

## George J.A. Vassos

Partner

181 Bay Street  
Suite 3210  
Toronto, ON M5J 2T3 Canada  
main: (647) 256-4500  
direct: (647) 256-4504  
fax: (416) 865-9567  
gvassos@littler.com



---

### Focus Areas

Arbitration  
Discrimination and Harassment  
Employee Benefits  
Wage and Hour  
Hiring, Performance Management and Termination

### Overview

George Vassos focuses his practice on advocacy before trial and appellate Courts, and before various labour boards, arbitrators, mediators, adjudicators, and other administrative tribunals, as well as strategic and proactive advice on a wide variety of labour and employment law issues. His work includes:

- Employment contracts
- Employment litigation
- Wrongful dismissal litigation
- Termination / reduction in force
- Group insured benefits
- Employment standards
- Human rights
- Administration of collective agreements
- Grievances
- Arbitrations
- Alternative Dispute Resolution (ADR)

Before joining Littler, George was a Senior Partner with Kuretzky Vassos Henderson, which was three times named one of Canada's Top Ten Labour and Employment Law Boutique Firms by *Canadian Lawyer Magazine*. Littler is proud to continue

this honour, recently named by *Canadian Lawyer Magazine* as one of Canada's Top Ten Labour and Employment Law Boutique Firms, 2016-2017.

## Professional and Community Affiliations

- Member, Canadian Bar Association, 1977-present
- Member, Toronto Lawyers Association, 1983-present
- Member, Human Resources Professionals Association (HRPA), 1977-present
- Member, Board of Directors, Macedonian Canadian Lawyers Association, 2012-present
- Member, Canadian Association of Counsel to Employers, 2018-present
- Member, American Bar Association, 2016-present
- Member, Board of Directors, Conference of Independent Schools of Ontario, 2004-2008
- Member, Board of Directors, Canadian Macedonian Place, 1994-2000
- President, Canadian Macedonian Place, 1999-2000

## Recognition

- Named, Leading Practitioners, Peer Recommendation in Employment Law, *Canadian Legal Lexpert® Directory*, 1997-2021 (25 consecutive years)
- Named, The Best Lawyers in Canada®, Employment Law, 2006-2025
- Winner, Thought Leadership Award, *Mondaq*, Autumn 2023
- Named, Employment & Labour – Ontario, *Chambers Canada*, 2019-2025
- Named, World's Leading Lawyers in Labour and Employment, *Labour & Employment Expert Guide*, 2009-2016
- Named, Top 100 Employment Lawyers in Canada, *Lawday*, 2009
- Named, Top Employment Law Practitioners Across Canada, *Canadian H.R. Reporter*, 2008
- Named, Best Lawyers in Canada, Labour and Employment, *Financial Post Business Magazine*, 2007-2008
- Named, Best Lawyers in Canada, Employment, *National Post*, 2006

## Education

M.I.R., University of Toronto, 1981

LL.B., Queen's University, 1980

B.Comm., Queen's University, 1976, *Honours*

## Bar Admissions

Ontario, Canada

## Courts

Ontario Court of Appeal  
Ontario Divisional Court  
Ontario Superior Court  
Federal Court of Canada  
Federal Court of Appeal

## Publications & Press

### **Three Littler Partners Recognized in the 2025 Edition of the Best Lawyers in Canada™**

*Littler Press Release*

August 29, 2024

### **British Columbia, Canada Appeal Court Rejects Employer's Frustration Defence in Circumstances Connected to COVID-19**

*Littler ASAP*

March 19, 2024

### **Employers can count sick leave credits as paid medical leave days under CLC: arbitrator**

*Human Resources Director Canada*

March 6, 2024

### **Ontario, Canada Court Decides Wrongfully Dismissed Employee's Rejection of Offer of Comparable Employment Amounts to Failure to Mitigate**

*Littler ASAP*

March 5, 2024

### **British Columbia Statute on Minimum Employment Standards for App-based Gig Workers Receives Royal Assent, But Relevant Provisions Not Yet in Force**

*Littler ASAP*

January 4, 2024

### **20 Key Developments in Canadian Labour and Employment Law in 2023**

*Littler Insight*

January 2, 2024

### **National Day for Truth and Reconciliation (September 30): What Is it and Where in Canada Is it Observed as a Statutory Holiday?**

*Littler ASAP*

December 13, 2023

**Littler's Barry Kuretzky and George J.A. Vassos Named to The Best Lawyers in Canada™ 2024 Edition**

*Littler Press Release*

September 20, 2023

**Canada: Employers in Federally Regulated Workplaces Will Soon Be Required to Provide Menstrual Products**

*Littler ASAP*

August 2, 2023

**Ontario, Canada Appeal Court Finds Independent Contractors Have Duty to Mitigate Damages When Fixed-Term Contract is Terminated Early**

*Littler ASAP*

July 27, 2023

**Ontario, Canada: Licensing Framework for Temporary Help Agencies and Recruiters in Force July 1, 2023**

*Littler ASAP*

July 6, 2023

**Canada: Federal and Manitoba Leaves Lengthened and New Manitoba Leave Created**

*Littler ASAP*

July 5, 2023

**Alberta, Canada Court Recognizes New Tort of Harassment**

*Littler Insight*

June 23, 2023

**Ontario, Canada Publishes Regulations Aimed at Increasing Participation of Women in Construction Workforce**

*Littler ASAP*

April 3, 2023

**Canadian Federal Government Increases Minimum Work Age and Minimum Wage for Federally Regulated Employees**

*Littler ASAP*

March 28, 2023

**Ontario, Canada: Paid Infectious Disease Emergency Leave (IDEL) Ends March 31 But Unpaid IDEL Remains Available**

*Littler ASAP*

March 27, 2023

**Ontario, Canada Introduces Bill 79, Working for Workers Act, 2023 for First Reading**

*Littler ASAP*

March 23, 2023

**British Columbia Adopts National Day for Truth and Reconciliation (September 30) as a Statutory Holiday**

*Littler ASAP*

March 14, 2023

**Alberta, Canada Court of Appeal Decides CERB Payments Should Not Be Deducted from Damages for Wrongful Dismissal**

*Littler ASAP*

January 20, 2023

**25 Key Developments in Canadian Labour and Employment Law in 2022**

*Littler Insight*

January 3, 2023

**Ontario, Canada Publishes Regulation on Naloxone Kit Requirement**

*Littler ASAP*

December 13, 2022

**Ontario, Canada: Occupational Health and Safety Act Amendments Requiring Certain Employers to Have Naloxone Kits Proclaimed in Force**

