



## firm profile

McMillan is a modern and ambitious business law firm serving public, private and not-for-profit clients across key industries in Canada, the United States and internationally. With recognized expertise and acknowledged leadership in major business sectors, we provide solutions-oriented legal advice through our offices in Vancouver, Calgary, Toronto, Ottawa, Montréal and Hong Kong. Our firm values – respect, teamwork, commitment, client service and professional excellence – are at the heart of McMillan’s commitment to serve our clients, our local communities and the legal profession. For more information, please visit our website at [www.mcmillan.ca](http://www.mcmillan.ca).

## contacts

N. David McInnes  
604.691.7441

## labour relations

### overview

In a unionized work environment, constructive relationships with unions and the workers they represent are vital to a company's success. Labour disputes can disrupt a company's ability to meet customer obligations, damaging its financial performance and reputation in the market. Maintaining that constructive environment is a delicate balance—requiring legal counsel that delivers transparency and fairness, while protecting a company's interests at all times.

McMillan's Employment and Labour Relations Group provides advice to clients on all aspects of labour relations. We have deep experience across the labour relations life cycle—from the initial efforts of a union to organize employees, to negotiation of collective agreements, and, if necessary, dispute resolution.

Our labour relations lawyers help companies in a variety of industries with their toughest issues, delivering expert counsel as they resolve their labour grievances through the arbitration process and in tribunal proceedings.

We routinely provide advice on the management of layoffs, job posting disputes, discipline cases and benefit issues. Our lawyers are experienced advocates at arbitrations and before labour relations tribunals, and assist clients in securing resolution through the mediation process or by advocating a client's position through arbitration.

McMillan professionals help clients lead by:

- Completing certification applications
- Advising on collective bargaining
- Counselling on strikes and lockouts—drafting communications on the employer's behalf and securing injunctive relief
- Advising on collective bargaining
- Advocating during grievance arbitration
- Assisting with union certification and decertification