



Odessa O'Dell

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[Labour & Employment](#)
[Collective Bargaining](#)
[Employment Disputes](#)
[Human Rights](#)
[Grievances & Arbitrations](#)
[Labour Relations Board Advocacy Work](#)
[OHS & Workers' Compensation](#)
[Workplace Harassment](#)

Odessa's practice focuses on labour and employment. She advises clients on:

- union organizing and certification
- collective bargaining and arbitration
- wrongful dismissal actions and employee terminations
- human rights
- occupational health and safety
- workplace safety and insurance

Odessa has appeared before numerous courts and tribunals in Ontario and Alberta, including Small Claims Court, the Ontario Superior Court of Justice and the Alberta Court of Queen's Bench. She has also appeared before a number of federal tribunals, including the Occupational Health and Safety Tribunal of Canada.

Odessa is fluent in English and French, and practises in both official languages.

Prior to joining BLG, Odessa was an associate in another national law firm.

Experience

- Acts on behalf of employers in employment law litigation.

- Acts on behalf of unionized employers in all aspects of labour law.
- Acts on behalf of employers in human rights, workers compensation, pay equity and workplace privacy.
- Guides employers through occupational health and safety matters, from incident investigation through to litigation and/or prosecution.

Insights & Events

- Employers and the COVID-19 Federal Emergency Response Act
- Speaker, “La légalisation du cannabis et ses conséquences,” 40e congrès annuel de l’AJEFO, 2019
- Speaker, “Your Employee Hiring Toolkit: A Spring Tune-Up,” BLG Labour & Employment Breakfast Seminar, June 2019
- N.L. Supreme Court: Undue Hardship Can Arise from Inability to Measure Cannabis Impairment and Manage Workplace Risk
- But we’ve only just met — no short notice for short service in Ontario
- Speaker, “Incentives and Bonus Entitlements During Notice Period,” Six-Minute Employment Lawyer (Ottawa), CCLA, September 2018
- Powering Down: Employees and the Legal Right to Disconnect
- Speaker, “Asserting Privilege During OHS Investigations,” Employment Symposium, 2016

Beyond our Walls

Professional Involvement

- Member, Law Society of Ontario
- Member, Law Society of Alberta
- Member, County of Carleton Law Association (CCLA)
- Member, The Advocacy Club
- Member, Association des juristes d'expression française de l'Ontario (AJEFO)

Community Involvement

- Volunteer, Law Help Ontario
- Member, Comité des jeunes juristes, AJEFO
- Member, HR Committee, SOS Children’s Villages Canada

Bar Admission & Education

- Ontario, 2017
- Alberta, 2016
- JD (cum laude), University of Ottawa, 2015
- BPR (Dist.), Mount Saint Vincent University, 2009



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