

Andrea Raso

Partner

Vancouver

OFFICE

604.643.1208

araso@millerthomson.com



Industries & Expertise

INDUSTRIES

Health | Hospitality | Manufacturing | Mining |
Entertainment and Media

EXPERTISE

Labour & Employment | Appellate Law |
Arbitration & Mediation | Class Actions |
Indigenous Legal Services

Biography

BAR ADMISSION

Northwest Territories, 2011

British Columbia, 2008

Ontario, 1994

EDUCATION

University of Windsor, Bachelor of Laws, 1992

University of Toronto, Bachelor of Arts, 1989

University of California, Mediation Certificate

Harvard Law School, Mediation Intensive Certificate

Andrea advises employers on complex workplace and human resources matters that affect business operations and organizational performance. She represents clients in a wide range of employment and labour-related disputes, providing practical guidance from early strategy through resolution. Andrea is an experienced advocate who is comfortable advancing matters through litigation when required, while also recognizing when negotiated outcomes better serve client objectives. Her approach reflects a strong understanding of the workplace dynamics that drive disputes, allowing her to support clients in managing risk, maintaining productivity, and achieving workable outcomes.

Andrea has advocated before all levels of court, including Canada's highest court, and brings a strong dispute resolution perspective to her practice. Her background in mediation supports her ability to assess negotiation dynamics, advance client interests effectively, and pursue efficient resolutions where appropriate.

Industry involvement

Recognition

- Lexpert Zenith Award: Celebrating Leading Women Lawyers
- The Queen Elizabeth II Diamond Jubilee Medal: Diversity and Inclusion Initiatives

Thought leadership

- Presenter, "Workplace Investigation Mediation", The Continuing Legal Education Society of British Columbia, December 2023
- "Best HR practices still apply in challenging times", Business in Vancouver, April 23, 2023
- "What B.C. Employers Need to Know About Paid Sick Leave", Greater Vancouver Board of Trade, (January 10, 2022)
- Presenter, "How Will Your Strata Manage Meetings, Use Of Property, And Contractors Through The 4th Wave of COVID-19", Condominium Home Owners Association of BC (CHOA), (September 2021)
- "How Will Your Strata Manage Meetings, Use Of Property, And Contractors Through The 4th Wave of COVID-19", Condominium Home Owners Association of BC (CHOA), (September 2021)
- Presenter, "Adapting to COVID-19 – Employment Strategies and Workforce", UDI Institute, (May 5, 2020)
- "The workplace you return to won't be the one you left — five experts describe what post-pandemic offices, shops and restaurants will look like", Windsor News (May 4, 2020)
- "The workplace you return to won't be the one you left — five experts describe what post-pandemic offices, shops and restaurants will look like", Toronto Star (May 4, 2020)
- "Restarting the economy: Top legal questions for B.C. employees and employers", Business in Vancouver (May 3, 2020)
- "Returning to work during COVID-19", Alaska Highway News (May 1, 2020)

- “Returning to work during COVID-19”, North Shore News (May 1, 2020)
- “Returning to work during COVID-19”, The Squamish Chief (May 1, 2020)
- “What restarting the economy means for employers and employees”, Business in Vancouver (VIDEO) (May 1, 2020)
- “COVID-19: What rights and protections do employees have when B.C. businesses reopen?”, The Beacon Herald (April 29, 2020)
- “COVID-19: What rights and protections do employees have when B.C. businesses reopen?”, The Province (April 29, 2020)
- “COVID-19: What rights and protections do employees have when B.C. businesses reopen?”, Kingston Whig Standard (April 29, 2020)
- “COVID-19: What rights and protections do employees have when B.C. businesses reopen?”, Standard Freeholder (April 29, 2020)
- “COVID-19: What rights and protections do employees have when B.C. businesses reopen?”, The Vancouver Sun (April 29, 2020)
- “Lost your Income Due to COVID-19? Here’s What To Do Next”, The Star (March 26, 2020)
- “Lost your Income Due to COVID-19? Here’s What To Do Next”, The Spec (March 26, 2020)
- “Lost your Income Due to COVID-19? Here’s What To Do Next”, Niagara Falls Review (March 26, 2020)
- “COVID-19 Compensation: What BC Workers and Employers Need to Know”, Prince George Citizen (March 16, 2020)
- “COVID-19 Compensation: What BC Workers and Employers Need to Know”, Pique News Magazine (March 15, 2020)
- “What BC Workers and Employers Can Expect Under Sick-Leave Rules”, Times Colonist (March 15, 2020)
- “Coronavirus Compensation: What BC Workers and Employers Need to Know”, Vancouver Courier (March 15, 2020)
- “Squamish Employee and Employer Questions During COVID-19”, The Squamish Chief (March 14, 2020)
- “What Employers and Employees Need to Know During the COVID-19 Pandemic”, CBC (March 14, 2020)
- “COVID-19 Compensation: What BC Workers and Employers Need to Know”, Business in Vancouver (March 13, 2020)

Notable Matters

- Defended a precedent-setting lawsuit that saw the end of laid-off employees filing class actions across Canada
- Numerous workplace investigations, including investigating allegations of workplace harassment and bullying, incidents of workplace violence and employee misconduct
- Numerous sexual assault and sexual harassment investigations – in both the private and public sectors, higher learning institutions, and unionized and non-unionized workplaces

- Won a high-profile case to help the force get back to work for the safety of the community
- Successfully resolved human rights issues raised by First Nations women trainees in a northern diamond mine
- Successfully defeated union certification applications in the Alberta and BC oil sands
- Won a Supreme Court ruling stating that school boards are able to discipline teachers after a certain level of conduct is met. This set precedent across Canada
- Set-up employment policies and offer letters to avoid future severance package liability
- A leading VFX animation company undertook massive layoffs and triggered group termination provisions. Andrea helped the client resolve this to save \$1.5M
- Successfully managed disputes in relation to picket lines, violence and mischief issues
- Successfully resolved aboriginal and human rights issues for a woman in a northern diamond mine

Memberships & affiliations

- Canadian Bar Association, BC Branch, Labour & Employment Sectors, member
- Law Society of British Columbia, member
- BC Business Council, member
- Trial Lawyers Association of BC, member
- Canadian Association of Counsel for Employers (CACE), member