

## Monty Verlint

Partner

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## Focus Areas

Hiring, Performance Management and Termination  
Discrimination and Harassment  
Drugs and Alcohol

## Overview

Monty Verlint's practice encompasses all areas of labour and employment law. He is actively involved in Employment Standards Act hearings, human rights and discrimination matters, wrongful dismissal cases, Canada Labour Code hearings, Employment Insurance Act hearings, judicial reviews, employment contracts, including those for senior executives, employee issues surrounding sale of a business, termination and severance packages, employee handbooks and workplace policies.

Monty has written and co-written a number of papers on employment law issues including:

- Privacy legislation and compliance
- Employment standards
- Executive and non-executive employment contracts
- Independent contractors
- E-mail and internet misconduct
- Human rights
- Harassment and discrimination and severance packages

Monty is an active participant in a variety of employment law conferences and seminars, including those designed for lawyers and employers.

## Professional and Community Affiliations

- Member, Law Society of Upper Canada

## Education

LL.B., Osgoode Hall Law School, 1999

H.B.A., York University, 1996, *cum laude*

## Bar Admissions

Ontario, Canada

## Courts

Ontario Superior Court

Court of Appeal for Ontario

Supreme Court of Canada

## Publications & Press

**Ontario, Canada Appeal Court Confirms Employment Contract Frustrated by Employee's Refusal to Comply With COVID-19 Vaccination Policy Imposed on Employer by Third Party**

*Littler ASAP*

August 19, 2024

**The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

**Littler Global Guide - Canada - Q1 2024**

*Littler Global Guide Quarterly*

April 17, 2024

**Ontario, Canada Appeal Court Affirms That Invalid Termination Clause Does Not Invalidate Fixed-Term Clause**

*Littler ASAP*

April 4, 2024

**Ontario, Canada's Divisional Court Confirms Unionized Workplaces May Pursue Human Rights Claims Before Labour Arbitrator or Human Rights Tribunal**

*Littler ASAP*

April 4, 2024

**British Columbia Human Rights Tribunal Finds Employer Discriminated Against Transgender Employee Based on Their Gender Identity and Expression**

*Littler ASAP*

March 21, 2024

**Ontario, Canada Court Awards Retired VP \$1.8 Million in Damages for Unpaid Vacation, Deferred Bonus and Unvested Stock Options**

*Littler Insight*

March 20, 2024

**Canada Launches Employment Equity Data Visualization Tool on Representation Rates and Pay Gaps**

*Littler ASAP*

March 13, 2024

**Ontario, Canada Government Repeals Bill 124 in its Entirety After Appeal Court Decision**

*Littler Insight*

March 13, 2024

**Ontario, Canada Court Finds Termination Clauses in Fixed-Term Employment Agreement Unenforceable**

*Littler ASAP*

March 11, 2024

**Ontario, Canada Human Rights Commission Publishes Policy on Caste-based Discrimination**

*Littler ASAP*

January 29, 2024

**Canada Entered Last Phase of CPP Enhancements on January 1, 2024**

*Littler ASAP*

January 29, 2024

**Littler Global Guide - Canada - Q4 2023**

*Littler Global Guide Quarterly*

January 16, 2024

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

*Littler Insight*

January 2, 2024

**British Columbia Appeal Court Upholds Finding That Employee’s Surreptitious Recording of Conversations with Colleagues Justified His Dismissal for Just Cause**

*Littler ASAP*

December 15, 2023

**Alberta, Canada Court Holds Placing Employee on Unpaid Leave for Failure to Comply with Mandatory COVID-19 Vaccination Policy is Not Constructive Dismissal**

*Littler Insight*

December 15, 2023

**Canada Implements New Employer Reporting Requirements in Support of Canadian Dental Care Plan, Introduces Bill to Create New Leaves and Employment Insurance Benefits**

