



## DEANNA FROESE

Deanna is an associate practicing primarily with our Health and Workplace Law Groups.

### DEANNA FROESE

Associate  
Harper Grey LLP  
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### ASSISTANT

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### EXPERTISE

Health Law  
Workplace Law

Deanna's practice is focused on representing clients in two main areas: health law and workplace law. In her health law practice she defends health care professionals in matters before their regulatory bodies and in civil actions. Deanna's clients include doctors, nurses, and registered massage therapists. Deanna brings a special insight to this work from her training and experience as a registered nurse working in a local hospital's emergency ward. In her workplace practice, Deanna advises employers and employees on the wide variety of issues that can arise day-to-day. She has represented clients in human rights complaints, civil actions, and negotiations. Deanna has appeared before the Supreme Court of BC, Provincial Court of BC, in regulatory proceedings, and written submissions for the Health Professions Review Board. Deanna is a frequent writer on topics related to administrative and employment law. She is a contributor to the *LexisNexis Harper Grey Administrative Law Netletter* and Harper Grey's Workplace Law Blog. Deanna has always been active in the community, serving as a volunteer for the University of Alberta Student Legal Services during law school and as a Student Nurses' Association Counsel Member during her undergraduate degree.

## CREDENTIALS

### EDUCATION

- University of Alberta, J.D., 2018
- Trinity Western University, BScN., 2014

### BAR ADMISSIONS

- British Columbia, 2019

### MEMBERSHIP

- Member, CPHR BC & Yukon (formerly HRMA)
- Member, The Law Society of British Columbia
- Member, Canadian Bar Association, BC Branch

## SELECT ARTICLES + PUBLICATIONS

### Workplace Law Strategies Blog: 50 is Not the New 40 When Assessing Reasonable Notice of Termination

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Adequate Warnings and Lack of Condonation are Important to Establish Just Cause Dismissal**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Principal Nature of Employment is Key for Overtime Exemption**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Intentions Not Enough to Establish Contractor Rather than Employee Relationship**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Courts Will Look Beyond the Employee's Title to Determine Reasonable Notice**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: The End of CERB and the Transition to EI**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: BC Human Rights Commissioner Given Broad Power to Inquire into Human Rights Violations**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: CERB Extended and the Three Proposed New Recovery Benefits Announced**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: The End of CERB is Coming on September 26 – How Will the Transition to EI Work?**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Terminating a Distribution Agreement Akin to “Dependent Contractor” Arrangement and Requires Reasonable Notice**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog post by Deanna Froese re-published by Quickscribe Reporter**

Published by: Quickscribe Reporter

Written by: Deanna Froese

**Quickscribe Reporter re-publishes Case Summary authored by Deanna Froese**

Published in: Quickscribe Reporter

Written by: Deanna Froese

**Workplace Law Strategies Blog: Employee Handbooks Should not be Relied Upon to avoid Common Law Reasonable Notice on Termination**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Canada Emergency Commercial Rent Assistance and Large Employer Emergency Financing Facility Applications to Open**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Trudeau Announces Expansion to Eligibility Criteria for the Canada Emergency Business Account**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Federal Government Announces Commercial Rent Assistance**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Opening of BC Human Rights Commission**

Published to: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Changes Introduced to BC's Employment Standards Act Due to COVID-19 Pandemic**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**Workplace Law Strategies Blog: Key Points of the Financial Assistance Announced by the Government to Assist with the COVID-19 Pandemic**

Published in: Workplace Law Strategies Blog

Written by: Deanna Froese

**SELECT EVENTS + PRESENTATIONS**

**Harper Grey hosts "Ask Us Anything Employer Webinar: Covid Concerns in the Workplace"**

Event Date: 02.Jun.21

Presented by: Scott J. Marcinkow\*, Rose Keith, QC\*, Deanna Froese, C. Ryan Chan, Neal Parker

**SELECT NEWS**

**Stay Up to Date with COVID-19 Employment Developments**

Related to: Scott J. Marcinkow\*, Rose Keith, QC\*, C. Ryan Chan, Deanna Froese, Brett Weninger, Neal Parker - 18.Nov.20

**COVID-19 Weekly Wrap-Up – May 15-21**

Related to: Salman Y. Bhura\*, Deanna Froese, Rose Keith, QC\*, Brett Weninger, Scott J. Marcinkow\* - 22.May.20

**COVID-19 Weekly Wrap Up – April 27-30**

Related to: Rose Shawlee, Rose Keith, QC\*, C. Ryan Chan, Deanna Froese, Scott J. Marcinkow\* - 01.May.20

**COVID-19 Weekly Wrap Up – April 20-24**

Related to: Lisa Newby, Erin Hatch, Rose Keith, QC\*, Deanna Froese - 27.Apr.20

**COVID-19 Weekly Wrap Up – March 30 – April 3**

Related to: Trudy Hopman\*, Rose Keith, QC\*, Michael Drouillard, Scott J. Marcinkow\*, C. Ryan Chan, Deanna Froese - 03.Apr.20

**Harper Grey welcomes new associate Deanna Froese**

Related to: Deanna Froese - 06.Jun.19

**Harper Grey welcomes five new Associates**

Related to: Mollie Clark, Jessica Wilson, Deanna Froese, Dominic Wan, Jaeda Lee - 05.Jun.19

**SELECT NEWSLETTERS + UPDATES**

**Case Summary: It's a moot point – when an appeal offers no practical remedy**

Published In: Administrative Law 17.Nov.20

Written by: Deanna Froese

**Case Summary: Evidence and determining whether a decision is reasonable**

Published In: Administrative Law Newsletter – 19.May.20

Written by: Deanna Froese

**Case Summary: Dental exams and the standard of review**

Published In: Administrative Law Newsletter – 19.May.20

Written by: Deanna Froese

**Case Summary: Reasonableness and processes related to the home statute**

Published In: Administrative Law Newsletter – 17.Dec.19

Written by: Deanna Froese

**Case Summary: The applicable standard of review for human rights complaints and the denial of the opportunity to award costs as a reviewable error**

Published In: Administrative Law Newsletter – 17.Dec.19

Written by: Deanna Froese

**Case Summary: Balancing Charter Rights**

Published In: Administrative Law Newsletter – 17.Sep.19

Written by: Deanna Froese

**Case Summary: Procedural Fairness and the Duty to Disclose**

Published In: Administrative Law Newsletter – 17.Sep.19

Written by: Deanna Froese