



## Thomas V. Duke

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### Biography

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.

Tom provides prompt and pragmatic advice on discipline issues. He also has diverse litigation experience that includes commercial disputes, shareholder disputes, and negligence cases. Tom has appeared in the Provincial Court, the Court of Queen's Bench, and the Court of Appeal, as well as administrative hearings before the Labour Relations Board and the Human Rights Tribunal.

Tom has presented lectures and seminars on employment law and other issues. Prior to attending law school, Tom worked in broadcast journalism.

Tom is an active member of his community and is involved in minor sports.

### RELATED SERVICES

Human Rights  
Labour & Employment  
Workplace Health & Safety

### Professional achievements & leadership

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

### Notable matters

- *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)

## Thought leadership

- 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

## Community involvement

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

## Professional memberships

- 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

## Bar admissions & education

- Alberta, 2003
- LL.B., University of Alberta, 2002
- B.A.A., (Journalism), Ryerson University, 1997