



John Batzel

Partner | Calgary

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Biography

John Batzel has over 25 years of experience as a labour and employment lawyer, and a wide ranging practice acting for large corporations, smaller scale employers and executive level employees.

John regularly provides advice and representation on all aspects of the employment relationship, including contract negotiation and hiring, compensation and incentive plans, performance management, employee discipline, human right issues, disability claims, workers' compensation, occupational health and safety, alcohol and drug testing, terminations, wrongful dismissal claims and enforcement of post termination restrictive covenants. John also represents unionized employers on a range of labour relations issues including union certification, decertification, first collective agreement arbitration, unfair labour practice complaints and grievance arbitrations.

John's focus is providing practical, timely advice and representation to avoid or minimize problems whenever possible, and maximize advantage where disputes cannot be avoided.

John has appeared before the Alberta Provincial Court, the Alberta Court of King's Bench, the Alberta Court of Appeal, the Alberta Human Rights Commission, the Alberta Labour Relations Board, the Ontario High Court of Justice, the United Kingdom Employment Tribunal and in the Texas District Court. John has also advised purchasers and sellers on employment and labour matters in hundreds of transactions, including extremely large and complex mergers, acquisitions, restructurings and financing arrangements, as well as smaller scale business transactions.

Professional achievements & leadership

- *Chambers Canada Legal Guide*, Employment and Labour – Alberta, 7 years ranked

Notable matters

- *An application for revocation of bargaining rights of Health Sciences Association of Alberta brought by certain Employees of Siksika Health Services affecting Siksika Health Services*, 2023, CanLII 104923 (AB LRB)

RELATED SERVICES

Administrative & Public Law
Labour & Employment

- *Corbett v Health Sciences Association*, 2022 ABKB 794 (CanLII)
- *Alberta Union of Provincial Employees v Bethany Care Society*, 2022 CanLII 85504 (AB LRB)
- *Katie Corbett and Darryl Jensen v Health Sciences Association of Alberta and the Alberta Labour Relations Board*, April 27, 2022, order directing Siksika Health Services be joined as a party to judicial review proceedings – unreported (ABQB)
- *In the matter of a First Collective Agreement Arbitration between Health Sciences Association of Alberta and Siksika Health Services*, 2022, CanLII 34981 (AB GAA)
- *An application for a stay regarding a Board decision brought by Siksika Health Services affecting the Health Sciences Association of Alberta*, 2021, CanLII 130740 (AB LRB)
- *City Wide Towing and Recovery Services Ltd. v Poole*, 2020, ABCA 305 (CanLII)
- *Poole v City Wide Towing and Recovery Ltd.*, 2020 ABCA 102 (CanLII)
- *City Wide Towing and Recovery Ltd. v Poole*, January 17, 2020, order granting interim injunction – unreported (ABQB)
- *Catalyst Canada Services v Catalyst Changers*, 2013 ABQB 73 (CanLII)
- *Eggertson v Alberta Teachers' Association*, 2002 ABCA 262 (CanLII)
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Thought leadership

- Online Presentation, “Just Cause Termination”, Miller Thomson Employee Law Podcast, May 2023
- Online Presentation, “Fitness for Duty”, Miller Thomson Employment Law Podcast, May 2023
- Author and Co-Presenter, “Here, There and Everywhere: Creating Workplace Policies that Work for Everyone”, Lancaster 40th Annual Labour Arbitration and Policy Conference, June 2022
- Webinar Presentation, “Marijuana Use and Testing in the Workplace: Recommended Actions to Reduce Risk in the World of Legalized Marijuana”, Bongard Media Webinars, June 2021
- Conference Presentation, “Same Workplace, Different Workplaces: Top Considerations for Adapting to our Remote Work Realities”, Canadian Corporate Counsel Association, April, 2021
- Online Presentation, “The Gig Economy: Will the Band Play on or Will Courts and Legislatures Call a Different Tune?”, Miller Thomson Employment Law Podcast, April 2021
- Online Presentation, “Enforcing Post-Employment Restrictions: Hold Still, This May Hurt A Little”, Miller Thomson Employment Law Podcast, April 2021
- Author, “Drug and Alcohol Testing” chapter in *Cannabis in the Workplace*, Thomson Reuters, 2019
- Author, “UPC Introduces Changes to the Alberta Employment Standards Code and the Alberta Labour Relations Code”, Blog, June, 2019
- Co-Author, “Alberta Erects Measures to Protect Whistleblowers”, Blog, November, 2018
- Author, “Alberta Court of Appeal Weighs In on Random Drug and Alcohol Testing”, Blog, October, 2017
- Author, “Supreme Court Upholds Termination for Breach of Drug and Alcohol Policy”, Blog, June, 2017
- Co-Author, “Government Announces Sweeping Changes to Labour and Employment Laws in Alberta”, Blog, June, 2017
- Co-Author, “Alberta Employers May Face Increased Unionization and

- Mandated Collective Agreements”, Blog, March, 2017
- Author, “Ghomeshi Claim Faces Significant Challenges”, Blog, October, 2014
- Author, “Alberta Arbitration Board Considers Random Alcohol and Drug Testing in Closely Watched Case”, Blog, April, 2014
- Co-Author, “Tax Changes: Corporate Contractors May Be Subject to 13% Higher Tax Rates”, Blog, June, 2013
- Author, “ The Supreme Court of Canada Provides Guidance on Random Alcohol Testing”, Blog, June, 2013
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Community involvement

- Volunteer, Calgary Legal Guidance (20 Years)

Professional memberships

- Member, Law Society of Alberta
- Former Member, Law Society of Ontario
- Member, Canadian Bar Association
- Member, Calgary Bar Association

Bar admissions & education

- Alberta, 1997
- Ontario, 1995
- LL.B., University of Toronto, 1993
 - McGill University Law School, 1992-1993, credited to LL.B.
- BA(Hon), University of Winnipeg, 1989
 - University College London, London School of Economics, 1985-1986, credited to BA(Hon)