



Andrew Nathan

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[Labour & Employment](#)
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Andrew's practice involves all aspects of labour and employment law. He advises clients in a wide range of related matters, including:

- Employment contracts and policies
- Dismissals and discipline
- Collective agreements and bargaining
- Human rights complaints
- Employment standards matters and WorkSafe complaints.

Andrew has appeared at all levels of court in British Columbia, as well as in labour arbitrations and mediations.

He regularly assists in the research and writing of a number of publications, including the CLE's annual publication on employment law.

Experience

- Assisted in the successful dismissal of a human rights complaint on the bases that portions of the complaint were untimely and the remaining allegations did not amount to breaches of the Human Rights Code, 2018 BCHRT 272.

- Successfully applied to dismiss a human rights complaint on the basis that it was untimely and not in the public interest to accept the complaint, *Soares Da Costa v. John Casablancas Institute*, 2018 BCHRT 168.
- Successfully defended the employer from a wrongful dismissal action on the basis of just cause for dismissal, *Tsaiv. Bell Mobility Inc.*, 2017 BCPC 343.
- Assisted in defending a manufacturing company at arbitration and before the Labour Relations Board in a matter involving video surveillance of employees, *Armtec Limited Partnership v. Construction and Specialized Workers Union*, 2016 BCCAAA 90 and 154, 2017 BCLRBD 23.
- Assisted in the successful dismissal of a human rights complaint on the basis that it had no reasonable prospect of success, *Carmody v. BC Hydro*, 2017 BCHRT 277.
- Assisted in the successful dismissal of a labour grievance relating to a paid leave entitlement, *"British Columbia Government and Service Employees' Union v. Legal Service Society (Family Illness Leave Grievance)"*, [2016] B.C.C.A.A.A. No. 133.
- Assisted in defending an employer from a discriminatory action complaint before the Workers' Compensation Appeal Tribunal.
- Assisted in defending a non-solicitation and confidentiality injunction.

Insights & Events

- Author, "Significant Amendments to the British Columbia Labour Relations Code Now in Force", BLG Article, June 2019
- Author, "B.C. Court Of Appeal Adopts A New Approach To Contractual Amendments", BLG Article, July 2018
- Author, "B.C. Court of Appeal Overturns Award of 18 Months Severance Package Based on an Oral Promise", BLG Article, August 2017
- Author, "Employment Law: Key Decisions From 2017", BLG Article, February 2018
- Author, "B.C. Court of Appeal Reduces Notice Period for Short Service Employee", BLG Article, September 2016
- Author, "Update: B.C. Court of Appeal Restores Largest Award for Injury to Dignity", BLG Article, July 2016
- Author, "Significant Amendments To The British Columbia Employment Standards Act Now In Force", BLG Article, June 2019
- Author, "Court Declines to Prevent Vice-President from Joining Competitor Despite Breaches of Fiduciary Duties", BLG Article, March 2019
- Co-Speaker, "Employment Injunctions", Employment Law Conference 2018, The Continuing Legal Education Society of British Columbia, May 3rd, 2018.
- Author, "Employment Law: Key Decisions From 2017", BLG Article, February 2018
- Author, "No Power or Control? Discrimination Against an Employee by a Subordinate May Not Be Captured by the British Columbia Human Rights Code", BLG Article, May 2016
- Co-author, "Employment Law" chapter, Annual Review of Law & Practice in British Columbia, The Continuing Legal Education Society of British Columbia (CLE BC), 2015-18.

Beyond Our Walls

Professional Involvement

- Member, Law Society of British Columbia

- Member, Canadian Bar Association
- Member, Vancouver Bar Association

Community Involvement

- Volunteer, BLG Reads to Kids

Bar Admission & Education

- British Columbia, 2016
- JD, University of British Columbia, 2015
- Bachelor of Arts in Political Science, University of British Columbia, 2012

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