



Jonathon Ward

Associate

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Jonathon Ward practices in all areas of labour and employment law, including occupational health and safety, privacy, employment contracts, restrictive covenants, performance management, discipline, human rights claims, terminations, and employment-related litigation.

Jonathon has appeared before all levels of court in Alberta as well as representing clients before administrative tribunals, arbitration hearings, mediations and settlement negotiations. He also assists clients with establishing and revising policies, drafting agreements and regulatory matters, including compliance with occupational health and safety, employment standards and privacy legislation.

Jonathon strives to be creative, strategic and above all pragmatic in advising clients on legal issues. This approach prioritizes saving his clients and their businesses time, money and employee bandwidth.

Jonathon earned his Bachelor of Arts from Queen's University and his Juris Doctor from the University of Calgary. While in law school Jonathon provided pro bono legal advice through the Student Legal Assistance program at the University of Calgary and continues to do so with Pro Bono Law Alberta through the Civil Claims Duty Counsel Project.

RELATED SERVICES

- Human Rights
- Litigation, Arbitration and Investigations
- Data Protection, Privacy and Security
- Employment
- Conflict Management and Alternative Dispute Resolution

EXPERIENCE

- *Alberta Medical Association v Alberta Health Services*, 2019 ABQB 82.
- *Cardinal Coach Lines ULC v General Teamsters, Local Union No. 362*, 2017 CanLII 86406 (AB GAA); aff'd 2018 CanLII 683 (AB GAA); aff'd 2018 ABCA 294 (policy grievance relating to hours of work interpretation)

CREDENTIALS

Admissions

- Alberta, 2016

Education

- J.D., University of Calgary, 2015
- B.A. (Honours), Queen's University, 2011

Memberships

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

INSIGHTS

Publications

The five biggest hiring mistakes and how to avoid them

3 APR 2019

When it comes to managing employment relationships, an ounce of prevention is worth a pound of cure.

What do upcoming changes to Alberta's occupational health and safety laws mean for employers?

29 MAY 2018

Canada in Focus

Bill 30, which passed Third Reading on December 12, 2017, brings significant changes to Alberta's *Occupational Health and Safety Act*. Many of the amendments to the OHS Act under Bill 30 are effective June 1, 2018. Key among these changes are new obligations on employers surrounding Health and Safety Representatives, Committees and Programs.

Preparing for mandatory data breach reporting and record-keeping

26 FEB 2018

Canadian Employment News Series

There was no shortage of high-profile data incidents in 2017, with massive increases in the number of data breaches over 2016 in both the United States and Canada. The increase in breaches, combined with significant recent developments in Canadian privacy legislation, have privacy issues as a top priority for many organizations this year.

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*.

- Author, "Preparing for mandatory data breach reporting and record-keeping," Republished in *Internet and E-Commerce Law in Canada*, April 2018

NEWS

MEDIA MENTIONS

- Quoted, "Alberta proposing changes to youth employment rules", *The Lawyers Daily*, June 14, 2018
- Quoted, "Revamped Alberta labour rules may have big impact on small business", *The Lawyers Daily*, January 11, 2018
- Quoted, "Effect of changes to Alberta's labour laws 'should not be underestimated,' expert says", *The Lawyers Daily*, December 18, 2017