



Heather Maxted

Associate, Employment and Labour

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Calgary

(403) 260-7087

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Bar Admission: Alberta, 2019 | British Columbia, 2022

Areas of Expertise

Disputes

Employment and Labour

Heather is an associate in the Calgary office’s Employment and Labour Group, serving clients throughout Canada.

As a trusted advisor, Heather has experience drafting employment and contractor agreements, executive compensation agreements and workplace policies. When the need arises, she also supports employers with employee terminations and separation packages. Heather also has experience supporting and representing both unions and employers on a wide variety of labour issues. Heather advises both provincially and federally regulated clients.

Heather is an experienced litigator, often defending employers in wrongful dismissal claims, employment litigation, injunctions, grievance arbitrations, human rights complaints, and employment standards claims throughout Western Canada. Heather has successfully represented clients before the Alberta Labour Relations Board, the Alberta Human Rights Commission, and all levels of court in Alberta, including as lead counsel at the Court of King’s Bench and the Alberta Court of Appeal. Heather also has significant experience in general commercial litigation and arbitration, including large and complex disputes in energy (oil & gas), construction, franchise law, product liability, class actions, and personal injury.

Heather routinely advises and represents clients with respect to various sensitive workplace issues, including matters arising from the COVID-19 pandemic.

Prior to joining Osler, Heather summered, articulated and practised with a prominent Calgary law firm.

Awards and Recognition

- Wendy Hansen Memorial Scholarship
- CIS Academic All-Canadian

Community Involvement

- Civil Claims Duty Counsel, Pro Bono Law Alberta

Credentials

Education

- University of Manitoba, Doctor of Law (J.D.)
 - University of Manitoba, Bachelor of Commerce (Hons.)
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Languages

- English
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Professional Affiliations

- Law Society of Alberta
- Canadian Bar Association
- Calgary Bar Association
- Association of Women's Lawyers
- The Advocates' Society