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Biography

Jill Wilkie specializes in advising employers on all aspects of labour and employment law including: employment agreements, collective agreements, policies, restrictive covenants, fiduciary duties, wrongful and constructive dismissal, human rights, employment standards, privacy, disability management, performance management, employee misconduct, workplace investigations and terminations. Jill provides effective and practical advice and solutions, in a responsive and timely way.

Jill is a trusted advisor to employers, providing advice and counsel in a number of areas:

Employment law:

- advising employers on hiring, performance management, discipline, termination, disability management, fiduciary duties, restrictive covenants, human rights, employment standards and privacy
- drafting and reviewing employment agreements, restrictive covenants, contractor agreements, employment policies and procedures
- conducting and advising on workplace investigations

Litigation:

- wrongful dismissal
- constructive dismissal
- injunction applications
- breach of restrictive covenants
- breach of confidentiality
- breach of fiduciary duties

Labour law:

- grievance arbitrations
- advising employers on obligations and rights during certification, collective bargaining and under a collective agreement
- advising employers on performance management, discipline, disability management, human rights and privacy
- conducting and advising on workplace investigations

Human Rights:

- defending human rights complaints
- representing employers in the Alberta Human Rights Commission conciliation and investigation processes
- representing employers at Alberta Human Rights Tribunal Hearings
- Judicial Review of decisions of the Alberta Human Rights Tribunal

Employment Standards:

- representing employers in Canada Labour Code inspections, adjudications and appeals

- representing employers in Alberta Employment Standards conciliations, investigations, hearings and appeals

Privacy:

- representing employers before the Office of the Information and Privacy Commissioner of Alberta
- advising employers on privacy obligations including breach reporting and responses to access requests
- drafting of privacy policies and procedures

Occupational Health & Safety:

- advising employers regarding obligations pursuant to the Occupational Health & Safety Act, Regulations and Code

Workers' Compensation:

- advising employers regarding obligations pursuant to the Workers' Compensation Act and Regulations

Jill is a member of the Firm's National Inclusion and Diversity Committee.

Jill frequently presents to employers on developments in employment law, from hiring through to post-termination. Jill also presents to employers regarding labour law developments.

Thought leadership

Jill has authored and co-authored many articles, publications and blog posts, including:

- "Suncor Saga Update: Suncor's Random Drug and Alcohol Testing Policy will be Sent Back to Arbitration," *Labour and Employment Communiqué*, Miller Thomson, 2018
- "Alberta Court of Appeal Upholds Interim Ban on Random Drug and Alcohol Testing by Suncor," *Labour and Employment Communiqué*, Miller Thomson, 2018
- "Checking in after Few Months of Living with the Alberta Employment Standards Code Changes," *Labour and Employment Communiqué*, Miller Thomson, 2018
- "Alberta Employers! The Ministry of Labour Needs Your Input," *Canadian Labour and Employment Blog*, Miller Thomson LLP, 2017
- "Emerging Issues in Labour and Employment: Economic Downturn", *The Barrister*, Issue No.119, Spring 2016
- "Employment Law 101: Enforcement of Restrictive Covenants," *Canadian Labour and Employment Law Blog*, Miller Thomson LLP, 2016
- "Part 1: Changes To Terms Of Employment In An Economic Downturn," *Labour and Employment Communiqué*, Miller Thomson LLP, 2016
- "Part 2: Update on the Calculation of Reasonable Notice in an Economic Downturn," *Labour and Employment Communiqué*, Miller Thomson LLP, 2016
- "New Minimum Wage Rate in Alberta to Take Effect on October 1, 2015," *Canadian Labour and Employment Law Blog*, Miller Thomson LLP, 2015
- "Calculating Reasonable Notice 55 Years after Bardal – Responding to Economic Realities," *Labour and Employment Communiqué*, 2015
- "Maternity and Parental Leave in Alberta," *Canadian Labour and Employment Law Blog*, Miller Thomson LLP, 2015
- "Privacy in the Workplace—Drug and Alcohol Testing," *Labour and Employment Communiqué*, Miller Thomson LLP, 2012
- "Privacy Rights of Employees' E-mail," *Charter and Human Rights Litigation*, Vol. XVIII, No. 1, Federated Press, 2011
- "Christian Horizons: the State Bans Christian Homes," *Charter and Human Rights Litigation*, Vol. XV, No. 3, Federated Press, 2008
- "Drug and Alcohol Testing: Consistency with Privacy and Human Rights," *Charter and Human Rights Litigation*, Vol. XIV, No. 4, Federated Press, 2008
- "Hate Speech and Free Speech," *Charter and Human Rights Litigation*, Vol. XIV, No. 3, Federated Press, 2007
- "Swabs and Cameras: Privacy Issues for Employers Concerning Alcohol and Drugs in the Workplace," *Labour and Employment Communiqué – Alberta*, 2007

Jill has presented at a number of conferences and seminars, including:

