



MICHELLE A. QUINN, PARTNER

Michelle is an Irish solicitor who moved to Vancouver in August 2011. She joined Richards Buell Sutton LLP in December 2014 and is a partner in the firm's Employment & Human Rights, Litigation and Dispute Resolution and Personal Injury Law Groups.

Michelle is sincere, personable and approachable. She is practical, flexible and client-centred and she uses her strong negotiation and advocacy skills to resolve files in the most advantageous and cost-effective manner.

Her background and legal experience is broad and varied: she trained with a full service firm in Dublin from 2008 to 2011, where she was involved in preparing and running Circuit, High and Commercial Court cases. In particular, Michelle also has experience in personal injury lawsuits and medical negligence actions before the High Court in Ireland. Prior to that, she was an intern in a large international firm in Dublin where she was involved in cases before employment related statutory tribunals. Additionally, Michelle has lectured at Independent Colleges Dublin in all aspects of employment law including redundancy, recruitment and application process, employer liability, constructive dismissal, HR practice and procedures. She is an accredited Civil and Commercial Mediator in Ireland and has served on the Ethics Committee of the Mediators' Institute of Ireland from 2007 - 2008.

While undergoing the re-qualification process in BC, Michelle articulated with an employment law boutique firm in Vancouver, British Columbia where she was involved in cases before the courts of BC (Provincial and Supreme Court), the BC Human Rights Tribunal and the BC Employment Standards Branch. She was seconded to a labour law firm, Bobert & Burton, to complete her articles. When she was called to the Bar in May 2013, Michelle joined Bobert & Burton as an associate and practised exclusively in the area of labour law. She worked closely with Unifor, Canada's largest private sector union, in preparing grievance arbitrations. She also advised and assisted in unfair labour practice complaints before the Labour Relations Board and Canadian Industrial Relations Board in BC and Alberta.

Contact Info

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Practice Areas

Arbitration and Mediation
Services

Employment & Human Rights

Personal Injury

Bar Admission

2013, British Columbia

2011, Law Society of Ireland
(Solicitor)

Education

2006, LL.M., Trinity College Dublin

2006, Accredited Civil &
Commercial Mediator, Friarylaw &
ADR Group (UK)

2005, LL.B., Griffith College



Dublin

To date, much of Michelle's practice focuses on specializing in employment and human rights and personal injury law. She regularly handles subrogated personal injury claims for the Workers' Compensation Board of BC (operating as WorksafeBC), the exclusive workers' compensation insurer in BC. She has also represented clients at mediations. In March 2015, she was co-counsel in the BC Supreme Court decision of *Ackley v. Audette* 2015 BCSC 1272.

Michelle provides legal services through Michelle A. Quinn Law Corporation.

REPRESENTATIVE CLIENT WORK

Michelle regularly advises both employers and employees in employment and human rights law issues.

Her recent experience includes:

Employment & Human Rights Group

- Advising businesses and individuals on employee terminations
- Advising clients on the enforceability of restrictive covenants
- Acting for employees in constructive and wrongful dismissal actions
- Advising businesses about human rights obligations related to employees, including the duty to accommodate
- Preparing employment and independent contractor agreements
- Acting for individuals in disability insurance benefits appeals
- Acting for clients in employment related defamation actions
- Delivering bullying and harassment training sessions to businesses

Litigation and Personal Injury Groups

- Acting for individuals in personal injury actions including PTSD, chronic pain and soft tissues injuries
- Acting for individuals in occupier liability claims
- Applications in Anton Piller (civil search warrant) orders and Mareva (asset freeze) injunctions

COMMUNITY INVOLVEMENT

Michelle is a regular volunteer lawyer with Access Pro Bono (2015 to present)

She is also an active member of the firm's sorting and harvesting events at the Greater Vancouver Food Bank.

PROFESSIONAL AFFILIATIONS

Member, Law Society of British Columbia

Member, Canadian Bar Association, BC Branch (Civil Litigation, Labour, Employment & Human Rights subsections)

Co-Chair of Employment Law Section Executive, Canadian Bar Association - BC Branch (June 2018 to present)

Secretary of Employment Law Subsection Executive, Canadian Bar Association - BC Branch (September 2015 to 2017)

Member at Large, Human Rights Subsection Executive, Canadian Bar Association - BC Branch (September 2016 to June 2017)

Vice Chair of the Human Rights Section Executive, Canadian Bar Association - BC Branch (June 2017 to present)

Member, Trial Lawyers Association of British Columbia (2013 to present)

Member, Professional Women's Network (2013 to present)

Member, Law Society of Ireland

NEWS

April 15, 2020

Employment Contract Impossible to Perform: COVID-19 An Unforeseeable Event?

