



Catherine Repel

Partner

Employment & Labour

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Profile

Dealing with workplace issues effectively requires a calm, steady approach. Catherine is unflappable and provides a reasoned voice to guide clients through what can often be tumultuous and complicated issues. Catherine looks for the most practical solution with a view to keeping one step ahead and developing a strategy based on each client's objectives.

Work Highlights

Special Costs

- > Obtained an award of special costs for a client arising out of a breach of a settlement agreement <https://www.bccourts.ca/jdb-txt/sc/18/05/2018BCSC0566.htm>

Settlements

- > Negotiated advantageous settlements of numerous claims, including human rights complaints, employment standards complaints, prohibited action complaints, and court claims

Transactions

- > Provided employment advice and support on multiple M&A transactions, including advising a purchaser on an acquisition worth over \$200 million

Employment Services

- > Terminations
- > Restrictive Covenants
- > Wrongful dismissal and related claims
- > Employee discipline
- > Human rights complaints
- > Employment contracts
- > Policy development
- > Contractor agreements
- > Employment standards complaints and issues
- > Workers compensation
- > Employee privacy issues
- > Employee and manager training and workshops
- > Workplace investigations
- > M&A and restructuring

Catherine is well-versed in all manner of workplace issues and has appeared at all levels of court in British Columbia, as well as numerous administrative tribunals. Catherine has previously worked in highly sought-after positions as a judicial law clerk and on secondment with a large organization. This experience has given Catherine insight into the judicial decision-making process and litigation procedure, as well as the opportunity to understand problems and litigation from a client's perspective.

Catherine regularly works with all types of employers across a wide-range of industries and she understands how to clearly explain and distill legal concepts to allow clients to make informed decisions with a proper understanding of their legal position. Catherine also has experience providing training to workers and managers on various employment-related legal issues.

For Catherine, legal practice is about understanding motivations, clearly setting out options, and finding the best solutions in the circumstances.

Credentials

Industry Involvement

- > Vancouver Bar Association, former elected member, 2022 - 2023
- > Vancouver Bar Association, member
- > Trial Lawyers Association of British Columbia, member
- > The Advocates' Society, member
- > Canadian Bar Association of British Columbia, Workplace Investigations Subsection member
- > Canadian Bar Association of British Columbia, Labour Law Subsection member
- > Canadian Bar Association of British Columbia, Human Rights Subsection member
- > Canadian Bar Association of British Columbia, Employment Law Subsection member

- > Canadian Bar Association, member
- > Canadian Association of Counsel to Employers, member

Community Commitments

- > Access Pro Bono Summary Advice Program, volunteer lawyer
- > Peter A. Allard School of Law, volunteer first-year moot judge

Education & Call to Bar

- > Call to Bar: British Columbia, 2017
- > Supreme Court of British Columbia, Judicial Law Clerk, 2015 - 2016
- > University of British Columbia, Juris Doctor, 2015
- > University of British Columbia, Bachelor of Arts (Art History), 2007

External Publications

- > Contributing author, British Columbia Strata Property Practice Manual, Chapter 16, "Employment Issues in Strata Corporations", Continuing Legal Education Society of British Columbia
- > Author, "What B.C. Employers Need to Know About Paid Sick Leave", Greater Vancouver Board of Trade, January 10, 2022
- > Interviewee, "Monitoring WFH employees 'hot-button issue' for B.C. businesses", Business in Vancouver, July 23, 2020

Additional Work Highlights

Terminations

- > Advised on termination packages and strategies to minimize risks to employers with high-risk terminations involving human rights issues, such as criminal convictions, and/or significant notice entitlements

Initial Set-Up

- > Worked with numerous start-ups and multi-national companies setting up in Canada to put employment policies and employment contracts in place to avoid future liabilities and mitigate risks