

Walter G. Rilkoﬀ

Walter was a Legal Assistant to the Chair of the B.C. Labour Relations Board and early in his career, also acted on behalf of unions. This has afforded him a unique strategic perspective both in advising employers before arbitrators or the Labour Relations Board as well as in negotiations with trade unions. His ability to understand each side's imperatives affords him a unique ability to provide employers with sound strategic advice and to create practical, effective solutions.

Defending wrongful dismissal actions, drafting employment contracts and pursuing injunctions against breaches of non-competition or non-solicitation of employees contracts form part of his extensive experience.

Walter has been involved from day one in the development and application of privacy legislation both in the private and in the public sector.

Walter advises employers on compliance with human rights legislation, including complying with the duty to accommodate imposed by the courts and human rights tribunals and has represented employers in front of human rights tribunals.

Walter strives to find principled and practical solutions to his clients' employment and privacy related issues. This often involves "thinking outside the box" where circumstances warrant. However, his focus remains on finding practical solutions that are responsive to his clients' business needs.

Recognition And Ranking

- *Martindale-Hubbell International Law Directory*: BV Peer Review rated

Professional Activities

- BC Bartalk, Columnist
- Canadian Association of Counsel to Employers, Member and Presenter
- Human Resources Management Association of B.C., Member
- Canadian Bar Association (B.C. Branch) Labour Law Subsection, Past Chair
- Canadian Bar Association (B.C. Branch) Privacy Subsection, Member
- Canadian Bar Association, Employment Law Section, Member
- Canadian Bar Association, Human Rights Section, Member

Community Activities

- Family Services of Greater Vancouver, Past Director
- Developmental Disabilities Association, Past Director
- University Hill United Church, CoChair Leadership Team
- Canadian Heart and Stroke Foundation, Longtime Canvasser



Walter G. Rilkoﬀ

Partner

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Practices

- Labour and Employment
- Litigation & Dispute Resolution

Walter G. Rilkoﬀ (Cont.)

Bar Admissions

- British Columbia (1976)

Education

- University of British Columbia (B.A. Hons., 1970)
- York University (M.A., 1972)
- Osgoode Hall Law School (LL.B., 1975)

Languages

- Russian

Experience

- Bringing an unfair labour application against a provincial government for discriminating against non-union firms and their employers
- Negotiating numerous collective agreements in assorted industries including financial, not for profit and milling
- Defending against freedom of information requests including in the defence industry and the fishing industry
- Assisting with planning and executing downsizing in the shipping, airline and warehousing industries
- Negotiating executive contracts as well as the termination of executives
- Both prosecuting and defending wrongful dismissal actions
- Defending a human rights complaint relating to disabled persons riding scooters on buses
- Bringing legal action to determine jurisdiction over a society set up by several aboriginal bands to provide child and family services.
- Innumerable arbitrations under collective agreements

Conferences

- "Preparing for the Worst: How to Respond to a High Risk Incident", (June 20-21, 2011)
- "Human Rights Update", (June 14, 2011)
- "Managing", (June 2, 2010)
- "The Canada Labour Code: In-Depth Examination of Current Employment Standards", (September 14-17, 2009)
- "Managing the Sick Employee", (October 30, 2008)
- "Cross Canada Employment Law Update", (September 18-20, 2008)
- "Complying with your Duty to Accommodate Addictions", (February 13, 2008)
- "Labour Relations Update for Unionized Employers", (June 21, 2007)
- "Labour Relations Update for Unionized Employers", (June 21, 2006)
- "Accessing Employee Information", (April 21, 2005)
- "How Much Detail is Required in Medical Certificates?", (February 10, 2005)

News / Publications

- Labour & Employment Law Bulletin, (November 8, 2011)



Walter G. Rilkoff (Cont.)

- Legal issues arising from the Stanley Cup riots, *The Morning News with Philip Till on CKNW, Guest*, (June 24, 2011), Guest
- Walter Rilkoff quoted in *The Province*, (June 24, 2011), Interview
- Walter Rilkoff quoted in *The Montreal Gazette*, (June 23, 2011), Interview
- Walter Rilkoff interviewed by *News 1130*, (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)
- "The Ethics of Negotiation - Knowledge is Power...or is it?", *BarTalk* The Canadian Bar Association, (December 2009), Co-author with Amir Ghahreman

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