

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

Little Global Guide - Canada - Q1 2024

Little Global Guide Quarterly

April 17, 2024

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

Little ASAP

April 4, 2024

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

Little ASAP

April 4, 2024

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

Little ASAP

March 21, 2024

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

Little Insight

March 20, 2024

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

Little ASAP

March 13, 2024

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

Little Insight

March 13, 2024

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

Little ASAP

March 11, 2024

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

Little ASAP

January 29, 2024

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

Little ASAP

January 29, 2024

Little Global Guide - Canada - Q4 2023

Little Global Guide Quarterly

January 16, 2024

20 Key Developments in Canadian Labour and Employment Law in 2023

Little Insight

January 2, 2024

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

Little ASAP

December 15, 2023

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

Little Insight

December 15, 2023

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

Little ASAP

December 14, 2023

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

Little Insight

December 5, 2023

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

Little ASAP

November 16, 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’s Bill 79, Working for Workers Act, 2023 Is Now in Force

Little ASAP

November 9, 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

Little Insight

October 17, 2023

Littler Global Guide - Canada - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

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

Little Insight

August 24, 2023

British Columbia Court Finds Employee Voluntarily Resigned

Little Insight

August 22, 2023

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

Little ASAP

August 15, 2023

Littler Global Guide - Canada - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

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

Little 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

Little ASAP

May 18, 2023

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

Little Insight

May 1, 2023

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

Little Insight

April 28, 2023

Little Global Guide - Canada - Q1 2023

Little Global Guide Quarterly

April 12, 2023

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

Canadian HR Reporter

March 20, 2023

Little Global Guide - Canada - Q4 2022

Little Global Guide Quarterly

January 26, 2023

25 Key Developments in Canadian Labour and Employment Law in 2022

Little 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

Little Insight

December 20, 2022

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

Little Insight

December 12, 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

Little Insight

December 12, 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

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

Little ASAP

November 1, 2022

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

Little ASAP

November 1, 2022

Little Global Guide - Canada - Q3 2022

Little Global Guide Quarterly

October 25, 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

Little Insight

August 30, 2022

Employment contract's unenforceable confidentiality clauses invalidated termination provisions

Human Resources Director Canada

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

Little Insight

July 21, 2022

Little Global Guide - Canada - Q2 2022

Little Global Guide Quarterly

July 18, 2022

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

Little ASAP

April 19, 2022

Little Global Guide - Canada - Q1 2022

Little Global Guide Quarterly

April 18, 2022

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

Little ASAP

February 24, 2022

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

Little Insight

February 24, 2022

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

Little Insight

February 23, 2022

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

Little ASAP

January 21, 2022

Little Global Guide - Canada - Q4 2021

Little 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

Little Insight

December 16, 2021

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

Little 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

Little Insight

November 30, 2021

Paid Sick Leave Updates in Canada

Little 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

Little Insight

October 26, 2021

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

Little ASAP

October 6, 2021

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

Little ASAP

September 30, 2021

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

Little 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

Little ASAP

August 27, 2021

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

Little 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

Little ASAP

August 18, 2021

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

Little ASAP

August 17, 2021

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

Little Insight

August 17, 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

Little Global Guide - Canada - Q2 2021

Little Global Guide Quarterly

July 19, 2021

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

Little ASAP

July 12, 2021

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

Little ASAP

June 28, 2021

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

Little Insight

May 20, 2021

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

Little ASAP

May 14, 2021

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

Little 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

Little ASAP

April 29, 2021

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

Little Insight

April 27, 2021

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

Little Insight

April 22, 2021

Canada's 2021 Budget Includes Announcements Relevant to Employers

Little ASAP

April 21, 2021

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

Little Insight

April 14, 2021

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

Little 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?

Little 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

Little Insight

January 7, 2021

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

Little Insight

November 18, 2020

Ontario, Canada: Impending AODA Compliance Deadlines

Little ASAP

November 6, 2020

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

Little ASAP

November 6, 2020

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

Little ASAP

October 28, 2020

Little Global Guide - Canada - Q3 2020

Little 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

Little Insight

October 7, 2020

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

Little 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

Little ASAP

August 18, 2020

Little Global Guide - Canada - Q2 2020

Little 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

Little ASAP

July 14, 2020

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

Little ASAP

June 2, 2020

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

Little 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?

Little Insight

April 28, 2020

Little Global Guide - Canada - Q1 2020

Little Global Guide Quarterly

April 15, 2020

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

Little ASAP

April 9, 2020

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

Little Insight

April 8, 2020

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

Little ASAP

April 2, 2020

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

Little ASAP

March 24, 2020

CANADA: COVID-19 and the Temporary Layoff of Employees

Little Insight

March 20, 2020

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

Little ASAP

March 19, 2020

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

Little 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

Little 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

Little ASAP

January 27, 2020

Little Global Guide - Canada - Q4 2019

Little Global Guide Quarterly

January 22, 2020

15 Key Developments in Canadian Labour & Employment Law in 2019

Little Insight

January 8, 2020

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

Little 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?

Little ASAP

November 25, 2019

Ontario, Canada: Without-Cause Termination Provision Upheld

Little 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

Little Global Guide - Canada - Q3 2019

Little 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?