*Littler ASAP*

December 12, 2022

**Canada's Employment Insurance Sickness Benefits to be Extended From 15 to 26 Weeks and Federal Medical Leave from 15 to 27 Weeks**

*Littler ASAP*

December 5, 2022

**Ontario, Canada: Appellate Court Set Aside Decisions that Quashed OLRB Determinations on "Related Employers" Declarations for Failure to Apply Proper Standard**

*Littler Insight*

November 30, 2022

**Alberta, Canada's Human Rights Tribunal Awards \$50,000 to Employee Whose Employment Was Terminated After Claiming Sexual Harassment**

*Littler Insight*

November 28, 2022

**Court sets aside judgement reducing employee's reasonable notice period for failure to mitigate**

*Human Resources Director Canada*

November 23, 2022

**Canada Publishes Final Regulations and Guidelines to Support Implementation of New Paid Medical Leave for Employees in Federally Regulated Workplaces**

*Littler Insight*

November 21, 2022

**Ontario, Canada Court of Appeal Sets Aside Judgment Reducing Employee's Reasonable Notice Period for Failure to Mitigate**

*Littler Insight*

November 15, 2022

**Ontario, Canada Divisional Court Finds Group Home's Temporary Visitation Policy During Early Stage of COVID-19 Did Not Discriminate Against Disabled Resident**

*Littler Insight*

November 10, 2022

**Canada's Proposed Modern Slavery Act Would Impose Significant Annual Reporting Obligations on Certain Private-Sector Entities**

*Littler Insight*

October 28, 2022

**Ontario, Canada Court Confirms Sexual Harassment Not an Independent Tort**

*Littler Insight*

October 27, 2022

**Ontario, Canada Court Determines Plaintiff Employee (Not Independent Contractor) Wrongfully Terminated by Common Employers**

*Littler Insight*

September 28, 2022

**Ontario, Canada Arbitrator Finds Three-Dose Mandatory Vaccination Requirement Reasonable in Long-Term Care Homes**

*Littler Insight*

September 22, 2022

**September 19th – Day of Her Majesty Queen Elizabeth II's Funeral – Will be Holiday for Some Employees in Canada**

*Littler ASAP*

September 14, 2022

**Court finds employers' discretion in awarding bonuses must be exercised fairly**

*Human Resources Director Canada*

September 12, 2022

**Fast-changing law means employers should review their employment contracts now**

*Law Times*

September 7, 2022

**Ontario, Canada Court of Appeal Finds Employers' Discretion in Awarding Discretionary Bonuses Must be Exercised Fairly and Reasonably**

*Littler Insight*

September 7, 2022

**Littler's Barry Kuretzky and George J.A. Vassos Recognized in 2023 Edition of Best Lawyers in Canada™**

*Littler Press Release*

August 25, 2022

**Alberta Court of Appeal Finds Employee Must Express Lack of Consent to Employer's Unilateral Reduction of Compensation Quickly to Claim Constructive Dismissal**

*Littler Insight*

August 22, 2022

**Alberta, Canada: Court Uses Oppression Remedy to Hold Corporate Directors Personally Liable for Wrongful Dismissal Damages**

*Littler Insight*

August 17, 2022

**Ontario, Canada: Availability of Deemed IDEL Ended on July 30, 2022 But Unpaid and Paid IDEL Still Available to Eligible Employees**

*Littler ASAP*

August 10, 2022

**Ontario, Canada: HRTO Finds Employee Was Victim of Repeated Acts of Sex Discrimination in Poisoned Work Environment**

*Littler Insight*

August 9, 2022

**Canadian Federal Government Proposes Regulations to Support New Canada Labour Code Paid Medical Leave**

*Littler ASAP*

August 8, 2022

**Ontario, Canada: Three Paid COVID Sick Days Extended Until March 31, 2023**

*Littler ASAP*

July 22, 2022

**Ontario, Canada: ESA Guidance Now Contains Chapter on Electronic Monitoring Policies**

*Littler Insight*

July 21, 2022

**Ontario, Canada Appeal Court Affirms Finding that Midwives Were Underpaid Due to Gender Discrimination**

*Littler Insight*

July 19, 2022

**Alberta Court of Appeal Decides Employees Entitled to Common Law Reasonable Notice Because Termination Clause Ambiguous**

*Littler Insight*

July 18, 2022

**Court applies the rule in Waksdale, gives insight on calculating reasonable notice damages**

*Human Resources Director Canada*

July 13, 2022

**Arbitrator says employer can terminate employee who refused vaccine**

*Human Resources Director Canada*

July 5, 2022

**Arbitrator decides employer discriminated on basis of creed in denying request for vax exemption**

*Human Resources Director Canada*

June 28, 2022

**Ontario, Canada: Arbitrator Decides Employer Discriminated on Basis of Creed in Denying Request for Vaccine Policy Exemption**

*Littler Insight*

June 27, 2022

**Ontario, Canada: Requirements for Mandatory Policies, Training and Postings**

*Littler Report*

June 21, 2022

**Ontario, Canada Court Applies the Rule in Waksdale and Provides Insight on Calculating Reasonable Notice Damages**

*Littler Insight*

June 21, 2022



**Ontario, Canada Appeal Court Decides Employment Not Continuous for Purposes of Reasonable Notice Calculation for Employee Dismissed Then Rehired Following CCAA Proceedings**