*Littler ASAP*

December 14, 2023

**Supreme Court of Canada Confirms “Owners” of Construction Projects Are “Employers” Under OHSA**

*Littler Insight*

December 5, 2023

**Ontario: Working for Workers Act, 2023 Is Now in Effect**

*SHRM Online*

November 16, 2023

**Ontario, Canada: Bill 149, Working for Workers Four Act, 2023 Introduced for First Reading**

*Littler ASAP*

November 16, 2023

**Canada’s Prince Edward Island Introduces Bill that Would Increase Employees’ Entitlement to Paid Sick Leave**

*Littler ASAP*

November 16, 2023

**Ontario, Canada’s Bill 79, Working for Workers Act, 2023 Is Now in Force**

*Littler ASAP*

November 9, 2023

**British Columbia Government Provides Additional Guidance on Requirement to Include Salary or Wage Information on All Publicly Advertised Job Postings**

*Littler ASAP*

October 25, 2023

**Alberta, Canada Court Holds Senior Executive Personally Liable to Employer**

*Littler ASAP*

October 23, 2023

**Littler Global Guide - Canada - Q3 2023**

*Littler Global Guide Quarterly*

October 17, 2023

**British Columbia Appeal Court Finds Employee's Sexual Harassment of Subordinate not Sufficiently Serious to Justify His Dismissal**

*Littler Insight*

October 17, 2023

**British Columbia Appeal Court Finds Employer Vicariously Liable for Employee's Willful Violation of Customers' Privacy**

*Littler Insight*

August 24, 2023

**British Columbia Court Finds Employee Voluntarily Resigned**

*Littler Insight*

August 22, 2023

**Canada's Office of Privacy Commissioner Revises Privacy Guideline on Employee Personal Information**

*Littler ASAP*

August 15, 2023

**Littler Global Guide - Canada - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

**British Columbia: Bill 13, Pay Transparency Act Receives Royal Assent**

*Littler ASAP*

May 23, 2023

**Ontario, Canada Court of Appeal Addresses How Employers Can Preserve Right to Unilaterally Lay Off Employees Without Being Found to Have Constructively Dismissed Them**

*Littler ASAP*

May 18, 2023

**British Columbia: Employer that Engaged in “Hardball Tactics” to Manufacture Just Cause for Termination Must Pay over \$200K in Damages**

*Littler Insight*

May 1, 2023

**Ontario, Canada: OLRB Clarifies That Employers Have Significant Discretion in Choosing Who Will Investigate Complaints of Harassment**

*Littler Insight*

April 28, 2023

**Littler Global Guide - Canada - Q1 2023**

*Littler Global Guide Quarterly*

April 12, 2023

**Tort of conversion may not apply to intangible property in employer’s book of business**

*Canadian HR Reporter*

March 20, 2023

**Littler Global Guide - Canada - Q4 2022**

*Littler Global Guide Quarterly*

January 26, 2023

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

*Littler Insight*

January 3, 2023

**Ontario, Canada Court of Appeal Indicates Tort of Conversion May Not Apply to Intangible Property Such as Information in Employer’s Book of Business**

*Littler Insight*

December 20, 2022

**Ontario, Canada’s Superior Court Decides Bill 124 Violates s. 2(d) of Charter (Right to Freedom of Association) and Declares it Void and of No Effect**

*Littler Insight*

December 12, 2022

**Canada: British Columbia Court of Appeal Decides CERB Payments Should Not be Deducted from Damage Awards for Wrongful Dismissal**

*Littler Insight*

December 12, 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

**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 Makes Changes to COVID-19 Requirements for Long Term Care Homes**

*Littler ASAP*

November 1, 2022

**Canada's Competition Act Will Soon Criminally Prohibit Wage-Fixing and No-Poaching Agreements Between Unaffiliated Employers**

*Littler ASAP*

November 1, 2022

**Littler Global Guide - Canada - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Court strikes employer's defence after it avoids scheduling examination**

*Human Resources Director Canada*

August 31, 2022

**Employment contract's unenforceable confidentiality clauses invalidated termination provisions**

*Human Resources Director Canada*

August 30, 2022

**Ontario, Canada Court Strikes Employer's Defence in Wrongful Dismissal Action After it Continuously Avoids Scheduling its Examination for Discovery**

