

## WORKPLACE LAW



**SCOTT J. MARCINKOW\***

Chair

Harper Grey LLP

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\*Scott Marcinkow Law Corporation

We are here to assist you with your employment law needs through this time of COVID-19 crisis.

**Are you an employer faced with the challenge of needing to consider the reduction of their workforce due to the Covid-19 pandemic?**

We have addressed the different options available to employers in our Blog. Click [here](#) for a quick summary of the questions we most frequently receive and our condensed/summary answers.

**Did you know that Harper Grey publishes the Workplace Law Strategies Blog? Stay current with new case law and emerging issues – read more [here](#).**

We help organizations and individuals resolve employment law issues in a way that minimizes risk to business operations and reputation.

The lawyers in this group all practice business litigation and are very experienced in matters relating to workplace law, such as corporate finance, white collar crime, human rights insurance and directors and officers liability.

Skilled in all aspects of workplace law, our group has experience in virtually every kind of issue that can arise in this broad area of legal practice.

We offer a broad range of services to employers of all sizes and types in a wide range of industries. Our clients are diverse and reflect major industries throughout BC including insurance, financial services, real estate, education, health care, technology, manufacturing, and retail, among others.

We have successfully represented clients in legal proceedings, negotiations, mediations, and arbitrations, before numerous workplace boards and tribunals and at all levels of court.

### SERVICES

- Drafting employment agreements for new, promoted and temporary employees.
- Drafting employee policies and manuals.
- Reviews of existing policies to ensure that organizations are up-to-date with the latest issues, such as social media usage.
- Drafting warnings and disciplinary letters.
- Drafting termination letters, severance packages and temporary lay-off agreements.
- Reviewing and drafting retirement packages and agreements.
- Dispute resolution regarding breach of restrictive covenants, non-solicitation and other agreements.
- Determination of reasonable notice.
- Jurisdictional transfer of business operations and employees.

- Wrongful dismissal.
- Human rights matters, including allegations of harassment and discrimination.
- Assisting employers with reviewing and addressing allegations of sexual harassment and other misconduct in the workplace.

## TYPICAL SITUATIONS

- A small software development company grows to the point where it needs an employee manual to document and guide human resource decisions.
- A successful account executive leaves her firm for a rival company, breaking a non-competition clause in her contract. Clients are calling her former employer to say that she is asking them to transfer their business.
- A multinational company buys a Canadian venture with locations throughout British Columbia. Contracts and layoff notices need to be drafted and transfers from head office in Texas need to be negotiated.

## RECOGNITIONS

Scott Marcinkow receives prestigious Lexpert® 2019 Rising Stars – Leading Lawyers Under 40 award

24 Harper Grey lawyers recognized for litigation expertise by Benchmark Canada®, 2020

Harper Grey receives highest firm ranking as a “Highly Recommended” local litigation law firm in British Columbia from Benchmark Canada®, 2014-2020

Harper Grey receives the TAGLaw Membership Award of Distinction acknowledging 15 years of outstanding service

19 Harper Grey lawyers recognized as “Leading Practitioners” by Canadian Legal Lexpert Directory®, 2020

Martindale Hubbell® recognizes 13 Harper Grey lawyers across 27 practice areas

29 Harper Grey lawyers recognized across 19 specialty areas by Best Lawyers® in Canada, 2020

Harper Grey recognized as a Top 10 Regional Firm in British Columbia, Alberta and the Territories by Canadian Lawyer Magazine, 2012 and 2014

## COMMENTARIES

“The Harper Grey team is a well-oiled machine. All the lawyers I deal with are well-trained and hardworking. They communicate well and are always available for questions.”

— *Benchmark Canada® 2020*

“Incredibly strong skill set, knowledge of litigation and strategic, and keen ability to solve problems.”

— *Benchmark Canada® 2020*

“These lawyers are all subject matter experts, and leader in their field, whose knowledge and skill are matched by their excellent client service.”

— *Benchmark Canada® 2019*

“This team has provided outstanding legal service. They are prompt, responsive, and communicative. They are strong strategists and provide well researched, experienced legal advice. We work with many firms, and Harper Grey stands out. One member of the team remembers every interaction, memo, pleading and document. They understand a very complicated file and address it with ease and candor. We very much appreciate their strong advocacy.”

— *Benchmark Canada@ 2019*

“The firm is top notch. They have many lawyers specialized in medical defense work who are highly skilled in their legal acumen and practice management, but who also recognize the importance of carrying out their work in a practical, results-oriented manner. They actively look for ways to more efficiently partner with their clients for effective management of the work, while at the same time not weakening their excellent service delivery, their responsiveness, or their effectiveness in the work.”