*Littler Insight*

June 16, 2022

**Alberta, Canada: Bill 17 Receives Royal Assent and Expands Reservist Leave and Bereavement Leave**

*Littler ASAP*

June 9, 2022

**Union member's tort claim must be decided by court – not arbitrator**

*Human Resources Director Canada*

June 8, 2022

**Ontario, Canada: OCA Decides Union Member's Tort Claim Against Third Party Must be Decided by Court Rather than Arbitrator**

*Littler Insight*

June 1, 2022

**Are employees entitled to paid time off to vote in the election?**

*Human Resources Director Canada*

May 26, 2022

**Another arbitrator dismisses grievance disputing mandatory vaccination policy**

*Human Resources Director Canada*

May 25, 2022

**Court upholds determination that three taxi drivers are employees**

*Human Resources Director Canada*

May 20, 2022

**Canada: Another Arbitrator Dismisses Grievance Disputing Mandatory Vaccination Policy**

*Littler Insight*

May 19, 2022

**Ontario, Canada: Appeal Court Declines to Resolve Whether Employees Laid Off During Pandemic May Claim Constructive Dismissal at Common Law**

*Littler Insight*

May 18, 2022

**British Columbia, Canada Court of Appeal Upholds Determination That Three Taxi Drivers Are Employees**

*Littler Insight*

May 13, 2022

**Ontario, Canada: Some Employees May Be Entitled to Paid Time Off to Vote in June 2nd Provincial Election**

*Littler ASAP*

May 12, 2022

**Alberta, Canada Human Rights Tribunal Reminds Employees They Have Duties in the Workplace Accommodation Process**

*Littler ASAP*

May 6, 2022

**Ontario, Canada: Masking Requirement in Select Higher-Risk Settings and Certain Directives Extended to June 11**

*Littler ASAP*

April 27, 2022

**British Columbia, Canada: Arbitrator Upholds Electricity Provider's Vaccination Policy But Severs Discipline Aspect as Unreasonable**

*Littler Insight*

April 22, 2022

**Ontario, Canada: Bill 88, Working for Workers Act, 2022 Receives Royal Assent**

*Littler ASAP*

April 19, 2022

**British Columbia, Canada: Bill 10, the Labour Relations Code Amendment Act, 2022 Proposes Automatic Card-check Certification System**

*Littler ASAP*

April 19, 2022

**British Columbia, Canada: Arbitrator Decides Employer Could Terminate Employee Who Refused Government-Ordered Vaccination**

*Littler Insight*

April 13, 2022

**Legal decisions on mandatory coronavirus vaccination policies favouring employers**

*Benefits Canada*

April 12, 2022

**Can CERB payment be deducted from wrongful dismissal damage award?**

*Human Resources Director Canada*

April 12, 2022

**Ontario, Canada: Mandatory Vaccination Policy Upheld Despite Government's Reduction of COVID-19 Restrictions**

*Littler ASAP*

April 8, 2022

**Minimum Wage Rates to Increase in Ontario, Canada Commencing October 1, 2022**

*Littler ASAP*

April 6, 2022

**Alberta, Canada Court Deducts CERB Payments from Substantial Reasonable Notice Award to Long-term Employee**

*Littler Insight*

April 6, 2022

**Do mandatory vaccination policies infringe on Charter of Rights and Freedoms?**

*Human Resources Director Canada*

April 6, 2022

**Ontario, Canada Arbitrator Decides Mandatory Vaccination Policy Does Not Infringe Charter of Rights and Freedoms**

*Littler Insight*

March 30, 2022

**Working for Workers Act, 2022, introduced and carried at first reading**

*Human Resources Director Canada*

March 18, 2022

**Ontario, Canada Court of Appeal Upholds 26-Month Reasonable Notice Period Due to Exceptional Circumstances**

*Littler ASAP*

March 16, 2022

**British Columbia, Canada Announces Steps to Lift COVID-19 Restrictions**

*Littler ASAP*

March 11, 2022

**Ontario, Canada Removing Masking Requirement on March 21 in Most Settings and Ending All COVID-19 Public Health Measures on April 27**

*Littler Insight*

March 10, 2022

**Alberta, Canada: Arbitrator Decides COVID-19 Pandemic is Cataclysmic Event that Did Not Trigger Entitlement to Severance Under Layoff Provisions**

*Littler ASAP*

March 9, 2022

**Ontario, Canada Court Concludes Secondment Agreement Was Not a Fixed-term Employment Agreement**

*Littler Insight*

March 8, 2022

**Ontario, Canada: Working for Workers Act, 2022 Introduced and Carried at First Reading**

*Littler Insight*

March 2, 2022

**Ontario, Canada Moves to Roadmap Exit Step, as Amended**

*Littler ASAP*

March 1, 2022

**Canadian Arbitrator Upholds Mandatory Vaccination Policy for Employees Who Work Indoors**

*Littler Insight*

February 17, 2022

**Court confirms Working for Workers Act doesn't void non-compete agreements prior to October 25, 2021**

*Human Resources Director Canada*

February 15, 2022

**Update on key legislative developments**

*Canadian HR Reporter*

February 7, 2022

**Ontario, Canada Court Confirms Working for Workers Act, 2021 Does Not Void Non-compete Agreements Entered into Prior to October 25, 2021**

*Littler ASAP*

February 7, 2022

**Ontario, Canada Moves Back to Amended Step Three of its Roadmap to Reopen**

*Littler ASAP*

January 31, 2022

**Canada: Ontario Law Brings Licensing Requirement To Staffing Firms, A Noncompete Ban And Disconnect Policies**

*Staffing Industry Analysts*

January 26, 2022

**Phased Easing of Public Health Measures in Ontario, Canada to Begin January 31, 2022**

*Littler ASAP*

January 21, 2022

**12 key developments in Canadian labour and employment law in 2021 – part 2**

*Human Resources Director Canada*

January 18, 2022

**Employers in British Columbia, Canada are Required to Reactivate their COVID-19 Safety Plans**

*Littler ASAP*

January 14, 2022

**Canada: Bill C-3 Will Provide Paid Medical Leave and Other Leaves for Federal Employees and Prohibit Intimidation in Health Care**

