Donovan Plomp

Associé

Vancouver

dplomp@mccarthy.ca

t. +1 604-643-7156

Admission au barreau

Colombie-Britannique 2002

Faculté de droit

University of British Columbia

Domaines de pratique

Travail et emploi
Droit du travail
Droit de l'emploi
Droits de la personne

Secteurs d'activité

Commerce de détail et marché de consommation
Groupe mondial Métaux et Mines
Secteur du transport et de la logistique
Droit bancaire et services financiers

Disponible en Anglais seulement

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 advises employers across a broad range of both provincially and federally regulated industries, with significant experience working with employers in the Retail and Consumer Markets, Mining, Banking & Financial Services and Transportation industries. He is the Retail Sector Lead of our firm's National Retail and Consumer Markets Group.

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

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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
- 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 and CLE's, including presentations for the Continuing Legal Education Society of British Columbia, the Canadian Bar Association, the Association of Corporate Counsel, 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.

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Prix et distinctions

Chambers Canada

Leading Lawyer: Employment & Labour - British Columbia

The Legal 500 Canada

Recommended: Labour and Employment

The Canadian Legal Lexpert Directory

Leading Lawyer: Employment Law - Employer; Workplace Human Rights - Employer; Pensions & Employee Benefits - 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

Mandats récents

- **Newmont Corp. acquiert Newcrest Mining Limited pour 19,1 G$ US**
  6 novembre 2023
- **Versaterm Public Safety acquiert CI Technologies**
  16 mars 2023
- **SNDL inc. acquiert The Valens Company**
  17 janvier 2023
- **Partners Group acquiert SureWerx auprès de The Riverside Company**
  28 décembre 2022

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Publications récentes

- **Impact of COVID-19 on the Duty to Mitigate: Early Indications in BC Supreme Court Decision**
  3 février 2021

Événements

- **Coast-to-Coast L&E Series : Réponse à vos principales questions**
  18 avril 2023
- **Coast-to-Coast L&E Series : Réponse à vos principales questions**
  26 mai 2022
- **12e Sommet national annuel sur le commerce de détail et les biens de consommation**
  23 février 2022
- **Coast-to-Coast L&E Series : Réponse à vos principales questions**
  17 février 2022