto Plating Ltd. – and – United Steelworkers of America (Vuckovic Grievance)*, [1985] B.C.D.L.A. 190-42 (Longpre)
 - *School District No. 67 (Okanagan Skaha) – and – Okanagan Skaha Teachers' Union (Nicholson Grievance)* (31 August 1998), (Jackson)
 - *Okanagan Skaha School District No. 67 – and – British Columbia Teachers' Federation* (1999), 83 L.A.C. (4th) 201, 57 C.L.A.S. 419, 1999 CLB 13338 (Jackson)
 - *Open Learning Agency – and – British Columbia Government and Service Employees' Union (Chaudhary Grievance)* , [1999] B.C.D.L.A. 500.03.60.20-03, 57 C.L.A.S. 180, 1999 CLB 13375 (Kelleher)
 - *Open Learning Agency – and – British Columbia Government and Service Employees' Union, Local 703 (Chaudhary Grievance)* , 60 C.L.A.S. 74, [2000] B.C.D.L.A. 500.36.60.00-03 (Kelleher) (letter decision)
 - *Richmond International High School & College Ltd. – and – Richmond International Faculty and Staff Association* (24 September 1992), (letter decision)
 - *Road Runner Trailer Mfg. – and – Machinists, Lodge 1857*, [1985] B.C.D.L.A. 405-07 (Germaine, Sullivan, Leibik)
 - *Robert Gerow – and – Canadian Union of Public Employees, Local 801*, B.C.L.R.B. No. B409/93, 1993 CLB 14867, [1993] B.C.L.R.B. 136-67
 - *Robert Gerow – and – Canadian Union of Public Employees, Local 801 et al.*, B.C.L.R.B. No. B61/94, [1994] B.C.L.R.B. 246-10, 1994 CLB 15261
 - *Robert Gerow – and – Canadian Union of Public Employees, Local 801* (24 May 1994), (letter decision)
 - *Re St. Michael's Centre Hospital Society – and – British Columbia Nurses' Union (Mendoza Grievance)* (1997), 49 C.L.A.S. 315, 1997 CLB 13384, [1997] B.C.D.L.A. 500.15.40.90-08 (Germaine)
 - *St. Michael's Centre Hospital Society – and – British Columbia Nurses' Union (Mendoza Grievance)* (18 February 1998), (letter decision and order) (Germaine)

- *Re Trinity Centre Care Society – and – Hospital Employees' Union, Local 180*, 1987 CLB 12255
- *Re Trinity Centre Care Society – and – Hospital Employees' Union, Local 180*, 1987 CLB 12256
- *Re Trinity Centre Care Society – and – Hospital Employees' Union, Local 180*, 1987 CLB 12257
- *Re Vancouver General Hospital – and – Hospital Employees' Union* (1988), 12 C.L.A.S. 19, 1988 CLB 11753, [1989] B.C.D.L.A. 190.06 (Munroe)
- *V.I. Care Management Ltd. (Sunnyside Manor) – and – International Union of Operating Engineers, Local 882*, BCIRB C158/89, [1989] BCIRC 56-26
- *Yukon Energy Corporation – and – Public Service Alliance of Canada* (unreported, 2013)
- *Yukon Energy Corporation – and – Public Service Alliance of Canada* (unreported, 2015)
- *Yukon Energy Corporation – and – Public Service Alliance of Canada* (unreported, 2018)

