



## Ania Konikowski

Associate

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Edmonton

### EDUCATION

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University of Alberta, BA, 2014, with distinction

Thompson Rivers University, JD, 2017

Harvard Business School, Certificate (Negotiation Mastery), 2019

### BAR ADMISSIONS

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British Columbia, 2018

Alberta, 2018

As a litigation associate, Ania Konikowski provides advice and representation to businesses and individuals in all aspects of labour and employment matters.

In her labour practice, Ania has appeared before the Alberta Labour Board, the Saskatchewan Labour Board, and numerous labour arbitrators dealing with matters ranging from certification to individual and group grievances. She assists with collective bargaining, policy development and grievance arbitrations including employee discharges, human rights, pay and benefits, and validity of employer policies.

Most recently, Ania has been involved in an extensive Labour Board proceeding addressing multiple certification applications dealing with both construction and non-construction issues, which has included multiple days of witness examinations and argument.

In her employment practice, Ania has advised employers in both Alberta and British Columbia, providing strategic advice on wrongful dismissal, human rights, and executive compensation and incentive entitlement matters. She has also appeared on behalf of employers and employees in cases involving fiduciary duties and restrictive covenant enforcement. Ania has appeared before all levels of court in Alberta, and both the Provincial and Supreme courts of British Columbia.

Ania has proven herself in adapting to the new and evolving landscape of labour and employment matters, and approaches her matters strategically, creatively, and collaboratively to achieve the best possible outcome for her clients.

In addition to her labour and employment practice, Ania assists the Health Law group in representing physicians and surgeons in administrative, litigation, and professional discipline matters.

Before joining the firm, Ania practiced at regional firms in Edmonton and an employment boutique in Vancouver.