



John R. Gilmore

Partner

Co-Head of Employment Services Practice

T: 403.298.3297 / E: gilmorej@bennettjones.com

Calgary

EDUCATION

University of Western Ontario, BA, 1989

University of Western Ontario, LLB, 1992

BAR ADMISSIONS

Alberta, 1994

Ontario, 1994

With more than 30 years of experience practicing management-side labour and employment law, John Gilmore is consistently ranked in Chambers Canada, and has earned recognition from clients as having added "tremendous value with his assistance navigating complex and difficult employment scenarios". Clients have also commended him for being "extremely responsive, accessible, and both service and results-oriented".

John Gilmore provides strategic advice to employers with a focus on commercial transactions, executive compensation and incentive entitlement, wrongful dismissal, human rights, labour relations and pay equity. John regularly advises clients in complex commercial transactions on all employment related matters including executive restructuring and employee down-sizing.

"John has a strong understanding of our nuanced industry and provided a number of strategic and creative solutions for difficult and complex scenarios."

Chambers Canada 2024

John regularly represents employers in negotiating and drafting executive employment contracts and incentive arrangements, and frequently counsels employers on complex and challenging international employment strategies.

John has extensive trial and appellate experience acting on behalf of employers in matters such as employee class actions, wrongful dismissal, incentive entitlement, restrictive covenant enforcement, and disability claims. He also appears on behalf of employers in cases involving fiduciary and confidentiality obligations, and on complex executive termination matters.

"John Gilmore's client service and general level of service, level of sophistication and commercial awareness and vision are all very strong."

Chambers Canada 2024

John has a national labour relations practice representing employers before arbitration boards, labour relations boards, and in judicial review proceedings. John has particular expertise representing federally regulated employers before the Canada Industrial Relations Board, the Federal Court of Canada, the Federal Court of Appeal, and the Canadian Human Rights Tribunal.

"[John] is an important part of our labour relations strategy. We are very successful in our approach, and I attribute a lot of that to him."

Chambers Canada 2024

John is the author of the recently published *2023 Annotated Alberta Employment Standards Code*, he authored *Human Resources Guide to Health Issues in the Workplace*, and was a co-editor and contributor to *Illness and Disability in the Workplace*.