

Geoff Mason

Partner

Vancouver

OFFICE

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Industries & Expertise

INDUSTRIES

Cannabis | Entertainment and Media

EXPERTISE

Aboriginal Law | Labour & Employment | Human Rights

Biography

BAR ADMISSION

British Columbia, 2016

EDUCATION

- J.D., Schulich School of Law, Dalhousie, 2015
- B.A. (Hons.) Philosophy, Queen's University, 2011

Geoff, an experienced employment, labour, and human rights lawyer, offers practical solutions to complex workplace issues. With a diverse background servicing companies across various industries and having been an entrepreneur himself, Geoff brings a creative and client-focused approach to his legal practice. He is dedicated to efficiently delivering tailored solutions and helping businesses navigate a wide range of legal challenges.

Dedicated to giving back, Geoff actively engages in volunteer initiatives to promote access to justice. Notable recent achievements include being a regular contributor on radio shows, a supervising Lawyer for Pro Bono Students Canada, and a keynote speaker at various legal conferences, maintaining a strong presence in legal education and community contribution.

Geoff is an active contributor to the legal community, regularly sharing his experience through media appearances and publications. His career journey includes founding his own employment law firm and practicing at a leading Vancouver-based employment law firm before joining Miller Thomson. Geoff's entrepreneurial spirit equips him with a deep understanding of the real-world challenges faced by his clients, ensuring he provides practical assistance aligned with their business needs.

Industry involvement

Thought leadership

- Regular contributor on *The Jas Johal Show*, CKNW 980, August 2022 – Present
- Supervising Lawyer, Pro Bono Students Canada Program, University of Victoria Faculty of Law, July 2022 – Present
- Keynote Speaker, "Keeping Pace: Duty to Accommodate Virtual Conference", Birchmount Conferences Group, October 28, 2024
- Presenter, Chan Nowosad Boates seminar on employer strategies to avoid wrongful dismissal lawsuits and liability, February 9, 2024
- Author, "Dismissing Employees on Good Terms & Conditions: How to Avoid a Wrongful Dismissal Lawsuit", Miller Thomson Labour & Employment Communique, January 31, 2024
- Co-author, "Perilous Times and Bottom Lines", The Best Lawyers in Canada Fall Business Addition, September 28, 2023
- Author, "Employee Dismissal & Duty to Accommodate: Case Commentary – Teamsters Quebec, Local 106 c 1641-9749 Quebec Inc.", Miller Thomson Transportation & Logistics Communique, September 6, 2023
- Co-editor, *CanLII Manual to B.C. Civil Litigation* annotated guide to the B.C. *Supreme Court Civil Rules* (Parts 10 and 11), July 2023
- Interview with *CanadianHRReporter* for article on legal considerations for employers during heat waves, July 26, 2023
- Interviews on "Future of Work" radio series, CKNW 980, April 2023
- Co-editor, *CanLII Manual to B.C. Civil Litigation* annotated guide to the B.C. *Court of Appeal Rules* (Part 9), January 2023
- Co-author, "Governance Issues Involving Contractors and Employees", Miller Thomson Social Impact Newsletter, October 25, 2022
- Co-presenter, Bongarde Media seminar on "Quiet Quitting", September 21, 2022

- Author, Two-part series on transitioning away from workplace Covid-19 mandates, Miller Thomson Labour & Employment Communique, April 5, 2022
- Author, “‘EI-like Support’ Coming for Gig Economy Workers”, LinkedIn, August 5, 2020
- Advisory Board Member, Radius Program, Simon Fraser University Beedie School of Business, January 2020 – June 2020
- Advisor, Law Students’ Legal Advice Program, Peter A. Allard School of Law, January 2017 – June 2019
- Guest lecturer, precarious employment webinar, Canada Bar Association, May 2019
- Guest instructor, contract law, employment standards, and human rights course, Vancouver Premier College of Hospitality Management, March 2019
- Interview with *Pro Contractor News* for article on independent contractors and vicarious liability, November 2018
- Interview on *Vancouver Consumer*, CKNW 980, regarding legal issues related to cannabis in the workplace, September 2018
- Interview on *This is Why*, Global News Podcast, regarding legal issues related to the “Gig Economy”, August 2018
- Interview on *The Lynda Steele Show*, Global News, regarding legal issues related to the “Gig Economy”, August 2018
- Interview on Roundhouse Radio regarding legal issues related to cannabis in the workplace, August 2018
- Featured speaker, 2018 CLEBC Employment Law Conference, May 2018
- “The Gig is Up: Adapting to the Growing Gig Economy” (author), 2018 CLEBC Employment Law Conference, May 2018
- Presenter at Diversified Rehabilitation Group seminar on accommodation in the workplace, April 2018
- Interview with *Nanaimo News* for article on the suspension of Nanaimo City Manager, February 2018
- “Sorting Out the Gig Economy” (author), *Canadian Employment Law Today*, September 2017
- Interview on Roundhouse Radio regarding independent contractor liability risks, September 2017
- Interview with *Business in Vancouver* for article on anticipated disruptions caused by the “Gig Economy”, August 2017

Notable Matters

- *Certainfeed Gypsum Canada Inc. and TC, Local 213 (Aiello), Re*, 2023 CarswellBC 2662 – Succeeded grievance arbitration which established that employees who were not actively employed were not entitled to statutory holiday pay under the collective agreement.
- *WorkSafeBC Review Decision #R0281180* (November 24, 2021)– Succeeded in overturning a WorkSafeBC decision denying a worker coverage of vision therapy.
- *Rush v. Fraser Health Authority*, 2021 BCHRT 103 – Succeeded in defending an application to dismiss a Human Rights complaint.

- *WorkSafeBC Prohibited Action Complaint No. 2019D558* (unreported) – Succeeded in bringing a Prohibited Action Complaint.
- *Hyggen v. Teck Coal and others*, 2020 BCHRT 34 – Succeeded in defending against an application to dismiss a Human Rights complaint.
- *Kang v. Fetterly*, 2019 BCHRT 118 – Succeeded in bringing an application to dismiss a Human Rights complaint by establishing that certain inappropriate remarks did not constitute a pattern of offensive behaviour that rose to the level of discrimination.

Memberships & affiliations

- Law Society of British Columbia
- Canadian Bar Association