



**...professional, knowledgeable, responsive, understanding and accommodating.**

— CHAMBERS, CANADA

## Christopher McHardy

### Associé

Calgary  
Vancouver

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

t. +1 604-643-5918

+1 403-206-5521

### Admission au barreau

Colombie-Britannique 2001

### Faculté de droit

University of British Columbia

### Secteurs de pratique

Droit du travail  
Droit de l'emploi  
Santé et sécurité  
Droits de la personne  
Immigration

### Expertise sectorielle

Commerce de détail et biens de consommation  
Commerce de détail  
Sciences de la vie

Christopher regularly provides advice to employers on a broad range of workplace issues relating to labour, employment, human rights, privacy and immigration law. He is a frequent advisor to national and international clients in connection with establishing business operations in British Columbia. He also advises on and negotiates labour and employment issues in corporate mergers, acquisitions and outsourcing. He regularly represents management in collective bargaining, negotiations, investigations, mediations, arbitrations, administrative hearings and in court. Some of his experience includes:

- advising US and other offshore clients on labour, employment, human rights, privacy and immigration laws in connection with establishing business operations in British Columbia;
- advising employers on, and preparing and negotiating, employment and consulting agreements, restrictive covenants, workplace policies, employee handbooks and other employment-related documents;
- advising employers on union organizing drives, certification and decertification applications, unfair labour practices and collective bargaining, and representing employers in collective bargaining;
- advising on labour and employment issues in corporate mergers, acquisitions and outsourcing;
- defending employers against employee claims in provincial and superior courts, the Human Rights Tribunal, the Employment Standards Tribunal, the Labour Relations Board, labour arbitration boards, the Workers' Compensation Board and its Appeal Tribunal, the Privacy Commissioner and other administrative bodies;
- representing employers in mediation and other alternative dispute resolution processes;
- advising employers on human resource management practices, human rights and privacy laws, union avoidance, investigations, and employee hiring, layoffs and terminations; and
- advising and assisting organizations and individuals with immigration matters and applications, particularly business visits, temporary resident permits, work permits, Provincial Nominee Program applications and permanent resident applications.

An active member of the community, Christopher served as Co-Chair,

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Human Rights Section (BC) of the Canadian Bar Association for six years and regularly participates in mentorship initiatives within the firm. He currently teaches a course at the Peter A. Allard School of Law at the University of British Columbia.

Christopher obtained his B.Comm (1997 Honours) and his LLB (2000) from the University of British Columbia.

*\*denotes Law Corporation*

## Prix et distinctions

### Chambers Canada

Leading Lawyer: Employment & Labour - British Columbia

### The Canadian Legal Lexpert Directory

Leading Lawyer: Workplace Human Rights – Employer; and Employment Law – Employer

### Best Lawyers in Canada

A leading lawyer in the area of labour and employment

## Mandats récents

- **CM (Canada) Asset Management conclut la vente du complexe Grouse Mountain Resort à Northland Properties**  
15 janvier 2020
- **Xilinx acquiert NGCodec**  
01 juillet 2019
- **CST Canada Coal Limited fait l'acquisition de la mine de charbon de Grande Cache pour la somme de 430 M\$ US**  
18 juillet 2018
- **Genesis Advanced Technology conclut un partenariat stratégique avec Koch Industries**  
09 avril 2018

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## Publications récentes

- **BCCA Eyes Enforceability of Restrictive Covenant in IRIS Appeal**  
26 septembre 2017
- **Parliamentary Secretary Releases Final Report and Recommendations on Re-Establishment of B.C. Human Rights Commission**  
18 décembre 2017
- **BCCA Issues Guidance on the Role of Unions in the Employee Accommodation Request Process**  
31 janvier 2018
- **BC Government introduces new leave of absence protection under Employment Standards Act**  
10 avril 2018