*Littler Insight*

August 30, 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: ESA Guidance Now Contains Chapter on Electronic Monitoring Policies**

*Littler Insight*

July 21, 2022

**Littler Global Guide - Canada - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

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

*Littler ASAP*

April 19, 2022

**Littler Global Guide - Canada - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Canada: Arbitrator Finds Termination Consequences of Long-Term Care Home's Mandatory Vaccination Policy Violated Collective Agreement**

*Littler Insight*

February 24, 2022

**Ontario, Canada to Introduce Legislation Requiring Employers to Disclose Electronic Monitoring of Workers**

*Littler ASAP*

February 24, 2022

**Ontario, Canada ESA Guidance Includes New Chapters on Disconnecting from Work Policies and Non-competition Agreements**

*Littler Insight*

February 23, 2022

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

*Littler ASAP*

January 21, 2022



**Littler Global Guide - Canada - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

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

*Human Resources Director Canada*

January 18, 2022

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

*Littler Insight*

December 16, 2021

**Ontario, Canada Extends COVID-19 Paid Sick Days to July 31, 2022 and Deemed IDEL to July 30, 2022**

*Littler ASAP*

December 13, 2021

**Canadian Government Requires COVID-19 Vaccines for Public Servants, Travelers**

*SHRM Online*

December 9, 2021

**Court confirms unions must challenge vaccination policies before labour arbitrators**

*Human Resources Director Canada*

December 3, 2021

**Ontario, Canada Court Confirms Unions Must Challenge Mandatory Vaccination Policies Before Labour Arbitrators Rather than Courts**

*Littler Insight*

November 30, 2021

**Paid Sick Leave Updates in Canada**

*Littler ASAP*

November 29, 2021

**Ontario introduces Bill 27, Working for Workers Act**

*Human Resources Director Canada*

November 12, 2021

**Ontario, Canada Introduces Bill 27, Working for Workers Act, 2021**

*Littler Insight*

October 26, 2021

**Ontario, Canada Announces Mandatory COVID-19 Vaccination and Testing Requirements for Long-term Care Homes**

*Littler ASAP*

October 6, 2021

**Ontario, Canada Court Finds Limitation Period Not Extended When Employee Remains with Employer to Mitigate Damages Following Constructive Dismissal**

*Littler ASAP*

September 30, 2021

**Ontario, Canada Human Rights Commission Releases Policy that Provides Guidance on Proof of Vaccination Policies**

*Littler ASAP*

September 24, 2021

**B.C. human rights commissioner issues guidance on proof of vaccination amid COVID-19**

*Canadian Lawyer*

September 16, 2021

**Reasonable notice period extended for worker who applied to over 70 jobs amid COVID-19**

*Canadian Lawyer*

September 9, 2021

**Canada: British Columbia Requires Masks in Indoor Public Settings Once Again**

*Littler ASAP*

August 27, 2021

**Canada: Proof of Vaccination Will be Required to Access Some Events, Services and Businesses in British Columbia**

*Littler ASAP*

August 27, 2021

**Ontario court awards employee longer reasonable notice period due to pandemic's impact**

*Human Resources Director Canada*

August 23, 2021

**Canada: \$15 per Hour Federal Minimum Wage Will Take Effect December 29, 2021**

*Littler ASAP*

August 18, 2021

**Ontario, Canada Court Awards Employee Longer Reasonable Notice Period Due to Pandemic's Impact**

*Littler Insight*

August 17, 2021

**Canada: British Columbia Office of the Human Rights Commissioner Provides Guidance to Employers on Vaccination Status Policies**

*Littler ASAP*

August 17, 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

**Littler Global Guide - Canada - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**Ontario, Canada Moving to Step Three of its Roadmap to Reopen Ahead of Schedule**

*Littler ASAP*

July 12, 2021

**Ontario, Canada Moving to Step Two of its Roadmap to Reopen Ahead of Schedule**

*Littler ASAP*

June 28, 2021

**Some Canadian Provinces Provide Paid COVID-19 Vaccination Leave, Others Encourage Leave Through Reimbursement Programs**