*Littler Insight*

January 12, 2022

**Ontario, Canada Temporarily Reverts to Step Two of Roadmap to Reopen with Modifications**

*Littler ASAP*

January 4, 2022

**24 Key Developments in Canadian Labour and Employment Law in 2021**

*Littler Insight*

December 16, 2021

**What does the new Working for Workers Act mean for workers and employers?**

*Law Times*

December 13, 2021

**Ontario, Canada: Bill 27, Working for Workers Act, 2021 Receives Royal Assent**

*Littler Insight*

December 3, 2021

**Arbitrator upholds mandatory COVID-19 vaccination policy**

*Human Resources Director Canada*

November 26, 2021

**Ontario, Canada Arbitrator Deems Employer's Mandatory COVID-19 Vaccination Policy Unreasonable**

*Littler Insight*

November 16, 2021

**Ontario, Canada: Arbitrator Upholds Mandatory COVID-19 Vaccination Policy**

*Littler Insight*

November 12, 2021

**Ontario, Canada Pauses Lifting of Capacity Limits in Remaining Higher-Risk Settings**

*Littler ASAP*

November 11, 2021

**Ontario, Canada Proposes Minimum Wage Rate Increases Effective January 1, 2022**

*Littler ASAP*

November 10, 2021

**Ontario, Canada Passes Law Entitling Workers to Wear a Poppy in the Workplace During Remembrance Week**

*Littler ASAP*

November 10, 2021

**Canada: Updated Guidance on How Employers Should Fill Out Records of Employment During COVID-19 Pandemic**

*Littler ASAP*

October 22, 2021

**Ontario, Canada Makes Available Enhanced Digital Vaccine Certificate with QR Code and Verify Ontario App**

*Littler ASAP*

October 21, 2021

**Ontario, Canada Removes Capacity Limits and Physical Distancing in Certain Settings**

*Littler ASAP*

October 13, 2021

**Ontario, Canada Adds Outdoor Areas of Select Business Premises to List of Those Requiring Patrons' Proof of Vaccination and Eases Capacity Limits**

*Littler ASAP*

September 28, 2021

**Ontario, Canada's Ministry of Health Releases Guidelines on COVID-19 Vaccination Medical Exemptions**

*Littler ASAP*

September 24, 2021

**Ontario issues guidance on proof of vaccination status for organizations**

*Human Resources Director Canada*

September 24, 2021

**British Columbia Updates Rules for Investigations, Working Children**

*SHRM Online*

September 21, 2021

**Ontario, Canada Issues Guidance on Proof of Vaccination Status for Patrons of Restaurants and Other Select Businesses and Organizations**

*Littler Insight*

September 20, 2021

**Proof of Vaccination Will Soon Be Required to Gain Access to Certain Public Settings in Ontario, Canada**

*Littler ASAP*

September 9, 2021

**COVID-19 vaccination policies mandated in high-risk settings**

*Human Resources Director Canada*

September 3, 2021

**Littler Attorneys Named to 2022 Best Lawyers<sup>™</sup> Lists in Canada and Puerto Rico**

*Littler Press Release*

August 26, 2021

**Canada: Toronto Medical Officer of Health Effectively Mandates that Employers Institute COVID-19 Vaccination Policies**

*Littler ASAP*

August 24, 2021

**Ontario, Canada: COVID-19 Vaccination Policies Mandated in High-Risk Settings**

*Littler Insight*

August 19, 2021

**Canada: City of Toronto Announces Mandatory Vaccination Requirement for Members of Toronto Public Service, Urges Private Employers to Follow Suit**

*Littler ASAP*

August 19, 2021

**British Columbia, Canada Announces Vaccination Requirement for Workers in Long-term Care and Assisted Living Facilities**

*Littler ASAP*

August 19, 2021

**Ontario, Canada Court Awards Employee \$25,000 in Moral/Aggravated Damages Because Employer Breached Duty of Good Faith and Fair Dealing**

*Littler Insight*

July 21, 2021

**Hearing upholds compulsory COVID testing policy**

*Human Resources Director Canada*

July 21, 2021

**Ontario, Canada Arbitrator Upholds Employer's Compulsory Rapid COVID-19 Testing Policy**

*Littler Insight*

July 14, 2021

**Ontario, Canada Court of Appeal Clarifies Relationship Between Common Employer Doctrine and Concept of Corporate Separateness**

*Littler Insight*

July 8, 2021

**Laid Off Over COVID? You Can't Claim Constructive Dismissal**

*Human Resources Director Canada*

June 25, 2021

**Ontario, Canada Court of Appeal Upholds Jury's \$150,000 Punitive Damage Award Against Employer**

*Littler Insight*

June 21, 2021

**Ontario, Canada Court Decides Employees Laid Off During COVID-19 May Not Claim Constructive Dismissal at Common Law**

*Littler ASAP*

June 16, 2021

**Canada Introduces New Federal Holiday Commencing September 30, 2021: National Day for Truth and Reconciliation**

*Littler ASAP*

June 16, 2021

**Temporary COVID-19-Related Leave Bill Receives Royal Assent**

*Human Resources Director Canada*

June 9, 2021



**Alberta, Canada Releases and Commences Three-Stage Open for Summer Plan**

*Littler ASAP*

June 4, 2021

**British Columbia, Canada Releases and Commences Four-Step Restart Plan**

*Littler ASAP*

June 4, 2021

**Ontario, Canada Releases Details About Employer Reimbursement Process for Paid COVID-19 Leave**

*Littler ASAP*

June 4, 2021

**Ontario, Canada Releases Three-Step Roadmap to Reopen**

*Littler ASAP*

May 21, 2021

**British Columbia, Canada Bill Introducing Temporary COVID-19-Related Paid Leave and Permanent Paid Personal Illness or Injury Leave Receives Royal Assent**

