



Donovan Plomp

Partner

Vancouver

dplomp@mccarthy.ca

t. +1 604-643-7156

Bar Admission

British Columbia 2002

Law School

University of British Columbia

Practices

Labour
Employment
Human Rights
Pensions, Benefits, & Executive
Compensation

Industries

Retail & Consumer Markets

Donovan uses his broad based labour and employment and industry expertise to provide innovative, value-added advice for clients' complex employment and labour law matters.

Donovan is a partner in our Labour & Employment group in Vancouver. Recognized for his practical, business-minded approach and ability to anticipate client needs, his practice focuses on numerous areas of employment and labour law, including as counsel in employment litigation, labour relations board and grievance arbitration matters, collective bargaining and human rights litigation.

Donovan also has extensive experience drafting employment contracts restrictive covenant agreements, and other employment related documents, as well as advising on all manner of workplace legal issues including privacy, disability, and the application and interpretation of collective agreements. Donovan's significant labour and employment law knowledge allows him to tailor his approach to best suit clients' business, risk tolerance, and corporate culture. Clients value his flexibility, responsiveness, and ability to craft workable solutions to complex and challenging business matters.

Donovan Plomp has very deep expertise. He's very personable and good at bringing in different lawyers with different areas of expertise and levels of experience according to our organisation's needs.

— CLIENT, CHAMBERS AND PARTNERS

Donovan has appeared as counsel in matters before all levels of court in British Columbia, as well as before the British Columbia Labour Relations Board, the Canada Industrial Relations Board, the British Columbia Human Rights Tribunal and grievance arbitration panels. Some of his representative experience includes:

- representing employers in employment related litigation, including wrongful dismissal, human rights, privacy, and departing employee matters;
- 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;
- advising employers on a wide variety of human resources and labour relations issues, including employee disability and accommodation, attendance management, privacy, human rights and employment policies, and terminations; and

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- advising on labour and employment issues in corporate mergers, acquisitions and reorganizations.

Donovan is a prolific publisher and regularly presents on labour, employment and human rights legal issues, including legal issues in workplace investigations, the duty to accommodate, defending human rights complaints, best practices in terminating employment, aggravated and punitive damages, and workplace privacy. He is a frequent presenter at industry events, including for the Canadian Bar Association, the Association of Corporate Counsel, the Continuing Legal Education Society of British Columbia, and the Canadian Association of Counsel to Employers.

Donovan obtained a BA (Hons) from the University of Ottawa in 1997, and his LLB from the University of British Columbia in 2000. Following law school, he served as a judicial law clerk with the Supreme Court of British Columbia. He was called to the British Columbia bar in 2002.

Awards & Rankings

Chambers Canada

Leading Lawyer: Employment & Labour - British Columbia

The Canadian Legal Lexpert Directory

Leading Lawyer: Employment Law - Employer

The Best Lawyers in Canada

A leading lawyer in the area of labour and employment law, and has appeared in this directory consecutively since 2015.

Acritas Stars

"Stand-out lawyer"

Who's Who Legal: Labor & Employment Benefits

Leading Lawyer

Recent Experience

- **Kadant Inc. acquires all shares of Cogent Industrial Technologies Ltd.**
May 31, 2020
- **Interfor closes C\$60M acquisition of BC interior cutting rights from Canfor**
March 08, 2020
- **American Metals & Coal International and Riverstone Holdings purchase 90% interest in Ridley Terminal Inc. for C\$350M**
December 19, 2019

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- **Cortland Partners, LLC to acquire Pure Multi-Family REIT LP for US\$1.2 B**

September 26, 2019

Recent Insights

- **Impact of COVID-19 on the Duty to Mitigate: Early Indications in BC Supreme Court Decision**

February 03, 2021

- **COVID-19: L&E Webinar - "The Road Back to Work: Health & Safety Considerations for Resuming your Operation"**

May 19, 2020

- **COVID-19 Update : Reopening of Physical Workplaces and Return to Work – Considerations for the Agri-Food and Manufacturing Sectors**

May 06, 2020

- **COVID-19 Update: Moving Forward - Considerations for the Re-Opening of Physical Workplaces**

April 29, 2020

Events

- **Coast-to-Coast L&E Series: Your Top Questions Answered**

July 27, 2021

- **2021 Labour and Employment Virtual Client Conference - British Columbia**

May 14, 2021

- **Coast-to-Coast Labour & Employment Series: Your Top Questions Answered**

April 27, 2021

- **2020 Labour and Employment Virtual Client Conference – British Columbia**

June 25, 2020