



Jonathon Ward

Associate

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Jonathon Ward practices in all areas of labour and employment law, including occupational health and safety, privacy, drafting policies and agreements, independent contractor vs. employee classifications, restrictive covenants, performance management, discipline, human rights claims, terminations, and all aspects of employment and labour-related litigation.

Jonathon has appeared before all levels of court in Alberta as well as represented clients before administrative tribunals, arbitration hearings, mediation and settlement negotiations. He also assist clients with drafting policies and agreements, and compliance/regulatory matters including concerning occupational health and safety, employment standards and privacy legislation.

Jonathon strives to be creative, strategic and above all pragmatic in assisting clients with their legal issues. His approach prioritizes saving his clients' time, money and employee bandwidth to reach a practical solution.

Jonathon earned his Bachelor of Arts from Queen's University and his Juris Doctor from the University of Calgary. While in law school, Jonathon volunteered with Student Legal Assistance at the University of Calgary and continues to do so with Pro Bono Law Alberta and the Civil Claims Duty Counsel Project and the Lawyer Referral Program.

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

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- *University of Calgary v Alberta (Information and Privacy Commissioner)*, 2019 ABQB 950
 - *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)
 - Provided employment advice to Seequent Limited, an Accel-KKR portfolio company, in connection with Seequent's acquisition of GEOSLOPE International Ltd., a Canadian-based company that creates integrated, geotechnical analysis software.
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Admissions

- Alberta, 2016

Recognitions

- Listed as Acritas Star™ Lawyer 2020

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

Mandatory vaccinations in Alberta?

17 September 2021

Canadian Employment Law Updates - COVID-19

The Government of Alberta declared a state of Public Health Emergency on September 15, 2021, and announced new directives to combat the ongoing impact of the COVID-19 pandemic. While the Government of Alberta did not impose mandatory vaccinations, certain businesses and indoor gatherings are affected by the new directives.

The Alberta government has announced its three-stage plan to lift health restrictions

28 May 2021

Canadian Employment Law Updates - COVID-19

On May 26, 2021, the Alberta government revealed its three-stage "Open for Summer Plan" with the support of the Chief Medical Officer of Health. This strategy aims to lift health restrictions using vaccination rates and hospitalization numbers as benchmarks, with each stage taking effect two weeks after conditions are met. Like many other provinces, this plan is a staged process lasting several weeks to oversee gradual openings in different sectors and activities. If conditions are met, the province could fully reopen by the beginning of July or earlier.

Government of Alberta introduces paid leave for employees to receive COVID-19 vaccinations

23 April 2021

Canada in Focus

On April 22, 2021, Bill 71: *Employment Standards (COVID-19 Vaccination Leave) Amendment Act, 2021* received royal assent to retroactively take effect starting April 21, 2021. Bill 71 amends the *Alberta Employment Standards Code* to provide 3 hours of paid leave for any full-time or part-time Alberta employee to receive a COVID-19 vaccination.

Bill 32: Practical implications for Alberta employers

19 October 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

Bill 32: *Restoring Balance in Alberta's Workplaces Act, 2020* brings a number of amendments to both the *Alberta Employment Standards Code* and *Labour Relations Code*. While much of Bill 32 is now law, this article discusses the key amendments to the ESC under Bill 32 that will take effect on November 1, 2020.

Employment impact of Bill 24: Extension of temporary layoffs and validation of COVID-19 regulations

24 JUN 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

On June 18, 2020, the Government of Alberta introduced Bill 24, the *COVID-19 Pandemic Response Statutes Amendment Act, 2020*. The purpose of Bill 24 was to validate an earlier regulation, the *Employment Standards (COVID-19 Leave) Regulation* and to extend the temporary layoff timeframe pursuant to the *Employment Standards Code* for up to 180 days for employees whose layoff was caused by COVID-19.

Alberta's relaunch strategy and business guidelines

11 MAY 2020

Canadian Employment Law Updates - COVID-19

The Alberta government has released its relaunch strategy to gradually lift COVID-19 related restrictions in the province. Alberta's strategy has been divided into 3 phases and aims to incrementally remove restrictions while ensuring continued health protections. Although a specific timeline has not been announced for each phase, the government has informed that the relaunch timing will be flexible, based on public health factors.

Alberta government extends temporary leave for employees

7 APR 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

On April 6, 2020, the Alberta government announced additional changes to Alberta's *Employment Standards Code* in an effort to ease hardships caused by COVID-19.

Alberta restricts gatherings and non-"essential" businesses

30 MAR 2020

Canadian Employment Law Updates - COVID-19

On March 27, 2020, the Alberta government announced new requirements to limit gatherings and the operation of certain businesses not deemed "essential" in order to prevent the spread of COVID-19. The Alberta measures are in keeping with the approaches taken by

some other Canadian provinces, including a similar list of “essential” businesses and services which are exempted from the prohibitions.

Alberta *Employment Standards Code* amended to provide 14 day Quarantine Leave

18 MAR 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

On March 17, 2020, the Alberta *Employment Standards Code* was amended by an Order in Council, to provide for a new 14 day unpaid leave for employees under quarantine (“Quarantine Leave”), which includes any self-isolation as a result of COVID-19.

(Another) Pit-fall warning for fixed-term employment agreements

4 MAR 2020

Canada in Focus

In *Makela v. Horizon School Division No 67*, 2019 ABQB 974, Master J.T. Prowse of the Alberta Court of Queen’s Bench dismissed an employee’s claim for wrongful dismissal arising out of a fixed-term employment agreement. While this case ultimately had a happy ending for the employer, *Makela* provides a warning for yet another potential pit-fall of fixed-term employment agreements.

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

Events

Previous

Reimagining the workplace: How to effectively manage remote work arrangements during COVID-19 and beyond

25 June 2020 | 12:00 - 1:00 ET

Webinar

NEWS

DLA Piper advises Seequent Limited on its acquisition of GEOSLOPE

4 NOV 2019

DLA Piper has advised Accel-KKR and its portfolio company, Seequent Limited, in connection with its acquisition of GEOSLOPE International Ltd., a Canadian-based company that creates integrated, geotechnical analysis software.

MEDIA MENTIONS

- Quoted, "Alberta launches 'long overdue' review of occupational health and safety code ," *The Lawyer's Daily*, April 27, 2021

- Quoted, "Alberta labour and employment proposals do not alter fundamental rights of workers, lawyer says," *The Lawyer's Daily*, November 11, 2020
- Quoted, "New Alberta bill proposes significant overhaul of labour, employment rules," *The Lawyer's Daily*, July 15, 2020
- Quoted, "Social context informs application of precedent in arbitration cases, Alberta Appeal Court says", *The Lawyers Daily*, October 28, 2019
- 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