

## Rhonda B. Levy

Knowledge Management Counsel

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## Focus Areas

Littler Knowledge Management

Legislative and Regulatory

## Overview

As knowledge management counsel for Littler in Canada, Rhonda B. Levy is responsible for satisfying the firm's Canadian knowledge management needs, for monitoring legislative, regulatory and caselaw developments, and for drafting and editing publications.

Prior to joining Littler, Rhonda was national knowledge management partner at a prominent Canadian law firm where she was responsible nationally for leading and managing its knowledge management strategy and for directing all of its knowledge management initiatives. Previously, Rhonda was director of knowledge management in the Toronto office of one of Canada's leading law firms.

Before becoming involved with knowledge management, Rhonda was a legal research lawyer at one of Canada's preeminent law firms, where she prepared complex opinions and provided strategic advice to clients and other lawyers within the firm on a broad range of issues. She also prepared legal argument for significant litigation.

In 2019, Rhonda was identified by Lexology as a leading author for Employment – Canada and received a Lexology Legal Influencer award. In 2020 and 2021, Lexology named Rhonda a Leading Author in the Lexology Legal Influencers for Employment – Canada. Rhonda has been published in *Canadian Lawyer*, *The Lawyer's Daily*, *Canadian Employment Law Today*, *Canadian HR Reporter*, *Human Resources Director*, *HR Professional*, and *SHRM Online*.

## Professional and Community Affiliations

- Member, Law Society of Upper Canada
- Member, Ontario Bar Association

- Member, Canadian Bar Association
- Member, American Bar Association

## Recognition

- Recipient, Readers Choice Award, #1 Thought Leader, Labour and Employment, *JD Supra*, 2023
- Winner, Thought Leadership Award, *Mondaq*, Autumn 2023
- Named, Leading Author, Healthcare and life sciences-Canada, *Lexology Legal Influencers*, Q3-Q4 2021
- Named, Leading Author, Employment-Canada, *Lexology Legal Influencers*, Q3-Q4 2020, Q1-Q2 2021
- Winner, Legal Influencer Award, *Lexology*, 2019
- Recipient, James McGill Award, *McGill University*, 1981-1982
- Recipient, McGill University Entrance Award, *McGill University*, 1981-1982

## Education

LL.B., McGill University Faculty of Law, *with Honours*

B.C.L., McGill University Faculty of Law, *with Honours*

B.A., McGill University, *with Great Distinction, University Scholar*

## Bar Admissions

Ontario, Canada

## Publications & Press

**Ontario, Canada Human Rights Tribunal Establishes That Employers' Duty to Accommodate Family Status with Shift Changes Is not Unlimited**

*Littler Insight*

September 26, 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*

September 25, 2024

**Ontario, Canada Court Affirms City Lacked Control of Workplace and Exercised Due Diligence, Upholding Acquittal of OHS Charges**

*Littler ASAP*

September 18, 2024

**Ontario, Canada: Digital Platform Workers' Rights Act, 2022 Coming into Force on July 1, 2025**

*Littler ASAP*

September 11, 2024

**Treasury Board promises retroactive payments with pay equity plans**

*Human Resources Director Canada*

August 21, 2024

**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

**Ontario, Canada Appeal Court Finds Aggravated Damages Award Can Be Made Without Medical Evidence of Diagnosable Psychological Injury**

*Littler Insight*

August 13, 2024

**Canada: SCC Decision Offers Potential Insight into Privacy Rights for Private-Sector Employees**

*Littler ASAP*

August 8, 2024

**2024 Summer Olympics Series: Canada**

*Littler Insight*

August 6, 2024

**Canada: Bill C-58's Ban on Use of Replacement Workers in Strikes or Lockouts in Federally Regulated Workplaces to Become Effective on June 20, 2025**

*Littler ASAP*

August 5, 2024

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

*Littler Global Guide Quarterly*

July 24, 2024

**British Columbia, Canada Court of Appeal Affirms Enforceability of Termination Clause That Incorporated by Reference Notice and Severance Provisions of Canada Labour Code**