*Littler ASAP*

May 21, 2021

**Ontario employee's refusal to leave work, stay home not just cause**

*Canadian Employment Law Today*

May 4, 2021

**Ontario, Canada Announces it Will Introduce Paid COVID-19 Leave**

*Littler ASAP*

April 29, 2021

**Ontario, Canada: Peel Public Health Announces Expedited Business Closures**

*Littler ASAP*

April 20, 2021

**Ontario, Canada Imposes Additional COVID-19 Restrictions**

*Littler ASAP*

April 20, 2021

**Ontario, Canada Court Decides Exceptional Circumstances Exist to Justify Notice Period Exceeding 24 Months for a Long-term Employee**

*Littler ASAP*

April 14, 2021

**Ontario, Canada Declares Third Provincial Emergency and Enacts Stay-at-Home Order**

*Littler ASAP*

April 8, 2021

**Human Rights Tribunal of Ontario, Canada Provides Employers with Roadmap for Responding to Requests for Exemptions from Mask-Wearing Policies**

*Littler Insight*

April 8, 2021

**Rising COVID-19 Cases and Hospitalizations Lead to Ontario, Canada Shutdown**

*Littler ASAP*

April 6, 2021

**Ontario, Canada Superior Court Determines Employee Misconduct Did Not Justify Dismissal for Cause Without Notice**

*Littler ASAP*

March 31, 2021

**Workers alleging wrongful dismissal may subject directors to statutory claims for unpaid wages: case**

*Canadian Lawyer*

March 30, 2021

**It is Now Easier for Organizations in Ontario, Canada to Offer Private Rapid COVID-19 Testing of Asymptomatic Employees**

*Littler ASAP*

March 25, 2021

**Should Employers in Ontario, Canada Provide Employees with Paid Time Off to Get a COVID-19 Vaccine?**

*Littler ASAP*

March 17, 2021

**Mandatory coronavirus testing for unionized employees allowed: arbitrator**

*Benefits Canada*

March 17, 2021

**Ontario, Canada Court of Appeal Confirms Corporate Directors May Face Statutory Claims for Unpaid Wages in Wrongful Dismissal Claims**

*Littler Insight*

March 16, 2021

**14 Key Developments in 2020**

*Canadian HR Reporter*

March 9, 2021

**Court denies employer's request to remove allegedly defamatory social media posts pending defamation**

*Human Resources Director (HRD)*

March 9, 2021

**Ontario, Canada Court Denies Employer's Request to Remove Allegedly Defamatory Social Media Posts Pending Defamation Trial**

*Littler Insight*

March 1, 2021

**Ontario, Canada: Superior Court Considers Impact of COVID-19 on Employee's Reasonable Notice Entitlement**

*Littler Insight*

February 24, 2021

**Termination provision done in by 'what if?'**

*Canadian HR Reporter*

February 12, 2021

**Ontario, Canada Moves to Regional Approach for Stay-at-Home Orders**

*Littler ASAP*

February 10, 2021

**Ontario, Canada: New and Updated Guidance for Businesses Required to Have a Written COVID-19 Safety Plan**

*Littler ASAP*

February 9, 2021

**Ontario, Canada: Court of Appeal Upholds \$1.27 Million Damage Award for Constructive Dismissal**

*Littler Insight*

February 8, 2021

**Supreme Court of Canada Expands Duty of Honest Performance in Contract**

*Littler Insight*

February 4, 2021

**Ontario, Canada Declares Provincial Emergency and Imposes Stay-at-Home Order**

*Littler ASAP*

January 13, 2021

**Canada: Toronto Employers Required to Take Additional Measures to Minimize Spread of COVID-19 in Workplaces**

*Littler ASAP*

January 8, 2021

**14 Key Developments in Canadian Labour & Employment Law in 2020**

*Littler Insight*

January 7, 2021

**Ontario, Canada: Arbitrator Upholds Mandatory Employee COVID Testing**

*Littler ASAP*

January 7, 2021

**Canadian Federal Government Provides Practical Guidance on Bill C-65 and Workplace Harassment and Violence Regulations**

*Littler ASAP*

January 4, 2021

**Canada's Supreme Court Entitles Dismissed Employees to Bonuses**

*SHRM Online*

December 9, 2020

**Ontario, Canada Court Finds Performance Concerns "Irrelevant" in Context of No-Cause Dismissal**

*Littler ASAP*

December 7, 2020

**New Brunswick, Canada: Appellate Court Finds in Favor of Employee in Wrongful Dismissal Action**

*Littler Insight*

December 1, 2020

**Ontario, Canada: "Inspection Blitzes" Launched to Ensure Businesses Take Steps Necessary to Stop Transmission of COVID-19**

*Littler ASAP*

November 30, 2020

**Ontario, Canada: Toronto and Peel Moved into Lockdown**

*Littler ASAP*

November 23, 2020

**Saskatchewan, Canada: Court Considers Effect of Re-hired Employee's Voluntary Interruption in Employment on Calculation of Reasonable Notice**

*Littler Insight*

November 17, 2020

**Canada: COVID-19 Screening Is Mandatory in Ontario Workplaces**

*SHRM Online*

November 10, 2020

**Ontario, Canada: Court Reminds Employers Termination Provisions that Could Possibly Violate ESA in the Future Are Unenforceable**

*Littler Insight*

November 6, 2020

**Supreme Court decision aggravates termination clause problems for employers**

*Benefits Canada*

November 2, 2020

**Ontario, Canada Court Confirms Employers that Revoke Accepted Employment Offers May be Liable for Damages**

*Littler ASAP*

October 30, 2020

**Ontario, Canada Court Holds Employee's Title Alone Insufficient to Characterize Job Position in Assessment of Reasonable Notice**

*Littler Insight*

October 23, 2020

**Supreme Court of Canada Overturns Court of Appeal in Landmark Bonus Case**

*Littler Insight*

October 21, 2020

**Masks must be worn in indoor area of businesses premises and in vehicles**

*Human Resources Director*

October 13, 2020

**Ontario, Canada: Masks Must be Worn in Indoor Area of Business Premises and in Vehicles Operating as Part of Business**

