

Our practical approach emphasizes planning, prevention, and effective dispute resolution.

Practical, preventative solutions

The most critical resource of any business is its people. As an employer you invest in the individuals you've chosen to represent you. As an employee you invest in your job and your company. An employment dispute can be disruptive for everyone.

At Reynolds Mirth we act for employers and employees, in both non-union and union settings. We focus on practical solutions for our clients. We emphasize planning and prevention. In many cases, an employment crisis can be avoided before it arises.

Our work spans a number of industries, from the public sector, to small businesses, industrial outfits, educational institutions, and more. We can help you with issues including:

- Wrongful dismissals
- Constructive dismissals
- Employment agreements
- Human rights matters
- Illness and disability issues in the workplace
- Occupational health and safety matters
- Performance management and progressive discipline
- Personnel policy development and interpretation
- Pre-termination interviews
- Privacy issues
- Harassment complaints
- Staff downsizing and restructuring issues
- Terminations
- Occupational health and safety investigations and prosecutions

The union context

We understand the nuances of a union environment and the special considerations it requires. We can advise employers during the certification process, if a Union applies to organize your workforce, as well as in situations where the Union is already present.

We can provide you with practical and timely advice in all steps of the labour dispute resolution process. These include negotiation, conciliation, mediation and arbitration. We work with both the public and private sectors.

As skilled negotiators, we are active in using alternative methods to resolve disputes. Our team appears regularly before administrative tribunals such as the Labour Relations Board. We also conduct judicial reviews of Labour Board decisions and Arbitration decisions. We have successfully appeared in all levels of Court in Alberta and the Supreme Court of Canada.

Related Practice Areas

- Litigation and Dispute Resolution
- Alternative Dispute Resolution
- Boards, Tribunals & Administrative Law
- Municipal Law

Labour & Employment Team



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Sean Ward
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Matthew Woodley
PARTNER

We also interpret collective agreements and can provide advice to you on the complex clauses contained in them. We have a unique resource. Our Partner Albert Lavergne was seconded to the Labour Relations Board of Alberta where he drafted various policies for the Board. This scope of experience gives our team rare insight.

Every organization has a fundamental investment in human capital. We work with our clients as a partner to protect their interests. Prevention, planning and damage control are linchpins to minimizing risk and potential liability associated with employment.

Albert Lavergne, Partner

Active in the community

Reynolds Mirth is active in the labour and employment community. We support a number of initiatives and host day-long seminars on a variety of topics.

We are committed to education. We regularly offer seminars to our clients respecting a wide variety of human resources issues. Members of our team teach Business Law and Labour Relations Law courses at MacEwan University and Concordia University of Edmonton.