*Littler Insight*

May 20, 2021

**Ontario, Canada Extends Stay-at-Home Order Until at Least June 2, 2021**

*Littler ASAP*

May 14, 2021

**Ontario, Canada Court Decides Employee Laid Off During COVID-19 May Claim Constructive Dismissal at Common Law**

*Littler Insight*

May 4, 2021

**New federal privacy legislation is moving through the legislative process**

*Human Resources Director Canada*

April 29, 2021

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

*Littler ASAP*

April 29, 2021

**Canada: Peel and Toronto Issue Orders Regarding COVID-19 Expedited Closures**

*Littler Insight*

April 27, 2021

**Ontario, Canada Court Reminds Employers that Improperly Drafted Restrictive Covenants are Unenforceable**

*Littler Insight*

April 22, 2021

**Canada's 2021 Budget Includes Announcements Relevant to Employers**

*Littler ASAP*

April 21, 2021

**Canada: New Federal Privacy Legislation is Moving Through the Legislative Process**

*Littler Insight*

April 14, 2021

**Ontario, Canada: Superior Court Creates New Tort of Internet Harassment**

*Littler Insight*

March 10, 2021

**14 Key Developments in 2020**

*Canadian HR Reporter*

March 9, 2021

**Littler Global Guide - Canada - Q4 2020**

*Littler Global Guide Quarterly*

February 26, 2021

**Big Question for Canadian Employers in 2021: Can They Require Employees to be Vaccinated?**

*Littler Insight*

January 21, 2021

**Big question for employers in 2021: Can they require employees to be vaccinated?**

*The Lawyer's Daily*

January 19, 2021

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

*Littler Insight*

January 7, 2021

**British Columbia, Canada: Court of Appeal Sets Aside Aggravated Damages Award in Wrongful Dismissal**

*Littler Insight*

November 18, 2020

**Ontario, Canada: New COVID-19 Response Framework Will Take Effect November 7**

*Littler ASAP*

November 6, 2020

**Ontario, Canada: Impending AODA Compliance Deadlines**

*Littler ASAP*

November 6, 2020

**Ontario, Canada: Bill 218 Would Introduce COVID-19 Liability Protection with Exceptions**

*Littler ASAP*

October 28, 2020

**Littler Global Guide - Canada - Q3 2020**

*Littler Global Guide Quarterly*

October 22, 2020

**Hazards at home during the pandemic**

*Canadian Employment Law Today*

October 20, 2020

**Ontario, Canada: Superior Court Determines Enforceability of Termination Clause**

*Littler Insight*

October 7, 2020

**Canada: Federal Government Announces Canada Emergency Response Benefit (CERB) Extension, Changes to Employment Insurance Program, and New Income Support Benefits**

*Littler ASAP*

August 21, 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

**Littler Global Guide - Canada - Q2 2020**

*Littler Global Guide Quarterly*

July 23, 2020

**Canada: Newfoundland and Labrador Court Holds Employers Must Conduct Individualized Assessments of Whether Medical Cannabis Users Can Safely Perform Their Jobs Without Undue Hardship**

*Littler ASAP*

July 14, 2020

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

*Littler ASAP*

June 2, 2020

**Canada Emergency Wage Subsidy: Duration Extended, New Groups Eligible, and Legislative Amendments Proposed**

*Littler ASAP*

May 19, 2020

**Worker's absences for continuing education cause for dismissal**

*Canadian Employment Law Today*

May 5, 2020

**Canada: Do Employers Have an Obligation to Protect Employees from Exposure to Safety Hazards While they Work from Home during the COVID-19 Pandemic?**

*Littler Insight*

April 28, 2020

**Littler Global Guide - Canada - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**Government of Alberta, Canada Mandates Closure of "Non-essential" Businesses**

*Littler ASAP*

April 9, 2020

**Canada: Cross-Country Review of New Leaves of Absence Created in Response to the COVID-19 Crisis**

*Littler Insight*

April 8, 2020

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

*Littler ASAP*

April 2, 2020

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

*Littler ASAP*

March 24, 2020

**CANADA: COVID-19 and the Temporary Layoff of Employees**

*Littler Insight*

March 20, 2020

**During COVID-19 Crisis, Canadian Federal Government Makes Changes to Employment Insurance Sickness Benefits and Work-Sharing Program**

