

Paul N.K. Smith

Paul is a partner in our Yellowknife office, where he carries on a civil litigation practice, primarily in labour and employment law, administrative law and human rights law. He advises clients in labour and employment matters, human rights litigation, environmental and occupational health and safety matters.

Paul represents clients in the mining, energy and resource sectors and acts as counsel for regulatory bodies in the North. He also represents a variety of individual, municipal, corporate and government clients, and has appeared before all levels of court in the Northwest Territories, as well as before various human rights, labour and employment law tribunals.

Professional Activities

- Canadian Bar Association, National Administrative Law Section, Treasurer
- Canadian Bar Association, Northwest Territories Branch, Administrative Law Section, Member and Past Chair
- Canadian Bar Association, Northwest Territories Branch, Labour & Employment Section, Member and Founding Chair
- Canadian Bar Association, Northwest Territories Branch, Past President
- Law Society of the Northwest Territories, Past Vice-President
- Canadian Association of Counsel for Employers, Member

Community Activities

- Member, Board of Directors, Northwest Territories Certified General Accountants Association

Bar Admissions

- Northwest Territories (1998)
- Alberta (1999)
- Nunavut (1999)

Education

- McGill University (B.A., 1984)
- Athabasca University (Certificate in Labour Relations, 1994)
- University of Alberta (LL.B., 1997)

Experience

- Represented individual voter in overturning election results for municipal council, as a result of improper practices in local election
- Acted for various employers in successful resolution of human rights complaints
- Represented various corporations in defending charges under resource management, wildlife protection and workplace safety legislation



Paul N.K. Smith

Partner

Yellowknife

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Practices

- Administrative, Constitutional and Public Law
- Commercial Litigation
- Environmental
- Labour and Employment
- Litigation & Dispute Resolution
- Regulatory Compliance

Paul N.K. Smith (Cont.)

- Represented corporations in mining and mechanics lien actions
- Represented municipal corporations in various contract, employment and construction matters or litigation
- Acted for employees in wrongful dismissal, human rights and employment standards matters
- Represented employers in drafting and implementing workplace drug and alcohol policies
- Acted for employers in collective bargaining and unfair labour practice complaints
- Represented corporations, municipal governments and individuals in various litigation
- Represented land use planning commissions, providing advice on variety of matters

Conferences

- "Labour Relations Update for Unionized Employers", (June 14, 2011)
- "Labour Relations Update", (October 30, 2008)
- "Human Rights Update", (June 21, 2007)

News / Publications

- Labour & Employment Law Bulletin, (November 8, 2011)
- Labour & Employment Bulletin: Federal Elections – Employee Voting Time Entitlement and Company Computers and the Employee's Expectation of Privacy", (April 29, 2011)
- Labour & Employment Bulletin: Minimum Wage Increase and Changes to Temporary Foreign Worker Regulations, (March 18, 2011)
- Labour & Employment Law Bulletin: Court of Appeal finds Attendance Management Program Discriminatory, (October 20, 2010)

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