



## Lucy Carruthers

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Lucy Carruthers is an associate (NZ Qualified) in the Employment & Labour Group. Lucy has experience with all aspects of employment and labour law and is regularly involved in providing strategic and practical advice to employers on matters such as employment standards, privacy, human rights, occupational health and safety, and employee terminations. She assists with major corporate transactions, including mergers and acquisitions, insolvencies, restructuring and outsourcing transactions. She has performed employment and occupational health and safety-related due diligence, drafted employment-related sections of transactional agreements and prepared executive employment agreements.

Lucy also has experience drafting contractual and commercial arrangements with employees, including employment agreements, retention agreements, consulting agreements, non-competition and non-solicitation agreements as well as termination arrangements with departing employees.

### Representative Work

- Wynnchurch Capital LLC, as Canadian Counsel, in its acquisition of Buchanan Rubber Ltd.

### Publications

- “Case Comment: *Ecostore Company Limited v Worth NZHC 1480*” (2017) Issue 6, *LexisNexis Employment Law Bulletin*, 2017, (Susan Hornsby-Geluk (ed)).
- “Case Comment: *New Zealand Air Line Pilots’ Association Incorporated v Air New Zealand Limited [2017] NZSC 111*” (2017) Issue 7 *LexisNexis Employment Law Bulletin*, (Susan Hornsby-Geluk (ed)).
- “The anniversary of the HSWA: Panic, progress but no prosecutions”, republished in *NZ Business + Management Magazine*, June 2017.
- “A risk worth taking? Controlling hazards and managing risk under the new regulations”, republished in *Industrial Safety News*, July 2015.

### Speaking Engagements

- “Managing bullying and harassment in the workplace”, Employment Law & Workplace Relations Masterclass, May 2018.
- “Social media in the workplace - how to avoid social media #fails”, The Office & PA Show, September 2017.

### Professional Activities

Lucy was admitted as a barrister and solicitor to the High Court of New Zealand in 2014.

## **Background**

Prior to joining Stikeman Elliott, Lucy practiced at a leading full service law firm in New Zealand. In her previous role, Lucy advised on employment aspects of large scale transactions, individual and collective labour relations, the implementation of human resources documents, strategic human resources planning and performed independent investigations into allegations of harassment and bullying for employers. She also acted for employers at mediations and appeared before the Employment Relations Authority.

## **Education**

Otago University (LL.B./B.A.(PPE) 2014)

## **Bar Admission**

New Zealand, 2014