

## Rhonda B. Levy

Knowledge Management Counsel

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## Focus Areas

Littler Knowledge Management

## Overview

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

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

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

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

## Professional and Community Affiliations

- Member, Law Society of Upper Canada

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

## Recognition

- Named, Leading Author, Employment-Canada, *Lexology Legal Influencers*, Q3-Q4 2020, Q1-Q2 2021
- Winner, Legal Influencer Award, *Lexology*, 2019
- Recipient, James McGill Award, *McGill University*, 1981-1982
- Recipient, McGill University Entrance Award, *McGill University*, 1981-1982

## Education

LL.B., McGill University Faculty of Law, 1985, *with Honours*

B.C.L., McGill University Faculty of Law, 1985, *with Honours*

B.A., McGill University, 1981, *with Great Distinction, University Scholar*

## Bar Admissions

Ontario, Canada

## Publications & Press

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

*Littler ASAP*

January 4, 2022

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

*Human Resources Director Canada*

December 17, 2021

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

*Littler ASAP*

December 16, 2021

### **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

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

*Littler Insight*

December 3, 2021

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

*Human Resources Director Canada*

December 3, 2021

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

*Littler Insight*

November 30, 2021

**Paid Sick Leave Updates in Canada**

*Littler ASAP*

November 29, 2021

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

*Human Resources Director Canada*

November 26, 2021

**Canadian Government Announces Amendment to Travel Requirements**

*Littler ASAP*

November 22, 2021

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

*Littler Insight*

November 19, 2021

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

*Littler Report*

November 19, 2021

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

*Littler Insight*

November 18, 2021

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

*Littler Insight*

November 16, 2021

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

*Human Resources Director Canada*

November 12, 2021

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

*Littler Insight*

November 12, 2021

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

*Littler ASAP*

November 11, 2021

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

*Littler Insight*

November 10, 2021

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

*Human Resources Director Canada*

November 10, 2021

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

*Littler ASAP*

November 10, 2021

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

*Littler ASAP*

November 10, 2021

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

*Littler Insight*

November 8, 2021

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

*Littler Insight*

October 26, 2021

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

*Littler ASAP*

October 25, 2021

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

*Littler ASAP*

October 22, 2021

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

*Littler ASAP*

October 21, 2021

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

*Littler ASAP*

October 14, 2021

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

*Littler ASAP*

October 13, 2021

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

*Human Resources Director Canada*

October 12, 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 With-Cause Dismissal of Long-term Fiduciary Employee Justified**

*Littler Insight*

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

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

*Human Resources Director Canada*

September 29, 2021

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

*Littler ASAP*

September 28, 2021

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

*Littler ASAP*

September 24, 2021

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

*Littler ASAP*

September 24, 2021

**Ontario issues guidance on proof of vaccination status for organizations**

*Human Resources Director Canada*

September 24, 2021

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

*Littler ASAP*

September 22, 2021

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

*Littler Insight*

September 20, 2021

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

*Littler ASAP*

September 9, 2021

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

*Human Resources Director Canada*

September 3, 2021

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

*Littler ASAP*

August 27, 2021

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

*Littler ASAP*

August 27, 2021

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

*Littler ASAP*

August 24, 2021

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

*Littler ASAP*

August 24, 2021

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

*Human Resources Director Canada*

August 23, 2021

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

*Littler ASAP*

August 19, 2021

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

*Littler Insight*

August 19, 2021

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

*Littler ASAP*

August 19, 2021

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

*Littler ASAP*

August 18, 2021

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

*Littler Insight*

August 18, 2021

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

*Littler ASAP*

August 17, 2021

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

*Littler Insight*

August 17, 2021

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

*Littler ASAP*

August 6, 2021

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

*Human Resources Director Canada*

August 6, 2021

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

*Littler Insight*

August 4, 2021

**Hearing upholds compulsory COVID testing policy**

*Human Resources Director Canada*

July 21, 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 Arbitrator Upholds Employer's Compulsory Rapid COVID-19 Testing Policy**

