

# Adrian C. Elmslie

## Partner



Partner

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## Overview

Adrian Elmslie is the head of Dentons LLP's Alberta Labour and Employment Group. Adrian joined the firm in 1999 after completing his articles with the Alberta Court of Queen's Bench and Court of Appeal.

Adrian provides labour and employment advice to a diverse cross section of employers in both union and non-union settings. Adrian is experienced in all aspects of labour and employment law at both the provincial and federal level and provides advice and representation to employers on a broad variety of issues including:

- Labour Arbitrations;
- Collective Bargaining and administration of collective bargaining agreements;
- Labour Relation Board applications and hearings;
- Employment litigation;
- Employee discipline and dismissal;
- Corporate reorganizations, mergers and acquisitions;
- Protection and recovery of confidential information;
- Enforcement of restrictive covenants and unfair competition claims;
- Drafting of employment agreements;
- Employment standards regulations for both provincially and federal sphere;
- Human Rights (workplace accommodation, discrimination, harassment, and drug and alcohol testing); and,
- Privacy.

Adrian has appeared in all levels of Court in Alberta and Saskatchewan and has also represented employers in many other forums including labour arbitration hearings, the Alberta Labour Relations Board, and the Canadian Human Rights Tribunal.

# Experience

- **Employers in a large cross section of industries:** Representing employers in labour arbitrations, collective bargaining, and labour board hearings on a wide variety of issues.
- **A wide variety of clients, including clients operating in the construction industry:** Providing strategic labour relations advice and assisting with collective bargaining.
- **A variety of employers throughout Alberta:** Preparing complex executive employment agreements and workplace policies.
- **Major food processing facility:** Successfully representing a significant contracting out grievance, including applications to the Saskatchewan Court of Queen's Bench and Court of Appeal.
- **Major North American Railway company:** Successfully obtained province wide injunctions against picketing of client facilities throughout Alberta.
- **Major North American Railway company:** Successfully defending a complex human rights complaint before the Canadian Human Rights Tribunal.
- **Significant energy sector client:** Acting as counsel in obtaining a multi-million dollar arbitration award.

# Recognition

First recognized in 2020, Adrian has been commended for his extensive knowledge and experience in the following respected publication:

- *The Canadian Legal Lexpert Directory:* Employment Law
- *The Legal 500 Canada:* Labour and employment

# Insights

- Co-author, "Bill 47: Changes announced to Alberta's occupational health and safety and workers' compensation legislation", *Dentons Insight*, November 11, 2020
- Co-Author, "Bill 32 – Restoring Balance in Alberta's Workplaces Act, 2020", July 17, 2020
- Co-author, "COVID – 19 Return to Work Employer Toolkit – Alberta", May 7, 2020
- Co-author, "Amendments to the Alberta Employment Standards Code in response to COVID-19," Dentons client alert, April 7, 2020

# Activities and Affiliations

- Member, Law Society of Alberta, Edmonton Bar Association, Canadian Bar Association

# Presentations

- Speaker, "Managing remote working risks," Canadian Employment and Labour Law Podcast, July 21, 2020
- Speaker, "Supporting remote working," Canadian Employment and Labour Law Podcast, July 15, 2020
- Moderator, "HR leader roundtable," Employment and Labour webinar series, June 19, 2020
- Speaker, "COVID-19: Managing a Successful Return to Work (Alberta)," Dentons webinar, May 27, 2020

- Speaker, "Global perspective roundtable," Employment and Labour webinar series, May 15, 2020
- Speaker, "Legislative employment changes you need to know," Employment and Labour webinar series, May 1, 2020
- Presenter, COVID-19 Refusals to Attend Work and Work Refusals," May 1, 2020
- Speaker, "Legal update for Canadian employers," Employment and Labour webinar series, March 27, 2020
- Presenter, "Managing a return to work – Dealing with difficult situations", Dentons Employment & Labour Breakfast for the Mind Seminar, Fall 2019
- Presenter, "Reference Letters – What should employers say (or not say) in a reference letter, Dentons Employment & Labour Breakfast for the Mind Seminar, Spring 2019

## Areas of focus

### Practices

- Employment and Labor
- Employment and Labor Advice and Counseling
- Employment Contracts, Handbooks and Policies
- Discrimination, Retaliation and Unlawful Harassment Litigation
- Executive Employment and Severance Agreements
- Employee Poaching/Raiding

## Education

- University of Saskatchewan, 1998, LLB (with Distinction)
- University of British Columbia, 1993, BSc

## Admissions and qualifications

- Alberta, 1999

## Languages

- English