

Deborah L. Cushing

Deborah practises labour and employment law, advising clients on a range of matters including wrongful dismissal, employment standards, business immigration, labour relations, and human rights issues.

Deborah attended law school following a career in human resources. She worked in labour relations in the public sector followed by experience as an employee relations manager in the financial industry.

Deborah works with clients in a wide range of sectors including mining, retail, hospitality, health care, government and non-profit.

Professional Activities

- Canadian Bar Association, Member
- BC Human Resources Management Association, Member
- Canadian Pension and Benefits Institute, Member

Bar Admissions

- British Columbia (2007)

Education

- University of Victoria (LL.B)
- University of British Columbia (Bachelor of Commerce)

Experience

- Provides advice on employment matters, such as wrongful dismissal, employment standards, salary and benefits administration, and human rights
- Provides advice on labour relations matters, such as collective agreement interpretation, progressive discipline and grievance resolution, and appears at arbitrations and labour relations board hearings
- Conducts harassment investigations and makes recommendations for resolution of harassment complaints
- Maintains a business immigration practice assisting employers with bringing foreign workers into Canada and assists workers with applications to become permanent residents
- Advises employers on pension issues, such as the interpretation of plan provisions and the application of provincial and federal legislation

News / Publications

- Employees who Resign Retain Rights to Sue for Wrongful Dismissal, (February 13, 2012), Author
- Labour & Employment Law Bulletin, (November 8, 2011)
- "Negligent Infliction of Mental Suffering in the Employment Context", (July 2010)
- "Labour and Employment Law Bulletin: British Columbia Bans Use of Electronic Devices While Driving", (December 2009)



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Practices

- Labour and Employment
- Litigation & Dispute Resolution

Deborah L. Cushing (Cont.)

- “Labour and Employment Law Update: A Cautionary Tale about Temporary Layoffs”, (October 2009)
- “Changes to the Labour Market Opinion (LMO) Program”, (2009)
- Art in Dispute at the Beaverbrook Art Gallery, *International Journal of Cultural Property*, Vol. 15 No. 3, (2008)

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