

PRACTICE AREAS

Employment Law
Human Rights Law
Labour Law
Workers
Compensation

YEAR OF CALL

Yukon, 2018
British Columbia, 1998
Ontario, 1990

EDUCATION

LLB, University of
Manitoba, 1988
BA (Hons), University
of Toronto, 1984



VINCENT P. JOHNSTON*

PARTNER

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Vince advises and represents public and private sector employers in labour relations, employment law, and human rights. He has particular experience advising on collective agreement issues and wrongful dismissals. Vince has acted as chief spokesperson and adviser for employers in first contract and renewal collective agreement situations involving a broad range of public and private sector trade unions. Vince's clients range from small, local employers to large, international organizations, mostly in the mining, financial services, aviation, retail, and manufacturing sectors.

Vince is a creative, personable, and persuasive lawyer. He believes in understanding his client's long-term goals as well as their day-to-day issues. By building genuine relationships with his clients, Vince is able to solve both their small and large human resource problems with care, steering them through to keep their operations running smoothly. While Vince works hard to keep people out of court and arbitration, he is a very skilled litigator who represents his clients vigorously and with thorough attention to detail.

Before joining Harris as a partner in 2003, Vince worked as an associate and as a partner at a management-side labour and employment law boutique firm in Toronto, where he advised private and public sector clients on all aspects of labour relations and employment law.

RECOGNITION

- Recognized Lawyer, Labour and Employment Law, *Best Lawyers in Canada*, 2014 – present
- Recommended, Workplace Human Rights (Employer), *Canadian Legal Expert Directory*, 2015, 2017, 2024 – present

- Recommended, Labour Relations (Management), Employment Law (Employer), *Canadian Legal Expert Directory*, 2023 and 2025 – present

RECENT SPEAKING ENGAGEMENTS

- “Selected Damage Issues in Wrongful Dismissal”, CLE BC, April 2022

PUBLICATIONS

- “Employer OH&S responsibilities for “Other Workers” may extend farther than you think” (2022) *Canadian Employment Safety and Health Guide* at 3
- “Is the COVID-19 Pandemic a “Black Swan” Emergency Event?” (2021) 31 *ELLR* at 57
- Human Rights Case Law Update, 2019-2020 Human Rights Conference, The Continuing Legal Education Society of BC

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Member, Employment Law and Labour Law sections, Canadian Bar Association, BC branch

*Law Corporation