



## Donovan Plomp

### Partner

Vancouver

[dplomp@mccarthy.ca](mailto:dplomp@mccarthy.ca)

t. 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;

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- 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
- 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 Best Lawyers in Canada

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

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## Recent Experience

- **Cortland Partners, LLC to acquire Pure Multi-Family REIT LP for US\$1.2B**
- **American Metals & Coal International and Riverstone Holdings purchase 90% interest in Ridley Terminal Inc. for C\$350M**
- **Hyperwallet completes US\$400 million acquisition by PayPal**  
November 15, 2018
- **Pinnacle Renewable Holdings closes C\$172.5M initial public offering**  
February 06, 2018

## Recent Insights

- **Bill 30 – Changes to British Columbia’s Labour Relations Code**  
July 05, 2019
- **The British Columbia Supreme Court on family status discrimination: Parenting roles, stereotypes and in-flux jurisprudence**  
November 19, 2018
- **“No Free Pass”: Ontario Superior Court rules that dismissed employee failed to mitigate damages by retraining**  
July 04, 2018
- **BC’s hourly minimum wage will increase (again) effective June 1, 2018**  
February 08, 2018

## Events

- **2018 Labour and Employment Client Conference – Alberta**  
September 17, 2018