

Representative Work

We represent management in union and non-union workplaces covering federally and provincially regulated sectors including financial services, manufacturing, technology, transportation, oil and gas, natural resources, public utilities, media, entertainment, health care, accounting, logistics services, mining and retail and wholesale industries.

Some recent examples of the matters where we have advised on employment and labour matters include:

- › **A global manufacturer** restructuring its Canadian labour relations and employment arrangements.
- › **National and multi-national companies** in relation to the labour and employment issues arising as a part of the sales of parts of their business, joint ventures and strategic acquisitions.
- › **A prominent financial institution and a multi-national service corporation** in labour board proceedings.
- › **A major national company** in collective bargaining.
- › **Broader public sector** in workplace change strategies and arbitration proceedings.
- › **A national and a multi-national business** in executive retention and restructuring.
- › **A multi-national employer** in achieving compliance with international export control laws and domestic discrimination laws.

Osler's Employment and Labour Department delivers clear, practical and results-oriented legal advice on all aspects of employment and labour law. We offer strong, effective representation where workplace disputes arise and valuable insight into the best way to establish and implement realistic and reliable employment and labour practices. We partner with a broad range of companies, from small- and medium-sized to global entities, and have worked closely with clients in most industries and understand the business and legal issues that are unique to different business sectors. Our lawyers understand the reputational risks inherent in implementing workplace initiatives. We respond promptly because we recognize that employment and labour issues are usually pressing ones and need to be addressed quickly and effectively.

Our lawyers regularly represent clients before labour boards and other tribunals dealing with employment and labour-related issues, at arbitration hearings and before the courts. We provide comprehensive advice and representation in all areas of employment and labour law including:

- › Collective Agreement Administration
- › Collective Bargaining
- › Directors' Liability
- › Employment Contracts and Executive Compensation
- › Employment Standards
- › Grievance Arbitration
- › Human Rights
- › Mergers and Acquisitions
- › Occupational Health and Safety
- › Pay Equity and Employment Equity
- › Privacy
- › Restructuring Solutions
- › Strikes and Lockouts
- › Terminations and Layoffs
- › Union Certification and Decertification
- › Workers' Compensation
- › Workplace Investigations

We keep our clients up-to-date on new legislation, recent court and arbitration decisions and the evolution of policies of labour relations tribunals and government agencies.

We can call on legal professionals in our Toronto, Calgary, Ottawa, Montréal and New York offices. In addition, we are a founding member of a network of Canadian law firms and we are able to call on local counsel in all Canadian jurisdictions.

U.S./CROSS-BORDER EXPERTISE

Our lawyers receive frequent inquiries about Canadian employment and labour law from U.S. counsel and clients. We have extensive experience guiding U.S.-based employers through downsizings, executive terminations and union organizing efforts, all of which raise different issues and require different solutions in Canada.

EXECUTIVE COMPENSATION

As part of our firm's Executive Compensation Group, we help domestic and multinational businesses create appropriate employment arrangements for their employees and senior executives. We also advise boards of directors and their human resources committees in discharging their duties related to executive compensation matters.

THIRD-PARTY RANKINGS

Chambers Global: The World's Leading Lawyers for Business 2011 cites Osler for its cross-border expertise. Surveys by *Chambers Global*, the *Canadian Legal Expert Directory*, PLC's *Which Lawyer?* and *The Best Lawyers in Canada* have recognized our firm and our legal practitioners for their expertise in employment and labour law. In fact, *Chambers Global: The World's Leading Lawyers for Business 2010* declared Osler "a leader in this field" while the 2011 edition added that sources believe the expertise offered is "really, really good value for money."

CONTACT US

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