

MICHELLE MCKINNON

Categories: [People](#), [Lawyers](#)

Michelle McKinnon acts for business and government bodies in matters relating to employment, labour relations and human rights. She also has significant experience in disputes involving corporate governance and conflicts of interest. She is qualified to practise in South Africa as well as British Columbia.

Prior to joining McMillan, Michelle practised at a Vancouver boutique law firm focused on workplace law and advocacy.

Earlier in her career as a partner at Africa's largest law firm, Michelle provided employment, labour and regulatory advice to local, cross-border, Chinese, US and UK clients expanding into and conducting business in various countries in Africa. She also provided employment transactional advice for the firm's corporate clients. Over this time, Michelle was part of the legal team that helped establish the right of the employer to require a terminated employee to stay away from the workplace during the notice period (gardening leave) as part of the common law in South Africa.

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Expertise: Aboriginal Law, Employment & Labour Relations, Litigation & Dispute Resolution

Language Spoken: English, Afrikaans

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Location: Vancouver

Phone: 604.691.7460

Position/Title: Associate, Employment & Labour Relations

Publications:

- "[Le travail à distance à l'échelle mondiale – Ce que les employeurs doivent savoir](#)," Éditions Yvon Blais, une société Thomson Reuters, April 2021
- "[Employee benefits and the unfair labour practice](#)," Contemporary Labour Law, Volume 24 No. 10 May

2015, Co-Author

Education & Admissions:

Degree: Called to the British Columbia bar

Year: 2019

Degree: Admitted as an Attorney of the High Court of South Africa

Year: 2012

Degree: LLB

University: Stellenbosch University

Year: 2009

Degree: B.Comm., Law

University: Stellenbosch University

Year: 2007

Media Mentions:

- "[HR Checklist: 10 considerations before firing an employee](#)," *HRD*, September 30, 2020
- "[Can you fire an employee for their social media posts?](#)", by Emily Douglas, *HRD*, September 28, 2020
- "[Office romances: What are employers' legal obligations?](#)", by Emily Douglas, *HRD*, September 15, 2020

Speaking Engagements:

- HR and Mental health – Shaping a better tomorrow, HRD Mental Health 2021, Speaker
- May 11, 2021
- <https://hrmentalhealth.ca/>

Practices: Aboriginal Law, Employment & Labour Relations, Litigation & Dispute Resolution