

Will Cascadden

Lawyer Profile



TITLE
Partner

OFFICE
Calgary

LAW SCHOOL
University of British
Columbia, LLB, 1993

DIRECT LINE
403-260-3521

BAR ADMISSIONS
Alberta, 1994
British Columbia, 1995

E-MAIL
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Biography

Will Cascadden is a partner in our Labour and Employment Group in Calgary. He advises and represents employers confronted with the tough legal challenges that arise in today's workplace, including: terminations, labour relations, employee disability, hiring, union certification drives, human rights, collective bargaining, policy development, group dismissals, employment issues in mergers and acquisitions, and all manner of law suits and legal proceedings.

Mr. Cascadden represents clients that operate throughout the spectrum of our dynamic western Canadian economy, including: oil and gas companies, oilfield service businesses, utilities, technology firms, manufacturers, financial institutions, government departments, and NPOs. He represents clients in arbitrations, and before tribunals such as the Labour Relations Boards of Alberta, British Columbia and Canada. He also appears as counsel before the Superior Courts and Courts of Appeal of Alberta and British Columbia, as well as the Federal Court of Canada.

Mr. Cascadden teaches the Employment Law Course at the University of Calgary Law School. He also regularly instructs on labour and employment law topics for a number of organizations, including the Legal Education Society of Alberta, and the Continuing Legal Education Society of British Columbia. In addition to many legal articles and papers, he has authored several books, including "Strategies for Litigators in Alberta," "Employment Standards in British Columbia," and the "Labour Relations Code Practitioner's Manual." In recent years, he has been a director of the Human Resources Association of Calgary, a member of the Mount Royal University Human Resources Advisory Committee, and a member of the National Executive of the Canadian Bar Association Labour and Employment Law Section.

Shana Wolch

Lawyer Profile



TITLE
Partner

OFFICE
Calgary

LAW SCHOOL
University of Calgary, LLB,
2003

DIRECT LINE
403-260-3639

BAR ADMISSIONS
Alberta, 2004

E-MAIL
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Biography

Shana Wolch is a partner in our Labour and Employment Group in Calgary.

Ms. Wolch provides advice and representation on matters involving occupational health and safety compliance from policies to defence of claims; alcohol and drug policies and administration; employee trust thefts; privacy compliance including policies, responses to requests and defence of claims; the creation, implementation and training of all workplace employment policies; employee discipline and dismissal; disability and accommodation; workers' compensation; human rights and discrimination; and, unionized workforce issues including discipline and defence of labour relations grievances. She has also been a lead investigator in workplace investigation matters and frequently provides support for clients when conducting their own.

Ms. Wolch is currently the Chair of the Canadian Bar Association - Labour and Employment Law (South Section).

Donovan Plomp

Lawyer Profile



TITLE

Partner

OFFICE

Vancouver

LAW SCHOOL

University of British Columbia,
LLB, 2000

DIRECT LINE

604-643-7156

BAR ADMISSIONS

British Columbia, 2002

E-MAIL

dplomp@mccarthy.ca

Biography

Donovan Plomp is a partner in our Labour & Employment, and Pensions, Benefits & Executive Compensation groups in Vancouver. He has appeared as counsel in matters before the British Columbia Labour Relations Board, the Canada Industrial Relations Board, the British Columbia Human Rights Tribunal, the Supreme Court of British Columbia and grievance arbitration panels. He has also assisted clients in drafting employment contracts and policies, as well as advising on a wide variety of workplace issues including privacy, disability, and the application and interpretation of collective agreements.

His recent experience includes:

- advising employers regarding various human resources and labour relations issues, including employee disability, attendance management, human rights and employment policies, and terminations;
- representing employers in wrongful dismissal and other employment related litigation;
- representing unionized employers in grievance arbitration and labour relations board proceedings, including discharge, discipline, interpretation of collective agreements, unlawful strike and unfair labour practice complaints;
- advising employers regarding union organizing campaigns and certification and decertification applications; and
- advising on labour and employment issues in corporate mergers, acquisitions and reorganizations.

Mr. Plomp received a BA (Hons) from the University of Ottawa in 1997, and his LLB from the University of British Columbia in 2000. After graduating from law school, Mr. Plomp served as a judicial law clerk with the Supreme Court of British Columbia. Mr. Plomp was called to the British Columbia bar in 2002.

Mr. Plomp is a member of the Canadian Bar Association and the British Columbia Human Resources Management Association. He has served as an executive member and Chair of the BC Employment Law section

Donovan Plomp

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of the Canadian Bar Association and is presently an executive member of the National Labour and Employment Section of the Canadian Bar Association.

Benjamin (Ben) T. Aberant

Lawyer Profile



TITLE	OFFICE	LAW SCHOOL
Associate	Toronto/Calgary	Osgoode, J.D. 2008
	DIRECT LINE	BAR ADMISSIONS
	416-601-8335	Ontario, 2012
	403-260-3641	Alberta, 2009
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	baberant@mccarthy.ca	

Biography

Ben Aberant is an associate in the firm's Labour & Employment Group. He practises in both Toronto and Calgary and advises clients on both Ontario and Alberta law.

