



## Dan Palayew

Partner

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[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.

## Insights & Events

- 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](#)
- COVID-19: Key considerations for U.S. companies in Canada
- 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
- Canada emergency wage subsidy: Summary & practical guide for employers
- New COVID-19 wage subsidies for Canadian employers
- COVID-19 Legal Perspectives: Workplace issues
- Speaker, "Your Employee Hiring Toolkit: A Spring Tune-Up," BLG Labour & Employment Breakfast Seminar, June 2019.
- Clear as Mud: Minimum Entitlements and Termination Clauses — Yet Another Ontario Court of Appeal Decision
- Bill 148: What Could It Mean to the Retail, Service and Hospitality Sectors
- 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
- Termination Clause Enforceability: Ontario Court of Appeal Attempts to Clarify Enforceable Termination Clauses in Employment Contracts
- 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, 2016
- Speaker, "Ottawa Law Conference," HRPA Ottawa Chapter, October 27, 2016
- Fixed Term Contracts: How Two Weeks Pay Became over 27 Months

## Beyond our Walls

### Professional Involvement

- Human Resources Professionals Association of Ontario (HRPAO)
- Board Member, HRPAO Ottawa Chapter
- Ontario Bar Association
- OBA Privacy Law Section Executive

## Community Involvement

- Member, Board of Directors, Soloway Jewish Community Centre
- 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 & Recognitions

- Recognized in the 2021 edition (and since 2011) of *The Best Lawyers in Canada*® (Labour and Employment Law).
- Recognized as a 2019 (and since 2018) Acritas Star.
- Recognized in the 2020 (and since 2015) edition of *The Canadian Legal Lexpert*® *Directory* (Employment Law, Workplace Human Rights) and in 2020 for Labour Relations.

## Bar Admission & Education

- Ontario, 1995
- BCL/LLB, McGill University, 1993
- BA, McGill University, 1989

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