*Littler Insight*

July 11, 2024

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

*Littler Global Guide Quarterly*

April 17, 2024

**Canada: Another Arbitrator Considers Interaction Between Canada Labour Code Leave Entitlements and Other Leave Entitlements**

*Littler ASAP*

April 15, 2024

**Prince Edward Island, Canada: New Paid Sick Leave Program**

*Littler ASAP*

April 10, 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

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

*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

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

*Littler ASAP*

March 19, 2024

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

*Littler Insight*

March 13, 2024

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

*Littler ASAP*

March 13, 2024

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

*Littler ASAP*

March 11, 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

**Arbitrator Considers Interaction Between Canada Labour Code Paid Medical Leave Days and Other Employer-Paid Benefits**

*Littler ASAP*

March 4, 2024

**Effective January 1, 2024, Employers in British Columbia, Canada Have Duties to Cooperate and to Maintain Employment Regarding Certain Workplace Injuries**

*Littler ASAP*

January 30, 2024

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

*Littler ASAP*

January 29, 2024

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

*Littler ASAP*

January 29, 2024

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

*Littler Global Guide Quarterly*

January 16, 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

**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

**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

**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

**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

**Ontario, Canada Appellate Court Finds National Day of Mourning to Honour Memory of Queen Elizabeth II Not a Paid Holiday under Relevant Collective Agreements**

*Littler ASAP*

December 13, 2023

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

*Littler Insight*

December 5, 2023

**Ontario, Canada: Amending Regulation Supports Bill 79's Changes to ESA's Mass Termination Provisions**

*Littler ASAP*

November 22, 2023

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

*Little ASAP*

November 16, 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**

*Little ASAP*

November 16, 2023

**Canada: Federal Bill Proposes Prohibition on Use of Temporary Replacement Workers During Strike or Lockout**

*Little ASAP*

November 16, 2023

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

*Little ASAP*

November 9, 2023

**British Columbia Pay Transparency Regulation Provides Information on Preparing Pay Transparency Reports**

*Little Insight*

November 7, 2023

**Ontario, Canada Court Orders Employer to Pay Costs to Discourage Tactical Litigation that Deters Employees from Pursuing Their Rights**

*Little ASAP*

November 3, 2023

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

*Little ASAP*

October 25, 2023

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

*Little ASAP*

October 23, 2023

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

*Littler Insight*

October 17, 2023

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

*Littler Global Guide Quarterly*

October 17, 2023

**British Columbia Court Finds Employer Had Just Cause to Dismiss Full-time Employee Who Worked on Side Business During Working Hours**

*Littler ASAP*

October 4, 2023

**Court upholds refusal to impose constructive trust in appeals case**

*Human Resources Director Canada*

October 4, 2023

**Ontario, Canada Appeal Court Upholds Refusal to Impose Constructive Trust Over Proceeds of Sale of Property Owned by Defrauding Employee's Wife**

*Littler ASAP*

September 21, 2023

**Canada adds exemptions from hours of work requirements for certain employees**

*Human Resources Director Canada*

September 14, 2023

**Canada Adds Exemptions from Hours of Work Requirements for Certain Employees in Banking, Telecommunications and Broadcasting, Rail, and Airline Sectors**

*Littler ASAP*

August 29, 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

**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

**Termination clause enforceable in complying with statutory individual notice provisions**

*Human Resources Director Canada*

July 25, 2023

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

*Littler Global Guide Quarterly*

July 21, 2023

**British Columbia Court Finds Termination Clause Enforceable Because it Complied with Statutory Individual Termination Notice Provisions**

*Littler Insight*

July 10, 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

**Tribunal confirms time theft proven by time-tracking software may justify employment termination**

*Human Resources Director Canada*

June 21, 2023

**Arbitrator upholds reasonableness of hospital vaccination policy for termination of non-compliant**

*Human Resources Director Canada*

June 16, 2023

**Ontario, Canada Arbitrator Upholds Reasonableness of Hospital Vaccination Policy Providing for Employment Termination of Non-Compliant Employees**

