

George J.A. Vassos

Partner

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Focus Areas

Arbitration

Discrimination and Harassment

Employee Benefits

Wage and Hour

Hiring, Performance Management and Termination

Overview

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

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

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

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

Professional and Community Affiliations

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

Recognition

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

Education

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

LL.B., Queen's University, 1980

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

Bar Admissions

Ontario, Canada

Courts

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

Publications & Press

Ontario, Canada: February 27, 2025 — Some Employees May Be Entitled to Paid Time Off to Vote

Little ASAP

February 19, 2025

Ontario, Canada Court Reinforces Waksdale’s Impact on Enforceability of Termination Provisions and Provides Guidance on Proving Failure to Mitigate

Little Insight

October 15, 2024

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

Little Press Release

August 29, 2024

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

Little ASAP

March 19, 2024

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

Human Resources Director Canada

March 6, 2024

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

Little ASAP

March 5, 2024

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

Little ASAP

January 4, 2024

20 Key Developments in Canadian Labour and Employment Law in 2023

Little Insight

January 2, 2024

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

Little ASAP

December 13, 2023

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

Little Press Release

September 20, 2023

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

Little ASAP

August 2, 2023

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

Little ASAP

July 27, 2023

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

Little ASAP

July 6, 2023

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

Little ASAP

July 5, 2023

Alberta, Canada Court Recognizes New Tort of Harassment

Little Insight

June 23, 2023

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

Little ASAP

April 3, 2023

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

Little ASAP

March 28, 2023

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

Little ASAP

March 27, 2023

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

Little ASAP

March 23, 2023

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

Little ASAP

March 14, 2023

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

Little ASAP

January 20, 2023

25 Key Developments in Canadian Labour and Employment Law in 2022

Little Insight

January 3, 2023

Ontario, Canada Publishes Regulation on Naloxone Kit Requirement

Little ASAP

December 13, 2022

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

Little ASAP

December 12, 2022

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

Little 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

Little Insight

November 30, 2022

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

Little 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

Little Insight

November 21, 2022

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

Little 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

Little Insight

November 10, 2022

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

Little Insight

October 28, 2022

Ontario, Canada Court Confirms Sexual Harassment Not an Independent Tort

Little Insight

October 27, 2022

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

Little Insight

September 28, 2022

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

Little Insight

September 22, 2022

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

Little 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

Little Insight

September 7, 2022

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

Law Times

September 7, 2022

Little’s Barry Kuretzky and George J.A. Vassos Recognized in 2023 Edition of Best Lawyers in Canada™

Little Press Release

August 25, 2022

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

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

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

Little ASAP

July 22, 2022

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

Little Insight

July 21, 2022

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

Little Insight

July 19, 2022

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

Little Insight

July 18, 2022

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

Human Resources Director Canada

July 13, 2022

Arbitrator says employer can terminate employee who refused vaccine

Human Resources Director Canada

July 5, 2022

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

Human Resources Director Canada

June 28, 2022

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

Little Insight

June 27, 2022

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

Little Insight

June 21, 2022

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

Little 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

Little Insight

June 16, 2022

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

Little ASAP

June 9, 2022

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

Human Resources Director Canada

June 8, 2022

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

Little Insight

June 1, 2022

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

Human Resources Director Canada

May 26, 2022

Another arbitrator dismisses grievance disputing mandatory vaccination policy

Human Resources Director Canada

May 25, 2022

Court upholds determination that three taxi drivers are employees

Human Resources Director Canada

May 20, 2022

Canada: Another Arbitrator Dismisses Grievance Disputing Mandatory Vaccination Policy

Little Insight

May 19, 2022

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

Little Insight

May 18, 2022

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

Little Insight

May 13, 2022

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

Little ASAP

May 12, 2022

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

Little ASAP

May 6, 2022

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

Little ASAP

April 27, 2022

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

Little Insight

April 22, 2022

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

Little ASAP

April 19, 2022

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

Little ASAP

April 19, 2022

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

Little Insight

April 13, 2022

Legal decisions on mandatory coronavirus vaccination policies favouring employers

Benefits Canada

April 12, 2022

Can CERB payment be deducted from wrongful dismissal damage award?