Little Insight

August 30, 2019

Employment: North America - Canada (Ontario)

Little Report

August 29, 2019

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

Little Insight

August 12, 2019

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

Little Insight

August 6, 2019

Employee rights to shares on termination governed by shareholders' agreement

The Lawyer's Daily

August 6, 2019

Little Global Guide - Canada - Q2 2019

Little 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

Little ASAP

May 24, 2019

Little Global Guide - Canada - Q1 2019

Little 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

Little Insight

April 10, 2019

Ontario, Canada: Employers Can Provide Candid Job References

Little ASAP

March 18, 2019

Tort of Harassment Abolished in Ontario, Canada

Little 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

Little ASAP

April 10, 2018

Ontario, Canada Introduces New Legislation Banning Compensation Questions

Little 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

Little 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

Little ASAP

February 6, 2017

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

Little Insight

September 22, 2016

New Category of Worker Emerges

The Lawyers Weekly

May 20, 2016

Canada: Ontario Employers Have New Workplace Sexual Harassment Obligations

Little Insight

March 14, 2016

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

Little Insight

December 4, 2015

Little Opens Toronto Office

Little Press Release

August 4, 2015

Good faith emphasized in SCC employment law ruling

Law Times

April 20, 2015

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

Law Times

April 7, 2014

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

Law Times

September 16, 2013

Speaker's Corner: Avoiding pitfalls in structuring termination packages

Law Times

August 6, 2012

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

Law Times

April 18, 2011

Speaker's Corner: Employee or independent contractor?

Law Times

March 8, 2010

Layoffs and Terminations

Lorman Education Services, Employment Standards Act in Ontario

October 28, 2009

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services, Employment Standards Act in Ontario

October 28, 2009

Drafting Termination Clauses and Employment Agreements

Lorman Education Services, Employee Discharge and Documentation in Ontario

January 20, 2009

Layoffs and Terminations

Lorman Education Services, Employment Standards Act in Ontario

December 9, 2008

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services, Employment Standards Act in Ontario

December 9, 2008

Imposing Fiduciary Duties on Departing Executives

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

June 16 and 17, 2008

The Impact of Privacy Rights on the Workplace

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

March 6, 2008

Privacy in the Workplace

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

April 23 and 24, 2007

Establishing and Maintaining the Employment "Contract"

Human Resources Management for the Non-HR Executive

August 24, 2004

Employee or Independent Contractor Since Sagaz: The Challenge Continues

Ontario Bar Association

April 5, 2004

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

LexisNexis

March 8, 2004

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services

December 5, 2003

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

4th Annual Employment Law Forum

December 5, 2003

Layoffs and Terminations

Lorman Education Services

December 5, 2003

Repap: Lessons from a Successful Attack on An Employment Agreement

6th Annual Six Minute Employment Lawyer

May 2, 2003

Standard Work Week/Hours of Work/ Overtime

Lorman Education Services

December 20, 2002

Layoffs and Terminations

Lorman Education Services

December 20, 2002

Employee, Independent Contractor or a Little of Both?

Centre for Innovation Law and Policy

November 18, 2002

Unique Challenges of the Cyber-Workplace

The Law Society of Upper Canada

December 6, 2001

Speaking Engagements

The Coronavirus: What Should Employers Be Doing Now

Toronto, ON

February 6, 2020

2019 Canada Conference

Toronto, ON

November 21, 2019

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

January 11, 2019

2018 Canada Conference

Toronto, ON

November 16, 2018

The Ever Evolving Landscape of Employment Law in Canada

Toronto, ON

September 21, 2018

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

Toronto, ON

February 20, 2018

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

Toronto, ON

January 10, 2018

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

Toronto, ON

December 15, 2017

Second Annual Canada Conference

Toronto, ON

November 1, 2017

Employment Law Update 2017

Toronto, ON

September 18, 2017

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

July 26, 2017

Notable Cases in the Law of Accommodation

Toronto, ON

March 22, 2017

Important Employment Decisions for 2016 Affecting the Workplace

Toronto, ON

February 28, 2017

Inaugural Canada Conference

Toronto, ON

November 21, 2016

The Rise of Dependent Contractors: Employer Beware!

Littler Webinar

May 25, 2016

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

The 2016 Executive Employer Conference

May 5, 2016

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

Toronto, ON

April 12, 2016

Ageism in Termination

5th Edition Workplace Discipline and Terminations Conference, Toronto, Ontario

June 9-10, 2015

Navigating Complex Cases

HRM Masterclass, Toronto, Ontario

April 17, 2015

Navigating the Employment Standards Act

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

March 3, 2015

Just Cause

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

A Primer on Employment Law

Certified General Accountants, Toronto, Ontario
November 20, 2013

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

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

Employee Discharge and Documentation

Lorman Educational Services Seminar, Burlington, Ontario
October 2011

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
October 2009

The Impact of Privacy Rights on the Workplace

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

Employment Standards Act in Ontario

Lorman Educational Services Seminar, London
December 2007

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
September 2007

6th Annual Employment Law Summit

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

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario
October 2005

Ontario Has An Employee Privacy Gap

Law Times

August 22, 2005

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

Ontario Bar Association Continuing Legal Education, Toronto, Ontario

April 2004

The Privacy Agenda, Statutory Developments

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

March 2004

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario

December 2003

Employment Standards Act in Ontario

Lorman Educational Services Seminar, Hamilton, Ontario

December 2002