*Littler ASAP*

March 19, 2020

**Ontario, Canada Government Intends to Provide Job-protected Leave to Employees During COVID-19 Crisis**

*Littler ASAP*

March 17, 2020

**Ontario, Canada: Court of Appeal Upholds Dismissed Employee's Right to Damages for Value of Incentives That Would Have Vested During Reasonable Notice Period**

*Littler Insight*

February 26, 2020

**Canada's Lessons Learned from Legalizing Cannabis**

*SHRM Online*

February 13, 2020

**Ontario, Canada: Employee's Excessive Absences to Pursue Education Need Not be Tolerated by Employer**

*Littler ASAP*

January 27, 2020

**Littler Global Guide - Canada - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

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

*Littler Insight*

January 8, 2020

**CANADA: How Can Employers Mitigate Liability for Incidents Related to Alcohol or Cannabis Consumption at Holiday Parties?**

*Littler ASAP*

December 2, 2019

**Parental Leave Legislation Across Canada**

*The Lawyer's Daily*

November 27, 2019

**Canada: How Can Employers Prepare for Edible Cannabis' Impending Arrival to Physical and On-Line Cannabis Stores?**

*Littler ASAP*

November 25, 2019

**Ontario, Canada: Without-Cause Termination Provision Upheld**

*Littler Insight*

November 18, 2019

**Ontario: Without-Cause Termination Provision Upheld**

*SHRM Online*

November 14, 2019

**Overview of employee leave entitlements across Canada**

*The Lawyer's Daily*

November 1, 2019

**Littler Global Guide - Canada - Q3 2019**

*Littler Global Guide Quarterly*

October 16, 2019

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

*The Lawyer's Daily*

October 2, 2019

**Ontario: 'Tort of Harassment' Abolished**

*SHRM Online*

September 30, 2019

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

*The Lawyer's Daily*

September 19, 2019



**Ontario, Canada: What Is an Employee's Entitlement to Incentive Plan Compensation during the Notice Period?**

*Littler Insight*

August 30, 2019

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

*Littler Report*

August 29, 2019

**Ontario, Canada: Courts Continue to Recognize Intermediate Category of Worker**

*Littler Insight*

August 12, 2019

**Ontario, Canada: Appellate Court Decides Employee Rights to Shares on Termination Governed by Shareholders' Agreement**

*Littler Insight*

August 6, 2019

**Employee rights to shares on termination governed by shareholders' agreement**

*The Lawyer's Daily*

August 6, 2019

**Littler Global Guide - Canada - Q2 2019**

*Littler Global Guide Quarterly*

July 17, 2019

**Accommodation of Medical Cannabis Not Guaranteed**

*Canadian Employment Law Today*

May 29, 2019

**Ontario, Canada: A Tale of Violence and Harassment in the Workplace and Judicial Sanctions for an Employer that Handled it Poorly**

*Littler ASAP*

May 24, 2019

**Littler Global Guide - Canada - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**Newfoundland and Labrador, Canada: Court Affirms that Inability to Measure Impairment Caused by Medical Cannabis Can Constitute an Undue Hardship**

*Littler Insight*

April 10, 2019

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

*Littler ASAP*

March 18, 2019

**Tort of Harassment Abolished in Ontario, Canada**

*Littler ASAP*

March 15, 2019

**Littler Global Guide - Canada - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

**Canada: The Legalization of Recreational Marijuana Doesn't Translate into a Free-for-All in the Workplace**

*Littler Insight*

October 19, 2018

**Littler Global Guide - Canada - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

**Maintaining Expectations: The legalization of recreational marijuana doesn't translate into a free-for-all in the workplace**

*HR Professional*

October 1, 2018

**Littler Global Guide - Canada - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**When Behaviour Outside the Workplace Should Lead to Termination**