*Littler ASAP*

June 7, 2023

**Ontario, Canada Court Awards Employee \$15,000 in Moral Damages for Employer's Bad-Faith Conduct Regarding His Dismissal**

*Littler ASAP*

June 2, 2023

**British Columbia Tribunal Confirms Time Theft Proven by Time-Tracking Software May Justify Employment Termination for Cause**

*Littler ASAP*

May 30, 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

**Ontario, Canada Appeal Court Shows Importance of Proper Assessment of Employees' Entitlement to LTD Benefits When on Leave or Disabled**

*Littler Insight*

May 16, 2023

**Alberta, Canada Arbitrator Finds Grievor's "Off-Duty" Sexual Assault of Co-Worker is Just Cause for Employment Termination**

*Littler ASAP*

May 8, 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

**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

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

*Canadian HR Reporter*

March 20, 2023

**Canada: First Deadline for Compliance with Accessibility Legislation for Federally Regulated Employees Is Around the Corner**

*Littler ASAP*

March 15, 2023

**Ontario, Canada Proposes ESA Amendments Relating to Remote Workers and New Hires**

*Littler ASAP*

March 15, 2023

**Ontario, Canada Court Finds Employment Contract Frustrated by Employee's Refusal to Become Vaccinated Against COVID-19**

*Littler Insight*

March 14, 2023

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

*Littler ASAP*

March 14, 2023

**Ontario, Canada Arbitrator Finds Employer Did Not Violate Collective Agreements by Not Recognizing National Day of Mourning as a Paid Holiday**

*Littler Insight*

March 7, 2023

**Temporary foreign worker awarded \$300,000 for workplace abuse, but denied tort of labour trafficking**

*Law Times*

February 1, 2023

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

*Littler Global Guide Quarterly*

January 26, 2023

**Canada's Competition Bureau Publishes Draft Guidelines for Enforcement of New "Wage-Fixing Agreement" and "No-poach Agreement" Prohibitions**

*Littler Insight*

January 24, 2023

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

*Littler ASAP*

January 20, 2023

**Ontario, Canada Court Addresses Statutory Tort of Human Trafficking in Labour Context**

*Littler Insight*

January 17, 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 Publishes Regulation on Naloxone Kit Requirement**

*Littler ASAP*

December 13, 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

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

*Littler ASAP*

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

**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

**Littler World Cup Matchups Part 2: Short-Term Sick Pay**

*Littler Insight*

November 18, 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

**BC Court: Employee May Be Placed on Unpaid Leave for Violating COVID-19 Vaccination Policy**

*SHRM Online*

November 9, 2022

**Ontario, Canada Introduces Bill Prohibiting Strike by School Board Employees Represented by CUPE**

*Littler ASAP*

November 3, 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

**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

**Dealing with human rights complaints in unionized workplaces**

*Human Resources Director Canada*

October 25, 2022

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

*Littler Global Guide Quarterly*

October 25, 2022

**Canada Proposes Two CLC Regulations on Service of Documents, Regular Rate of Wages, and Reimbursement of Reasonable Work-Related Expenses**

*Littler ASAP*

October 18, 2022

**Ontario, Canada Human Rights Tribunal Finds it Has Concurrent Jurisdiction with Labour Arbitrators to Decide Human Rights Claims in Unionized Workplaces**

*Littler Insight*

October 13, 2022

**British Columbia Court Finds Employer May Place Employee on Unpaid Leave for Failing to Comply with its Mandatory COVID-19 Vaccination Policy**

*Littler Insight*

October 7, 2022

**Ontario, Canada Arbitrator Deems Termination of LTD Coverage for Employees at Age 65 a "Reasonable Limit" Under Canadian Charter of Rights**

