

Nazeer T. Mitha, Q.C.

Partner



Phone **604 891 2223**

Email **nmitha@harrisco.com**

Naz can best be described as a disruptor who sees a future different from the present. The status quo can hobble creative thinking. A disruptor can be dynamic and creative. Naz's practice focuses on commercial litigation, employment, human rights, labour, and administrative law matters.

Naz is a senior litigator handling a wide range of commercial litigation for clients including shareholder disputes and partnership disputes. He has conducted hearings before all levels of Court in Canada, including the Supreme Court of British Columbia, the British Columbia Court of Appeal and the Supreme Court of Canada. In addition, Naz maintains a labour and employment practice representing both employers and employees on employment, labour and pension issues. In this capacity he regularly appears before various administrative tribunals including BC Employment Standards Tribunal, BC Human Rights Tribunal, the Federal Human Rights Tribunal, in numerous labour arbitration hearings and in proceedings before both the federal and provincial labour relations boards and the superior courts.

In addition to providing legal representation, Naz seeks to provide solutions to his clients' organizational concerns. Naz evaluates the risks and options associated with the hard decisions employers have to make, and provides cost-effective, pragmatic advice. He counsels on a wide range of workplace-related issues, including employee dismissals, the sale or acquisition of a business, internal policies, workforce re-structuring, along with shareholder, oppression, and partnership disputes.

Naz is also a sought after speaker and presenter and is an Adjunct professor teaching employment law at the Peter A. Allard School of Law, University of British Columbia.

Practice Areas

Administrative Law
Commercial Litigation
Employment Law
Human Rights Law

Year of Call

British Columbia, 1993

Education

JD, Dalhousie University, 1992

BComm, University of British Columbia,
1987

Recognition

- Ranked Lawyer, Employment & Labour - British Columbia, *Chambers Canada*, 2019
 - The Peter S. Hyndman Mentorship Award, Vancouver Bar Association, 2016
 - Ranked, *Who's Who Legal Canada: Labour & Employment*, 2015 – present
 - Ranked, Employment Law - Employer, *Canadian Legal Lexpert Directory*, 2012 – present
 - Listed Lawyer, Labour and Employment Law, *Best Lawyers in Canada*, 2010 – present
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Publications

- “The Use Of Waiver Of Tort In Employment Litigation”, (co-presenter), Employment Law Conference 2016, The Continuing Legal Education Society of BC, May 2016
 - “Duty Of Honesty And Duty Of Good Faith In Contractual Performance”, (co-presenter), Employment Law Conference 2015, The Continuing Legal Education Society of BC, May 2015
 - “Fiduciary Duties: Duty Of Good Faith And Working Notice”, The Continuing Legal Education Society of BC, April 2013
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Professional & Community Involvement

- Member of the Board, Kidsport, North Shore division
- Director, Law Courts Inn, 2018 - present
- President, Law Courts Inn, 2017 – 2018
- Director and Vice President, Law Courts Inn, 2015 – 2016
- Member, National Conciliation and Arbitration Board of British Columbia for the Ismaili Community, 2015 – present
- Adjunct Professor, Employment Law, Peter A. Allard School of Law, University of British Columbia, 2015 – present
- Member, Administrative Law, Civil Litigation - Vancouver, Employment Law, and Labour Law sections, Canadian Bar Association, BC branch
- Member, Vancouver Bar Association
- Past Chair, Vancouver Multicultural Society, 1995 – 1999