*Littler Insight*

July 14, 2021



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

*Littler ASAP*

July 12, 2021

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

*Human Resources Director Canada*

July 9, 2021

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

*Littler Insight*

July 8, 2021

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

*Littler ASAP*

June 28, 2021

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

*Littler Insight*

June 28, 2021

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

*Littler ASAP*

June 28, 2021

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

*Human Resources Director Canada*

June 25, 2021

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

*Littler Insight*

June 24, 2021

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

*Littler Insight*

June 21, 2021

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

*Littler ASAP*

June 16, 2021

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

*Littler ASAP*

June 16, 2021

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

*Littler ASAP*

June 9, 2021

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

*Human Resources Director Canada*

June 9, 2021

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

*Littler ASAP*

June 8, 2021

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

*Littler ASAP*

June 4, 2021

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

*Littler ASAP*

June 4, 2021

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

*Littler ASAP*

June 4, 2021

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

*Littler ASAP*

May 21, 2021

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

*Littler ASAP*

May 21, 2021

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

*Human Resources Director Canada*

May 20, 2021

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

*Littler Insight*

May 20, 2021

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

*Littler Insight*

May 17, 2021

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

*Littler ASAP*

May 14, 2021

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

*Littler Insight*

May 13, 2021

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

*Littler Insight*

May 4, 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**

*Littler ASAP*

April 29, 2021

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

*Human Resources Director Canada*

April 29, 2021

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

*Littler ASAP*

April 27, 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

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

*Littler ASAP*

April 20, 2021

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

*Littler ASAP*

April 20, 2021

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

*Littler ASAP*

April 15, 2021

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

*Littler ASAP*

April 14, 2021

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

*Littler Insight*

April 14, 2021

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

*Littler Insight*

April 8, 2021

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

*Littler ASAP*

April 8, 2021

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

*Littler ASAP*

April 6, 2021

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

*Littler ASAP*

March 31, 2021

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

*Canadian Lawyer*

March 30, 2021

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

*Littler Insight*

March 29, 2021

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

*Littler ASAP*

March 25, 2021

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

*Littler ASAP*

March 25, 2021

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

*Littler ASAP*

March 17, 2021

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

*Littler Insight*

March 16, 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

**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**

*Littler Insight*

March 1, 2021

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

*Littler Global Guide Quarterly*

February 26, 2021

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

*Littler Insight*

February 24, 2021

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

*Littler Insight*

February 22, 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**

*Littler ASAP*

February 10, 2021

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

*Littler ASAP*

February 9, 2021

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

*Littler Insight*

February 8, 2021

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

*Littler Insight*

February 4, 2021

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

*SHRM Online*

February 1, 2021

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

*Littler Insight*

January 21, 2021

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

*Littler ASAP*

January 21, 2021

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

*The Lawyer's Daily*

January 19, 2021

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

*Littler ASAP*

January 13, 2021

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

*Littler ASAP*

January 8, 2021

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

*Littler ASAP*

January 8, 2021

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

*Littler ASAP*

January 7, 2021

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

*Littler Insight*

January 7, 2021

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

*Littler Insight*

January 5, 2021

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

*Littler ASAP*

January 5, 2021

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

*Littler ASAP*

January 4, 2021

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

*Littler ASAP*

December 7, 2020

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

*Littler ASAP*

December 3, 2020

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

*Littler Insight*

December 1, 2020

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

*Littler ASAP*

November 30, 2020

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

*Littler ASAP*

November 23, 2020



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

*Littler Insight*

November 18, 2020

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

*Littler Insight*

November 17, 2020

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

*Littler ASAP*

November 16, 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: Court Reminds Employers Termination Provisions that Could Possibly Violate ESA in the Future Are Unenforceable**

