



## Andrea Raso

Partner

Employment & Labour  
Indigenous Law  
Mediation & Arbitration  
Privacy

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### 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

*Additional work highlights below*

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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**

- > BC Human Resources Management Association, member
- > Canadian Bar Association, BC Branch, Labour & Employment Sectors, member
- > Canadian Labour Law Association, member
- > Law Society of British Columbia, member

### **Community Commitments**

- > Ronald McDonald House BC, event organizer

### **Education & Call to Bar**

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

### **External Presentations**

- > Presenter, "Workplace Investigation Mediation", The Continuing Legal Education Society of British Columbia, December 2023
- > Presenter, "How Will Your Strata Manage Meetings, Use Of Property, And Contractors Through The 4th Wave of COVID-19", Condominium Home Owners Association of BC (CHOA), (September 2021)
- > Presenter, "Adapting to COVID-19 - Employment Strategies and Workforce", UDI Institute, (May 5, 2020)

### **External Publications**

- > "Best HR practices still apply in challenging times", Business in Vancouver, April 23, 2023
- > "What B.C. Employers Need to Know About Paid Sick Leave", Greater Vancouver Board of Trade, (January 10, 2022)
- > "How Will Your Strata Manage Meetings, Use Of Property, And Contractors Through The 4th Wave of COVID-19", Condominium Home Owners Association of BC (CHOA), (September 2021)
- > "The workplace you return to won't be the one you left - five experts describe what post-pandemic offices, shops and restaurants will look like", Windsor News (May 4, 2020)
- > "The workplace you return to won't be the one you left - five experts describe what post-pandemic offices, shops and restaurants will look like", Toronto Star (May 4, 2020)
- > "Restarting the economy: Top legal questions for B.C. employees and employers", Business in Vancouver (May 3, 2020)
- > "Returning to work during COVID-19", Alaska Highway News (May 1, 2020)
- > "Returning to work during COVID-19", North Shore News (May 1, 2020)
- > "Returning to work during COVID-19", The Squamish Chief (May 1, 2020)

- > "What restarting the economy means for employers and employees", Business in Vancouver (VIDEO) (May 1, 2020)
- > "COVID-19: What rights and protections do employees have when B.C. businesses reopen?", The Beacon Herald (April 29, 2020)
- > "COVID-19: What rights and protections do employees have when B.C. businesses reopen?", The Province (April 29, 2020)
- > "COVID-19: What rights and protections do employees have when B.C. businesses reopen?", Kingston Whig Standard (April 29, 2020)
- > "COVID-19: What rights and protections do employees have when B.C. businesses reopen?", Standard Freeholder (April 29, 2020)
- > "COVID-19: What rights and protections do employees have when B.C. businesses reopen?", The Vancouver Sun (April 29, 2020)
- > "Lost your Income Due to COVID-19? Here's What To Do Next", The Star (March 26, 2020)
- > "Lost your Income Due to COVID-19? Here's What To Do Next", The Spec (March 26, 2020)
- > "Lost your Income Due to COVID-19? Here's What To Do Next", Niagara Falls Review (March 26, 2020)
- > "COVID-19 Compensation: What BC Workers and Employers Need to Know", Prince George Citizen (March 16, 2020)
- > "COVID-19 Compensation: What BC Workers and Employers Need to Know", Pique News Magazine (March 15, 2020)
- > "What BC Workers and Employers Can Expect Under Sick-Leave Rules", Times Colonist (March 15, 2020)
- > "Coronavirus Compensation: What BC Workers and Employers Need to Know", Vancouver Courier (March 15, 2020)
- > "Squamish Employee and Employer Questions During COVID-19", The Squamish Chief (March 14, 2020)
- > "What Employers and Employees Need to Know During the COVID-19 Pandemic", CBC (March 14, 2020)
- > "COVID-19 Compensation: What BC Workers and Employers Need to Know", Business in Vancouver (March 13, 2020)

## 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