Labour & Employment

Managing a workforce is challenging, especially as businesses try to keep abreast of evolving demographics, technology and legislative changes. Organizations of all size, federally- or provincially-regulated, unionized or non-unionized, benefit from having a trusted legal team who will be their partner in establishing an effective, respectful and legally compliant workplace.

With labour and employment specialists across Canada, we can assemble the best team to meet your specific needs and seamlessly deliver timely, effective strategies and results.

We work closely with other specialized teams across the firm, including those focused on:

- fraud
- class actions
- mergers and acquisitions
- bankruptcy and insolvency
- shareholder disputes

We can assist with drafting and implementing anti-harassment policies and can train management and employees to ensure buy-in and compliance.

We also assist with human resources requirements for your daily operations, including:

- employment contracts
- employment policies and manuals
- employment standards
- human rights issues
- pay equity
- health and safety standards and claims
- compensation
- pensions and benefits
- business immigration

Labour and employment issues can have repercussions across your organization, including those arising from mergers and acquisitions, outsourcing transactions, relocations, reorganizations and closures. We offer advice on preventing litigation where possible and resolving labour and employment disputes in the most effective and cost-efficient manner.

If a matter does come to litigation, we have experience at all levels of court on:

- wrongful dismissal
- constructive dismissal
- class actions
- restrictive covenants and confidentiality obligations
- benefit and compensation plans
- other civil litigation

In unionized workplaces, we advise on and litigate:

- unionization campaigns
- collective bargaining agreements
- unfair labour practices and bad-faith bargaining complaints
- strikes, lockouts and picketing injunctions
- grievances
- arbitration

We also litigate before administrative tribunals, including:

- human rights tribunals
- labour relations boards
- employment standards adjudicators
- workers' compensation boards
- pay equity tribunals
- occupational health and safety adjudicators

As part of our labour and employment practice, we support workplace investigations and have a dedicated team of experts capable of conducting such investigations.

We also provide training on various workplace issues, tailored to the specific needs of our clients.

BLG | Canada's Law Firm

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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