*Canadian AutoWorld*

July 1, 2018

**Proper Language Could Defeat a Bonus Claim on Termination**

*The Lawyer's Daily*

May 16, 2018

**Littler Global Guide - Canada - Q1 2018**

*Littler Global Guide Quarterly*

April 23, 2018

**Data Breach Notification Coming to Canada**

*Littler ASAP*

April 10, 2018

**Ontario, Canada Introduces New Legislation Banning Compensation Questions**

*Littler ASAP*

March 9, 2018

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

*Littler Global Guide Quarterly*

January 19, 2018

**The Ever-increasing Need for Data Breach Notification Protocols**

*The Lawyer's Daily*

September 29, 2017

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

*Littler Global Guide Quarterly*

July 11, 2017

**The Ongoing Uncertainty of Random Drug and Alcohol Testing**

*The Lawyer's Daily*

June 27, 2017

**Canada: Ontario Superior Court of Justice Finds Against Employee in Negative Job Reference Dispute**

*Littler ASAP*

May 3, 2017

**Littler Global Guide - Canada - Q1 2017**

*Littler Global Guide Quarterly*

March 31, 2017

**Why Workplace Investigations Must be Neutral, Give Employee Chance to Respond**

*The Lawyer's Daily*

March 13, 2017

**Limits of the Probation Clause**

*The Lawyers Weekly*

March 3, 2017

**Termination Clause Enforced: Oudin and the Supreme Court of Canada**

*Littler ASAP*

February 6, 2017

**Canada: Time for Submissions Soon Expiring in Ontario under Changing Workplace Review**

*Littler Insight*

September 22, 2016

**New Category of Worker Emerges**

*The Lawyers Weekly*

May 20, 2016

**Canada: Ontario Employers Have New Workplace Sexual Harassment Obligations**

*Littler Insight*

March 14, 2016

**Canada: New Employer Compliance Obligations under the Accessibility for Ontarians with Disabilities Act, 2005 Take Effect January 1, 2016**

*Littler Insight*

December 4, 2015

**Littler Opens Toronto Office**

*Littler Press Release*

August 4, 2015

**Good faith emphasized in SCC employment law ruling**

*Law Times*

April 20, 2015

**Speaker's Corner: SCC ruling on repudiating employment agreement eagerly awaited**

*Law Times*

April 7, 2014

**Speaker's Corner: Employers should beware of job changes during working notice**

*Law Times*

September 16, 2013

**Speaker's Corner: Avoiding pitfalls in structuring termination packages**

*Law Times*

August 6, 2012

**Speaker's Corner: Beggs puts new spin on duty to mitigate under Evans**

*Law Times*

April 18, 2011

**Speaker's Corner: Employee or independent contractor?**

*Law Times*

March 8, 2010

**Layoffs and Terminations**

*Lorman Education Services, Employment Standards Act in Ontario*

October 28, 2009

**Standard Work Week/Hours of Work/ Overtime**

*Lorman Education Services, Employment Standards Act in Ontario*

October 28, 2009

**Drafting Termination Clauses and Employment Agreements**

*Lorman Education Services, Employee Discharge and Documentation in Ontario*

January 20, 2009

**Layoffs and Terminations**

*Lorman Education Services, Employment Standards Act in Ontario*

December 9, 2008

**Standard Work Week/Hours of Work/ Overtime**

*Lorman Education Services, Employment Standards Act in Ontario*

December 9, 2008

**Imposing Fiduciary Duties on Departing Executives**

*The Canadian Institute's Advanced Forum on Managing Legal Risks in Employing Executives*

June 16 and 17, 2008

**The Impact of Privacy Rights on the Workplace**

*Ontario Bar Association, 7th Annual Current Issues in Employment Law, 2008*

March 6, 2008

**Privacy in the Workplace**

*The Law Society of Upper Canada, Special Lectures, 2007 – Employment Law: From Resume to Pink Slip*  
April 23 and 24, 2007

