



Duncan Burns-Shillington

Associate

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Duncan Burns-Shillington maintains a general practice in employment and labour law.

Duncan has experience in a wide range of workplace issues, including wrongful dismissal, health and safety, employment standards, human rights, construction labour relations, collective bargaining and responding to union organizing. He has appeared with senior counsel before the Ontario Superior Court of Justice, Ontario Labour Relations Board, Human Rights Tribunal of Ontario, and Workplace Safety and Insurance Appeals Tribunal.

Prior to joining DLA Piper, Duncan completed his articles with a boutique management-side employment and labour law firm, during which he went on secondment with the Ontario Labour Relations Board. During law school, Duncan was a Dean's Honour List student and has also previously worked for the federal government in the area of executive policies and compensation.

LANGUAGES SPOKEN

- English

CREDENTIALS

Admissions

- Ontario, 2017

Education

- J.D., Queen's University, 2016
- B.A. (with Distinction), Industrial Relations, McGill University, 2012

Memberships

RELATED SERVICES

- Employment
- Employee and Labor Relations
- Employment Litigation and Dispute Resolution
- Human Rights

LANGUAGES SPOKEN

English

- Member, Canadian Bar Association
- Member, Law Society of Ontario

INSIGHTS

Publications

Employers should prepare now for high demand of legal edibles

12 NOV 2019

Canada in Focus

On October 17, 2018 the cultivation, sale, distribution and consumption of certain classes of marijuana for recreational purposes was legalized across Canada. One year later, employers should be aware of new challenges raised by the legalization of marijuana edibles, extracts and topical products, and adjust their policies accordingly.

Bill C-46 provides guidance for the assessment of marijuana impairment in the workplace

31 JUL 2018

Canada in Focus

Effective October 13, 2018, the possession and use of recreational marijuana will be legal across Canada. To prepare for the legalization of recreational marijuana, Canadian employers should introduce or update workplace policies that address the potential implications of recreational marijuana in the workplace, including possession, use, impairment and accommodation for dependency.

Ontario provincial election: are employees entitled to paid time off to vote?

4 JUN 2018

Canada in Focus

The Ontario provincial election will take place on Thursday, June 7, 2018. Aside from the election results themselves, the most pressing question triggered by this event for many employers is: are my employees entitled to paid time off to vote?

Pay Transparency Act, 2018: Ontario introduces legislation directed at the gender wage gap

9 MAR 2018

Canada in Focus

On March 6, 2018, the Hon. Kevin Flynn, Ontario Minister of Labour, introduced legislation entitled *Bill 203, Pay Transparency Act, 2018*. Bill 203 is part of a government initiative in Ontario to close the wage gap between women and men in the province.

Bill 174 provides clarity for Ontario employers on the federal legalization of marijuana

26 FEB 2018

Canada in Focus

The rapid and significant changes to the legal status of marijuana in Canada raise new questions and challenges for employers across the country. In Ontario, some of these questions were answered when Bill 174, *Cannabis, Smoke-Free Ontario and Road Safety Statute Law Amendment Act, 2017* received Royal Assent on December 12, 2017.
