Labour & Employment

From advising employers on their day-to-day concerns to employment advice on commercial transactions, the Aird & Berlis Workplace Law Group provides practical advice on a broad spectrum of labour and employment law matters. Our dedicated practitioners work with employers to navigate regulations, manage risks and ensure compliance.

We regularly represent employers before the courts and tribunals, both provincially and federally, including the Ontario Labour Relations Board, the Canada Industrial Relations Board, the Ontario Workplace Safety and Insurance Board, the Ontario Workplace Safety and Insurance Appeals Tribunal, the Ontario Court of Justice, the Superior Court of Justice, the Pay Equity Hearing Tribunal and the Ontario Human Rights Commission.

Employment

Clients rely on our dedicated and trusted practitioners to provide timely and cost-effective advice for all of their employment law issues. We advise employers on their human resource matters, including attendance and performance management, compensation and pay equity, contracts, employment standards and agreements, fiduciary duties, insurance, pension and benefits, privacy and access to information, seniority disputes, workplace conflicts and wrongful dismissal.

Our expertise and guidance is highly sought after on issues of accommodation, allegations of harassment in the workplace and human rights concerns. Our professionals are frequently called upon to conduct training and investigations into these sensitive and often difficult situations.

We also provide employment advice to organizations in respect of workplace and business restructuring. We balance the needs of both employees and the organization and advise on acquisitions, divestitures, enforceability of restrictive covenants and the application of the various employment statutes.

Labour

The area of labour law is often complex and requires experienced counsel who understand the law and the players. The Workplace Law Group has vast experience in the area of labour law.

When there is an application for certification, the timelines are extremely short. We embed with our clients and provide tactical and strategic advice on the response to application for certification and the certification vote campaign, and we work tirelessly with our clients during this period.

In unionized workplaces, we represent our clients at grievance and interest arbitrations, and regularly counsel on collective agreement administration; labour relations strategies and collective bargaining negotiations; and unfair labour practice defence.

We have experience in advising on strikes, lockouts and injunctions, as well as managing labour disputes. We appear regularly before the Canada and Ontario Labour Relations Boards.

*Aird & Berlis is proud to have been chosen by the readers of Canadian HR Reporter as one of the best full-service law firms in the country in Employment & Labour Law.*
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