



# ON THE FRONT COVER

GAVIN H.G. HUME, Q.C.

By Michael W. Hunter, Q.C.

Justin Bieber is not the new president of the Law Society for 2011. That would be Gavin Hume, Q.C., breaking all the trends in “do’s” for the last 50 years, not a hair out of place, not even while cresting a six-foot chop off Point Atkinson in his overpowered speedboat or dashing down triple black diamond ski runs at Whistler in a perfect “Bieb”. The only thing he has not yet mastered is the “no hands flip” favoured by today’s pre-teens; Gavin sticks with the one-handed “swoosh” move adopted by Roger Federer as he awaits return of serve. Watch for it.



*Hunter orders another two kryptonite propellers for Hume (a few years ago).*

Now this may be as close to stardom as Gavin is likely to get, but it is a fitting cap to a career of more than 40 years of dedication and service to the profession; and an equal lifelong commitment to the YMCA and its various causes, a passion he has held since he became an “otter” (or maybe it was a “dolphin”) in the frigid waters of Camp Elphinstone in his teens. Now he is a Really Big Fish in a large and at times unruly pond of lawyers. He is fit for the job, and I will tell you why.

Gavin is the latest “treasurer” from the old Russell & DuMoulin firm (now Fasken Martineau DuMoulin), being preceded by the likes of Ben Trevino, Q.C., Bob Guile, Q.C., Allan McEachern, Q.C., and many prominent benchers from earlier years, including Len and Theo DuMoulin. These fine gentlemen have taught Gavin the finest traditions of the profession, the right principles, oldies but goodies. He will bring these principles to his new job, and we all should listen.

Gavin's father was a lifer with the Bank of Montreal, thus Gavin was born when the family lived in Prince Rupert. They moved to Duncan, Prince George and then North Vancouver, where the family settled on West Keith Road and Gavin attended Delbrook High School. He has younger brothers Stephen, a senior partner at Deloitte's, and Jeremy, a fisheries biologist with DFO. Jeremy is the only Hume who knows how to fish. Gavin just wants to drive the boat, of which you will read more later.

Gavin graduated with the UBC law class of 1967, 95 strong, including just two women, Anne Shannon and Liz Edinger, both of whom have fared rather well. Things have sure changed in the gender department since then, and Gavin has had a lot to do with this in his subsequent career at Russell & DuMoulin, which began right after law school, in the cramped student "office" on the 10th floor of the Credit Foncier Building on West Hastings Street. His articling mates included the author and Jim Carphin, Q.C., all three of us "lifers" at the firm; and the likes of Ian Donald, Q.C., who left us for Harry Rankin's firm, there to be a fearsome advocate for trade unions, particularly the Carpenters' Union, diametrically opposed to Gavin's growing stable of management clients. We were paid \$150 a month, but on call our pay soared to \$600 a month. The editor will not let me say how much Gavin makes today, but let us say there has been inflation in the profession.

Gavin and Ben Trevino really started the idea in B.C. of a labour and employment law specialty practice. In 1968 we were all litigators, as were the few other labour lawyers around town, for example Mary Southin and John Laxton. Gavin was well trained as a courtroom lawyer at the outset by the likes of Douglas McK. Brown, Allan McEachern, Michael Goldie and, of course, Ben Trevino. The Labour Relations Board was an administrative department of government and did not hold hearings or write decisions. All you got was a one-page letter. In 1969 Ben Trevino landed MacMillan Bloedel, then perhaps the largest employer in the province, and the R & D Labour Department was born. Gavin has been a full-speed labour and employment lawyer ever since, acting for MacBlo and most of the other coastal forest companies and for Forest Industrial Relations, the industry's labour relations arm. Gavin has done arbitrations and Labour Relations Board hearings in pretty much every coastal village, logging camp and log sort, often flying in and out with his witnesses and the arbitrator in MacBlo's fleet of Grumman Gooses (which are still flying today, operated by Pacific Coastal Airlines, except those lost in two recent accidents).

Gavin may now be a big fish, but he is not a shark, like some of our contemporaries today. Gavin never believed in stealing other lawyers' clients. When he was referred a file due to another firm's conflict, Gavin would do the job and return the client. Is that not the way this is supposed to be done?

