

Anne Amos-Stewart

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Associate Employment & Labour

Profile

Workplace issues can be crippling. They have the potential to negatively affect quality, productivity and safety, as well as increase costs and cause reputational damage.

Anne understands that when dealing with legal issues in the workplace, the human element is central, and nuance matters.

Anne's background combines especially strong analytical and technical skills with broad experience. In particular, Anne was ranked first in her law class. In addition to practicing law in a law firm, she has also owned a business and held an in-house counsel role at a BC company.

As a result, Anne is exceptionally well-positioned to understand the practical realities of running a business and managing a workforce. Her background, expertise and detail-oriented approach mean she is skilled at identifying the risks and options in any given workplace matter. Having lived and worked on three different continents, she is well-versed in situations involving a diversity of perspectives.

Work Highlights

Higher Learning Institution

- Successfully defended a petition against a faculty association
- Defended a complaint to the Labour Relations Board against a faculty association

Civil Liberties

- Obtained a Supreme Court of Canada ruling in favour of a civil liberties issue

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Anne provides legal advice and service that is truly responsive to her client's needs and furthers their overall business objectives. Much of her work involves proactively identifying and addressing issues in a pragmatic and efficient manner, which she believes is key to protecting client interests. When complex ongoing disputes do arise, Anne is skilled at effectively resolving them.

Services

- Wrongful dismissal and related tort claims
- Labour Board complaints
- Human rights complaints
- Privacy matters
- Restrictive covenants
- Workers compensation
- Employment standards complaints
- Health and safety matters
- Employment contracts
- Policy development
- Workplace investigations
- Mergers and acquisitions

Anne has appeared at all levels of court in British Columbia and at the Supreme Court of Canada. While litigation can be highly adversarial, our range of organizational clients appreciate the sense of stability she brings to inevitably stressful situations. Anne's willingness to go the extra mile allows her to achieve significant successes for clients.

As a co-founder and president of the not for profit organization, Canadian Association for Progress in Justice, Anne helps to bring about positive outcomes across a variety of areas of law through Supreme Court of Canada advocacy.

Credentials

Awards & Distinctions

- Highest Standing (Gold Medalist): Bachelor of Laws
- Highest Standing: Bachelor of Business Administration, Human Resource Management

Industry Involvement

- Canadian Bar Association
- Vancouver Bar Association
- Canadian Association of Counsel to Employers

Community Commitments

- Canadian Association for Progress in Justice, co-founder, director and president

Education & Call to Bar

- Myers Briggs Personality Type Indicator Practitioner Certificate, 2017
- Call to Bar: British Columbia, 2011
- Bachelor of Laws (Gold Medalist), University of Manitoba, 2010
- Bachelor of Business Administration, Human Resource Management, Bishop's University, 1999

Publications

- The Pitfalls of Incentive Compensation: Employer Liable for $1 Million Bonus in Matthews v. Ocean Nutrition Canada Limited
- When An Employer Isn't Ready to Recall Employees: Extending a COVID-Related Temporary Layoff (July 22, 2020)
- Employees with Caregiving Responsibilities: What Employers Need to Think About (July 7, 2020)
- The Cost of Working from Home: What Expenses are Employers Required to Pay? (June 22, 2020)
- Human Rights Commissioner Publications on COVID-19 Employment Issues (April 14, 2020)
- COVID-19: Federal Government Announces Further Details on Wage Subsidy Program (April 2, 2020)
- COVID-19: Federal Government Announces Canada Emergency Wage Subsidy Details (March 31, 2020)
- COVID-19: Federal Job-Protected Leave under Canada Labour Code Announced (March 27, 2020)
- COVID-19: Federal "Canada Emergency Response Benefit" Announced (March 25, 2020)
- COVID-19 - Update for Employers (March 17, 2020)
- COVID-19: Employer and Employee Rights and Obligations (February 28, 2020)
- The Art of Not Mixing Personal and Professional: In-house Counsel and the Request for Legal Advice
- Case Comment - Modern Cleaning Concept Inc. v. Comite paritaire de l'entretien d'edifices publics de la region de Quebec: Independent Contractors vs. Employees
- "Smoke on the water: What Canada's marijuana laws mean for your workplace", November 2018, BC Shipping News
- "Bullying and harassment: An albatross around everyone's neck", October 2017, BC Shipping News
- "All Talk and No Action: Access to Canadian Markets Under the General Agreement on Trade in Services", October 2012, Asper Review of International Business and Trade Law