- The Broadening Scope of Requests for Personal Information: Assessing the Organizational Impacts, Canadian Association of Counsel to Employers Webinar, 2018
- Changes to Alberta's Occupational Health and Safety and Worker's Compensation Legislation, Client Seminar, Miller Thomson LLP, 2018
- Panel Discussion on New Employment Legislation, Vital Partners, 2018
- Key Employment Policies, CPHR Alberta, 2018
- Panel Discussion on Disability Management, Vital Partners, 2017
- Eyes Wide Open: Workplace Surveillance: Privacy Panel, Canadian Association of Counsel to Employers, 14th Annual Conference, Calgary, 2017
- Prying Eyes: Privacy Breaches in the Workplace – And What To Do About Them, 35th Annual Labour Arbitration and Policy Conference, Calgary, 2017
- HR Exchange Panel, Vital Partners, Calgary, 2017
- The Changing Workforce: Legal Issues From Both Tails of The Aging Curve, HRIA Conference, Edmonton, 2017
- Privacy Commissioners Perspective on Leading Workplace Privacy Issues, Canadian Associational Counsel to Employers Webinar, 2017
- How Age Affects The Employment Relationship, Miller Thomson LLP Client Webinar, 2016
- Hot Privacy Topics: Hiring, Health and Hacks: Privacy Panel, Canadian Associational Counsel to Employers, 13th Annual Conference, Winnipeg, 2016
- Respectful Workplace Training, Client Presentation, Alberta, 2016
- "Deconstructing Constructive Dismissal," HRIA Conference, Calgary, 2016
- "Employment Law 101," Miller Thomson LLP, Client Presentation, Calgary, 2016
- "Constructive Dismissal, Employment Law Panel," Canadian Bar Association, Alberta Law Conference, Calgary, 2015
- "Canada Labour Code Update," Canadian Payroll Association, Calgary, 2015
- "Director's Duties and Liabilities," Miller Thomson LLP, Client Presentation, Calgary, 2015
- "Advocacy before Administrative Tribunals," Federated Press 2nd Adjudication in Alberta Course, 2015
- "L&E Seminar," Miller Thomson LLP, Client Presentation, Calgary, 2015
- "Legislative Framework in Employment Law," Federated Press 3rd Mini LL.B. for Aboriginal Leadership Course, Calgary, 2015
- Lorman Education Services Presentation on Employment Related Records in Alberta, 2014
- Lorman Education Services Presentation on Overtime and the Salaried Employee in Calgary, 2014
- Organized Pseudo Legal Commercial Argument Litigants, Miller Thomson LLP, Calgary, 2014
- "Labour Law 101," Miller Thomson LLP, Edmonton and Calgary, 2014
- Lorman Education Services Presentation on Employment Discharge and Documentation, Calgary, 2013
- "Law Procedures relating to Employment Standards, Employment Insurance and Workers Compensation," Calgary Chinese Community Service Association and Calgary Legal Guidance Presentation, Calgary, 2013
- Lorman Education Services Presentation on Overtime and the Salaried Employee, Calgary, 2013
- Lorman Education Services Presentation on Workplace Investigations, Calgary, 2013
- "Labour Law Update," Miller Thomson LLP, Risk Mitigation in the Modern Workplace Seminar, BMO Centre, Calgary, 2012
- "Pastor + People + Protection—What you Need to Know," Associated Gospel Churches of Canada, 2012
- "Employment Law 101 (Hiring and Termination, Employment Policies, Privacy Law and Human Rights)," Miller Thomson LLP, Client Presentation, 2012
- "Camp Logistics and Workforce Accommodation Forum: Evaluating the Impacts of the Latest Government Guidelines on Work Camps," CI Energy Group, a division of the Canadian Institute, 2012
- "Recent Developments in Human Rights Law," Miller Thomson LLP seminar, Calgary Chamber of Commerce, 2011
- "Freedom of Association in the Labour Relations Context," Workshop on Substantive Law: Emerging Issues in Constitutional Law, Christian Legal Fellowship National Student Conference, University of Calgary, 2011
- "Employment Law Refresher—Privacy, Human Rights and Accommodation of Disabled Employees," Miller Thomson LLP presentation, Calgary Chamber of Commerce, 2010
- "Employment Law 101 (Hiring and Termination, Employment Policies, Privacy Law and

- Human Rights),” Miller Thomson LLP, Client Lunch ‘n Learn, 2010
- “Privacy Issues—Emerging Technologies and Employee Surveillance,” Miller Thomson LLP Seminar, Managing Employment Issues: What’s Ahead for 2010, Calgary, 2010
 - Lorman Education Services Presentation on Workplace Privacy and Human Rights in Alberta, Calgary, 2009
 - “Privacy Concerns in the Employment Context,” Miller Thomson LLP Presentation, From Hot to Not: Managing Employment Relationships in a Slowing Economy, Calgary Chamber of Commerce, 2009
 - “Labour and Employment Law Termination Strategies and Issues,” Miller Thomson LLP Presentation, Client Lunch ‘n Learn, 2009
 - “Legal Framework for Employment Law in Alberta,” Miller Thomson LLP, Client Lunch ‘n Learn, 2008

Professional memberships

- Member, Canadian Association of Counsel to Employers
- Member, Canadian Bar Association
- Member, Calgary Bar Association
- Member, Chartered Professionals in Human Resources of Alberta
- Member, Law Society of Alberta

Bar admissions & education

- Alberta Bar, 2007
- LL.B., University of Calgary, 2006
- B.A. (Law and Society), University of Calgary, 2003