*Littler Insight*

October 3, 2022

**Canada Removes All COVID-19 Entry Restrictions for All Travelers Regardless of Citizenship Effective October 1, 2022**

*Littler ASAP*

September 29, 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

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

*Littler Insight*

September 7, 2022

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

*Human Resources Director Canada*

August 31, 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

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

*Human Resources Director Canada*

August 30, 2022



**Ontario, Canada Court Decides Employment Contract's Unenforceable Confidentiality and Conflict-of-Interest Clauses Invalidated All Termination Provisions**

*Little Insight*

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**

*Little Insight*

August 22, 2022

**British Columbia Tribunal Finds Employer that Unilaterally Removed Employee on Maternity Leave from Management Position Liable for Discrimination and Constructive Dismissal**

*Little Insight*

August 22, 2022

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

*Little 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**

*Little ASAP*

August 10, 2022

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

*Little Insight*

August 9, 2022

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

*Little ASAP*

August 8, 2022

**Court rules employee resigned – wasn't dismissed – over mask policy compliance**

*Human Resources Director Canada*

July 29, 2022

**Canada: Alberta Court Finds Employee Resigned and Was Not Constructively Dismissed When He Did Not Comply with Mask Policy**

*Littler Insight*

July 27, 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

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

*Littler Global Guide Quarterly*

July 18, 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

**Court decides non-competition clause in employment agreement is unenforceable**

*Human Resources Director Canada*

July 7, 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

**Canada Suspends Mandatory Vaccines for Most Travel, Federally Regulated Transportation Workers, and Federal Government Employees**

*Littler ASAP*

June 24, 2022

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

*Littler Insight*

June 21, 2022

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

*Littler Report*

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

**Why brokers should check their older non-compete agreements**

*Canadian Underwriter*

June 3, 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

**Ontario, Canada Appeal Court Decides Non-competition Clause in Employment Agreement Governed by Common Law is Unenforceable**

*Littler Insight*

May 31, 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

**Canada: Key Trends in Arbitration Awards Pertaining to Mandatory COVID-19 Vaccination Policies**

*Littler Insight*

April 27, 2022

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

*Littler ASAP*

April 27, 2022

**Key trends in arbitration awards pertaining to mandatory vaccines**

*Human Resources Director Canada*

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

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

*Littler Global Guide Quarterly*

April 18, 2022

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

*Littler Insight*

April 13, 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

**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

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

*Littler ASAP*

April 6, 2022

**British Columbia, Canada: Bill 19 Amends Personal Illness or Injury Leave**

*Littler ASAP*

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

*Littler Insight*

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**British Columbia, Canada Court Awards Employee Aggravated Damages After Employer Makes Unfounded Allegations after Commencement of Litigation**

*Littler ASAP*

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**Ontario, Canada: Another Arbitration Decision Upholds Mandatory COVID-19 Vaccination Policy**

*Littler Insight*

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**Surreptitious Recording of Conversations with Colleagues May Justify Termination of Employment for Cause in British Columbia, Canada**

*Littler Insight*

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**British Columbia, Canada Court Decides CERB Payment Should be Deducted from Damage Award for Wrongful Dismissal**

*Littler ASAP*

March 22, 2022

**Canada: Pre-entry COVID-19 Testing Will Soon Not Be Required for Fully Vaccinated Travellers**

*Littler ASAP*

March 21, 2022

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

*Human Resources Director Canada*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

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

*Littler ASAP*

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

*Littler Insight*

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

*Littler Insight*

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

*Littler ASAP*

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**Canada to introduce legislation requiring employers to disclose electronic monitoring of workers**

*Human Resources Director Canada*

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

*Littler Insight*

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

*Littler ASAP*

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

*Littler Insight*

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

*Littler Insight*

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**Ontario, Canada Announces Plan to Lift Capacity Limits and Proof of Vaccination Requirements**

*Littler ASAP*

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**Ontario plans to lift capacity limits and proof of vaccination requirements**

*Human Resources Director Canada*

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

*Human Resources Director Canada*

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

*Littler ASAP*

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**Update on key legislative developments**

*Canadian HR Reporter*

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

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**Arbitrator upholds mandatory vaccination policy agreeing with the 'weight of authority'**

