



## Brian Thiessen, KC

Partner, Employment and Labour

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**Calgary**

(403) 260-7018

**Vancouver**

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bthiessen@osler.com  
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Bar Admission: Alberta, 1998 British Columbia, 2016

### Areas of Expertise

- Employment and Labour
- Energy
- Executive Compensation
- Mining and Natural Resources
- Pensions and Benefits Litigation
- Power and Utilities
- Risk Management and Crisis Response
- Technology

Brian is a partner of the Calgary office, and his practice focuses on the managerial side of employment and labour issues, including executive employment arrangements, retention arrangements, restrictive covenants, privacy law matters, employment disputes and human rights complaints.

He frequently advises corporations on the employment and privacy law ramifications of corporate transactions, including with respect to unionized and non-unionized employees. In addition, he has worked with corporations to facilitate the development and implementation of privacy and employment policies, including the training of employees, managers and privacy officers.

Brian's privacy practice includes advising clients on drafting policies, complaint procedures, website information packages, Freedom of Information and Protection of Privacy Act requests and assisting clients with Privacy Commissioner complaints.

Brian has appeared as counsel in the Provincial Court of Alberta – Civil Division and before the Alberta Human Rights Commission, the Court of Queen's Bench of Alberta and the Court of Appeal of Alberta. He has represented clients on the interpretation of executive employment contracts, shareholder disputes, wrongful dismissal actions, share purchase agreements, and non-competition and non-solicitation agreements.

## Awards and Recognition

- **Chambers Canada: Canada's Leading Lawyers for Business:** Recognized in Employment & Labour (Alberta) (Band 1)
  - **Chambers Global: The World's Leading Lawyers for Business:** Recognized in Employment & Labour
    - "[Brian is] one of the best attorneys I've worked with in terms of responsiveness."
    - "Commentators confirm he is 'very strong in the area of employment law' and point to his assistance with transactional mandates."
  - **The Canadian Legal Lexpert Directory:** Recognized in Employment Law – Employer; Data Protection & Privacy
  - **Best Lawyers in Canada:** Recognized in Employee Benefits Law; Privacy and Data Security Law; Employment and Labour Law; "Lawyer of the Year", Privacy and Data Security Law (2023)
  - **Legal 500:** Recognized as a Recommended Lawyer, Employment & Labour Law
  - **Who's Who Legal:** Recognized in Canada – Employment & Labour; International – Employment & Labour
  - **Thomson Reuters:** "Stand-out Lawyer"
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## Community Involvement

- Calgary Police Foundation, Board Director
  - Calgary Police Commission, Chair
  - Ronald McDonald House Calgary, Board Director
  - Calgary Homeless Foundation Government Relations Committee
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## Credentials

## Education

- International Association of Privacy Professionals, CIPP/C

- University of Calgary, J.D.
- Queen's University, B.Com (Hons)

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### Languages

- English

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### Professional Affiliations

- Canadian Bar Association
- Calgary Bar Association
- The Law Society of British Columbia
- Institute of Corporate Directors
- International Association of Privacy Professionals
- Human Resources Institute of Alberta