



## Kate L. Agyemang

### Senior Associate

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Kate's bilingual practice is devoted to supporting employers in effectively managing all aspects of the human resources side of their organizations. From contract to courtroom, Kate provides real-world advice to a broad range of Canadian and international businesses to allow them to effectively navigate and manage workplace labour and employment issues, in a responsive and pragmatic way.

Kate's clients are a diverse range of employers, with a particular focus in the healthcare, technology, legal, and energy industries. She also works extensively for numerous embassies and various non-profits in the charitable sector. She provides strategic advice, representation, and counsel regarding labour, employment, human rights, health & safety, and other employment-related areas of the law, including employment aspects of mergers and acquisitions.

Kate manages all aspects of direct advocacy for employers, including negotiations, litigation, arbitration, collective bargaining, and mediation. She also advises large scale multinational enterprises regarding how best to operationalize the human rights and social factors components of their responsible business conduct and/or ESG frameworks. She has conducted comprehensive compliance reviews that involved tailoring supply chain management and due diligence processes, as well as providing guidance on specialized human rights impact mapping. She is known for crafting practical bespoke solutions for clients that enhance risk mitigation and competitive business strategy, while meeting the evolving mandatory Canadian reporting requirements, including those set out by the recent *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Kate is known to be an experienced and dynamic presenter who is regularly called upon to speak at conferences, universities, and law schools, and to lead seminars for employers on a range of labour, employment and human rights topics.

Prior to joining BLG, Kate practised labour and employment law with an elite national firm as well as civil litigation and insurance defence at a top Ottawa litigation firm.

Before pursuing a career in law, Kate also worked with various local and national non-profit and healthcare organizations in disability program delivery and crisis management. She later worked in disability adjudication for national insurers and was engaged by class action adjudicators to advise on medical appeals and threshold issues.

## Experience

- Represented **Telesat** in \$2.54B funding agreement (for its subsidiary, Telesat LEO Inc.) for its broadband satellite constellation.

## Insights & Events

- Author, "A victory for meaningful access to minority-language education across Canada", BLG Article, December 2023
- Judge, 6th annual Canadian National Negotiation Competition, 2022
- Speaker, "State of Employment Law in a Post-Covid World," partnership with the University of Ottawa's Telfer Business Law Society & Common Law program, February 2022
- Speaker, "Emerging from the Pandemic: Employment Law, Regulations and Accommodation," by Hire Immigrants Ottawa, 2022
- Speaker, "Enforceability of Termination Clauses," CCLA 6 minute employment lawyer, September 2021
- Judge, Walker Health Law Moot, February 2021
- Author, "[Nunc Pro Tunc: Where and How to Use it?](#)," 2019 CanLIIDocs 3809, November 2019

## Beyond Our Walls

### Professional Involvement

- Board Member, The Ottawa Hospital Research and Ethics Board (OHSN-REB), 2019-2021
- Clinic Volunteer, ProBono Ontario
- Mentor, Women's Legal Mentorship Program (WLMP) , 2017-Present
- President, Canadian Lawyers for International Human Rights (CLAHR), Ottawa, 2015-2016

### Community Involvement

- Volunteer Consultant, Canada 2020 Think Tank, 2014-2019

## Awards & Recognition

- Recognize in the 2025 edition (since 2022) of the *Best Lawyers in Canada* as “One to Watch” (Labour and Employment Law)
- Recipient of the 40 Under 40 award of the year 2024 from the *Ottawa Business Journal*

## Bar Admission & Education

- Ontario, 2018
- JD Common Law (cum laude), University of Ottawa, 2017
- Bachelor of Social Sciences (Hons.), Human Rights & Conflict Studies (magna cum laude), University of Ottawa, 2013
- Bachelor of Arts (Hons.), Psychology (cum laude), University of Ottawa, 2007

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