*Human Resources Director Canada*

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**Ontario, Canada Arbitrator Denies Union's Cease and Desist Application Regarding Employer's Mandatory COVID-19 Vaccination Policy**

*Littler Insight*

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

*Littler ASAP*

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**Ontario, Canada: Another Arbitrator Upholds a Mandatory COVID-19 Vaccination Policy Agreeing with the "Weight of Authority"**

*Littler Insight*

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

*Littler Insight*

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

*Human Resources Director Canada*

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

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

*Littler Insight*

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

*Littler ASAP*

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**Supreme Court finds exclusive arbitral jurisdiction in Manitoba human rights disputes**

*Human Resources Director Canada*

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**Government of Canada Advises Canadians—Regardless of Vaccination Status—to Avoid Non-essential International Travel**

*Littler ASAP*

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

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

*Littler ASAP*

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

*SHRM Online*

December 9, 2021

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

*Littler Insight*

December 3, 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**

*Little Insight*

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**Paid Sick Leave Updates in Canada**

*Little ASAP*

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

*Human Resources Director Canada*

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**Canadian Government Announces Amendment to Travel Requirements**

*Little ASAP*

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**Ontario, Canada Court of Appeal Decides Employer Was Justified in Terminating Employee for Cause for Sexual Harassment**

*Little Insight*

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**Ontario, Canada: Arbitration Award Considers Issues Pertaining to “Vaccinate or Test” Policies**

*Little Insight*

November 18, 2021

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

*Little Insight*

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

*Human Resources Director Canada*

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

*Little Insight*

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

*Little ASAP*

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**Ontario, Canada Court Ends Injunction Staying Termination of Unvaccinated Employees under Mandatory COVID-19 Vaccination Policy on Jurisdictional Grounds**

*Little Insight*

November 10, 2021

**Court finds exclusive arbitral jurisdiction in Manitoba human rights disputes**

*Human Resources Director Canada*

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

*Little ASAP*

November 10, 2021

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

*Little ASAP*

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**Supreme Court of Canada Finds Exclusive Arbitral Jurisdiction in Manitoba Human Rights Disputes**

*Little Insight*

November 8, 2021

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

*Little Insight*

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**Ontario, Canada Announces Phased Plan to Lift Remaining Public Health and Workplace Safety Measures by March 2022**

*Little ASAP*

October 25, 2021

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

*Little ASAP*

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

*Little ASAP*

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**Canada Mandates COVID-19 Vaccination for Federal Public Servants, Employees in Federally Regulated Transportation Sectors, and Travellers**

*Little ASAP*

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

*Littler ASAP*

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**With-cause dismissal of long-term fiduciary employee justified**

*Human Resources Director Canada*

October 12, 2021

**Ontario, Canada Court Finds With-Cause Dismissal of Long-term Fiduciary Employee Justified**

*Littler Insight*

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

*Littler ASAP*

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

*Littler ASAP*

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**Court overturns decision on Workplace Safety and Insurance Act**

*Human Resources Director Canada*

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**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

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

*Littler ASAP*

September 24, 2021

**Ontario, Canada: Divisional Court Overturns Decision Holding That Workplace Safety and Insurance Act Barred Constructive Dismissal Claim**

*Littler ASAP*

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

*Littler Insight*

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

*Littler ASAP*

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

*Human Resources Director Canada*

September 3, 2021

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

*Littler ASAP*

August 27, 2021

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

*Littler ASAP*

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**Canada Announces COVID-19 Vaccination Requirement for Employees in Federal Public Service and Federally Regulated Transportation Sector**

*Littler ASAP*

August 24, 2021

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

*Littler ASAP*

August 24, 2021

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

*Human Resources Director Canada*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

August 19, 2021

**Ontario, Canada: New COVID-19 Guidelines Released for Fully Immunized and Previously Positive Individuals**

*Littler Insight*

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

*Littler ASAP*

August 18, 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 Longer Reasonable Notice Period Due to Pandemic's Impact**

