



## C. RYAN CHAN

Ryan is an Associate with Harper Grey practicing with our Family Law and Workplace Law Groups.

### C. RYAN CHAN

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### EXPERTISE

Workplace Law  
Family Law

Ryan was called to the Alberta Bar in 2014 and the British Columbia Bar in 2016. He has practiced in the areas of workplace law, estate planning and litigation, and family law. Ryan now focuses his practice in the areas of family law and workplace law and has successfully represented clients in both areas. Ryan has appeared in various proceedings in Alberta and British Columbia including before the Provincial Court, Court of Queen's Bench, Supreme Court, Court of Appeal, Employment Standards Tribunal, and the Alberta Human Rights Tribunal. In his family law practice, Ryan helps clients navigate through the challenges associated with the breakdown of marriage and marriage-like relationships including separation agreements, divorce, division of assets, spousal support, child support, and parenting and custody issues. He is dedicated to advocating for his clients and resolving disputes through his practical advice and compassionate approach. While he is experienced and able in the courtroom, he is equally keen to adopt alternative dispute resolution methods including Collaborative Law and mediation. In 2015 he became a Certified Collaborative Divorce Lawyer, and has completed several courses related to resolving divorce and family conflicts. In his workplace law practice, Ryan assists senior lawyers on employment-related matters including terminations, wrongful dismissal, constructive dismissal, employment contracts, and human rights. Ryan is an avid sports fan and regularly joins various community basketball and volleyball leagues.

### CREDENTIALS

#### EDUCATION

- Bond University, Australia, J.D., 2012
- Simon Fraser University, B.A. (Economics), 2009
- Mediation of Family & Divorce Conflicts (LESA: Legal Education Society of Alberta), 2015

#### BAR ADMISSION

- British Columbia, 2016
- Alberta, 2014

#### ACCREDITATION

- Certified Collaborative Divorce Lawyer, Collaborative Divorce – Alberta Association (2015)

#### LEADERSHIP

- Former Board Director, Big Brothers Big Sisters (2015-2016)
- Former Guest Lecturer, Lethbridge College, Public Legal Education Program (2014-2016)

#### **MEMBERSHIP**

- Member, CPHR BC & Yukon (formerly HRMA)
- Member, [The Law Society of British Columbia](#)
- Member, Canadian Bar Association, BC Branch Subsections:
  - Family Law
  - Employment

#### **COMMUNITY INVOLVEMENT**

- Former Volunteer Lawyer, Lethbridge Legal Guidance Society (2015-2016)
- Former Volunteer Lawyer, Nord-Bridge Senior Centre (2013-2016)
- Former Volleyball Coach, St. Hilda's School, Gold Coast (2011-2012)

#### **SELECT ARTICLES + PUBLICATIONS**

##### **Workplace Law Strategies Blog: Covid-19 may be Considered a Factor in Increasing Reasonable Notice**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

##### **Workplace Law Strategies Blog: Employer Liable for Bonus, Again**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

##### **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: Lessons Learned – Transitional Period Permitted During Significant Company Changes**

Published to: Workplace Law Strategies Blog

Written by: C. Ryan Chan

##### **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: Termination Without Cause While on Short-Term Disability: Does it Warrant Aggravated Damages?**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

##### **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

**Workplace Law Strategies Blog: BC Minimum Wage Increased on June 1, 2020**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

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

Published by: Mondaq

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: Large Employer Emergency Financing Facility ("LEEFF")**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: New Emergency Community Support Fund for Charities and Non-Profit Organizations**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: Frustration of Contract due to COVID-19 – ESA example**

Published to: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: An Update on COVID-19 Essential Services**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: Update – BC's Economic Action Plan in Response to the Covid-19 Pandemic**

Published in: Workplace Law Strategies Blog

Written by: C. Ryan Chan

**Workplace Law Strategies Blog: 5 Ways to Reduce the Risk of Using Volunteers**

Published in: Workplace Law Strategies Blog

Written by: Scott J. Marcinkow\*, C. Ryan Chan

**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

**Harper Grey lawyers support UBC 2019 Undergraduate Moot Court Conference**

Presented by: Raminder Hayre, Christopher M. Rusnak, QC\*, Daniel J. Reid, C. Ryan Chan

**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 8-14**

Related to: Scott J. Marcinkow\*, C. Ryan Chan - 15.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 – 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 Grows Family Law Group**

Related to: Trudy Hopman\*, Marla Mennie\*, C. Ryan Chan, Lisa Newby - 26.Sep.19