Human Resources Director Canada

April 12, 2022

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

Little ASAP

April 8, 2022

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

Little ASAP

April 6, 2022

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

Little Insight

April 6, 2022

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

Human Resources Director Canada

April 6, 2022

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

Little Insight

March 30, 2022

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

Human Resources Director Canada

March 18, 2022

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

Little ASAP

March 16, 2022

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

Little ASAP

March 11, 2022

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

Little Insight

March 10, 2022

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

Little ASAP

March 9, 2022

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

Little Insight

March 8, 2022

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

Little Insight

March 2, 2022

Ontario, Canada Moves to Roadmap Exit Step, as Amended

Little ASAP

March 1, 2022

Canadian Arbitrator Upholds Mandatory Vaccination Policy for Employees Who Work Indoors

Little Insight

February 17, 2022

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

Human Resources Director Canada

February 15, 2022

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

Little ASAP

February 7, 2022

Update on key legislative developments

Canadian HR Reporter

February 7, 2022

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

Little ASAP

January 31, 2022

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

Staffing Industry Analysts

January 26, 2022

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

Little ASAP

January 21, 2022

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

Human Resources Director Canada

January 18, 2022

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

Little ASAP

January 14, 2022

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

Little Insight

January 12, 2022

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

Little ASAP

January 4, 2022

24 Key Developments in Canadian Labour and Employment Law in 2021

Little Insight

December 16, 2021

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

Law Times

December 13, 2021

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

Little Insight

December 3, 2021

Arbitrator upholds mandatory COVID-19 vaccination policy

Human Resources Director Canada

November 26, 2021

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

Little Insight

November 16, 2021

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

Little Insight

November 12, 2021

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

Little ASAP

November 11, 2021

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

Little ASAP

November 10, 2021

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

Little ASAP

November 10, 2021

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

Little ASAP

October 22, 2021

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

Little ASAP

October 21, 2021

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

Little ASAP

October 13, 2021

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

Little ASAP

September 28, 2021

Ontario issues guidance on proof of vaccination status for organizations

Human Resources Director Canada

September 24, 2021

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

Little ASAP

September 24, 2021

British Columbia Updates Rules for Investigations, Working Children

SHRM Online

September 21, 2021

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

Little Insight

September 20, 2021

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

Little ASAP

September 9, 2021

COVID-19 vaccination policies mandated in high-risk settings

Human Resources Director Canada

September 3, 2021

Little Attorneys Named to 2022 Best Lawyers™ Lists in Canada and Puerto Rico

Little Press Release

August 26, 2021

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

Little ASAP

August 24, 2021

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

Little ASAP

August 19, 2021

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

Little ASAP

August 19, 2021

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

Little Insight

August 19, 2021

Hearing upholds compulsory COVID testing policy

Human Resources Director Canada

July 21, 2021

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

Little Insight

July 21, 2021

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

Little Insight

July 14, 2021

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

Little Insight

July 8, 2021

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

Human Resources Director Canada

June 25, 2021

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

Little Insight

June 21, 2021

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

Little ASAP

June 16, 2021

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

Little ASAP

June 16, 2021

Temporary COVID-19-Related Leave Bill Receives Royal Assent

Human Resources Director Canada

June 9, 2021

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

Little ASAP

June 4, 2021

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

Little ASAP

June 4, 2021

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

Little ASAP

June 4, 2021

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

Little ASAP

May 21, 2021

Ontario, Canada Releases Three-Step Roadmap to Reopen

Little ASAP

May 21, 2021

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

Canadian Employment Law Today

May 4, 2021

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

Little ASAP

April 29, 2021

Ontario, Canada: Peel Public Health Announces Expedited Business Closures

Little ASAP

April 20, 2021

Ontario, Canada Imposes Additional COVID-19 Restrictions

Little ASAP

April 20, 2021

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

Little ASAP

April 14, 2021

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

Little ASAP

April 8, 2021

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

Little Insight

April 8, 2021

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

Little ASAP

April 6, 2021

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

Little ASAP

March 31, 2021

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

Canadian Lawyer

March 30, 2021

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

Little ASAP

March 25, 2021

Mandatory coronavirus testing for unionized employees allowed: arbitrator

Benefits Canada

March 17, 2021

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

Little ASAP

March 17, 2021

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

Little Insight

March 16, 2021

14 Key Developments in 2020

Canadian HR Reporter

March 9, 2021

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

Human Resources Director (HRD)

March 9, 2021

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

Little Insight

March 1, 2021

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

Little Insight

February 24, 2021

Termination provision done in by 'what if?'