*Littler Insight*

August 17, 2021

**New "Roadmap Exit Step" Added to Step 3 of Ontario, Canada's Reopening Plan**

*Littler ASAP*

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**Canada's Federal Pay Equity Act Takes Effect on August 31, 2021**

*Human Resources Director Canada*

August 6, 2021

**Canada's Federal Pay Equity Act Takes Effect on August 31, 2021**

*Littler Insight*

August 4, 2021

**Hearing upholds compulsory COVID testing policy**

*Human Resources Director Canada*

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

*Littler Insight*

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

*Littler Insight*

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

*Littler ASAP*

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**Liability for Severance Pay Depends on Company Payroll Size**

*Human Resources Director Canada*

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

*Littler Insight*

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

*Littler ASAP*

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**Ontario, Canada Court Decides Employer's Liability for Severance Depends on Size of its Global Payroll**

*Littler ASAP*

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**Ontario, Canada Court Reduces Reasonable Notice Period Due to the Employee's Failure to Take Reasonable Steps to Mitigate Damages**

*Littler Insight*

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

*Human Resources Director Canada*

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**Alberta Court of Appeal Confirms Complainants Need Not Prove Reasonable Efforts to Self-accommodate to Establish Family Status Discrimination**

*Littler Insight*

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

*Littler Insight*

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

*Littler ASAP*

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

*Littler ASAP*

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**British Columbia, Canada Court Deducts CERB From Employee's Damages for Wrongful Dismissal**

*Littler ASAP*

June 9, 2021

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

*Human Resources Director Canada*

June 9, 2021

**Ontario, Canada Announces it Will Enter Step One of its Roadmap to Reopen Earlier than Anticipated**

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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**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

**Court Finds Worker 'Repudiated' Role When She Walked Out**

*Human Resources Director Canada*

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

*Littler Insight*

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**Ontario, Canada Court Reminds Employers it is Important to Adhere to Their Contracts' Termination Provisions**

*Littler Insight*

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

*Littler ASAP*

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**Ontario, Canada Court Finds Employee Repudiated Her Employment Contract When She Refused to Work Unless New Conditions Were Met**

*Littler Insight*

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

*Littler Insight*

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

*Canadian Employment Law Today*

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

*Human Resources Director Canada*

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

*Littler ASAP*

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**Ontario, Canada: New Business Requirement Regarding Temporary Mask Removal to Eat or Drink at Work**

*Littler ASAP*

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

*Littler Insight*

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

*Littler Insight*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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**Ontario, Canada Exploring Possibility of Allowing Employer-Operated Onsite Vaccination Clinics in “Hot Spot” Communities**

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

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

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Canadian Lawyer*

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**Canada: Ontario Superior Court Holds Labour Arbitrator Has Exclusive Jurisdiction to Resolve Dispute Relating to Workplace Violence and Harassment**

*Littler Insight*

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**Ontario, Canada Superior Court Deems Employee's Pregnancy an Important Factor in Assessing Reasonable Notice Period for Dismissal**

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

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

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

*Human Resources Director (HRD)*

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

*Littler Insight*

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

*Littler Insight*

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**Supreme Court of Canada Clarifies Duty to Exercise Contractual Discretion in Good Faith**

*Littler Insight*

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

*Canadian HR Reporter*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

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

*Littler Insight*

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**Ontario, Canada: Workplace Blitzes Announced and Expanded**

*SHRM Online*

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**Ontario, Canada: Workplace Blitzes Announced and then Expanded**

*Littler ASAP*

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

*Littler Insight*

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

*The Lawyer's Daily*

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

*Littler ASAP*

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

*Littler ASAP*

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**New COVID-19 Testing Requirements for Air Travellers Flying into Canada**

*Littler ASAP*

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

*Littler ASAP*

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

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**British Columbia, Canada: Recent Human Rights Tribunal Decisions Apply Stringent Test for Family Status Discrimination**

*Littler Insight*

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**Ontario, Canada: Arbitrator Upholds For-Cause Dismissal of Employee with COVID-19 Who Put Colleagues and Others at Risk**