— *Benchmark Canada@ 2019*

“The firm’s lawyers are principled and have deep integrity. Their work is thorough and of consistent high quality.”

— *Benchmark Canada@ 2019*

“Every day it seems like I am dealing with someone at Harper Grey, and I always find them professional, courteous and effective.”

— *Benchmark Canada@ 2017*

“Harper Grey is one of the best firms in Vancouver. They have excellent service, knowledge and their cost structure is excellent.”

— *Benchmark Canada@ 2017*

“Harper Grey lawyers are ‘dedicated to their clients and focused on finding and implementing practical solutions for them. The lawyers are prompt, intelligent and insightful, and provide a high level of customer service’.”

— *2012 Canadian Lawyer Magazine@ Embracing Regionalism - Canadian Lawyer’s Top 10 firms from B.C., Alberta, and the Territories are in the Sweet Spot Right Now, October 1, 2012*

“A Vancouver staple, Harper Grey is perhaps the most BC-centric of the “highly recommended” firms, owing largely to the firm’s bench strength in several key areas.”

— *Benchmark Canada@ 2017*

“Harper Grey has niches, and in those niches they are the best of the best.”

— *Benchmark Canada@ 2017*

“Harper Grey is a trial lawyer’s firm, and they’ve got a big deep bench of well-trained litigators.”

— *Benchmark Canada@ 2017*

“One source enthused about John Sullivan ‘His service to the client was exceptional’.”

— *Chambers Canada@ 2017*

“Harper Grey has a stellar pedigree as a litigation firm, and they’ve put a ton of people on the bench, observes one peer.”

— *Benchmark Canada@ 2014*

“A lawyer who refers work to Harper Grey wrote it has ‘great service, a breadth of practice and I have never received a negative comment from referrals to the firm’.”

— *2014 Canadian Lawyer Magazine Stronger than Ever - Top Western & Northern Firms, September 1, 2014*

“There was insight and nuance in how John Sullivan handled the case. He did it masterfully.”

— *Chambers Canada@ 2016*

“The firm has real quality people, and they’ve put three people on the bench there in six years.”

— *Benchmark Canada@ 2015*

“They exceeded all my expectations. I am very satisfied with their work and very happy to recommend them.”

— *Chambers Canada@ 2017*

“Clients are comforted by the firm’s long history in British Columbia. We’re steeped in the region. Our connection is such that we have knowledge of not only the issue itself, but the history of the issue in the province.” - Richard Bereti

— *2012 Canadian Lawyer Magazine Embracing Regionalism - Canadian Lawyer’s Top 10 firms from B.C., Alberta, and the Territories are in the Sweet Spot Right Now, October 1, 2012*

## LAWYERS



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## SELECT ARTICLES + PUBLICATIONS

### **Workplace Law Strategies Blog: Wrongful Dismissal: Senior Construction Employee Awarded 16 Months of Notice**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

### **Workplace Law Strategies Blog: BC Human Rights Tribunal Dismisses Complaint by Worker who Claimed Mask Could not be Worn for Religious Reasons**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

### **Workplace Law Strategies Blog: New Workplace Closure Powers**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**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: BC Human Rights Tribunal Shuts Down Complaint of “Anti-Masker”**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Updating your Progressive Discipline Policy**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Employers Beware – Potential Future Violation of ESA Could Render Employment Agreement Unenforceable**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**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: Employer Liable for Bonus, Again**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: Reviewing your Investigation Practices**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Federal Government Extends Rate Structures for Wage Subsidy and Rent Subsidy Programs**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Scott Marcinkow quoted in CPHR BC PeopleTalk Magazine**

Published to: CPHR BC PeopleTalk Magazine

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Proposed Changes to EI and Canada Recovery Benefits**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Rose Keith updates helpful COVID-19 Provincial & Federal Benefit Chart**

Published to: Harper Grey Resource Hub

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: BC Human Rights Tribunal Awards Record Amount of Damages for Injury to Dignity**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**Workplace Law Strategies Blog: Can a Few Isolated Comments on an Employee's Appearance Amount to Discrimination?**

Published in: Workplace Law Strategies Blog

Written by: Brett Weninger

**Workplace Law Strategies Blog: Does Voluntary Break in Service Affect Settlement Entitlement?**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**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: Post-Employment Breach of Confidentiality Results in Significant Award**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**Workplace Law Strategies Blog: Updating Employment Contracts**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Annual HR Review Plan**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Bullying and Harassment – Understanding your Obligations as an Employer**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Article written by Rose Keith, QC republished in Quickscribe Reporter**