He built R&D's labour department to more than 20 lawyers, based on hard work and a sterling reputation, believing in one of the 80/20 rules, that 80 per cent of your new clients come by referral from existing happy clients, and that employers who want better service will figure out who is the best in town.

<b>RUSSELL &amp; DuMOULIN</b>		TELEPHONE: 682-1321 • AREA CODE 604
BARRISTERS AND SOLICITORS		CABLE ADDRESS: "RUSSELLCO"
		TELEX 04 5701
A. M. RUSSELL, O. C. DOUGLAS MCK. BROWN, O. C. J. MCD. RUSSELL L. H. CLAYTON STUART H. WALLACE D. M. M. GOLDIE S. W. F. FODCHUK JOHN G. SMITH JOHN B. L. ROBERTSON PETER H. STAFFORD	L. ST. M. DuMOULIN, O. C. E. O. H. WILKINSON R. E. OSTLUND DONALD A. WILLIAMSON ALLAN MCEACHERN R. BRUCE HARVEY BENJAMIN B. TREVINO SHERMAN W. HOOD MITCHELL F. WELTERS WILLIAM H. TROTTER	R. T. DuMOULIN WILFRID H. HEFFERNAN R. A. C. MCCOLL P. E. SEATON R. M. HAYMAN R. H. GUILLE ARTHUR E. HARVEY GEORGE W. FORSTER ANTHONY P. PANTAGES
		TENTH FLOOR, CREDIT FONCIER BUILDING 850 WEST HASTINGS STREET VANCOUVER 1, B. C.

*The letterhead of the largest firm in the province at the time Gavin Hume (and the author) joined as students in 1967.*

Gavin has been listed consistently at the top rung of *Lexpert's* list of the best labour and employment lawyers, and consistently at the top in "Best Lawyers in Canada" and other national listings. Dozens of lawyers reading this article who have moved on to other firms will thank Gavin for his tutelage while serving in the R&D labour department. Even Peter Parsons will say so, and maybe Greg Heywood.

Perhaps Gavin's greatest contribution to the profession was his role as chair and guiding hand of the famous R&D articling program from about 1976 to 1990. It was the best in the province. The firm's training program for articling students is legendary and graduated perhaps 150 or more lawyers during Gavin's term. He always hired many more students than the firm could keep as associates, especially in hard times. He took on students from around the province, hired many clerks from the superior courts and an equal number of men and women. He hired a number of students whose articles were not completed at other firms, the most prominent of whom was Sue Paish, Q.C. She was hired on by the firm as an associate, became a partner and was most recently the managing partner of Fasken Martineau DuMoulin.

Gavin insisted the firm play by the rules of the Vancouver Bar Association by allowing law students time to interview at all interested firms—no "short fuse" pressure tactics, even if it meant losing good candidates to the well-known firms who thumbed their noses at the guidelines. And he always found a good position for articling students that the firm could not keep as associates—a wise investment that has parked R&D grads all over the province. They all remember us and return a lot of favours.

I have to warn the benchers that Gavin absolutely loves meetings. The earlier in the morning the better, and the more the merrier. As long as he can

check his Blackberry, Gavin always wants to know everything, right now. And in light of current controversies, I have to warn the benchers, lest Vaughn Palmer or BCTV find out, that Gavin has accepted a lot of money from B.C. Rail and that he has been seen at a number of fundraising dinners for Gordon Campbell. Mind you, he has accepted a lot of dough from just about every major private-sector employer in B.C., in every industry, from Air Canada (and Canadian Airlines) to all the coastal forest companies, both waterfront employers' associations, the big pulp and paper companies and mining companies such as Cominco, Alcan and Gibraltar. Numerous large U.S. firms gleaned from Gavin's persistent speaking engagements in other jurisdictions.

I should say now that the loves of his life are his wife, Trish Janzen, an accomplished labour and human rights specialist at Fasken; his son Gavin Jr. and daughter Stephanie; and more recently, grandsons Harrison and Robbie, with whom he should be spending much more time. But his passion also includes the YMCA, where he has held every fundraising, board and executive position since the early 1970s as well as serving as the Y's legal counsel on a pro bono basis for all these years. He has received every YMCA honour, including a lifetime membership.

