

Monty Verlint

Partner

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Toronto, ON M5J 2T3 Canada
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Focus Areas

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

Overview

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

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

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

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

Professional and Community Affiliations

- Member, Law Society of Upper Canada

Education

LL.B., Osgoode Hall Law School, 1999

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

Bar Admissions

Ontario, Canada

Courts

Ontario Superior Court

Court of Appeal for Ontario

Supreme Court of Canada

Publications & Press

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

Littler ASAP

April 19, 2022

Littler Global Guide - Canada - Q1 2022

Littler Global Guide Quarterly

April 18, 2022

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

Littler Insight

February 24, 2022

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

Littler ASAP

February 24, 2022

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

Littler Insight

February 23, 2022

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

Littler ASAP

January 21, 2022

Littler Global Guide - Canada - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

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

Human Resources Director Canada

January 18, 2022

24 Key Developments in Canadian Labour and Employment Law in 2021

Littler Insight

December 16, 2021

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

Littler ASAP

December 13, 2021

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

SHRM Online

December 9, 2021

Court confirms unions must challenge vaccination policies before labour arbitrators

Human Resources Director Canada

December 3, 2021

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

Littler Insight

November 30, 2021

Paid Sick Leave Updates in Canada

Littler ASAP

November 29, 2021

Ontario introduces Bill 27, Working for Workers Act

Human Resources Director Canada

November 12, 2021

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

Littler Insight

October 26, 2021

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

Littler ASAP

October 6, 2021

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

Littler ASAP

September 30, 2021

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

Littler ASAP

September 24, 2021

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

Canadian Lawyer

September 16, 2021

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

Canadian Lawyer

September 9, 2021

Canada: 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

August 27, 2021

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

Human Resources Director Canada

August 23, 2021

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

Littler ASAP

August 18, 2021

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

Littler Insight

August 17, 2021

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

Littler ASAP

August 17, 2021

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

Littler Insight

July 21, 2021

Littler Global Guide - Canada - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

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

Littler ASAP

July 12, 2021

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

Littler ASAP

June 28, 2021

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

Littler Insight

May 20, 2021

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

Littler ASAP

May 14, 2021

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

Littler Insight

May 4, 2021

New federal privacy legislation is moving through the legislative process

Human Resources Director Canada

April 29, 2021

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

Littler ASAP

April 29, 2021

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

Littler Insight

April 27, 2021

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

Littler Insight

April 22, 2021

Canada's 2021 Budget Includes Announcements Relevant to Employers

Littler ASAP

April 21, 2021

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

Littler Insight

April 14, 2021

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

Littler Insight

March 10, 2021

14 Key Developments in 2020

Canadian HR Reporter

March 9, 2021

Littler Global Guide - Canada - Q4 2020

Littler Global Guide Quarterly

February 26, 2021

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

Littler Insight

January 21, 2021

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

The Lawyer's Daily

January 19, 2021

14 Key Developments in Canadian Labour & Employment Law in 2020

Littler Insight

January 7, 2021

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

Littler Insight

November 18, 2020

Ontario, Canada: Impending AODA Compliance Deadlines

Littler ASAP

November 6, 2020

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

Littler ASAP

November 6, 2020

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

Littler ASAP

October 28, 2020

Littler Global Guide - Canada - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Hazards at home during the pandemic

Canadian Employment Law Today

October 20, 2020

Ontario, Canada: Superior Court Determines Enforceability of Termination Clause

Littler Insight

October 7, 2020

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

Littler ASAP

August 21, 2020

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

Littler ASAP

August 18, 2020

Littler Global Guide - Canada - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

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

Littler ASAP

July 14, 2020

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

Littler ASAP

June 2, 2020

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

Littler ASAP

May 19, 2020

Worker's absences for continuing education cause for dismissal

Canadian Employment Law Today

May 5, 2020

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

Littler Insight

April 28, 2020

Littler Global Guide - Canada - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