*Littler ASAP*

October 8, 2020

**Employers must screen workers and essential visitors for COVID-19**

*Human Resources Director*

October 5, 2020

**Saskatchewan, Canada: Court of Appeal Affirms Moral Damages Award Due to Untruthful Employee Termination**

*Littler Insight*

September 30, 2020

**Ontario, Canada: Employers Must Screen Workers and Essential Visitors for COVID-19**

*Littler ASAP*

September 30, 2020

**Ontario: Requirements for Mandatory Policies, Training and Postings**

*Littler Report*

September 22, 2020

**Employment agreements: The whole is greater than the parts**

*Canadian Employment Law Today*

September 10, 2020

**Two Littler LLP Partners Named to 2021 Best Lawyers™ List**

*Littler Press Release*

August 28, 2020

**COVID-19 and its reliefs – from mass termination rules, and through government programs**

*Canadian Lawyer*

August 21, 2020

**Ontario, Canada Court of Appeal Confirms Past Experience with Vendor in Asset Purchase Transaction a Factor in Calculating Reasonable Notice**

*Littler Insight*

August 20, 2020

**Bill 195 and the End of COVID-19 Declared Emergency Leave in Ontario, Canada: What it Means for Temporary Layoffs and Deemed Leave**

*Littler ASAP*

August 18, 2020

**Ontario, Canada Mandatory Policies, Training and Postings—Are You In Compliance?**

*Littler Report*

August 12, 2020

**Canadian Federal Government Announces Proposed Changes to the Canada Emergency Wage Subsidy (CEWS)**

*Littler ASAP*

July 22, 2020

**Canada's Safe Restart Program Will Provide Workers 10 Job-protected Paid Sick Days Related to COVID-19**

*Littler ASAP*

July 20, 2020

**Ontario, Canada: Stage 3 Reopening Will Begin on July 17, 2020**

*Littler ASAP*

July 15, 2020

**Ontario, Canada: New Guide Helps Employers Plan their COVID-19 Work Safety Plans**

*Littler ASAP*

June 25, 2020

**Ontario, Canada: In Significant Decision, Court of Appeal Analyzes Employment Agreement as a Whole When Evaluating Enforceability of Termination Provisions**

*Littler Insight*

June 24, 2020

**Canada: COVID-19 and Relief from Mass Termination Rules**

*Littler Insight*

June 17, 2020

**Ontario, Canada: Stage 2 Reopening Begins on a Regional Basis**

*Littler ASAP*

June 12, 2020

**Bill C-17 Proposes Changes to the Canada Emergency Wage Subsidy (CEWS) and the Canada Emergency Response Benefit (CERB)**

*Littler ASAP*

June 11, 2020

**Ontario, Canada: COVID-19 Self-Assessment Tool Recently Updated**

*Littler ASAP*

June 4, 2020

**Government of Ontario, Canada Issues New Regulation Favourable to Employers During the COVID-19 Pandemic**

*Littler ASAP*

June 2, 2020

**Canadian Government Provides Guidance on LEEFF Program**

*Littler ASAP*

May 27, 2020

**Canada: Supplemental Unemployment Benefit Plan Cannot be Used to Top up the Canada Emergency Response Benefit**

*Littler ASAP*

May 12, 2020

**Canada: Eligible High-Revenue Employers in Need of Significant Funds to Weather the COVID-19 Storm Can Soon Apply for Emergency Financing**

*Littler ASAP*

May 11, 2020

**Ontario, Canada: Workplace Safety Guidelines Released**

*Littler ASAP*

May 5, 2020

**Canada: COVID-19 and Provincial Announcements of Plans to Gradually Ease Restrictions and Reopen**

*Littler Insight*

April 30, 2020

**Canadian Federal Government Releases Online Calculator for Canada Emergency Wage Subsidy**

*Littler ASAP*

April 22, 2020

**Canada: Eligibility for the Canada Emergency Response Benefit (CERB) Expanded**

*Littler ASAP*

April 16, 2020

**Canada: Government Responds to Feedback on Canada Emergency Wage Subsidy with Proposed Changes**

*Littler ASAP*

April 9, 2020

**Ontario, Canada: At Critical Moment in Fight to Stop Spread of COVID-19, Government Narrows List of Essential Businesses**

*Littler ASAP*

April 4, 2020

**Canada: Federal Government to Provide 75% Wage Subsidy to Employers**

*Littler ASAP*

April 2, 2020

**Canada: Government Announces Canada Emergency Response Benefit (CERB) to Support Workers and Businesses during COVID-19 Pandemic**

*Littler ASAP*

March 26, 2020



**Ontario, Canada: Government Orders Mandatory Closure of Non-essential Services**

*Littler ASAP*

March 24, 2020

**Expert Panel Releases Recommendations for Additional Amendments to Canada Labour Code**

*Littler Insight*

March 11, 2020

**Expert Panel Releases Recommendations for Amendments to Labour Code**

*The Lawyer's Daily*

March 6, 2020

**Ontario, Canada: Calculation of Reasonable Notice Period When a Contractor Becomes an Employee**

*Littler Insight*

February 25, 2020

**Ontario, Canada: Entitlement to Benefits for Stress under the WSIA May Bar Constructive Dismissal Claims for Bullying and Harassment**

*Littler Insight*

January 29, 2020

**Canada: Supreme Court Limits Safety Inspection Duty of Federally Regulated Employers to Workplaces under Their Control**

*Littler Insight*

January 21, 2020

**15 Key Developments in Canadian Labour & Employment Law in 2019**

*Littler Insight*

January 8, 2020

**Supreme Court of Canada to Decide Extent of Employers' Duty of Trust, Honesty and Good Faith in Performance of Incentive Plans and Employment Contracts**

