




## BETTINA BURGESS


Partner

Speaks: English

Year of Call: 2001 - Ontario

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Primary office: Waterloo    Secondary office: Toronto  
Region

### Bettina Burgess

Bettina Burgess is a partner in Gowling WLG's Waterloo Region office. Her practice focuses on employment and privacy law.

Bettina advises Canadian businesses - from startups to established companies - on a wide range of employment and privacy related issues. She assists businesses with their draft employment or independent consultant contracts, confidentiality and work product agreements, policies, and handbooks. She also advises on methods of reducing employer liability and risk, employment standards, statutory compliance, human rights compliance (including accommodation and investigating allegations of discrimination), employee-related matters associated with mergers and acquisitions, and how to handle and structure a termination. She has defended wrongful dismissal actions and human rights applications from commencement to resolution through negotiated settlements or hearings.

With respect to privacy work, Bettina assists companies with the development of privacy policies and procedures, drafting consents and acknowledgments for the collection, use and disclosure of personal information, and drafting third-party transfer and security agreements. She also advises on cross-border data transfers, employee background checks, and monitoring employees in and out of the workplace.

Bettina presently sits on the board of KW Counselling Services. She previously held the position of president of the Grand Valley Chapter of the Human Resources Professionals Association. Since June of 2010, Bettina has held the positions of peer networking co-chair, government relations, and president-elect. Bettina was the former chair of the board of directors for the Canadian Clay and Glass Gallery. In addition, Bettina has been an active member and volunteer with the United Way since 2002 and was the chair of the Waterloo Region Office United Way Committee for six years.

## Expertise

Employment, Labour & Equalities

Cyber Security & Data Protection Law

COVID-19: How will coronavirus impact your business?

United States

## Career & Recognition

**2019**

November

Legal 500 Canada 2020

**2018**

December

Legal 500 Canada 2019

**2001**

Year of Call, Ontario

**1999**

University of Windsor, LLB

University of Waterloo, BA, History & English

## **Memberships**

- Canadian Bar Association
- Human Resources Professionals Association
- Ontario Bar Association

## **Representative Work**

- Provided opinions on the collection, use, and disclosure of employee personal information within the workplace for the following types of employers: employment and human resource firms, major manufacturer of stringed musical instruments, a major aerospace and defence instrumentation company, employment screening firm, international advertising and media conglomerate, counseling services firm.
- Provided opinions on the transfer of personal information outside of Canada to foreign jurisdictions for the following types of employers: major insurance company, major

manufacturer of stringed musical instruments, employment and human resource firms.

- Provided opinions on all forms of employee background checks for the following types of employers: major international energy company, international coffee house, employment screening firm, international advertising and media conglomerate.
- Conducted due diligence and advised employers on employment-related matters in numerous mergers and acquisitions for manufacturers, mining companies, media and advertising firms, and technology companies.
- Drafting privacy policies and consents dealing with employee personal information for the following types of employers: international payment services company used by most major banks and financial institutions, international advertising and media conglomerate, international coffee house, international chemical company, major restaurant franchise, international food delivery franchise, insurance company, electricity provider, college student government federation.
- Providing opinions on access requests pursuant to federal privacy legislation.
- Advised on and drafted data breach notifications in both the commercial and employment context.