

## Robert A. Sider

Rob's practice focuses on management-side labour and employment law. He advises on labour and employment aspects of commercial transactions and day-to-day labour and employment issues. His work includes labour and employment litigation, arbitrations, human rights, employment standards (including director and officer liability issues), collective bargaining and workers compensation.

### Recognition And Ranking

- *Chambers Global*: recognized in the Employment & Labour (Canada) category
- *Martindale-Hubbell International Law Directory*: BV Peer Review rated

### Professional Activities

- Canadian Bar Association, Member
- Canadian Bar Association, BC Branch, Employment Law Subsection, Member and past Chair (2004-05)
- Canadian Bar Association, BC Branch, Labour Law Subsection, Member
- Human Resource Management Association, Member
- Canadian Association of Counsel to Employers (CACE), Member

### Community Activities

- Youth Basketball Coach
- Men's League Director, Tennis BC

### Bar Admissions

- British Columbia (1991)
- Alberta (1999)
- Yukon (2010)

### Education

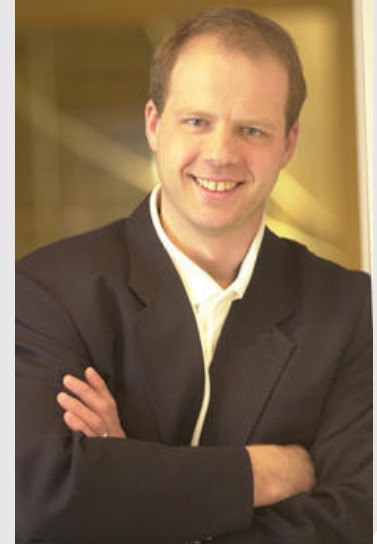
- Dickinson College; Victoria College, University of Toronto (B.A., 1987)
- University of Toronto (LL.B., 1990)

### Experience

- Providing advice on significant downsizings, plant closures, and reorganizations
- Negotiations of employment contracts, stock option plans, and change of control agreements with senior executives
- Providing advice to Boards on compensation and director liability issues
- Conducting investigations of harassment and defending employers in respect of harassment claims



Vancouver • Calgary • Yellowknife



**Robert A. Sider**

Partner

#### Vancouver

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#### Wilma MacMillan

Legal Assistant

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#### Practices

- Labour and Employment
- Litigation & Dispute Resolution

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- Acting as chief spokesperson for the employer on both first collective agreements and renewals
- Successfully negotiating collective agreements for a wide variety of employers in both British Columbia and Alberta, including employers in the forestry, construction, transportation, service, financial and food industries
- Providing advice on share and asset deals in the forestry, mining, manufacturing, financial and service industries

#### Conferences

- "Tackling Tough Duty to Accommodate Issues", (April 26-27, 2012)
- "Employment", (February 16, 2012)
- "Managing the Sick Employee", (June 14, 2011)
- "Background Checks in the Age of Facebook", (April 14-15, 2011)
- "Written Employment Agreements - Getting It Right", (February 10, 2011)
- "Written Employment Agreements - Getting It Right", (January 27, 2011)
- "Employment Law", (September 23, 2010)
- "Benefits, Pension and Tax Issues Arising from Employment Related Settlements", (September 20, 2010)
- "Hiring", (June 2, 2010)
- "Downsizing in a Downturn: Points to Consider when Reducing your Workforce", (May 20, 2009)
- "Layoff, Bumping and Recall: Canvassing Options in Tough Economic Times", (March 5, 2009)
- "Labour Relations Update", (October 30, 2008)
- "Employment Law Update", (June 21, 2007)
- "Pre-Employment Screening and the Hiring Process", (June 21, 2006)

#### News / Publications

- Lawson Lundell Recognized in Chambers Global 2012, (March 19, 2012)
- Labour & Employment Law Bulletin, (November 8, 2011)
- Rob Sider quoted in The Financial Post, (September 21, 2011), Interview
- Labour & Employment Bulletin: Federal Elections – Employee Voting Time Entitlement and Company Computers and the Employee's Expectation of Privacy", (April 29, 2011)
- Rob Sider quoted in The Globe and Mail, (April 26, 2011), Interview
- Labour & Employment Bulletin: Minimum Wage Increase and Changes to Temporary Foreign Worker Regulations, (March 18, 2011)
- Rob Sider's article appears in BCBusiness Magazine, (March 3, 2011), Author
- Rob Sider interviewed by Canadian Business, (January 19, 2011), Interview
- Labour & Employment Law Bulletin: Court of Appeal finds Attendance Management Program Discriminatory, (October 20, 2010)
- Practical Tips for Tough Economic Times, (May 20, 2009)
- "Management's Duty to Accommodate Disability-Related Absenteeism", *CACE*, (2007), Author
- "Strategic Responses to Major Business Changes", *Insight*, (2006), Author
- "Advising British Columbia Businesses", *Continuing Legal Education, Labour and Employment chapter*, (2006), Author



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- “Beyond Wallace: The Ongoing Impact of the Supreme Court of Canada’s Decision on Dismissals”, *Management Rights Journal*, (2002), Co-author
- “The Employer’s Duty of Good Faith: New Developments Since *Wallace*”, *The Canadian Institute, Western Canada’s Advanced Forum on Employment Law*, (November 2001), Co-author
- “Issues of Confidentiality and Competition in the IT Sector”, *Canadian IT Law Association*, (2001), Co-author
- “Employment Contracts for Foreign Nationals”, *Insight*, (2001), Co-author
- “What Not to Ask: A Human Rights Guide to Pre-Employment Inquiries”, *Infonex Conferences*, (2000), Co-author
- “The Right to Refuse Unsafe Work”, Co-author
- “Difficult Issues in Wrongful Dismissal Cases”, *Pacific Business and Law Institute*, (1996), Co-author

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