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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**Canada Emergency Wage Subsidy Program Revised and Extended**

*Littler ASAP*

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

*Littler Insight*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

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

*Littler Insight*

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**Canada: British Columbia Human Rights Tribunal Recommends Employers Faced with Family Status Discrimination Complaints Confer with Employees to Determine if Mutually Satisfactory Solution Available**

*Littler ASAP*

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

*Littler ASAP*

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

*Littler Insight*

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

*Littler ASAP*

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

*Littler ASAP*

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

*Littler ASAP*

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**Ontario, Canada: Human Rights Tribunal Awards Significant Damages to Employee Who Acquiesced to Sexual Relationship with Supervisor**

*Littler Insight*

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

*Littler Insight*

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

*Littler Insight*

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**Hazards at home during the pandemic**

*Canadian Employment Law Today*

October 20, 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*

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

*Littler Insight*

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

*Human Resources Director*

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

*Littler Insight*

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

*Littler ASAP*

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**Ontario, Canada: What are an Employer's Rights When an Employee Asks to Delay Their Vacation Due to COVID-19?**

*Littler Insight*

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**New 'false light' privacy tort and how it might impact employers**

*Canadian Employment Law Today*

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

*Littler Report*

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**Ontario, Canada: Court Considers Employee's Entitlement to Commissions "Booked and Billed" after Termination but During Reasonable Notice Period**

*Littler Insight*

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

*Canadian Employment Law Today*

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**Ontario, Canada: Human Rights Tribunal Provides Guidelines on Conducting Sexual Assault Investigations**

*Littler Insight*

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

*Littler ASAP*

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

*Littler Insight*

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**Canada: How Should Employers Respond to Employees Who Have Childcare Obligations During COVID-19?**

*Littler Insight*

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**British Columbia, Canada: Human Rights Tribunal Dismisses Claim that University Faculty Member's Comment Constituted Sexual Harassment, Stating Entire Context Must be Considered**

*Littler Insight*

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

*Littler Report*

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**Supreme Court of Canada Upholds Constitutionality of Challenged Provisions of Federal Genetic Non-discrimination Act**

*Littler Insight*

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**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*

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**Toronto, Canada Requires Masks Within Enclosed Public Spaces**

*Littler ASAP*

July 16, 2020

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

*Littler ASAP*

July 15, 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

**Canada: New Work Place Harassment and Violence Prevention Regulations for Federally-Regulated Work Places Come into Force January 1, 2021**

*Littler ASAP*

June 29, 2020

**Return to work survey gauges employers' concerns**

*The Lawyer's Daily*

June 26, 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**

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June 12, 2020

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

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June 11, 2020

**COVID-19 and Work Refusals as Canada Reopens: Legal and Practical Considerations**

*Littler Insight*

June 10, 2020

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

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June 4, 2020

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

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June 2, 2020

**Canadian Government Provides Guidance on LEEFF Program**

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May 27, 2020

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

*Littler ASAP*

May 19, 2020

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

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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**

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May 5, 2020

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

*Canadian Employment Law Today*

May 5, 2020

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

*Littler Insight*

April 30, 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

**Canada: COVID-19 and Recalling Employees Back to Work from a Temporary Layoff**

*Littler Insight*

April 27, 2020

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

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April 22, 2020

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

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April 16, 2020

**Canada: Temporary Changes Made to Canada Summer Jobs program in Response to COVID-19 Pandemic**

*Littler ASAP*

April 15, 2020

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

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April 15, 2020

**Canada: Cross Country Survey of Changes to Workers' Compensation System in Response to COVID-19**

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April 14, 2020

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

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April 9, 2020

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

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April 9, 2020

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

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April 8, 2020

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

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April 4, 2020

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

*Littler ASAP*

April 2, 2020

**A patchwork of family status accommodation, continued**

*Canadian Employment Law Today*

March 25, 2020

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

*Littler ASAP*

March 24, 2020

**Ontario, Canada: Government Enacts Job-Protected Leave in Response to COVID-19 Crisis**

*Littler ASAP*

March 22, 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

**CANADA: COVID-19 (Coronavirus) – Employer FAQs**

*Littler Insight*

March 13, 2020

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

*Littler Insight*

March 11, 2020

**A patchwork of family status accommodation requirements**

*Canadian Employment Law Today*

March 11, 2020

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

*The Lawyer's Daily*

March 6, 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: Federal Court of Appeal Affirms Federally Regulated Employees Can Make Unjust Dismissal Complaints after Signing Releases**

