



Andrew Dixon

Associate

Employment & Labour
Franchising
Insurance
Intellectual Property

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Profile

The strength and value of a business lies in its people—the ideas they develop, the products they create and the services they provide. This principle underpins Andrew's drive to develop solutions to address our clients' workplace and intellectual property issues.

Work Highlights

Athletic apparel company

> Drafted and negotiated complete set of employment agreements for our client's employees, ranging from senior executives to administrative staff. New agreements allowed our client to define its workplace culture, clarify complicated compensation structure and clarify employee entitlements on termination

Airline

> Provided comprehensive opinion on privacy rights in the context of monitoring employee social media. Opinion allowed our client to develop policies to balance employee privacy rights with security and safety concerns

Commercial transactions

> Advised various vendors and purchasers on employment and labour law issues arising during transactions. Provided timely and concise advice relating to employment and labour law issues to allow our clients to conduct due diligence, manage risk and negotiate favorable terms

Additional work highlights below

Andrew shares our clients' commitment to advancing and protecting their business interests, helping them resolve the issues that impact some of their most valued resources—the information, intellectual property and people that are at the core of their business.

Services

- > Ongoing labour and employment advice
- > Wrongful or constructive dismissal claims
- > Employment standards
- > HR Policies
- > Terminations and severance
- > Contractual review
- > Executive compensation
- > Human rights
- > Workers' compensation
- > Labour board and labour arbitration proceedings
- > Copyright and trademark infringements
- > Protections of confidential information
- > Privacy rights

Andrew's top priority is finding practical solutions and minimizing risk for our clients. With his background in creative arts, Andrew understands the benefit of being resourceful when problem-solving. He is proactive in both his advisory and advocacy roles, keeping in regular communication with clients, collaborating to develop strategies that suit their needs and identifying and solving legal issues before they become business problems.

Because litigation can be stressful and time consuming, Andrew helps clients avoid it when appropriate, but confront it when necessary with rigorous preparation, vigor and tenacity. This informs Andrew's approach to helping businesses not only protect their people and ideas but also continue creating, contributing and moving forward.

Credentials

Awards & Distinctions

- > David Percy Award for Excellence in Student Leadership, 2013
- > Kelly Jenkins Memorial Award for Student Involvement, 2013
- > Honourable Constantine Kosowan Award for Leadership, 2012

Industry Involvement

- > Executive Member, Canadian Bar Association, British Columbia Branch, Employment Law Section, 2016
- > Canadian Bar Association, 2010

Education & Call to Bar

- > Call to Bar: 2014
- > Juris Doctor, University of Alberta, 2013
- > Bachelor of Arts, Political Studies and Drama, Queen's University, 2007

External Publications & Presentations

- > Ahead of the Curve: Intellectual Property, Immigration, and Invisible Disabilities
- > Confidentiality in a Not-So-Confidential World: Employee Misuse of Internet and Social Media
- > What's Your Evidence? The Danger of Hearsay Evidence in IP Litigation
- > Federal Court of Appeal Considers "Special Circumstances" In Appeal of Trade-Mark Expungement
- > Location Matters: The Perils of Geographic Names as Trade-marks
- > Be Careful How You Get Over the Paywall: Recent Canadian Decision Holds That Non-Subscribing Reader of Paywall Article Infringed Copyright
- > Implementation of Trademarks Act amendments pushed back to 2018
- > Canadian Court Orders Google to Scrub Its Search Results
- > Downloaders Beware! Federal Court Orders Disclosure Of Internet Subscriber IDs
- > Combating Counterfeit Products Act Receives Royal Assent
- > BC Court of Appeal Addresses Motor Vehicle Lessor Liability Cap

Additional Work Highlights

Technology company

- > Assisted in the successful mediation of a wrongful dismissal claim brought by a senior executive. Mediation result allowed our client to properly balance risk, avoid litigation and obtain cost certainty

US-based employers

- > Advised on employment, human rights and workers compensation laws to ensure regulatory compliance and assist in achieving a smooth Canadian operations

Kitchen Expressions & Finishing Ltd. v. Cooper, 2016 BCSC 1629

- > Appeared as counsel for a homeowner in a successful judicial review application. Decision upheld our client's default judgment against a contractor and allowed our client to obtain damages

Community Assn. of New Yaletown v. Brenhill Developments Ltd., 2015 BCCA 227

- > Appeared as counsel for developer and assisted in achieving the successful appeal of a decision by the Supreme Court to quash a development permit and rezoning by-law. Decision allowed our client to proceed with development and construction of a new residential building and new affordable housing building

Stroszyn v. Mitsui Sumitomo Insurance Co., 2014 BCCA 431

> Appeared as counsel for insurer and assisted in the successful appeal of a decision by the Supreme Court regarding excess insurance. This appeal clarified the limits of lessor liability under the Insurance (Vehicle) Act in favour of our client