

Nicole K. Skuggedal

Nicole practises in all areas of labour and employment law and general civil litigation.

Nicole has represented and co-represented clients in matters involving labour arbitrations, the Labour Relations Board, the Employment Standards Branch, the B.C. Human Rights Tribunal, the Northwest Territories Human Rights Commission, and the Office of the Privacy Commissioner of Canada, and has appeared before the British Columbia Supreme Court, Court of Appeal and Supreme Court of Canada. Nicole also provides strategic advice to clients on drafting employment contracts and the labour and employment aspects of commercial transactions.

Recognition And Ranking

- In 2004, Nicole placed first in the Jessup International Law Moot and represented Canada at the international rounds of the Jessup Moot.

Professional Activities

- Canadian Bar Association, Member
- BC Human Resources Management Association, Member

Community Activities

- Western Canada Society to Access Justice, *pro bono* clinic volunteer

Bar Admissions

- British Columbia (2006)
- Northwest Territories (2008)
- Yukon (2010)

Education

- University of Victoria (B.Comm. (with Distinction) 1999)
- University of Toronto (J.D. 2005)

Experience

- Representing employers in both the provincial and federal sector in a diverse range of industries including: financial services, mining, transportation, construction, retail, First Nations organizations
- Providing strategic labour relations advice to employers on matters such as collective agreement interpretation, discipline, grievance resolution, strikes and lockouts, including appearing at arbitrations and labour relations board hearings
- Acting as counsel on labour board appeals, wrongful dismissal and general civil litigation trials including appearing before the British Columbia Supreme Court, Court of Appeal and Supreme Court of Canada



Nicole K. Skuggedal

Associate

Vancouver

P: 604.631.6795

F: 604.694.2912

E: nskuggedal@lawsonlundell.com

Robinn Habkirk

Legal Assistant

604.631.9256

Practices

- Labour and Employment
- Litigation & Dispute Resolution

Nicole K. Skuggedal (Cont.)

- Providing employment advice including wrongful dismissal, employment standards and drafting employment contracts
- Providing advice on human rights matters including the duty to accommodate, the permissible scope of drug and alcohol testing, responding to human rights complaints and developing harassment policies
- Providing labour and employment advice to clients on corporate transactions, reorganizations, downsizing and closures; and
- Representing employers in responding to privacy complaints and requests for information pursuant to provincial and federal privacy legislation

Conferences

- "Managing the Sick Employee", (June 14, 2011)
- "Accommodating Disabilities", (February 17, 2011)
- "Dismissing", (June 2, 2010)
- "Managing the Sick Employee", (October 30, 2008)
- "Duty to Accommodate", (June 21, 2007)
- "Drug and Alcohol Testing", (June 21, 2006)

News / Publications

- How to craft computer policies on personal emails and surfing, (December 8, 2011), Author
- Labour & Employment Law Bulletin, (November 8, 2011)
- Nicole Skuggedal quoted in The National Post, (July 19, 2011), Interview
- Nicole Skuggedal quoted in The Vancouver Sun, (June 22, 2011), Interview
- Labour & Employment Bulletin: Federal Elections – Employee Voting Time Entitlement and Company Computers and the Employee's Expectation of Privacy", (April 29, 2011)
- Labour & Employment Bulletin: Minimum Wage Increase and Changes to Temporary Foreign Worker Regulations, (March 18, 2011)
- Labour & Employment Law Bulletin: Court of Appeal finds Attendance Management Program Discriminatory, (October 20, 2010)
- Supreme Court of Canada Clarifies the Duty to Accommodate, (July 18, 2008)
- Supreme Court of Canada Issues Landmark Employment Law Decision in Keays v. Honda Canada Inc., (June 27, 2008)
- "What if you Suspect the Disability Claim to be False? A Guide to Fair and Proper Investigations", *Insight Information Co., Duty to Accommodate*, (2005), Co-author

