

Shelley-Mae Mitchell

Partner

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Labour & Employment
School Boards and Independent Schools

Shelley-Mae advises clients on all aspects of **labour, employment and human rights** law.

Her practice focuses on a broad and wide-range of issues, including:

- preventive advice
- employment policies and procedures
- human rights complaints
- wrongful dismissals
- employment litigation
- injunction application
- employment standards appeals
- day to day labour and employment advice

Shelley-Mae also practises in most labour areas, such as arbitrations, **collective bargaining** , picketing injunctions, and Labour Board Applications.

Shelley-Mae has represented clients before the British Columbia Supreme Court, British Columbia Court of Appeal, and Federal Court.

As well, she has conducted Human Rights hearings, arbitrations, mediations and picketing actions before the Labour Relations Board.

Experience

- Conducts and defends wrongful dismissal trials at all court levels.
- Conducts Human Rights hearings.
- Advises on constructive dismissals; terminations based on cause; large lay-offs; executive compensation packages; multiple severance packages; Employment Standards and *Canada Labour Code* advice; sexual harassment; complaints and mediations pursuant to both Federal and Provincial legislation; and application, implementation and drafting of various employment policies and employment agreements.
- Collective bargaining experience as company spokesperson in BC and Alberta.
- Represents companies in various Labour Arbitrations and Labour Board Hearings.
- Provides training and educational workshops to clients on various topics, including harassment seminars, discipline techniques and managers' training.
- Provides opinions and advice to businesses on various employment issues, including takeovers, acquisitions, stock options agreements, plant closures and other related issues.
- Provides employment and labour advice and due diligence for both private and public corporations.
- Drafts and provides advice on Executive Agreements including compensation and change-of-control provisions.
- Provides ongoing advice regarding labour negotiations and Collective Agreement interpretation and drafting.

Insights & Events

- Author, "The U.S. Tariff Effect: Ensuring the psychological health and safety of a reduced workforce part II", BLG Article, March 2025
- Author, "The U.S. tariff effect: Ensuring the health and safety of a reduced workforce part I", BLG Article, February 2025

Beyond Our Walls

Community Involvement

- Former, Board Member and Director, Vancouver Aquarium and Marine Science Centre for over 10 years
- Chair, Human Resources and Executive Compensation Committee, Vancouver Aquarium (for over 10 years)
- Executive Committee Member, Vancouver Aquarium
- Former Board Member, Head of HR Committee, and Coach, North Shore Girls Soccer Club for 20 years

Awards & Recognition

- Recognized in the 2027 (and since 2017) edition of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour (British Columbia)).
- Recognized in the 2026 (and since 2021) edition of *Benchmark Canada* as a Litigation Star.

Bar Admission & Education

- British Columbia, 1988

- LLB, University of Alberta, 1987
- BAA, Ryerson University, 1984

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