His two most significant accomplishments have been his recent appointment as an officer of the YMCA Fellowship of Honour, presented to him in Ottawa by the Governor General; and the construction of the sparkling new Mark Hume Leadership Centre on the beach at Camp Elphinstone, named in honour of Trish and Gavin's son Mark, himself a Y counsellor who was killed in an awful car crash a few years ago—every parent's worst nightmare. We all remember, with a teary eye.

Gavin's other evident passions are collecting and drinking fine B.C. wines (preferably red); eating; covering his walls with serious First Nations art; skiing, and, above all, boating. As for eating, Gavin is a seagull. "Let's go for lunch" means "Be ready to go before 11:30." He loves dim sum. However, these delicacies all come in little plates of three; Gavin has wolfed shrimp dumpling No. 1 before his guest can get a stick on shrimp dumpling No. 2. Then comes the dilemma: Can I wolf No. 3, or do I have to share it with my partner? This always works out in Gavin's favour, but then he usually picks up the tab.

As for boating, Gavin's latest baby is a huge 33-foot Tiara speedboat named *Tantalus II*. Its two enormous V-8s drive the ship over six-foot chops and much higher swells, all at top speed. Unfortunately this boat and its similarly named predecessor have had a propensity for hitting logs, bending shafts, breaking propellers, seizing transmissions and blowing heads, usually accompanied by a loud bang and billows of smoke. Trish, the ever-patient

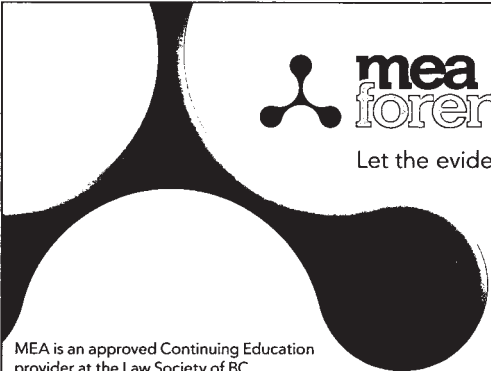
first mate, never sets out to sea without a plentiful reserve of reading material and good red wine to smooth the inevitable disaster. "Oh, another dead-head," she says, possibly referring to the captain and not the log.

Don't bother going fishing with Gavin. He has no patience for fish, except at the sushi bar. "You guys fish and I'll drive the boat," he will say, but alas, trolling for chinooks involves driving slowly, which is not on Gavin's agenda. "OK, no fish. Let's head back to the lodge, white wine and appetizers are waiting." He then powers up the small rental boat to full speed, flying off the top of the six-metre swells, plunging sideways into the troughs to take another "greenie" over the windscreen, drenching the fishermen. No slow routes in behind the island; it is headlong through the surf line.

Gavin Jr. and Stephanie recall the family renting a large sailboat for a leisurely few days off the Australian coast, but Gavin would only sail for half an hour before powering up the diesel. He called it the "iron sail" and it got him to lunch much faster, where he could check his Blackberry for important messages such as an irrelevant request for some audit report, or a bulletin that Skytrain had broken down in Vancouver. Gavin wants to know it all.

I will omit his legendary history of skiing, hiking and climbing, except to say that he and Gavin Jr. have done Everest Base Camp and that he has a new mechanical knee, which is to last him to age 100.

So there you have Gavin Hume, Q.C., at this moment rushing off to more meetings at the Law Society, Blackberry strapped to his waist, speeding through the flotsam, jetsam and choppy water thrown up by the legal profession, swooshing down triple black diamond policy debates and not a hair out of place. Good luck, Gavin, the YMCA awaits. They gave you a lifetime achievement award for a reason. If the knee can last to age 100, so can you.



**mea**  
**forensic**  
Let the evidence speak®

Engineers and Scientists specializing in  
Transportation  
Injury Biomechanics  
Product  
Property  
Aviation

[www.meaforensic.com](http://www.meaforensic.com)

MEA is an approved Continuing Education provider at the Law Society of BC.