HUMAN RIGHTS

- *Bakhtiyari v. BCIT*, 2006 BCHRT 122, (2006), CHRR Doc 06-133
- *Bakhtiyari v. BCIT (No. 2)*, 2006 BCHRT 482, (2006), CHRR Doc 06-647
- *Bakhtiyari v. BCIT (No. 3)*, 2006 BCHRT 494, (2006), CHRR Doc 06-660
- *Bakhtiyari v. BCIT (No. 4)*, 2006 BCHRT 591, (2006), 58 CHRR D/490
- *Bakhtiyari v. BCIT (No. 5)*, 2007 BCHRT 200 (2007), 60 CHRR D/107 + correction (11 May 2007)
- *Bakhtiyari v. BCIT (No. 6)*, 2007 BCHRT 320 (2007), CHRR Doc 07-441 + correction (3 August 2007)
- *DPD Management Ltd. v. Itoman Canada Inc.* (14 April 1992), Vancouver CA014795 (BCCA)
- *Findlay – and – Board of School Trustees School District No. 46* (16 May 1997), (BCHRC)
- *Gichuru v. Law Society of British Columbia (No. 2)* (Case No. 1645), 2006 BCHRT 201 (+ correction 25 April 2006), (2006), CHRR Doc 06-245
- *Gichuru v. Law Society of British Columbia (No. 3)* (Case No. 1645), 2006 BCHRT 402, (2006), CHRR Doc 06-542
- *Gichuru v. Law Society of British Columbia* (Case No. 5564), 2008 BCHRT 215, (2008), CHRR 08-332
- *Gichuru v. Law Society of British Columbia (No. 2)* (Case No. 5564), 2008 BCHRT 344, (2009), CHRR Doc 08-557
- *Gichuru v. Law Society of British Columbia*, 2010 BCSC 522, (2010), CHRR 10-1242
- *Gichuru v. Law Society of British Columbia*, (2010) 297 B.C.A.C. 115, 2010 BCCA 543, (2010) CHRR Doc 10-3557
- *Gichuru v. Law Society of British Columbia (No. 6)* (Case No. 1645), 2009 BCHRT 360; (2009), CHRR D/305
- *Haje v. Itoman Canada Inc.* (1982), 18 CHRR D/169 (BCCHR)
- *Handfield v. North Thompson School District No. 26* (1995), 25 CHRR D/452, (1995) 95 CLLC 145146 (BCHRC)
- *Jewkes – and – Velji et al.* (3 February 1999), (BCHRC)
- *Pratchett v. B.C. (Ministry of Justice) and another*, 2012 BCHRT 362
- *Vieira v. School District No. 42 (Maple Ridge-Pitt Meadows) and others*, 2005 BCHRT 115, (2005), CHRR Doc 05-131
- *Vieira v. School District No. 42 (Maple Ridge-Pitt Meadows) and others*, 2005 BCHRT 350, 53 CHRR D/223
- *Welder v. National Source Products Inc.* (28 January 1994), (BC Council of Human Rights)
- *Wilkins – and – Board of School Trustees of School District No. 27 (Cariboo-Chilcotin)* (8 December 1999), (BCHRC)

CREDENTIALS

Admissions

- British Columbia, 1984
- Yukon, 2013

Recognitions

- *Best Lawyers in Canada* (Administrative and Public Law), 2015-2020; (Alternative Dispute Resolution), 2017-2020
- *Chambers Canada* (Employment and Labour Law - British Columbia), 2018-2019
- *The Legal 500 Canada* (Labour and Employment), 2016-2019
- Martindale-Hubbell, Distinguished® Peer Review Rated

Education

- LL.M., Columbia Law School, 1990
- LL.B., University of British Columbia, 1983
- B.Com. (Honours), University of British Columbia, 1980
- Certifications in Negotiation and Mediation, Harvard Law School (Program of Instruction for Lawyers, 1995-1997)

Memberships

- Former Director, Governor General's Canadian Leadership Conference and former BC Regional Chair
- Advisory Board, UBC Sauder School of Business
- Advisory Board, UBC Law Alumni Magazine
- Former Director, Vancouver Bar Association
- Former Governor and Vice-Chair, Collingwood School
- Editorial Board, *Education Law Reporter*
- Member, International Bar Association and Canadian Bar Association
- Member, Canadian Association of Counsel to Employers

Other Activities

- Lecturer, Continuing Legal Education Society of British Columbia and UBC Law School National Centre for Business Law

INSIGHTS

Events

- Speaker, 2016 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference
- Speaker, 2015 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference

NEWS

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.

DLA Piper (Canada) LLP acted for TRG Group Benefits and Pensions Inc. in acquisition by Hub International Limited

14 JAN 2019

DLA Piper Canada acted on behalf of the seller, TRG Group Benefits and Pensions Inc., in its acquisition by Hub International Limited.

DLA Piper (Canada) LLP recognized in 2019 *Legal 500 Canada* guide

7 DEC 2018

DLA Piper (Canada) LLP is pleased to announce that 42 firm lawyers across 17 practice areas have been recommended in the latest edition of the *Legal 500 Canada*.

DLA Piper Canada recognized by *Chambers Canada* 2019

27 SEP 2018

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2019 edition of *Chambers Canada*. With 34 lawyers recognized across 20 practice areas, this is DLA Piper Canada's strongest showing to date.

Best Lawyers in Canada 2019 recognizes 72 DLA Piper (Canada) LLP Lawyers

22 AUG 2018

DLA Piper (Canada) LLP is pleased to have once more increased its rankings in the 2019 edition of *Best Lawyers*, with close to one-third of the firm's lawyers recommended as leading practitioners in Canada across key practice areas.

DLA Piper (Canada) LLP expands rankings in *Legal 500 Canada*

1 DEC 2017

DLA Piper (Canada) LLP is pleased to have achieved its best showing to date in *Legal 500 Canada*, with 11 lawyers gaining new rankings in the newly released 2018 edition.

DLA Piper (Canada) LLP increases rankings in *Chambers Canada* 2018

29 SEP 2017

DLA Piper (Canada) LLP is pleased to be recognized for its expanding market leadership in the 2018 edition of *Chambers Canada*, garnering its highest number of rankings to date.