Canadian HR Reporter

February 12, 2021

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

Little ASAP

February 10, 2021

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

Little ASAP

February 9, 2021

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

Little Insight

February 8, 2021

Supreme Court of Canada Expands Duty of Honest Performance in Contract

Little Insight

February 4, 2021

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

Little ASAP

January 13, 2021

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

Little ASAP

January 8, 2021

Ontario, Canada: Arbitrator Upholds Mandatory Employee COVID Testing

Little ASAP

January 7, 2021

14 Key Developments in Canadian Labour & Employment Law in 2020

Little Insight

January 7, 2021

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

Little ASAP

January 4, 2021

Canada's Supreme Court Entitles Dismissed Employees to Bonuses

SHRM Online

December 9, 2020

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

Little ASAP

December 7, 2020

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

Little Insight

December 1, 2020

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

Little ASAP

November 30, 2020

Ontario, Canada: Toronto and Peel Moved into Lockdown

Little ASAP

November 23, 2020

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

Little Insight

November 17, 2020

Canada: COVID-19 Screening Is Mandatory in Ontario Workplaces

SHRM Online

November 10, 2020

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

Little Insight

November 6, 2020

Supreme Court decision aggravates termination clause problems for employers

Benefits Canada

November 2, 2020

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

Little ASAP

October 30, 2020

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

Little Insight

October 23, 2020

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

Little Insight

October 21, 2020

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

Human Resources Director

October 13, 2020

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

Little ASAP

October 8, 2020

Employers must screen workers and essential visitors for COVID-19

Human Resources Director

October 5, 2020

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

Little Insight

September 30, 2020

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

Little ASAP

September 30, 2020

Ontario: Requirements for Mandatory Policies, Training and Postings

Little Report

September 22, 2020

Employment agreements: The whole is greater than the parts

Canadian Employment Law Today

September 10, 2020

Two Littler LLP Partners Named to 2021 Best Lawyers™ List

Little Press Release

August 28, 2020

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

Canadian Lawyer

August 21, 2020

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

Little Insight

August 20, 2020

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

Little ASAP

August 18, 2020

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

Little Report

August 12, 2020

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

Little ASAP

July 22, 2020

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

Little ASAP

July 20, 2020

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

Little ASAP

July 15, 2020

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

Little ASAP

June 25, 2020

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

Little Insight

June 24, 2020

Canada: COVID-19 and Relief from Mass Termination Rules

Little Insight

June 17, 2020

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

Little ASAP

June 12, 2020

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

Little ASAP

June 11, 2020

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

Little ASAP

June 4, 2020

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

Little ASAP

June 2, 2020

Canadian Government Provides Guidance on LEEFF Program

Little ASAP

May 27, 2020

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

Little ASAP

May 12, 2020

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

Little ASAP

May 11, 2020

Ontario, Canada: Workplace Safety Guidelines Released

Little ASAP

May 5, 2020

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

Little Insight

April 30, 2020

Canadian Federal Government Releases Online Calculator for Canada Emergency Wage Subsidy

Little ASAP

April 22, 2020

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

Little ASAP

April 16, 2020

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

Little ASAP

April 9, 2020

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

Little ASAP

April 4, 2020

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

Little ASAP

April 2, 2020

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

Little ASAP

March 26, 2020

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

Little ASAP

March 24, 2020

Expert Panel Releases Recommendations for Additional Amendments to Canada Labour Code

Little Insight

March 11, 2020

Expert Panel Releases Recommendations for Amendments to Labour Code

The Lawyer's Daily

March 6, 2020

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

Little Insight

February 25, 2020

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

Little Insight

January 29, 2020

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

Little Insight

January 21, 2020

15 Key Developments in Canadian Labour & Employment Law in 2019

Little Insight

January 8, 2020

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

Little Insight

December 16, 2019

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

Little ASAP

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

Overview of employee leave entitlements across Canada

The Lawyer's Daily

November 1, 2019

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

Little ASAP

October 11, 2019

Overview of minimum wage, hours of work laws across Canada

The Lawyer's Daily

October 2, 2019

Little Attorneys Ranked in 2020 Chambers Canada Guide

Little Press Release

October 1, 2019

Overview of laws that impact employment, labour in Canada

The Lawyer's Daily

September 19, 2019

New federal labour rules aim to curb workplace sexual harassment

Canadian Lawyer

September 3, 2019

Employment: North America - Canada (Ontario)

Little Report

August 29, 2019

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

Financial Post

August 27, 2019

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

Little Press Release

August 21, 2019

How will Canada Labour Code changes affect employers?

