

Jessica S. Fairbairn

Partner



Phone 604 891 2219

Email jfairbairn@harrisco.com

Jessica is a detail-oriented lawyer who works hard to find creative and practical solutions to her clients' labour and employment issues. She advises and represents employers in both the private and public sector on various workplace issues. In particular, she focuses on labour grievances, human rights issues, discrimination and accommodation complaints, employment standards complaints, and workplace investigations. She has appeared before the BC Human Rights Tribunal, the BC Employment Standards Branch, and the BC Labour Relations Board, in addition to appearing before labour arbitrators on various files.

Jessica has over a decade of experience working with clients of all sizes. Although she represents employers in a wide variety of sectors and industries, Jessica has particular expertise working in the K-12 education, film and television, and insurance sectors. Before moving to Vancouver and joining Harris, Jessica practised at a large international firm in their San Francisco office. As a result of her background, Jessica is also able to provide unique legal insight for U.S.-based companies with Canadian employees, or who are looking to expand their businesses and hire staff in British Columbia.

Jessica is also a member of the Harris COVID-19 Response team, and as part of that team has worked diligently to keep clients informed of legislative and public health changes pertaining to COVID-19 which impact employers and the workplace. She enjoys the challenge of finding practical solutions to the complex and evolving problems the pandemic has thrown at the employer community.

Practice Areas

Employment Law
Human Rights Law
Labour Law

Year of Call

British Columbia, 2016
Ontario, 2016
State Bar of California, 2010

Education

JD (Cum Laude), University of San Francisco, 2010
BA (Hons), University of California at Davis, 2005

Recognition

- Recommended Lawyer, Workplace Human Rights (Employer), Canadian Legal Lexpert Directory, 2023
 - Northern California Rising Star, *SuperLawyers*, 2013
 - Award for Excellence in Labour and Employment Law, American Bar Association/Bureau of National Affairs Inc., 2010
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Recent Speaking Engagements

- CAIS National Leaders Conference: Cross-Canada Check-Up re Risk Management, April 2024
 - Lancaster 2024 Vancouver Human Rights and Accommodation Conference: Advisory Committee, April 2024
 - 2024 Education Facility Managers Association of BC Conference: Performance Management and Progressive Discipline
 - Lancaster 2023 Vancouver Human Rights and Accommodation Conference: Speaker on Panel re Promoting Workplace Equity, March 2023
 - Lancaster 2022 Vancouver Labour Arbitration and Policy Conference: Speaker on Panel re Milestones: Major Caselaw and Legislative Developments, December 2022
 - Lancaster 2022 Winter Webinar Series: Transitions to the Hybrid Workplace: Flex-work, the right to disconnect, privacy and other core issues, February 2022
 - “The Right to Disconnect: The Darker Side of Flexible Working Arrangements”, (co-presenter), Employment Law Conference 2019, The Continuing Legal Education Society of BC, May 2019
 - “Things Employers And Employment Lawyers Don’t Know About Family Law (But Probably Should)”, (panelist), Employment Law Conference 2017, The Continuing Legal Education Society of BC, May 2017
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Publications

- 2019: Employment Law CLE, “The Right to Disconnect: The Darker Side of Flexible Working Arrangements”
- 2017: Employment Law CLE, “Where Family Law and Employment Law Intersect” (co-authored with Leisha Murphy)

- “Gamification In The Workplace And Its Impact On Employee Privacy”, (co-author), Westlaw Journal Employment (Thomson Reuters), Vol. 28, Issue 6, 2013 at 3
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Professional & Community Involvement

- Member, Vancouver Bar Association
- Member, Canadian Bar Association, BC Branch
- Member, Canadian Association of Counsel to Employers
- Vice-Chairperson, Real to Reel: A Celebration of Moving Images for Youth Society, 2016 - present