



Duncan Burns-Shillington

Associate

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

Duncan has experience advising employers across British Columbia and Ontario in a wide range of workplace issues, including employment-related litigation, collective agreement interpretation and negotiation, human rights and accommodation, health and safety, employment standards, privacy law, responding to union organizing, and employment matters in corporate transactions. He has appeared before various levels of courts and tribunals, including the Supreme Court of British Columbia, Ontario Superior Court of Justice, Ontario Labour Relations Board, BC Human Rights Tribunal, 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. He has also previously worked for the federal government in the area of executive policies and compensation.

- Employment
- Human Rights

English

LANGUAGES SPOKEN

- English

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- Provided employment advice to Tier1 Financial Solutions on its acquisition of Alessa.

Admissions

- British Columbia, 2020
- Ontario, 2017

Education

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

Memberships

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

INSIGHTS

Publications

B.C. arbitrator supports mandatory vaccination policy

25 April 2022

Canadian Employment Law Updates - COVID-19

A British Columbia arbitrator recently upheld a workplace policy requiring all employees to be vaccinated against COVID-19. This case was the first in British Columbia to consider a mandatory COVID-19 vaccination policy that did not provide a testing alternative to vaccination. In *BC Hydro and Power Authority v International Brotherhood of Electrical Workers, Local 258*, the arbitrator found that BC Hydro's compulsory vaccination policy was reasonable as it aligned with BC Hydro's duty to protect the health and safety of its workforce.

Getting back to normal: BC's restart plan 2.0 and your workplace

28 May 2021

Canadian Employment Law Updates - COVID-19

Canada in Focus

On May 25, 2021, BC's COVID-19 "circuit breaker" measures officially expired as Premier John Horgan announced the government's new four-step plan aimed toward returning to pre-pandemic life: "BC's Restart".

Government of British Columbia introduces paid leave for COVID-19 vaccine appointments

29 April 2021

Canadian Employment Law Updates - COVID-19

Canada in Focus

As the "circuit breaker" measures and travel restrictions continue to apply across British Columbia to help combat the third wave of COVID-19, *Bill 3: Employment Standards Amendment Act, 2021* received Royal Assent on Tuesday, April 27, 2021.

British Columbia updates province-wide COVID-19 restrictions

4 January 2021

Canadian Employment Law Updates - COVID-19

British Columbia's Provincial Health Officer has issued a series of new province-wide restrictions that affect both individuals and businesses, in response to the persistently high number of COVID-19 cases throughout the province, the increasing and accelerating numbers of people being hospitalized and admitted to critical care, and outbreaks in health-care facilities.

DLA Piper Canada advised Tier1 Financial Solutions on its acquisition of Alessa

19 January 2021

On January 14, 2021, Tier1 Financial Solutions, a leading provider of client relationship management (“CRM”) solutions, announced that it had acquired Alessa, a compliance and financial crime prevention solution software company. DLA Piper (Canada) LLP acted as legal advisor to Tier1 on this transaction.