Mr. Aberant represents management in a variety of labour and employment issues including employment standards, occupational health and safety, workers' compensation, wrongful dismissals, labour board proceedings, grievances, and labour arbitrations. He has significant experience advising on employment issues arising in mergers and acquisitions and frequently works with the firm's corporate group on transactions.

Mr. Aberant advises both provincially and federally regulated employers and has conducted unjust dismissal hearings under the *Canada Labour Code*. He also frequently advises on human rights issues, including defence of claims, and has been the lead investigator in workplace investigation matters.

Mr. Aberant also advises clients on privacy issues arising in the workplace.

Mr. Aberant received his Bachelor of Commerce (2005) from the University of Alberta where he was the Gold Medallist and his J.D. from Osgoode Hall Law School (2008). He also attended the Intensive Trial Advocacy Workshop (2011) at the University of Calgary.

Prior to his legal studies, Mr. Aberant served in the United States Marine Corps as an Infantryman. He was called to the Alberta bar in 2009 and the Ontario bar in 2012.

REPORTED DECISIONS

- *Kish v. LDM Yorkton Corp.*, 2013 C.L.A.D. No. 211
- *760437 Alberta Ltd. v. Fabutan Corp.*, 2012 ABQB 266
- *Qualex-Landmark Investments Inc. v. Soroya*, 2011 ABQB 354

Benjamin (Ben) T. Aberant

Lawyer Profile

PUBLICATIONS

- “Mental Distress - Get Ready To Prove It”, *CBA National Labour & Employment Law Subsection Newsletter*, November, 2011
- “Be Safe - Or Else”, *Oilsands Review*, July, 2011
- “Enforcing Safety”, *Construction Business*, Nov/Dec, 2010
- “Honda & Keays: Not So Employer-Friendly After All?”, *CBA National Labour & Employment Law Subsection Newsletter*, June, 2010
- “Troubled Times: Enhanced Employee Protection in CCAA Restructurings”, *CBA National Labour & Employment Subsection Newsletter*, January, 2010
- “In an Economic Downturn are Less Reasons Needed and Fewer Second Chances Granted?” presented at the Incisive Media Western Canada Employee Terminations & Restructuring Conference, September, 2009

Dylan Snowdon

Lawyer Profile



TITLE

Associate

OFFICE

Calgary

LAW SCHOOL

University of Alberta, LLB,
2009

DIRECT LINE

403-260-3682

BAR ADMISSIONS

Alberta, 2010

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Biography

Dylan Snowdon is an associate in our Labour and Employment Group in Calgary. His practice focuses exclusively on management-side employment and labour law. He advises employers on a range of human resources issues, including employment contracts, workplace policies, terminations, and managing sick, injured or disabled employees. Mr. Snowdon also has experience assisting employers with occupational health and safety matters including investigations, compliance reports, and defence of claims.

Mr. Snowdon regularly advises employers with negotiations or appearances before tribunals and courts and has assisted clients with matters before the Federal Court of Canada, the Alberta Court of Queen's Bench, the Provincial Court of Alberta, the Provincial and Federal Privacy Commissioners, the Alberta Employment Standards Board, and the Employment Insurance Umpire.

Mr. Snowdon regularly speaks at conferences and seminars and has provided training on a variety of employment matters, including: privacy, managing disabled employees, implementing drug and alcohol policies and employment standards issues.

Mr. Snowdon received his bachelor's degree in fine arts from the Alberta College of Art and Design in 2004 and his LLB from the University of Alberta in 2009. He has worked for the Alberta Municipal Government Board and volunteers as a member of the City of Calgary Licence and Community Standards Appeal Board where he adjudicates matters related to a wide variety of City Bylaws.

Jacques Rousse

Lawyer Profile



TITLE

Partner

OFFICE

Montréal

LAW SCHOOL

Université de Montréal,
LLL, 1981

DIRECT LINE

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BAR ADMISSIONS

Québec, 1982

E-MAIL

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Biography

Jacques Rousse is the firm-wide Practice Group Leader of our Labour & Employment Group. He is a partner practising in Montréal.

He advises management in all matters with respect to human resources and executive compensation. In the event of litigation, he acts before arbitration boards, administrative tribunals and the civil courts in matters related to grievance arbitration, employment contracts, wrongful dismissals and human rights complaints. Mr. Rousse also appears before tribunals in matters concerning workers' compensation, occupational health and safety, and privacy law. Furthermore, he has acquired considerable experience in collective bargaining, as well as in labour and employment matters related to restructurings and mergers and acquisitions.

He represents a wide number of private and public sector employers both unionized and non-unionized, including companies and organizations in the manufacturing, health, financial, hospitality and service sectors.

Mr. Rousse is a member of the *Ordre des CRHA et CRIA du Québec*. He has spoken at numerous conferences and seminars related to labour relations, human rights, and occupational health and safety. Mr. Rousse is recognized in the 2012 edition of *Best Lawyers in Canada* as a leading lawyer in the field of Labor & Employment Law.

He received his LLL from the Université de Montréal in 1981 and was called to the Québec bar in 1982.