MILLER THOMSON

Thomas V. Duke

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Secteurs et Expertises

SECTEURS
Commerce de détail

EXPERTISE
Arbitrage et médiation | Droit du travail et droit de l'emploi | Fusions et acquisitions

Biographie

ADMISSION AU BARREAU
Alberta, 2003

FORMATION

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

LANGUES
Anglais

Tom Duke is the national leader of Miller Thomson's Labour and Employment Group and a seasoned lawyer who advises employers in federally and provincially regulated industries. He provides strategic and practical guidance on human rights, employment standards, terminations, workplace safety and disciplinary matters.

Tom also has extensive litigation experience in commercial disputes, shareholder conflicts and negligence claims. He has represented clients before provincial courts, courts of appeal and administrative tribunals. Tom is not just a lawyer – he's a community-focused individual who shares his knowledge through lectures and seminars on employment law.

Before his career in law, Tom worked in broadcast journalism, bringing a unique perspective to his legal practice. His passion for giving back is evident through his involvement in minor sports and local charities, showcasing his dedication to making a difference beyond the courtroom.

Tom is a member of the Law Society of Alberta and the Canadian Bar Association, having chaired its Labour and Employment Subsection. Tom has been featured in The Best Lawyers in Canada for Labour and Employment Law and in The Canadian Legal Lexpert Directory for Employment Law. His commitment to excellence and his clients is unwavering, making him a trusted legal advisor in labour and employment law.

Engagement

Reconnaissance

- *The Canadian Legal Lexpert Directory*, Employment Law, 2020 – 2025; Employment Law – Employer, 2026
- *Best Lawyers in Canada,* Labour and Employment Law, 2021 – 2026

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

- *Building Products of Canada Corp. v Unifor Union of Canada, Local 777*, 2026 CanLII 2711 (AB GAA)
- *Silva v Stock Transportation Ltd.,* 2026 AHRC 60 (CanLII)
- *Building Products of Canada Corp. v Unifor Union of Canada, Local 777*, 2026 CanLII 2711 (AB GAA)
- *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

Associations et affiliations professionnelles

- 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