

Sarah Offredi

Associate



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Edmonton

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Overview

Sarah Offredi joined Dentons Canada LLP's Alberta Labour and Employment group as an associate in 2020 after completing composite articles in criminal defence and civil litigation.

Prior to attending law school, Sarah worked in various human resources roles for over five years and assisted in resolving employment standards complaints, human rights matters, and day-to-day disputes between management and employees. She also assisted with the HR aspects of a major corporate merger, which involved both unionized and non-unionized workers, and worked with the company executives in preparing for re-negotiations of a collective bargaining agreement.

Sarah assists clients with labour and employment matters on a variety of issues, including:

- Employment litigation (including wrongful dismissal and constructive dismissal claims);
- Employee discipline and dismissal;
- Employment standards;
- Human rights (assisting employers respond to workplace discrimination complaints);
- Drafting employment agreements and workplace policies; and
- Responding to union grievances.

Sarah has appeared in the Provincial Court of Alberta and Court of Queen's Bench of Alberta and has represented employers in mediation and conciliation processes before the Alberta Human Rights Commission. In a previous role, she assisted with the preparation of a successful Supreme Court of Canada Appeal.

Experience

- **Confidential client:** Successfully resolved a human rights complaint regarding an allegation of pregnancy discrimination against the employer client.
- **Confidential client:** Advised a wrongly dismissed corporate executive, who was eventually re-appointed to

their previous role following negotiations.

- **Confidential client:** Advised a client about creating and implementing cannabis cultivation policies in employer-provided housing.

Insights

- Co-author, "Alberta employers: Changes to occupational health and safety legislation take effect on December 1, 2021", *Dentons Occupational Health & Safety Blog*, November 24, 2021
- Co-author, "Bill 47: Changes announced to Alberta's occupational health and safety and workers' compensation legislation", *Dentons Insight*, November 11, 2020

Activities and Affiliations

Memberships

- Member, Law Society of Alberta
- Former Member, Project Management Institute
- Former Volunteer, Student Legal Services

Areas of focus

Practices

- Employment and Labor

Education

- University of Alberta, 2019, Faculty of Law, Juris Doctor
- Southern Alberta Institute of Technology, 2016, Project Management
- University of Alberta, 2011, Bachelor of Arts, English, with Distinction

Admissions and qualifications

- Alberta, 2020