



Adrian C. Elmslie

Partner

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rmrf.com

Adrian is an experienced, sought-after, and trusted labour and employment lawyer committed to providing exceptional service and advice.

With over two decades of experience, Adrian offers comprehensive advice to employers across both unionized and non-unionized environments. His clients span industries and sectors, from construction to transportation, to energy and beyond. He advises and advocates for clients on issues including collective bargaining, employee discipline and dismissal, human rights, complex executive employment agreements, workplace policies and privacy.

Adrian began his legal career clerking for the Alberta Court of Appeal and Court of King's Bench and has appeared before all levels of court in Alberta and Saskatchewan. He has also represented employers in labour arbitrations, as well as before boards and tribunals, including the Alberta Labour Relations Board and the Albert and Canadian Human Rights Tribunals. His depth of knowledge extends to both provincially and federally regulated workplaces.

Adrian's commitment to delivering practical, timely advice, coupled with his extensive experience, ensures that clients receive tailored solutions backed by unparalleled insight.

In his free time, Adrian enjoys running, traveling, and surfing.

Adrian's Awards & Recognitions

- [Chambers Canada: Employment & Labour, 2025](#)
- [The Best Lawyers in Canada: Labour and Employment Law \(2024-2025\)](#)
- The Canadian Legal Lexpert Directory: Employment Law, 2020
- The Legal 500 Canada: Labour and Employment, 2020

practice areas

- Labour & Employment

education

University of Saskatchewan, LLB
(with Distinction)

University of British Columbia, BSc

admissions

Alberta, 1999