

## Fiona Wong

Associate

### Toronto

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### Practice Areas

Employment & Labour

Fiona Wong is an Associate in the Employment & Labour Practice Group at WeirFoulds LLP.

Fiona maintains a diverse practice encompassing labour, employment, civil litigation and human rights matters. She is called to the bar in Ontario and British Columbia. She advises employers in provincially and federally-regulated sectors, where she has experience with navigating disputes regarding unpaid wages before the Employment Standards Branch, temporary foreign worker wage audits with Service Canada, drafting employment agreements, employee policies, termination letters, and cease and desist correspondence.

Prior to joining WeirFoulds, Fiona articulated at a national full-service firm and practiced at multiple labour and employment firms in downtown Vancouver, where she represented employees and appeared before the Canada Industrial Relations Board, BC Provincial Court, BC Supreme Court, and BC Human Rights Tribunal in matters involving wrongful dismissal, breaches of non-competition and non-solicitation clauses, and human rights discrimination.

Fiona is a Past President of the Federation of Asian Canadian Lawyers (British Columbia) Society (FACL BC), the largest equity-seeking legal organization in the province with over 850 members. During her term as President, FACL BC received the Canadian Bar Association Touchstone Award for promoting equality nationally on race and gender issues. She has been recognized for her impact on the legal profession, including being named one of the Top 25 Most Influential Lawyers in Canada in the Changemakers category by *Canadian Lawyer Magazine*, and receiving the Emerging Alumni award from her alma mater, University of Victoria, for outstanding professional achievements and contributions to the community.

Prior to becoming a lawyer, Fiona worked at the Workers' Compensation Board in BC and enjoyed a brief career as a flight attendant.

Fiona is fluent in Cantonese.

### WeirFoulds LLP

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[www.weirfoulds.com](http://www.weirfoulds.com)

#### Called to the Bar

- British Columbia (2021)
- Ontario (2025)

#### Languages

- English
- Cantonese

#### Education

- University of Victoria Faculty of Law, Juris Doctor, 2020
- University of British Columbia, Bachelor of Arts in International Relations, 2016

### Reported Cases

- Successfully represented a strata corporation in the recovery of a \$75,000 insurance deductible from an owner for a water damage claim: *The Owners, Strata Plan BCS 2781 v. Ha*, 2022 BCCRT 323

### Awards

- Affiliate of the Year Award, National Asian Pacific American Bar Association (2024)
- Changemakers – Top 25 Most Influential Lawyers in Canada, Canadian Lawyer Magazine (2024)
- Touchstone Award, Canadian Bar Association (2024)
- Emerging Alumni Award, University of Victoria (2024)

### Professional Activities

- Advisory Director & Past President, FACL BC (2024 – Present)
- President, FACL BC (2023 – 2024)
- Outreach Officer, National Law Students Section, Canadian Bar Association (2020 – 2021)

### Community Involvement

- Northwest Alternate Regional Governor, National Asian Pacific American Bar Association (2024 – Present)
- University of British Columbia Peter A. Allard School of Law – First Year Moot Judge, February 15, 2022

### Speaking Engagements

- Speaker, "The Art of Interviewing 2026", Continuing Legal Education Society of British Columbia, Online, March 3, 2026
- Speaker, "Hot Topics for Employers: AI in the Workplace and Returning to Work In-Person", WeirFoulds LLP, Online, August 6, 2025
- Speaker, "Examinations for Discovery: Employment Law", Litigation Foundations: Perspective of a Litigated Case 2025, Continuing Legal Education Society of BC, March 2025
- Speaker, "Is Harassment Cause for Dismissal?", Managing Employee Complaints and

Investigations, Overholt Law LLP, September 12, 2024

- Speaker, "Mentoring the Next Generation of Lawyers (from Mentor's and Mentee's Perspective)", Employment Law Conference, Continuing Legal Education Society of BC, May 2, 2024
- Speaker, "Breaking Barriers: Voices of Diversity in Law", University of Victoria Faculty of Law, Pan-Asian Law Students Society, March 5, 2024
- Speaker, 12th Annual Gala President's Address, FACL BC, November 17, 2023
- Speaker, "Moonlighting and Managing Remote Work", The Post-Pandemic Workplace, Overholt Law LLP, September 20, 2023
- Speaker, "Resiliency in a Tough Economy: What to Do When You're Not Hired Back or Let Go", FACL BC, May 11, 2023
- Speaker, "'But I look Like a Lawyer: Documentary Screening and Fireside Chat", NALP Annual Education Conference, April 27, 2023
- Speaker, "Women's Social", FACL BC, June 22, 2022
- Speaker, "Navigating the Legal Profession as a First-Generation Lawyer", First Generation Network, Thompson Rivers University Faculty of Law, February 16, 2022
- Speaker, "Resilience After Rejection", Beyond the A, November 27, 2021

## Additional Publications

- [Watch Your Tone](#), *BC Legal Management Association Topics Magazine* (pp. 5-7), Spring 2024
- [Time Theft Can Be Cause for Termination](#), *BC Legal Management Association Topics Magazine* (pp. 12-13), Summer 2023
- [New FACL BC Documentary Highlights Anti-Asian Discrimination and Bias in the British Columbia Legal Community](#), *The Advocate*, Volume 79, Part 5, September 2021
- [Why We Should Care About the Rise of Anti-Asian Racism, the "Model Minority" Myth and the "Bamboo Ceiling"](#), *The Verdict*, Issue 170, August 26, 2021
- [Mandatory COVID-19 Vaccine Policy Primer for General Contractors](#), *The Generals*, Spring/Summer 2021
- "Sick, Lies, and Questionnaire: Arbitrators Uphold Terminations of Employees Who Breached COVID-19 Safety Protocols", *LexisNexis Employment and Labour Law Reporter*, Volume 30, No. 11, February 2021

## Media Mentions

- ["How mentorship and systemic change motivate employment lawyer Fiona Wong"](#), *Canadian Lawyer Magazine* (March 20, 2025)
- ["Finding innovative ways to promote equity for Asian Canadian Lawyers"](#), *Canadian Bar Association* (June 12, 2024)
- ["Failure to mitigate: Long-time manager sees notice reduced"](#), *Canadian HR Reporter* (June 8, 2022)

## Publications

- WeirFoulds Employment Law Hot Takes: The Double (or Quadruple) Lives in Silicon Valley – The Rise of Serial Moonlighting, October 15, 2025
- From Draft to Damages: When a Commission Plan Isn't Final—but Employer Conduct Still

Results in Liability, September 18, 2025

- Inducement and Invalid Termination Provision Prove Costly for Employer, July 15, 2025