March 19, 2020

FAQs About COVID-19 for Employers as of March 19, 2020

March 17, 2020

FAQs about COVID-19 for Employers

March 9, 2020

Duty to Accommodate - Perfection Not Required

January 8, 2020

Michelle A. Quinn Welcomed to the Partnership

August 27, 2019

Fostering Our Partnership with HUB Cycling

June 28, 2019

Cast your votes for Richards Buell Sutton LLP, and for David Hay, Q.C. in The Georgia Straight's Best of Vancouver 2019 Reader's Choice Awards!

June 20, 2019



Congratulations to Michelle Quinn - Second Year as Co-Chair of the CBABC
Employment Section Executive

November 19, 2018

Rhys Volkenant hones his business development skills

October 30, 2018

Sexual Harassment in the Workplace Is Not Locker Room Talk - It's Illegal

June 7, 2018

The Star Vancouver Interviews PI Lawyers Michelle Quinn and Aneka Jiwaji

October 2, 2017

Members of Personal Injury Team Participate in HUB's Bike Fashion Show

June 30, 2017

Michelle Quinn Quoted In Daily Hive

June 28, 2017

Congratulations to Michelle Quinn On Her Canadian Bar Association of BC (CBABC)
Appointments

May 18, 2017

RBS Kick-starts HUB's Bike to Work Week by Participating in the Rush Hour Challenge

April 26, 2017

RBS supports "Distracted Driving Kills" Campaign

EVENTS

May 22, 2020

Michelle A. Quinn Speaker at HUB Cycling Webinar Event "Cycling Culture in Metro
Vancouver"

October 17, 2019

Gear Up for HUB Cycling's Fall Bike To Work Week Campaign

September 12, 2019

RBS Lawyers Support Access to Justice

September 9, 2019

RBS Participates in HUB Cycling's Bike The Night Event

June 21, 2019

RBS' Personal Injury Group attend BC Active Transportation Summit

June 18, 2019

RBS Supports HUB Cycling's Fundraising Afternoon Tea Event

May 13, 2019

RBS Gears Up for HUB Cycling's Spring Bike to Work Week



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RBS.CA

March 1, 2019

RBS Personal Injury Lawyers David Hay, Q.C and Michelle Quinn attend HUB Cycling's 6th Annual Bike Awards Ceremony

September 28, 2018

Spoke Up! Let's Talk Bikes – A HUB Cycling 20th Anniversary Celebration

September 17, 2018

4000+ participate in HUB Cycling's Bike the Night; BC's largest RBS sponsored night ride

September 7, 2018

Providing Access to Justice with Access Pro Bono

September 6, 2018

HUB Cycling's Bike the Night

June 1, 2018

Gear Up for HUB Cycling's Spring Bike to Work Week

February 8, 2018

Join Our Employment & Human Rights Breakfast Seminar on April 5th

November 3, 2017

HUB's Bike Shorts Film Event and Fundraiser

September 8, 2017

RBS Lawyers participate in Access Pro Bono's 10th Anniversary Initiative

October 6, 2016

Employment Law and Human Rights Law Joint Section Meeting

March 4, 2016

Seminar: 2015 – A Hot Year for Employment Cases

June 18, 2015

Employment Law Seminar – Lessons in Crisis Management for Employers

PUBLICATIONS

June 28, 2019

I Thought You Were Pushing Me Out – BC Court Finds Employee's Erroneous Beliefs Not Constructive Dismissal

February 11, 2019

Employer's Apology And Gift Card To Complainant Leads To Dismissal Of Human Rights Complaint

December 12, 2018

Harassment In The Workplace – Employers, Don't Wait Investigate

August 7, 2018

Are You Ever Off the Clock? Termination for Off-Duty Conduct

June 13, 2018

Long Overdue - New 18 Month Parental Leave Has Arrived

December 14, 2017

Don't You Want Me? B.C. Supreme Court Awards Severance To An Employee After Employer Retracts Offer Of Employment

July 20, 2017

Michelle Quinn published in The Lawyer's Daily

March 1, 2017

Alleging Just Cause - No Bad Deed Goes Unpunished: Court Awards Terminated Employee \$50,000 in Punitive Damages

May 24, 2016

Disability Benefit Claims in the Notice Period: Issues of Entitlement to Benefits and Double Recovery

February 17, 2016

What's Trust Got To Do With It? The BC Court of Appeal finds no failure to mitigate with a former Employer.

February 16, 2016

Michelle Quinn writes for the Law Society Gazette

February 10, 2015

Understanding Constructive Dismissal - Let the Employee Beware