*Littler Insight*

November 6, 2020

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

*Littler ASAP*

October 30, 2020

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

*Littler ASAP*

October 28, 2020

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

*Littler Insight*

October 26, 2020

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

*Littler Insight*

October 23, 2020

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

*Littler Global Guide Quarterly*

October 22, 2020

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

*Littler Insight*

October 21, 2020

**Hazards at home during the pandemic**

*Canadian Employment Law Today*

October 20, 2020

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

*Human Resources Director*

October 13, 2020

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

*Littler ASAP*

October 8, 2020

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

*Littler Insight*

October 7, 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**

*Littler Insight*

September 30, 2020

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

*Littler ASAP*

September 30, 2020

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

*Littler Insight*

September 24, 2020

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

*Canadian Employment Law Today*

September 22, 2020

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

*Littler Report*

September 22, 2020

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

*Littler Insight*

September 21, 2020

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

*Canadian Employment Law Today*

September 10, 2020

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

*Littler Insight*

August 26, 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

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

*Littler Insight*

August 20, 2020

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

*Littler Insight*

August 20, 2020

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

*Littler Insight*

August 14, 2020

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

*Littler Report*

August 12, 2020

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

*Littler Insight*

July 24, 2020

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

*Littler Global Guide Quarterly*

July 23, 2020

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

*Littler ASAP*

July 22, 2020

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

*Littler ASAP*

July 20, 2020

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

*Littler ASAP*

July 16, 2020

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

*Littler ASAP*

July 15, 2020

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

*Littler ASAP*

July 14, 2020

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

*Littler ASAP*

June 29, 2020

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

*The Lawyer's Daily*

June 26, 2020

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

*Littler ASAP*

June 25, 2020

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

*Littler Insight*

June 24, 2020

**Canada: COVID-19 and Relief from Mass Termination Rules**

*Littler Insight*

June 17, 2020

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

*Littler ASAP*

June 12, 2020

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

*Littler ASAP*

June 11, 2020

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

*Littler Insight*

June 10, 2020

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

*Littler ASAP*

June 4, 2020

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

*Littler ASAP*

June 2, 2020

**Canadian Government Provides Guidance on LEEFF Program**

*Littler ASAP*

May 27, 2020

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

*Littler ASAP*

May 19, 2020

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

*Littler 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**

*Littler ASAP*

May 11, 2020

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

*Canadian Employment Law Today*

May 5, 2020

**Ontario, Canada: Workplace Safety Guidelines Released**

*Littler ASAP*

May 5, 2020

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

*Littler Insight*

April 30, 2020

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

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April 28, 2020

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

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April 27, 2020

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

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April 22, 2020

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

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April 16, 2020

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April 15, 2020

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

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April 15, 2020

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

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April 14, 2020

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

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April 9, 2020

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

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April 9, 2020

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

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April 8, 2020

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

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April 4, 2020

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

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April 2, 2020

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

*Canadian Employment Law Today*

March 25, 2020

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

*Littler ASAP*

March 24, 2020

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

*Littler ASAP*

March 22, 2020

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

*Littler ASAP*

March 19, 2020

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

*Littler ASAP*

March 17, 2020

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

*Littler Insight*

March 13, 2020

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

*Littler Insight*

March 11, 2020

**A patchwork of family status accommodation requirements**

*Canadian Employment Law Today*

March 11, 2020

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

*The Lawyer's Daily*

March 6, 2020

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

*Littler Insight*

February 26, 2020



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

*Littler Insight*

February 25, 2020

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

*Littler Insight*

February 25, 2020

**Canadian Employers and the Coronavirus**

*Littler Insight*

February 19, 2020

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

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February 13, 2020

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

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January 29, 2020

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

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January 27, 2020

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January 22, 2020

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

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January 21, 2020

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

*Littler Insight*

January 8, 2020

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

*Littler ASAP*

December 19, 2019

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

*Littler Insight*

December 16, 2019

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

*Littler Insight*

December 4, 2019

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

*Littler ASAP*

December 2, 2019

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

*Littler ASAP*

December 2, 2019

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

*The Lawyer's Daily*

December 2, 2019

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

*The Lawyer's Daily*

December 2, 2019

**Parental Leave Legislation Across Canada**

*The Lawyer's Daily*

November 27, 2019

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

*Littler ASAP*

November 25, 2019

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

*Littler Insight*

November 11, 2019

**Overview of employee leave entitlements across Canada**

*The Lawyer's Daily*

November 1, 2019

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

*Littler Insight*

October 18, 2019

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

*Littler Global Guide Quarterly*

October 16, 2019

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

*Littler ASAP*

October 11, 2019

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

*The Lawyer's Daily*

October 2, 2019

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

*Littler Insight*

September 23, 2019

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

*The Lawyer's Daily*

September 19, 2019

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

*The Lawyer's Daily*

September 8, 2019

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

*Littler Insight*

September 6, 2019

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

*Littler Insight*

August 30, 2019

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

*Littler Report*

August 29, 2019

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

*Littler Insight*

August 28, 2019

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

*Littler Insight*

August 6, 2019

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

*The Lawyer's Daily*

August 6, 2019

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

*Littler Insight*

July 31, 2019

**Canada: Massive Overhaul of the Canada Labour Code Pending**

*Littler Insight*

July 23, 2019

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

*Littler Global Guide Quarterly*

July 17, 2019

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

*Littler Insight*

June 28, 2019

**Ontario, Canada: Professional Service Employer’s Use of Different Corporate Structures in Employment Agreements Does Not Negate Uninterrupted Service in the Calculation of Reasonable Notice**

*Littler Insight*

June 25, 2019

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

*Littler Report*

June 24, 2019

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

*Littler ASAP*

June 11, 2019

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

*The Lawyer’s Daily*

June 10, 2019

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

*Littler Insight*

June 5, 2019

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

*The Lawyer’s Daily*

May 30, 2019

**Accommodation of Medical Cannabis Not Guaranteed**

*Canadian Employment Law Today*

May 29, 2019

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

*Littler ASAP*

May 24, 2019

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

*Littler Insight*

May 6, 2019

**Ontario, Canada: Sexually Harassed Employee Wins the Battle but Loses the War When she is Awarded Damages But is Ordered to Pay More to Her Employer for Costs**

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May 2, 2019

**Ontario, Canada: Court Takes on Employer Termination Conduct**

*Littler ASAP*

April 24, 2019

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

*Littler ASAP*

April 22, 2019

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

*Littler Global Guide Quarterly*

April 15, 2019

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

*Littler Insight*

April 10, 2019

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

*Littler ASAP*

April 5, 2019

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

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March 18, 2019

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

*SHRM Online*

March 14, 2019

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

*Littler Insight*

March 4, 2019

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

*Littler Report*

March 4, 2019

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

*Littler Insight*

January 25, 2019

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

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January 16, 2019

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

*Littler Insight*

January 14, 2019

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

*Littler ASAP*

December 12, 2018

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

*Littler ASAP*

November 27, 2018

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

*Littler ASAP*

October 26, 2018

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

*Littler Insight*

October 19, 2018

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

*Littler Global Guide Quarterly*

October 11, 2018

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

*HR Professional*

October 1, 2018

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*Littler Global Guide Quarterly*

July 20, 2018

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

*Littler Global Guide Quarterly*

April 23, 2018

## **Speaking Engagements**

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

Toronto, ON

February 6, 2020

**2019 Canada Conference**

Toronto, ON

November 21, 2019

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

Toronto, ON

September 21, 2018