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

Littler ASAP

April 9, 2020

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

Littler Insight

April 8, 2020

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

Littler ASAP

April 2, 2020

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

Littler ASAP

March 24, 2020

CANADA: COVID-19 and the Temporary Layoff of Employees

Littler Insight

March 20, 2020

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

Littler ASAP

March 19, 2020

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

Littler ASAP

March 17, 2020

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

Littler Insight

February 26, 2020

Canada's Lessons Learned from Legalizing Cannabis

SHRM Online

February 13, 2020

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

Littler ASAP

January 27, 2020

Littler Global Guide - Canada - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

15 Key Developments in Canadian Labour & Employment Law in 2019

Littler Insight

January 8, 2020

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

Littler ASAP

December 2, 2019

Parental Leave Legislation Across Canada

The Lawyer's Daily

November 27, 2019

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

Littler ASAP

November 25, 2019

Ontario, Canada: Without-Cause Termination Provision Upheld

Littler Insight

November 18, 2019

Ontario: Without-Cause Termination Provision Upheld

SHRM Online

November 14, 2019

Overview of employee leave entitlements across Canada

The Lawyer's Daily

November 1, 2019

Littler Global Guide - Canada - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

Overview of minimum wage, hours of work laws across Canada

The Lawyer's Daily

October 2, 2019

Ontario: 'Tort of Harassment' Abolished

SHRM Online

September 30, 2019

Overview of laws that impact employment, labour in Canada

The Lawyer's Daily

September 19, 2019

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

Littler Insight

August 30, 2019

Employment: North America - Canada (Ontario)

Littler Report

August 29, 2019

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

Littler Insight

August 12, 2019

Employee rights to shares on termination governed by shareholders' agreement

The Lawyer's Daily

August 6, 2019

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

Littler Insight

August 6, 2019

Littler Global Guide - Canada - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Accommodation of Medical Cannabis Not Guaranteed

Canadian Employment Law Today

May 29, 2019

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

Littler ASAP

May 24, 2019

Littler Global Guide - Canada - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

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

Littler Insight

April 10, 2019

Ontario, Canada: Employers Can Provide Candid Job References

Littler ASAP

March 18, 2019

Tort of Harassment Abolished in Ontario, Canada

Littler ASAP

March 15, 2019

Littler Global Guide - Canada - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

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

Littler Insight

October 19, 2018

Littler Global Guide - Canada - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

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

HR Professional

October 1, 2018

Littler Global Guide - Canada - Q2 2018

Littler Global Guide Quarterly

July 20, 2018

When Behaviour Outside the Workplace Should Lead to Termination

Canadian AutoWorld

July 1, 2018

Proper Language Could Defeat a Bonus Claim on Termination

The Lawyer's Daily

May 16, 2018

Littler Global Guide - Canada - Q1 2018

Littler Global Guide Quarterly

April 23, 2018

Data Breach Notification Coming to Canada

Littler ASAP

April 10, 2018

Ontario, Canada Introduces New Legislation Banning Compensation Questions

Littler ASAP

March 9, 2018

Littler Global Guide - Canada - Q4 2017

Littler Global Guide Quarterly

January 19, 2018

The Ever-increasing Need for Data Breach Notification Protocols

The Lawyer's Daily

September 29, 2017

Littler Global Guide - Canada - Q2 2017

Littler Global Guide Quarterly

July 11, 2017

The Ongoing Uncertainty of Random Drug and Alcohol Testing

The Lawyer's Daily

June 27, 2017

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

Littler ASAP

May 3, 2017

Littler Global Guide - Canada - Q1 2017

Littler Global Guide Quarterly

March 31, 2017

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

The Lawyer's Daily

March 13, 2017

Limits of the Probation Clause

The Lawyers Weekly

March 3, 2017

Termination Clause Enforced: Oudin and the Supreme Court of Canada

Littler ASAP

February 6, 2017

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

Littler Insight

September 22, 2016

New Category of Worker Emerges

The Lawyers Weekly

May 20, 2016

Canada: Ontario Employers Have New Workplace Sexual Harassment Obligations

Littler Insight

March 14, 2016

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

Littler Insight

December 4, 2015

Littler Opens Toronto Office

Littler Press Release

August 4, 2015

Good faith emphasized in SCC employment law ruling

Law Times

April 20, 2015

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

Law Times

April 7, 2014

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

Law Times

September 16, 2013

Speaker's Corner: Avoiding pitfalls in structuring termination packages

Law Times

August 6, 2012

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

Law Times

April 18, 2011

Speaker's Corner: Employee or independent contractor?