Published in: Quickscribe Reporter

Written by: Rose Keith, QC\*

**UPDATED – COVID-19 Benefit Chart**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: COVID-19 Vaccinations and Workplaces**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**UPDATED – Helpful Chart of Available Provincial and Federal Economic Initiatives**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Article authored by Scott Marcinkow re-published in November 2020 edition of Quickscribe Reporter**

Published in: Quickscribe Reporter

Written by: Scott J. Marcinkow\*

**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: An Unenforceable "With Cause" Termination Provision Could Sink an Entire Termination Clause**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**Workplace Law Strategies Blog: Financial Support for Businesses During COVID-19**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Income Support for Individuals**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Shift Changes may Impact on Childcare Arrangements but that is not Discriminatory**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Refusal to Work**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: What to do if an Employee Tests Positive for COVID-19?**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: The New Public Health Order and What it Means for Your Workplace**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Employers Beware – Attempting to Address Systemic Inequality is Not Enough**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Why It's Important to Put It in Writing**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Employers Beware – Employee with 2 Years of Service Entitled to 9 Months of Notice**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: How Will The Courts Factor COVID-19 Into Determining Severance?**

Published to: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Lessons Learned – Transitional Period Permitted During Significant Company Changes**

Published to: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: Dismissal Due to Dishonesty Must be Carefully Investigated Prior to Termination**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: The Pitfalls of Incentive Plans Supreme Court of Canada – Ruling in Matthews v. Ocean Nutrition Canada Inc.**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**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: Nightclubs Must Close. Restaurants can Operate but with More Restrictions.**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Are Your Employees Covered by the Employment Standards Act?**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**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: BC Government Passes Amendments to the Workers Compensation Act**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**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: Canada Emergency Wage Subsidy (CEWS): Program Extended to December 2020 and Eligibility Broadened**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan



**Workplace Law Strategies Blog: BC Employers Need to Recall Employees or Apply for a Variance by August 30th**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**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

**Rose Keith, QC's article addressing returning to work during the COVID-19 pandemic re-published by Canadian Employment Safety and Health Guide**

Published in: July 2020 Edition of Canadian Employment Safety and Health Guide

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Can a Single, Isolated Comment Amount to Sexual Harassment?**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Workplace Accommodation has Limits**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Changes to Canada Emergency Wage Subsidy (CEWS)**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Extension of Emergency Wage Subsidy through 2020**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**“When a Temporary Layoff is No Longer Temporary” by Rose Keith, QC Re-Published by QuickScribe Reporter**

Published by: Quickscribe Reporter

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Top Canadian Court Confirms that the Mandatory Arbitration Clause in Uber's Driver Contracts is Unenforceable**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**Workplace Law Strategies Blog: BC extends Temporary Layoff Period from 16 weeks to 24 weeks due to COVID-19**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: When a Temporary Lay Off is no Longer Temporary**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**LexisNexis Employment and Labour Law Reporter re-publishes “Considerations on the Road to Return to ‘Normal’” article by Rose Keith, QC**

Published in: LexisNexis Employment and Labour Law Reporter

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Diversity and Inclusion in the Workplace**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**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: Extension of CERB**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

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

Published by: Quickscribe Reporter

Written by: Deanna Froese

**Workplace Law Strategies Blog: Termination Without Cause While on Short-Term Disability: Does it Warrant Aggravated Damages?**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

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

Published in: Quickscribe Reporter

Written by: Deanna Froese

**Workplace Law Strategies Blog: Resignation or Terminated for Cause? – Manager makes Derogatory remarks about Coworkers in Email**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Quickscribe Reporter re-publishes “Workplace Policies: Ensuring that they Reflect the Risks and Realities of a Return to Operations During the COVID-19 Pandemic” article by Rose Keith, QC**

Published by: Quickscribe Reporter

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Termination with Cause – Acts of Dishonesty Provide Just Cause for Dismissal**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**Mondaq republishes article by Scott Marcinkow addressing extension of Canada Wage Subsidy beyond June 9, 2020**

Published by: Mondaq

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Deemed Resignation after a difficult employee was sent home from work and requested an ROE**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**Rose Keith, QC's article discussing Easing of COVID-19 Restrictions re-published by Mondaq**