*Littler Insight*

February 25, 2020

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

*Littler Insight*

February 25, 2020

**Canadian Employers and the Coronavirus**

*Littler Insight*

February 19, 2020

**Ontario, Canada: New "False Light" Privacy Tort and How It Might Impact Employers**

*Littler Insight*

February 13, 2020



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

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January 29, 2020

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

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January 27, 2020

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

*Littler Global Guide Quarterly*

January 22, 2020

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

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January 21, 2020

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

*Littler Insight*

January 8, 2020

**Deal or no Deal? Ontario, Canada Court Determines Employer and Employees Agreed to Settlement Absent Written Contract**

*Littler ASAP*

December 19, 2019

**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

**ONTARIO, CANADA: Not Discrimination to Provide Part-time Benefits to Employee Permanently Accommodated with Part-time Work Due to a Disability**

*Littler Insight*

December 4, 2019

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

*Littler ASAP*

December 2, 2019

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

*Littler ASAP*

December 2, 2019

**Part-time benefits for employee working part time due to disability**

*The Lawyer's Daily*

December 2, 2019

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

*The Lawyer's Daily*

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

**Canada: Alberta Court of Appeal Reminds Adjudicators to Take a Modern Approach to Sexual Misconduct in the Workplace**

*Littler Insight*

November 11, 2019

**Overview of employee leave entitlements across Canada**

*The Lawyer's Daily*

November 1, 2019

**Canadian Employers Must Navigate a Patchwork of Family Status Accommodation Requirements**

*Littler Insight*

October 18, 2019

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

*Littler Global Guide Quarterly*

October 16, 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

**Think Before You Tweet: Arbitrator Finds Nova Scotia Employee's Breach of Confidentiality Agreement Absolves Employer of Payment Obligation**

*Littler Insight*

September 23, 2019

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

*The Lawyer's Daily*

September 19, 2019

**When employment contract frustrated, employer's duty to accommodate ends**

*The Lawyer's Daily*

September 8, 2019

**Canada: Federally Regulated Employees Can Make Unjust Dismissal Complaints Even After Signing Releases and Settlement Agreements**

*Littler Insight*

September 6, 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: When an Employment Contract Is Frustrated Due to the Employee's Permanent Disability, the Employer's Duty to Accommodate Ends**

*Littler Insight*

August 28, 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

**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

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

*Littler Global Guide Quarterly*

July 17, 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

**Ontario, Canada: Arbitrator Reinstates Nurse Who Misappropriated Narcotics from Patients for Her Own Use and Falsified Records to Cover It Up**

*Littler Insight*

June 5, 2019

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

*The Lawyer's Daily*

May 30, 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

**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

**Court of Appeal Affirms that Employees in British Columbia, Canada Must Continue to Meet a High Standard to Establish "Family Status" Discrimination**

*Littler ASAP*

April 22, 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

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

*Littler ASAP*

March 18, 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

**Ontario, Canada Companies Beware: Class Action Lawsuits Alleging Worker Misclassification Are on the Rise**

*Littler Insight*

March 4, 2019

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

*Littler Insight*

January 25, 2019

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

*Littler Global Guide Quarterly*

January 16, 2019

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

*Littler Insight*

January 14, 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

**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

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

*Littler Global Guide Quarterly*

April 23, 2018

## **Speaking Engagements**

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

Toronto, ON

February 6, 2020

**2019 Canada Conference**

Toronto, ON

November 21, 2019

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

Toronto, ON

September 21, 2018