Benefits Canada

August 14, 2019

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

Little Insight

July 31, 2019

Canada: Massive Overhaul of the Canada Labour Code Pending

Little Insight

July 23, 2019

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

Little 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

Little Insight

June 25, 2019

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

Little Report

June 24, 2019

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

Little ASAP

June 11, 2019

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

The Lawyer's Daily

June 10, 2019

Restoring Ontario's Competitiveness Act amends labour laws again

The Lawyer's Daily

May 30, 2019

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

Little 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

Little Insight

May 2, 2019

Ontario, Canada: Court Takes on Employer Termination Conduct

Little ASAP

April 24, 2019

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

Little ASAP

April 5, 2019

Ontario: Employers Can Provide Candid Job References

SHRM Online

March 14, 2019

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

Little Report

March 4, 2019

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

Little Insight

January 25, 2019

10 Key Developments in Canadian Labour & Employment Law in 2018

Little Insight

January 14, 2019

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

Little ASAP

January 9, 2019

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

Little ASAP

December 12, 2018

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

Little ASAP

November 27, 2018

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

Little ASAP

October 26, 2018

Little Attorneys in Canada and Puerto Rico Named to 2019 Best Lawyers™ List

Little Press Release

August 21, 2018

Little LLP Partners Recognized in the 2018 Canadian Legal Lexpert® Directory

Little Press Release

August 15, 2018

Little Global Guide - Canada - Q4 2017

Little Global Guide Quarterly

January 19, 2018

New Ontario, Canada Employment Standards Poster Available

Little ASAP

January 3, 2018

Bill 148 is Now the Law in Ontario, Canada

Little Insight

November 29, 2017

Little Partners Earn 12-Year Recognition in The Best Lawyers in Canada© 2018

Little Press Release

August 24, 2017

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

Little ASAP

August 10, 2017

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Littler Global Guide Quarterly

July 11, 2017

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

HR Professional

July 1, 2017

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

Littler ASAP

June 16, 2017

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

Littler ASAP

June 12, 2017

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

Littler Press Release

June 8, 2017

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

Littler Insight

May 31, 2017

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

Littler Insight

May 25, 2017

Alberta Appeal Court Enforces Clear Contractual Bonus Language

The Lawyer's Daily

March 16, 2017

Labour Law Overhaul

Canadian Lawyer

March 6, 2017

Littler Lawyers Recognized in The Best Lawyers in Canada 2017

Littler Press Release

August 26, 2016

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

Little ASAP

August 5, 2016

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

Little Insight

July 28, 2016

Little LLP Lawyers Recognized in the 2016 Canadian Legal Lexpert Directory

Little Press Release

July 6, 2016

Appeal Court Upholds Award to Contractors

Law Times

February 22, 2016

Little Opens Toronto Office

Little Press Release

August 4, 2015

Update on Labour and Employment Law Considerations in Commercial Transactions

Law Society of Upper Canada

June 10, 2015

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

Law Society of Upper Canada

June 5, 2015

Just Cause or No Just Cause?

Human Resources Professionals Association

October 22, 2014

Just Cause Update

Law Society of Upper Canada

June 6, 2014

A Focus on Fidler v. Sunlife

Law Society of Upper Canada

January 9, 2013

Speaking Engagements

The Coronavirus: What Should Employers Be Doing Now

Toronto, ON

February 6, 2020

2019 Canada Conference

Toronto, ON

November 21, 2019

Employment Law Update 2019

Toronto, ON

May 28, 2019

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

January 11, 2019

2018 Canada Conference

Toronto, ON

November 16, 2018

The Ever Evolving Landscape of Employment Law in Canada

Toronto, ON

September 21, 2018

Managing Group Insured Benefit Risks: Employment Law Considerations

May 15, 2018

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

Toronto, ON

February 20, 2018

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

Toronto, ON

January 10, 2018

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

Toronto, ON

December 15, 2017

Second Annual Canada Conference

Toronto, ON
November 1, 2017

Employment Law Update 2017

Toronto, ON
September 18, 2017

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

July 26, 2017

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

June 6, 2017

Managing Benefit Risk: Employment Law Considerations

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

Important Employment Decisions for 2016 Affecting the Workplace

Toronto, ON
February 28, 2017

Inaugural Canada Conference

Toronto, ON
November 21, 2016

Senior Practitioners' Panel

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

2016 Hot Topics for Ontario Employers

Toronto, ON
September 29, 2016

Navigating the New Gig Economy

Canadian Legal Update webinar
September 28, 2016

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

The Williamson Group, Toronto, ON

June 23, 2016

The Rise of Dependent Contractors: Employer Beware!

Littleler Webinar

May 25, 2016

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

Toronto, ON

April 12, 2016

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

ABA Business Law Section Meeting, Montreal, QC

April 7, 2016

Employment Law for the Municipal Law Practitioner

The Commons Institute Webinar

February 25, 2016

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

December 11, 2015

Update on Labour and Employment Law Considerations in Commercial Transactions

Law Society of Upper Canada

June 10, 2015

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

Law Society of Upper Canada

June 5, 2015

Crisis Management Best Practices, Navigating Complex Cases

HRM Masterclass

April 17, 2015

Employment Law for the Municipal Law Practitioner

The Commons Institute Webinar

February 25, 2015

Assessing Risk with Respect to Removing or Changing Benefits

Empire Life Webinar

January 27, 2015

Disability Claims Management Course, Workplace Accommodations

Federated Press Conference

September 19, 2014

Just Cause Update

Law Society of Upper Canada

June 6, 2014

Employee Benefits Plans and the Evolving Legal Framework

Accurate Design Benefits & Insurance Agencies Inc.

February 10, 2014

Employee Benefits and the Evolving Legal Framework

Empire Life Webinar

November 6, 2013

Books & Book Chapters

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