



STEVE M. WINDER

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[Labour and Employment](#)

[Securities Litigation](#)

[Privacy and Data Protection](#)

[Pensions and Benefits](#)

[Healthcare Human Resources and Labour Relations](#)

Education / Bar Admissions

LLB, University of Ottawa, 1994

BA, Trent University, 1990

British Columbia, 1996

Professional Involvement

Member, Canadian Bar Association

Member, Law Society of British Columbia

EXECUTIVE SUMMARY

Steve Winder is the Regional Group Manager for Specialized Litigation in Vancouver. Steve has over 20 years of experience in labour and employment law and civil litigation.

Steve was recognized in the 2019 edition of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour). As well, selected by peers for inclusion in the 2019 (and since 2014) editions of *The Best Lawyers in Canada* (Labour and Employment Law). Steve was also recognized in the 2018 editions of *Benchmark Canada – The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* (Litigation Star: Employment), and *The Canadian Legal Expert® Directory* (Employment Law).

Steve advises employers on a full range of labour and employment matters, including dismissals and discipline, employment contracts and policies, collective agreements and bargaining, human rights issues, employment standards, privacy and WorkSafe matters.

Steve has acted as counsel in the Provincial, Supreme Court and Court of Appeal for British Columbia, and before the Human Rights Tribunal, Labour Relations Board, Workers Compensation Appeal Tribunal, Employment Standards Tribunal and the Employment Insurance Commission.

Prior to joining BLG as an articling student in 1996, Steve was a law clerk for six justices of the British Columbia Supreme Court in 1995 and 1996.

REPRESENTATIVE WORK

Recent Decisions

- Defended a manufacturing company at arbitration and before the Labour Relations Board in a matter involving video surveillance of employees, *Armtec Limited Partnership v. Construction and Specialized Workers Union*, 2016 BCCAAA 90 and 154, 2017 BCLRBD 23
- Represented an investment firm and one of its advisors in a case involving alleged negligence and breach of contract, *Graham v. Wells*, 2015 BCSC 734

Notable Cases

- Defended a restoration company and its employee in an injunction application, *Phoenix Restorations Ltd. v. Brownlee*, 2010 BCSC 1749
- Acted for an employee at the Human Rights Tribunal in a sex discrimination case, *Brown v. PML Mechanical*, 2010 BCHRT 93
- Defended a technology company at trial and an appeal from a dismissal of an employment lawsuit, *Ciric v. Raytheon Canada Ltd.*, 2008 BCCA 241
- Defended a large engineering and construction firm from a wrongful dismissal action, *Bern v. AMEC*, 2007 BCSC 856

General Representative Work

- Acts for several banks and credit unions, on employment and other civil litigation
- Provides employment advice to numerous local and national businesses
- Provides labour advice and representation for unionized workforces, including in grievance arbitrations, matters before the Labour Relations Board, and collective bargaining
- Significant experience dealing with post-termination matters, including bringing and defending non-competition injunctions

PUBLICATIONS & PRESENTATIONS

- Speaker, "Current Issues In Employment Law," Canadian Bar Association BC Branch, November 14, 2018.
- Co-Speaker, "Employment Injunctions", Employment Law Conference 2018, The Continuing Legal Education Society of British Columbia, May 3rd, 2018.
- Co-Author, "Supreme Court of Canada Adopts a Broad Interpretation of Discrimination "Regarding Employment" under the B.C. Human Rights Code," *BLG Publication*, March 2018.
- Co-Speaker, Workplace Sexual Harassment: Moving Beyond the #MeToo Movement, BLG U Vancouver Seminar, February 22, 2018.
- Quoted, "British Columbia: Expanded guidance "highlights the pitfalls" of social media background checks," *Privacy This Week*, May 2017.
- Co-Speaker, "Lawyers as Employers: Cautionary Tales," CLE BC Employment Law Conference, May, 2017.
- Speaker, "Top Employment Cases for 2016," BLG U (In-House Counsel), March 2017.
- Author, "How Long and How Much?: Figuring out notice periods and damages where an employee leaves without proper notice," *BLG Publication*, March 2017.
- Speaker, "Digging Your Own Grave: How to Avoid Drafting Errors in Employment Agreements," BLG Vancouver Labour and Employment Seminar, October 2016.
- Co-Author, "Update: B.C. Court of Appeal Restores Largest Award for Injury to Dignity," *BLG Publication*, July 2016.
- Speaker, "WorkSafeBC - Harassment and Bullying Update," BLG Vancouver

Labour and Employment Seminar, May 2016.

- Author, "Can we put one partner on notice to boost our sale price?," *The Globe and Mail*, May 2016.
- Author, "Employment Law" chapter, *Annual Review of Law & Practice in British Columbia*, The Continuing Legal Education Society of British Columbia (CLE BC), 2001-16.
- Co-Speaker, "It's None of Your Business, Or is it?: When Off-Duty Conduct Crosses the Line," BLG U (In-House Counsel), February 25, 2016.
- Speaker, "Insider Risk – Employment Issues," Cyber Risk Management Seminar, February 16, 2016.
- Speaker, "Technology and Social Media in the Workplace: Know Your Rights and Responsibilities," Western Labour and Employee Relations Forum, January 28, 2016.
- Author, "B.C. Supreme Court Overturns Largest Award for Injury to Dignity," *Canadian Employment Law Today*, November 10, 2015.
- Speaker, "Lessons Learned from Ghomeshi: Harassment in the Workplace," BLG Labour and Employment Vancouver Symposium, November 4, 2015.
- Speaker, "Human Resources", BLG Legal Bootcamp for Entrepreneurs, October 7, 2015.
- Speaker, "Accommodation", Disability Claims Management Conference, May 28, 2015.

RANKINGS & RECOGNITIONS

- Recognized in the 2019 (and since 2017) edition of *Benchmark Canada – The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* as a Local Litigation Star: British Columbia, and 2017 as a Litigation Star: Employment.
- Recognized in the 2019 edition of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour).
- Recognized in the 2019 edition (and since 2014) of *The Best Lawyers in Canada* (Labour & Employment Law).
- Recognized in the 2018 edition of *Benchmark Canada* (Labour and Employment).
- Recognized in the 2019, 2018 and 2017 edition of *The Canadian Legal Lexpert® Directory* (Employment Law).
- Named *Recognized Practitioner* in the 2018 edition of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour: British Columbia).

ABOUT BORDEN LADNER GERVAIS LLP

Borden Ladner Gervais LLP (BLG) is a leading, national, full-service Canadian law firm focusing on business law, commercial litigation and arbitration, and intellectual property solutions for our clients. BLG is one of the country's largest law firms with more than 700 lawyers, intellectual property agents and other professionals in five cities across

Canada. We assist clients with their legal needs, from major litigation to financing to trademark and patent registration.