

# Thomas V. Duke

## Associé

Edmonton

### BUREAUX

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## Secteurs et Expertises

### EXPERTISE

Santé et sécurité au travail | Droits de la personne

## Biographie

### FORMATION

- LL.B., University of Alberta, 2002
- B.A.A., (Journalism), Ryerson University, 1997

### LANGUES

Anglais, Anglais

Tom Duke is an experienced labour and employment lawyer. Tom advises clients, including employers in federally and provincially regulated industries, on a wide range of matters such as human rights, employment standards, terminations, and workplace safety.

## Implication

## Reconnaissance

- *The Best Lawyers in Canada* – Labour and Employment Law, 2021 – 2024
- *The Canadian Legal Expert Directory*, Employment Law, 2020 – 2024

## Leadership éclairé

- Speaker, “Navigating COVID-19: Your Employment Questions Answered,” Miller Thomson Labour & Employment Webinar, May 7, 2020
- Speaker, “What All Employers Need to Know,” Miller Thomson Occupational Health and Safety seminar, May 15, 2018
- Author, “Suncor Stymied in its Latest Attempt to Implement Drug and Alcohol Testing,” Insights, December 8, 2017
- Author, “Airtight Drug and Alcohol Policies Can Protect Employers in Safety-Sensitive Work Environments from Possible Discrimination Claims,” Insights, June 28, 2017
- Author, “Amendments to Alberta Labour Relations Code and Employment Standards Code,” Insights, May 29, 2017
- Author, “Butt-Dial Gets Moonlighting Employee in the End,” Insights, October 8, 2015
- Author, “Dealing with Denial: Alberta CA rules on accommodation of employees on who deny addiction problem,” Insights, July 10, 2015
- Author, “‘All in the Family’ – Alberta Human Rights Tribunal follows Federal Court trend on family status,” Insights, September 10, 2014
- Author, “Supreme Court of Canada strikes down Alberta privacy law in favour of Union,” Labour and Employment Communiqué, November 2013
- Author, “The High Price of Age Discrimination,” Labour and Employment Communiqué, April 29, 2013
- Author, “Scents and Sensitivities,” Insights, September 18, 2012
- Author, “Case Comments on *Vernon v. British Columbia (Ministry of Housing and Social Development)*,” Insights, March 5, 2012
- Author, “Employee Whistle Blowing,” Charities and Not-for-Profit Newsletter, September 2004

## Mandats importants

- *Waste Management of Canada Corporation v Unifor Local 4050*, 2022 CanLII 34022 (AB GAA)
- *Altasteel Ltd. v United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 5220*, 2022 CanLII 1013 (AB LRB)
- *Weir-Jones Technical Services Incorporated v Purolator Courier Ltd.*, 2019 ABCA 49 (CanLII)
- *Kebede v SGS Canada Inc.*, 2019 AHRC 3 (CanLII)
- *Kebede v SGS Canada Inc.*, 2019 AHRC 45 (CanLII)

- *AltaSteel Ltd. v United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), Local Union 5220*, 2018 (CanLII)
- *McLaughlan v Lakeland College*, 2018 AHRC 4 (CanLII)
- *Ullah v. Hertz Young Motors (1971) Ltd*, 2015 AHRC 17 (CanLII)

### **Engagement communautaire**

- Board Member – Kidsport Edmonton
- Board Member – Kidsport Alberta
- Coach, SWEMBA
- Coach, Confederation Hockey Association
- Coach, Southwest Zone Hockey Association

### **Adhésions et affiliations**

- Member, Law Society of Alberta
- Member, Canadian Bar Association
- Past Chairman, Canadian Bar Association, Labour and Employment Subsection
- Member, Canadian Association of Counsel to Employers