**Establishing and Maintaining the Employment “Contract”**

*Human Resources Management for the Non-HR Executive*  
August 24, 2004

**Employee or Independent Contractor Since Sagaz: The Challenge Continues**

*Ontario Bar Association*  
April 5, 2004

**The Privacy Laws are Watching You – The Impact on Your Workplace**

*LexisNexis*  
March 8, 2004

**Standard Work Week/Hours of Work/ Overtime**

*Lorman Education Services*  
December 5, 2003

**Winning Pleadings – The Current Developments Relating to Wallace, Mental Distress and Punitive Damages – and How to Plead It**

*4th Annual Employment Law Forum*  
December 5, 2003

**Layoffs and Terminations**

*Lorman Education Services*  
December 5, 2003

**Repap: Lessons from a Successful Attack on An Employment Agreement**

*6th Annual Six Minute Employment Lawyer*  
May 2, 2003

**Standard Work Week/Hours of Work/ Overtime**

*Lorman Education Services*  
December 20, 2002

**Layoffs and Terminations**

*Lorman Education Services*  
December 20, 2002

**Employee, Independent Contractor or a Little of Both?**

*Centre for Innovation Law and Policy*

November 18, 2002

**Unique Challenges of the Cyber-Workplace**

*The Law Society of Upper Canada*

December 6, 2001

**Speaking Engagements**

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

Toronto, ON

February 6, 2020

**2019 Canada Conference**

Toronto, ON

November 21, 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

**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

**Notable Cases in the Law of Accommodation**

Toronto, ON  
March 22, 2017

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

Toronto, ON  
February 28, 2017

**Inaugural Canada Conference**

Toronto, ON  
November 21, 2016

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

Littler Webinar  
May 25, 2016

**Canadian v. U.S. Employment Law: Six Minutes at a Time**

The 2016 Executive Employer Conference  
May 5, 2016

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

Toronto, ON  
April 12, 2016

**Ageism in Termination**

5th Edition Workplace Discipline and Terminations Conference, Toronto, Ontario  
June 9-10, 2015



**Navigating Complex Cases**

HRM Masterclass, Toronto, Ontario  
April 17, 2015

**Navigating the Employment Standards Act**

Osgoode Hall Law School Professional Development, HR Law for HR Professionals, Toronto, Ontario  
March 3, 2015

**Just Cause**

Human Resources Professionals Association, Annual HR Law Conference, Toronto, Ontario  
October 22, 2014

**A Primer on Employment Law**

Certified General Accountants, Toronto, Ontario  
November 20, 2013

**Responding to an Evolving Workplace: Family Status and Other Tough Issues**

Osgoode Professional Development Centre, Toronto, Canada  
June 13, 2012

**Employee Discharge and Documentation**

Lorman Educational Services Seminar, Burlington, Ontario  
October 2011

**Employment Standards Act in Ontario**

Lorman Educational Services Seminar, Hamilton, Ontario  
October 2009

**The Impact of Privacy Rights on the Workplace**

Ontario Bar Association, 7th Annual Current Issues in Employment Law Seminar  
March 6, 2008

**Employment Standards Act in Ontario**

Lorman Educational Services Seminar, London  
December 2007

**Employment Standards Act in Ontario**

Lorman Educational Services Seminar, Hamilton, Ontario  
September 2007

**6th Annual Employment Law Summit**

The Law Society of Upper Canada, Toronto, Ontario  
December 2005

**Employment Standards Act in Ontario**

Lorman Educational Services Seminar, Hamilton, Ontario  
October 2005

**Ontario Has An Employee Privacy Gap**

Law Times  
August 22, 2005

**Current Issues in Employment Law: Developments in Supreme Court Doctrine. "Since Sagaz"**

Ontario Bar Association Continuing Legal Education, Toronto, Ontario  
April 2004

**The Privacy Agenda, Statutory Developments**

LexisNexis Seminar Series, Privacy, Security and Surveillance in the Workplace, Toronto, Ontario  
March 2004

**Employment Standards Act in Ontario**

Lorman Educational Services Seminar, Hamilton, Ontario  
December 2003

**Employment Standards Act in Ontario**

Lorman Educational Services Seminar, Hamilton, Ontario  
December 2002