

Dan Palayew

Senior Counsel

T 613.787.3523
F 613.230.8842
Ottawa
DPalayew@blg.com

Collective Bargaining
Grievances & Arbitrations
Human Rights
Labour Relations Board Advocacy Work
Labour & Employment

Dan advises employers on a wide range of **labour and employment** issues.

He has experience advising clients on:

- union organizing and certification
- collective bargaining
- injunctions
- wrongful dismissal actions
- employee terminations
- harassment
- arbitrations
- pay equity
- human rights
- occupational health and safety
- workplace safety
- insurance and workplace privacy

He also acts as an investigator and mediator in complex workplace disputes.

Dan has appeared before numerous courts and tribunals, including boards of arbitration, the Ontario Labour Relations Board, the Canada Industrial Relations Board, the Workplace Safety and Insurance Board and Appeals Tribunal, the Ontario Superior Court of Justice, the Ontario Court of Appeal and the Federal Court of Appeal.

Experience

- Represented Telesat Corporation in $2.54B funding agreement (for its subsidiary, Telesat LEO Inc.) for its broadband satellite constellation
- Acts on behalf of employers in employment law litigation.
- Acts on behalf of unionized employers in all aspects of labour law, with a particular expertise in collective bargaining and both rights and interest arbitration.
- Acts on behalf of employers in human rights, workers compensation, pay equity, occupational health and safety, and workplace privacy matters.
- Conducts training sessions for employers on attendance management, performance, workplace privacy improvement, discipline, workplace investigations, unionization, and numerous other topics.

Insights & Events

- Author, "Bill 124: Wage-cap legislation declared unconstitutional by Ontario Superior Court", BLG Article, November 2022
- Author, "Implications of potential EFCA or PRO Act-type legislation for U.S. employers", BLG Article, February 2021
- Speaker, “COVID-19: Guidance for Canadian employers on reopening retail stores”, BLG webinar, June 9, 2020
- Author, "What employers will face as economy reopens" *The Lawyer's Daily*, June 4, 2020.
- Speaker, "Returning to the Workplace: Considerations for Employers During COVID-19," BLG Webinar presented to RBC, May 2020
- Author, "COVID-19: Key considerations for U.S. companies in Canada", BLG Article, May 2020
- Speaker, “Coming out of COVID-19 lockdown: issues, challenges and solutions for employers”, BLG webinar, May 5th 2020
- Speaker, “Coronavirus – Government Employer/Employee Programs”, BOMA webinar, April 21, 2020
- Author, "Canada emergency wage subsidy: Summary & practical guide for employers", BLG Article, April 2020
- Author, "New COVID-19 wage subsidies for Canadian employers", BLG Article, April 2020
- COVID-19 Legal Perspectives: Workplace issues, BLG Video, April 2020
- Speaker, "Your Employee Hiring Toolkit: A Spring Tune-Up," BLG Labour & Employment Breakfast Seminar, June 2019.
- Author, "Clear as Mud: Minimum Entitlements and Termination Clauses — Yet Another Ontario Court of Appeal Decision ", BLG Article, March 2018
- Author, "Bill 148: What Could It Mean to the Retail, Service and Hospitality Sectors", BLG Article, June 2017
- Speaker, "Employment Contracts & Harassment in the Workplace," Not-for-Profit Seminar, June 7, 2017
- Speaker, "Managing Absenteeism & The Duty to Accommodate," Labour & Employment Breakfast Seminar, June 1, 2017
- Author, "Termination Clause Enforceability: Ontario Court of Appeal Attempts to Clarify Enforceable Termination Clauses in Employment Contracts", BLG Article, May 2017
- Speaker, "Mental Health and Medical Issues in the Workplace," Institute of Professional Management's Spring Conference, April 6, 2017
- Speaker, "Dine and Learn Event," HRPA Ottawa Chapter, March 28, 2017.
- Speaker, "Workplace Violence, Sexual Harassment and Investigations," Ottawa Regional Contact Centre Association, February 9, 2017

- Speaker, "Labour & Employment Symposium," BLG Annual Conference, November 22, 201
- Speaker, "Ottawa Law Conference," HRPA Ottawa Chapter, October 27, 2016
- Author, "Fixed Term Contracts: How Two Weeks Pay Became over 27 Months", BLG Article, May 2016

Beyond Our Walls

Professional Involvement

- Executive and Eastern Ontario Regional Representative, Ontario Bar Association Labour and Employment Section
- Human Resources Professionals Association of Ontario (HRPAO)
- Board Member, HRPAO Ottawa Chapter
- Ontario Bar Association
- OBA Privacy Law Section Executive

Community Involvement

- Member, Human Resources Professionals Association of Ontario
- Member, Ontario Bar Association
- Past Member, Board of Directors, Ottawa Human Resources Professionals Association
- Past Chair, Government Affairs Liaison Committee, Ottawa Human Resources Professionals Association

Awards & Recognition

- Recognized in the 2027 edition (and since 2011) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2026 edition of *The Canadian Legal Lexpert Directory* (Workplace Human Rights, Employment Law since 2015, Labour Relations since 2020).
- Recognized in the 2026 edition (and since 2021) of *Benchmark Canada - The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* as a "Litigation Star".
- Recognized in the 2025 edition (and since 2022) of *Lexology Index* (formerly *Who's Who Legal*): Canada (Labour, Employment & Benefits).
- Recognized as a 2023 *Thomson Reuters* Stand-out Lawyer
- Recognized as a 2021 (and since 2018) Acritas Star.

Bar Admission & Education

- Ontario, 1995

- BCL/LLB, McGill University, 1993
- BA, McGill University, 1989

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As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 800 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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