



## Andrea Raso

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Partner

Employment & Labour  
Mediation & Arbitration  
Privacy

### Profile

"What is the best possible outcome for you?" That's the first question Andrea asks clients. From there, her top priority is to achieve that goal practically and efficiently. She is passionate about truly understanding our clients' needs in order to minimize their human resource issues and maximize the success of their businesses.

### Work Highlights

#### Major Canadian retailer

> Defended a precedent-setting lawsuit that saw the end of laid-off employees filing class actions across Canada

#### Workplace investigations

> Numerous workplace investigations, including investigating allegations of workplace harassment and bullying, incidents of workplace violence and employee misconduct

#### Sexual assault investigations

> Numerous sexual assault and sexual harassment investigations - in both the private and public sectors, higher learning institutions, and unionized and non-unionized workplaces.

Andrea helps clients resolve some of the most vexatious problems a business can have-those human-related issues that permeate the work environment and can detract from productivity.

### **Services**

- > Wrongful dismissal and related tort claims
- > Human rights complaints
- > Workplace investigations
- > Sexual assault and sexual harassment investigations
- > Restrictive covenants
- > Disability benefits litigation
- > Employment standards complaints
- > Employment contracts
- > Labour Board hearings
- > Rights arbitration
- > Privacy complaints
- > Policy development
- > Injunctions
- > Class actions
- > M&A and restructuring
- > Workers compensation
- > Executive compensation
- > Health and safety matters

Her approach to solving these issues is ambitious and versatile. With two successful appearances at the Supreme Court of Canada, Andrea loves the thrill of a trial and will fight for clients as long and as hard as necessary. She also appreciates the value of a strong compromise and avoids trials that are better settled out-of-court.

In this spirit, Andrea achieved a Mediation Certificate from UCLA. This benefits our clients entering disputes because she has special training to better gauge the negotiation process and draw the opposing party to our favourable terms.

Andrea's passion for business and people, and the interplay between them, was first kindled as a teenager while working in her father's factory. Since then, she has honed that passion into a talent for helping businesses succeed with the people they need.

## **Credentials**

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### **Awards & Distinctions**

- > Lexpert Zenith Award: Celebrating Leading Women Lawyers
- > The Queen Elizabeth II Diamond Jubilee Medal: Diversity and Inclusion Initiatives

### **Industry Involvement**

- > Canadian Bar Association, BC Branch, Labour & Employment Sectors

- > BC Human Resources Management Association
- > Canadian Labour Law Association

### **Community Commitments**

- > Event organizer for Ronald McDonald House BC

### **Education and call to Bar**

- > Mediation Certificate, University of California, Los Angeles
- > Calls to Bar: Ontario, 1994; British Columbia, 2008; Northwest Territories, 2011
- > Bachelor of Laws, University of Windsor, 1992
- > Bachelor of Arts, University of Toronto, 1989
- > Extensive training from the CLEBC on effective investigations relating to the workplace, sexual assault and sexual harassment

## **Additional Work Highlights**

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### **Municipal Police Services Board**

- > Won a high-profile case to help the force get back to work for the safety of the community

### **Mining services company**

- > Successfully resolved human rights issues raised by First Nations women trainees in a northern diamond mine

### **Service provider to the oil and gas industry**

- > Successfully defeated union certification applications in the Alberta and BC oil sands

### **Toronto Board of Education**

- > Won a Supreme Court ruling stating that school boards are able to discipline teachers after a certain level of conduct is met. This set precedent across Canada

### **Multiple start-ups**

- > Set-up employment policies and offer letters to avoid future severance package liability

### **Leading VFX animation company**

- > Client undertook massive layoffs and triggered group termination provisions. Andrea helped the client resolve this to save \$1.5M

### **Various employers during employee strikes**

- > Successfully managed disputes in relation to picket lines, violence and mischief issues

### **Mining services company**

- > Successfully resolved aboriginal and human rights issues for a woman in a northern diamond mine