Law Times

March 8, 2010

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services, Employment Standards Act in Ontario

October 28, 2009

Layoffs and Terminations

Lorman Education Services, Employment Standards Act in Ontario

October 28, 2009

Drafting Termination Clauses and Employment Agreements

Lorman Education Services, Employee Discharge and Documentation in Ontario

January 20, 2009

Layoffs and Terminations

Lorman Education Services, Employment Standards Act in Ontario

December 9, 2008

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services, Employment Standards Act in Ontario

December 9, 2008

Imposing Fiduciary Duties on Departing Executives

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

June 16 and 17, 2008

The Impact of Privacy Rights on the Workplace

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

March 6, 2008

Privacy in the Workplace

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

Establishing and Maintaining the Employment “Contract”

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

Employee or Independent Contractor Since Sagaz: The Challenge Continues

Ontario Bar Association
April 5, 2004

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

LexisNexis
March 8, 2004

Layoffs and Terminations

Lorman Education Services
December 5, 2003

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

4th Annual Employment Law Forum
December 5, 2003

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services
December 5, 2003

Repap: Lessons from a Successful Attack on An Employment Agreement

6th Annual Six Minute Employment Lawyer
May 2, 2003

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services
December 20, 2002

Layoffs and Terminations

Lorman Education Services
December 20, 2002

Employee, Independent Contractor or a Little of Both?

Centre for Innovation Law and Policy

November 18, 2002

Unique Challenges of the Cyber-Workplace

The Law Society of Upper Canada

December 6, 2001

Speaking Engagements

The Coronavirus: What Should Employers Be Doing Now

Toronto, ON

February 6, 2020

2019 Canada Conference

Toronto, ON

November 21, 2019

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

January 11, 2019

2018 Canada Conference

Toronto, ON

November 16, 2018

The Ever Evolving Landscape of Employment Law in Canada

Toronto, ON

September 21, 2018

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

Toronto, ON

February 20, 2018

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

Toronto, ON

January 10, 2018

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

Toronto, ON

December 15, 2017

Second Annual Canada Conference

Toronto, ON
November 1, 2017

Employment Law Update 2017

Toronto, ON
September 18, 2017

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

July 26, 2017

Notable Cases in the Law of Accommodation

Toronto, ON
March 22, 2017

Important Employment Decisions for 2016 Affecting the Workplace

Toronto, ON
February 28, 2017

Inaugural Canada Conference

Toronto, ON
November 21, 2016

The Rise of Dependent Contractors: Employer Beware!

Littler Webinar
May 25, 2016

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

The 2016 Executive Employer Conference
May 5, 2016

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

Toronto, ON
April 12, 2016

Ageism in Termination

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

Navigating Complex Cases

HRM Masterclass, Toronto, Ontario
April 17, 2015

Navigating the Employment Standards Act

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

Just Cause

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

A Primer on Employment Law

Certified General Accountants, Toronto, Ontario
November 20, 2013

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

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

Employee Discharge and Documentation

Lorman Educational Services Seminar, Burlington, Ontario
October 2011

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
October 2009

The Impact of Privacy Rights on the Workplace

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

Employment Standards Act in Ontario

Lorman Educational Services Seminar, London
December 2007

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
September 2007

6th Annual Employment Law Summit

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

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
October 2005

Ontario Has An Employee Privacy Gap

Law Times
August 22, 2005

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

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

The Privacy Agenda, Statutory Developments

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

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
December 2003

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
December 2002