*Littler Insight*

December 16, 2019

**Occasional flexibility does not alter terms, conditions of employment contracts**

*The Lawyer's Daily*

December 2, 2019

**Ontario, Canada: Occasional Flexibility Does Not Alter Terms and Conditions of Employment Contracts**

*Littler ASAP*

December 2, 2019

**Parental Leave Legislation Across Canada**

*The Lawyer's Daily*

November 27, 2019

**Overview of employee leave entitlements across Canada**

*The Lawyer's Daily*

November 1, 2019

**What are Employee Entitlements and Employer Obligations During the Upcoming Canadian Federal Election?**

*Littler ASAP*

October 11, 2019

**Overview of minimum wage, hours of work laws across Canada**

*The Lawyer's Daily*

October 2, 2019

**Littler Attorneys Ranked in 2020 Chambers Canada Guide**

*Littler Press Release*

October 1, 2019

**Overview of laws that impact employment, labour in Canada**

*The Lawyer's Daily*

September 19, 2019

**New federal labour rules aim to curb workplace sexual harassment**

*Canadian Lawyer*

September 3, 2019

**Employment: North America - Canada (Ontario)**

*Littler Report*

August 29, 2019

**New workplace harassment law will be real 'game changer' for employers**

*Financial Post*

August 27, 2019

**Littler Attorneys in Canada and Puerto Rico Named to 2020 Best Lawyers™ List**

*Littler Press Release*

August 21, 2019

**How will Canada Labour Code changes affect employers?**

*Benefits Canada*

August 14, 2019

**Highest Court in Canada Says Substance, not Form, will Determine Independent Contractor or Employee Status**

*Littler Insight*

July 31, 2019

**Canada: Massive Overhaul of the Canada Labour Code Pending**

*Littler Insight*

July 23, 2019

**Ontario, Canada: Absent Exceptional Circumstances, 24 Months is “High End” of Reasonable Notice Award for Certain Managers & Adverse Unilateral Changes to Bonus Plans Must Be Communicated**

*Littler Insight*

June 28, 2019

**Ontario, Canada: Professional Service Employer’s Use of Different Corporate Structures in Employment Agreements Does Not Negate Uninterrupted Service in the Calculation of Reasonable Notice**

*Littler Insight*

June 25, 2019

**Ontario, Canada Mandatory Policies, Training and Postings—Are You In Compliance?**

*Littler Report*

June 24, 2019

**Nova Scotia, Canada: Is Sex Addiction a Disability that Must be Accommodated?**

*Littler ASAP*

June 11, 2019

**Employer’s duty when employee watches porn, pursues pleasure in workplace**

*The Lawyer’s Daily*

June 10, 2019

**Restoring Ontario's Competitiveness Act amends labour laws again**

*The Lawyer’s Daily*

May 30, 2019

**Ontario, Canada: Reducing the Risk That an Employer's Release of Claims is Found Unenforceable**

*Littler Insight*

May 6, 2019

**Ontario, Canada: Sexually Harassed Employee Wins the Battle but Loses the War When she is Awarded Damages But is Ordered to Pay More to Her Employer for Costs**

*Littler Insight*

May 2, 2019

**Ontario, Canada: Court Takes on Employer Termination Conduct**

*Littler ASAP*

April 24, 2019

**Bill 66, Restoring Ontario's Competitiveness Act, 2018 has Received Royal Assent, Amending Ontario, Canada's Labour and Employment Laws Once Again**

*Littler ASAP*

April 5, 2019

**Ontario: Employers Can Provide Candid Job References**

*SHRM Online*

March 14, 2019

**Ontario, Canada Mandatory Policies, Training and Postings—Are You In Compliance?**

*Littler Report*

March 4, 2019

**Decisions Involving Termination of Long-Term Employees in Canada Should Concern Employers**

*Littler Insight*

January 25, 2019

**10 Key Developments in Canadian Labour & Employment Law in 2018**

*Littler Insight*

January 14, 2019

**New Ontario, Canada Employment Standards Poster Available (Poster 8.0)**

*Littler ASAP*

January 9, 2019

**Changes to Ontario, Canada's Employment Standards Act and Labour Relations Act Keep on Coming**

*Littler ASAP*

December 12, 2018

**Ontario, Canada: Bill 47, Making Ontario Open for Business Act, Receives Royal Assent**

*Littler ASAP*

November 27, 2018

**Ontario, Canada: Proposed Legislation Would Repeal Certain Amendments Made by Bill 148**

*Littler ASAP*

October 26, 2018

**Littler Attorneys in Canada and Puerto Rico Named to 2019 Best Lawyers<sup>™</sup> List**

*Littler Press Release*

August 21, 2018

**Littler LLP Partners Recognized in the 2018 Canadian Legal Lexpert<sup>®</sup> Directory**

*Littler Press Release*

August 15, 2018

**Littler Global Guide - Canada - Q4 2017**

*Littler Global Guide Quarterly*

January 19, 2018

**New Ontario, Canada Employment Standards Poster Available**

*Littler ASAP*

January 3, 2018

**Bill 148 is Now the Law in Ontario, Canada**

*Littler Insight*

November 29, 2017

**Littler Partners Earn 12-Year Recognition in The Best Lawyers in Canada<sup>©</sup> 2018**

*Littler Press Release*

August 24, 2017

**Canada: Ontario Court Reconfirms Existence of a Standalone Tort for Harassment**

*Littler ASAP*

August 10, 2017

**Littler Global Guide - Canada - Q2 2017**

*Littler Global Guide Quarterly*

July 11, 2017

**Bill 148 Amendments to Ontario's Employment Standards and Labour Laws**

*HR Professional*

July 1, 2017

**Canada – Ontario: Bill 148 Amendments to Employment and Labour Laws Pass First Reading and Will Undergo Committee Review in June, July and August 2017**

*Littler ASAP*

June 16, 2017

**Ontario, Canada: Employer Sentenced to 30 Days in Prison for Nonpayment of Wages**

*Littler ASAP*

June 12, 2017

**Littler LLP Lawyers Named 'Leading Practitioners' in 2017 Canadian Legal Lexpert Directory**

*Littler Press Release*

June 8, 2017

**Canada: Ontario Government's Proposed Legislation to "Create Fairer and Better Workplaces" Includes \$15 Minimum Wage and Equal Pay for Part-Time and Full-Time Workers**

