



**Chris Lane, Q.C., Partner**

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Chris is a partner in the firm and provides advice and representation to businesses and individuals in all aspects of labour and employment law, including human rights, wrongful dismissal, union relations, collective bargaining, double-breasting union avoidance, policy development, arbitration, labour relations board and court proceedings.

**Education:**

- LL.B., University of Alberta
- B.A., University of Alberta

**Awards and Recognition:**

- Employment & Labour (Alberta), *Chambers Canada* 2021
- Leading Practitioner - Employment (Employer), Labour (Management) Law and Workplace Human Rights (Employer), *Canadian Legal Lexpert Directory*
- Labour and Employment Law, *Best Lawyers® in Canada*, 2006 - 2019
- BV Distinguished Peer Review Rating, *Martindale-Hubbell*
- Queen's Counsel, 2016

**Professional Associations, Affiliations and Community Activities:**

- Member, Canadian Association of Counsel to Employers
- Board Member, Alzheimer's Society of Alberta and the Northwest Territories
- Board Member, Capital Care Foundation
- Member, Law Society of Alberta's Practice Review Committee

- President, Alzheimer's Society of Alberta and Northwest Territories

## **EXPERIENCE**

- Significant involvement in assisting owners and contractors involved in multi-billion dollar construction projects (including oilsands and transmission projects) in developing Project Labour Agreements with numerous unions.
- Labour relations and employment counsel to some of the largest construction contractors in Alberta and to the second largest health care provider in the province.
- Assisting numerous clients in developing long term labour relations plans, including the development and protection of relationships with specific unions.
- Providing advice and representation to numerous employers in respect of union certification applications, decertification applications, common employer and successorship applications.
- Represents numerous unionized employers in grievance arbitrations relating to various matters, including employee discharges, the validity of employer policies, and pay and benefits disputes.
- Provides almost daily advice to employers on various dismissal issues, including whether the employer has just cause to dismiss, what would be reasonable severance pay, and strategies to reduce the amount of severance paid out.
- Provides advice and representation to employers on various human rights issues, including the accommodation of disabled employees, sexual harassment and racial discrimination.
- Assists employers in developing and implementing drug and alcohol policies.
- Assisted many employers in developing and executing strike and lockout contingency plans.
- Worked with employers and the Employment Standards branch to obtain approval of extended shift schedules.
- Acted as Independent Supervising Solicitor in the execution of several Anton Pillar search and seizure orders.

## **PRESENTATIONS**

In addition to the presentations below, Chris also presents client-specific seminars on discipline, drug testing, conducting effective investigations.

- "2020 Labour Law Year in Review", McLennan Ross Seminar, 2021
- "2019 Labour & Employment Year in Review", McLennan Ross Seminar, 2020
- "2017 Labour & Employment Year in Review", McLennan Ross Seminar, 2018
- "Vetting Right: Winning Strategies for the Recruitment Process", McLennan Ross Webinar, 2017
- "2016 Labour & Employment Year in Review", McLennan Ross Seminar, 2017

- "2015 Labour & Employment Year in Review", McLennan Ross Seminar, 2016
- "Drugs & Alcohol / Fitness for Work Testing", McLennan Ross Labour & Employment Full-Day Seminar, 2013
- "2012 Labour & Employment Year in Review", McLennan Ross Seminar, 2013
- "Discussion on Construction Certification in Western Canada", Western Canadian Construction Labour Relations Forum, 2010
- "Managing Mental Illnesses in the Workplace: Practical Tips", McLennan Ross Webinar, 2010
- "Alberta Labour Scene & Current Labour Issues", School Board Labour Law Seminar: Are Your Practices Current, McLennan Ross, 2010

## **PUBLICATIONS**

- "Due Care Required in Manner of Termination", Teresa Haykowsky and Chris Lane, Q.C., *McLennan Ross E-Mail Alert*
- "Cross Canada Human Rights Overview and Update: Alberta and Northwest Territories", *CACE Conference*
- "The Erosion of Just Cause", *Alberta Law Conference*
- "Employment Practices Employment", *McLennan Ross Legal Counsel Newsletter*
- "Confining Picketing Areas Contrary to Charter", *The Trusted Legal Advisor*