Published by: Mondaq

Written by: Rose Keith, QC\*

**Mondaq republishes Scott Marcinkow's article discussing BC Employment Standards Act amendments**

Published by: Mondaq

Written by: Scott J. Marcinkow\*

**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: BC Minimum Wage Increased on June 1, 2020**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Policies: Ensuring That They Reflect the Risks and Realities of a Return to Operations During the COVID-19 Pandemic**

Published to: Harper Grey Resource Hub

Written by: Rose Keith, QC\*

**Ryan Chan's article discussing contract workers during the COVID-19 pandemic re-published by Mondaq**

Published by: Mondaq

Written by: C. Ryan Chan

**Scott Marcinkow's article providing a summary of options For reducing workforce due to COVID-19 re-published by Mondaq**

Published by: Mondaq

Written by: Scott J. Marcinkow\*

**Developing your WSBC Safety Plan – What Employers Need to Know**

Written by: Rose Keith, QC\*

**Mondaq republishes Scott Marcinkow's article addressing Canada Wage Subsidy**

Published in: Mondaq

Written by: Scott J. Marcinkow\*

**Workplace Law Strategies Blog: Revising Bonuses – Substantial Alterations to Employee Bonus Programs May Constitute Constructive Dismissal**

Published in: Workplace Law Strategies Blog

Written by: Neal Parker

**Re-opening your workplace during the pandemic? What employers need to know**

Published to: Harper Grey Resource Hub

Written by: Scott J. Marcinkow\*, Rose Keith, QC\*

**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: Worksafe BC Releases Industry Specific Guidelines for Reopening**

Published in: Workplace Law Strategies Blog

Written by: Rose Keith, QC\*

**Workplace Law Strategies Blog: Recent Decision Opens Door to Canadian Companies Facing Claims in Canada for Human Rights Violations that occur in Foreign Countries**

Published in: Workplace Law Strategies Blog

Written by: Brett Weninger

**Wage Subsidy Extended to August 29, 2020, and Additional Organizations now Included**

Published to: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*

**SELECT EVENTS + PRESENTATIONS**

**Rose Keith, QC to present at “Employment and Civil Law Remedies for Workplace Sexual Harassment” Webinar**

Event Date: 13.Apr.21

Presented by: Rose Keith, QC\*

**Scott Marcinkow to Join Q&A Panel Discussion during Part 3 of the CPHR BC Legal Symposium**

Event Date: 18.Feb.21

Presented by: Scott J. Marcinkow\*

**Kim Jakeman and Rose Keith, QC to present at Women Lawyers Forum Online Networking Event**

Event Date: 11.Feb.21

Presented by: Kimberly J. Jakeman\*, Rose Keith, QC\*

**Rose Keith, QC to participate in upcoming Womxn in Law Series Panel Event**

Event Date: 09.Feb.21

Presented by: Rose Keith, QC\*

**Scott Marcinkow to participate in CPHR BC Legal Symposium 2021 Series**

Event Date: 28.Jan.21

Presented by: Scott J. Marcinkow\*

**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

**Harper Grey receives 51 rankings from Best Lawyers® in Canada 2021**

Related to: Steven Abramson\*, Owais Ahmed\*, H. Roderick Anderson\*, Bryan G. Baynham, QC, Richard E. Bereti\*, Salman Y. Bhura\*, Guy P. Brown, QC\*, William S. Clark\*, Prentice Durbin\*, Cameron B. Elder\*, Michael J. Hewitt\*, Kimberly J. Jakeman\*, Steven G. Lukas\*, Maureen L.A. Lundell, QC, William D. MacRae\*, Derek Mah\*, Jonathan D. Meadows\*, David W. Pilley, Una Radoja\*, Christopher M. Rusnak, QC\*, Raj Samtani\*, John P. Sullivan\*, W. Sean Taylor, Michael G. Thomas\*, Nigel L. Treveltham\*, Abigail C.F. Turner\*, Adam R. Way, Jennifer R. Woznesensky, Lara C. Zee - 27.Aug.20

**Harper Grey Welcomes Six New Associates**

Related to: Luke Elliott, Alicia Catalano, Nicola Virk, Aynsley Severide, Neal Parker, Caryna Jiwani - 27.Jun.20

**Congratulations to Rose Keith, QC on being appointed Chair of the CBABC's Women Lawyers Forum**

Related to: Rose Keith, QC\* - 18.Jun.20

**Advisory Services for Employers**

Related to: Rose Keith, QC\*, Scott J. Marcinkow\* - 25.May.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 – May 8-14**

Related to: Scott J. Marcinkow\*, C. Ryan Chan - 15.May.20