

Oren Barbalat

Associate

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Practice Areas

HR Advice and Counsel

Litigation and Trials

Contractors, Staffing and Contingent Workers

Leave and Accommodation

Arbitration

Overview

Oren Barbalat provides strategic advice and solutions to employers across various industries, including technology, marketing, healthcare, and professional services. He combines a tailored approach to domestic and international business with a deep understanding of the ever-evolving landscape of Canadian employment law.

Oren maintains a robust litigation practice, appearing before courts, tribunals, mediators and arbitrators across Ontario and the rest of Canada. Oren is a tenacious advocate for clients inside and outside of the courtroom. With his prior experience representing employees in high profile and contentious matters, Oren brings a well-rounded perspective to the resolution of workplace disputes.

His work includes:

- Employment contracts / contractor agreements
- Employment litigation
- Wrongful dismissal litigation
- Leaves to appeal
- Group termination / reduction in force
- Contractor disputes
- Employment standards
- Human rights

- Arbitrations
- Alternative Dispute Resolution (ADR)

Professional and Community Affiliations

- Member, Law Society of Ontario

Recognition

- Named, Toronto Top Lawyers, *Streets of Toronto*, 2021-2023
- Named, Toronto's Top Lawyers, *Post City Magazine*, 2024

Education

J.D., Osgoode Hall Law School, 2015

M.A., The University of Windsor, 2010

H.B.A., The University of Windsor, 2008

Bar Admissions

Ontario, Canada

Courts

Ontario Superior Court

Ontario Divisional Court

Publications & Press

Ontario Court of Appeal dismisses employer's appeal of \$1.8-million damage award to retired VP

Canadian HR Reporter

March 3, 2025

Ontario, Canada Appeal Court Dismisses Employer's Appeal of \$1.8 Million Damage Award to Retired VP

Littler ASAP

February 18, 2025

Ontario, Canada Court Finds Termination Provisions Unenforceable and Awards Employee Punitive Damages

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December 2, 2024

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

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September 18, 2024

Events & Speaking Engagements

How Staffing Firms Can Manage And Minimize Their Employment-related Liabilities

Canadian Virtual Staffing Firm Owners Conference

October 2021

Broken Dreams and Broken Promises: Avoiding Costly Mistakes

Canadian Virtual Recruiters Conference

April 14, 2021

When You Really, Really Mean To: Cause

Ontario Bar Association, Canadian Corporate Counsel Association

October 29, 2019

Human Rights in Recruitment

Ontario Bar Association, Annual Update on Human Rights

May 29, 2019