*Littler Insight*

May 31, 2017

**Canada: Ontario Special Advisors Make 173 Recommendations in their Final Report on the Changing Workplace**

*Littler Insight*

May 25, 2017

**Alberta Appeal Court Enforces Clear Contractual Bonus Language**

*The Lawyer's Daily*

March 16, 2017

**Labour Law Overhaul**

*Canadian Lawyer*

March 6, 2017

**Littler Lawyers Recognized in The Best Lawyers in Canada 2017**

*Littler Press Release*

August 26, 2016

**Canada: Ontario Special Advisors Issue Interim Report on the Changing Workplace**

*Littler ASAP*

August 5, 2016

**Supreme Court of Canada Holds Private-Sector Federal Employers Must Have Just Cause to Dismiss Non-Managerial Employees**

*Littler Insight*

July 28, 2016

**Littler LLP Lawyers Recognized in the 2016 Canadian Legal Lexpert Directory**

*Littler Press Release*

July 6, 2016

**Appeal Court Upholds Award to Contractors**

*Law Times*

February 22, 2016

**Littler Opens Toronto Office**

*Littler Press Release*

August 4, 2015

**Update on Labour and Employment Law Considerations in Commercial Transactions**

*Law Society of Upper Canada*

June 10, 2015

**Bashin v. Hrynew 2014 SCC 71: The Duty of Honest Performance**

*Law Society of Upper Canada*

June 5, 2015

**Just Case or No Just Cause?**

*Human Resources Professionals Association*

October 22, 2014

**Just Cause Update**

*Law Society of Upper Canada*

June 6, 2014

**A Focus on Fidler v. Sunlife**

*Law Society of Upper Canada*

January 9, 2013

## **Speaking Engagements**

### **The Coronavirus: What Should Employers Be Doing Now**

Toronto, ON

February 6, 2020

### **2019 Canada Conference**

Toronto, ON

November 21, 2019

### **Employment Law Update 2019**

Toronto, ON

May 28, 2019

### **Bills 47, 66 and 57: Everything You Need to Know About the Never Ending Changes to Ontario, Canada's Employment Standards Act, 2000 and Labour Relations Act, 1995 and the Indefinite Delay of its Pay Transparency Act**

January 11, 2019

### **2018 Canada Conference**

Toronto, ON

November 16, 2018

### **The Ever Evolving Landscape of Employment Law in Canada**

Toronto, ON

September 21, 2018

### **Managing Group Insured Benefit Risks: Employment Law Considerations**

May 15, 2018

### **Good-bye 2017, Hello 2018: The Canadian Legal Landscape is Changing**

Toronto, ON

February 20, 2018

### **Ontario Employment and Labour Update - Bill 148: Compliance for Now, the New Year and Beyond**

Toronto, ON

January 10, 2018

### **Ontario Employment and Labour Update - Bill 148: Compliance for Now, the New Year and Beyond**

Toronto, ON

December 15, 2017



**Second Annual Canada Conference**

Toronto, ON  
November 1, 2017

**Employment Law Update 2017**

Toronto, ON  
September 18, 2017

**Addressing Ontario Misclassification Issues Under Bill 148 and Preparing for Employment Standards Audits**

July 26, 2017

**Canada: Ontario Government's Proposed Legislation to "Create Fairer and Better Workplaces" Includes \$15 Minimum Wage and Equal Pay for Part-Time and Full-Time Workers**

June 6, 2017

**Managing Benefit Risk: Employment Law Considerations**

Canadian Group Insurance Brokers, Vaughan, Ontario  
May 3, 2017

**Important Employment Decisions for 2016 Affecting the Workplace**

Toronto, ON  
February 28, 2017

**Inaugural Canada Conference**

Toronto, ON  
November 21, 2016

**Senior Practitioners' Panel**

HRPA 2016 HR Law Conference, Toronto, ON  
October 20, 2016

**2016 Hot Topics for Ontario Employers**

Toronto, ON  
September 29, 2016

**Navigating the New Gig Economy**

Canadian Legal Update webinar  
September 28, 2016

**Removing or Changing Benefits: Assessing Risk From an Employment Law Perspective**

The Williamson Group, Toronto, ON

June 23, 2016

**The Rise of Dependent Contractors: Employer Beware!**

Littler Webinar

May 25, 2016

**Maintaining and Managing a Respect-Based Workplace and Preparing for Bill 132**

Toronto, ON

April 12, 2016

**Comparing U.S. and Canadian Taxation of Common Damages Paid in Employer-Employee Disputes**

ABA Business Law Section Meeting, Montreal, QC

April 7, 2016

**Employment Law for the Municipal Law Practitioner**

The Commons Institute Webinar

February 25, 2016

**You Asked, We'll Answer: Canadian HR/Employment Law Hot Topic FAQs**

December 11, 2015

**Update on Labour and Employment Law Considerations in Commercial Transactions**

Law Society of Upper Canada

June 10, 2015

**Bashin v. Hrynew 2014 SCC 71: The Duty of Honest Performance**

Law Society of Upper Canada

June 5, 2015

**Crisis Management Best Practices, Navigating Complex Cases**

HRM Masterclass

April 17, 2015

**Employment Law for the Municipal Law Practitioner**

The Commons Institute Webinar

February 25, 2015

**Assessing Risk with Respect to Removing or Changing Benefits**

Empire Life Webinar

January 27, 2015

**Disability Claims Management Course, Workplace Accommodations**

Federated Press Conference

September 19, 2014

**Just Cause Update**

Law Society of Upper Canada

June 6, 2014

**Employee Benefits Plans and the Evolving Legal Framework**

Accurate Design Benefits & Insurance Agencies Inc.

February 10, 2014

**Employee Benefits and the Evolving Legal Framework**

Empire Life Webinar

November 6, 2013

**Books & Book Chapters**

- Just Cause Dismissals in Canadian Employment Law: Recent Developments, *New Perspectives on Canadian Employment Law*, LexisNexis, Chapter 3, chapter co-author with Adrian Jakibchuk, 2014