



## Robert Weir

### Partner

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[Labour & Employment](#)  
[Employment Disputes](#)  
[Collective Bargaining](#)  
[Labour Relations Board Advocacy Work](#)  
[Grievances & Arbitrations](#)  
[Human Rights](#)  
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[Human Resources & Labour Relations](#)  
[Education](#)

Robert practises in the area of labour relations and employment law. He advises private and public-sector employers on:

- wrongful dismissal actions
- restraint of trade injunctions
- labour arbitrations
- certifications and unfair labour practice applications
- human rights
- the treatment of employees in corporate transactions
- interest arbitrations under the Hospital Labour Disputes Arbitration Act

Robert regularly appears before courts and administrative tribunals, including the Ontario Superior Court, the Human Rights Tribunal of Ontario and the Ontario Labour Relations Board.

Robert is a member of the firm's [Environmental, Social and Governance \(ESG\)](#) initiative.

## Experience

- *Unantenne v. Hospital for Sick Children*, June 21, 2012 HRTO 1222 (HRTO).
- *The Scarborough Hospital v. OPSEU, Local 581*, February 3, 2012 Can LII 5405 (ON LA).

- *The Scarborough Hospital v. OPSEU Local 581*, April 5, 2011 (Interest Arbitration Award Under the *Hospital Labour Disputes Arbitration Act*).
- *The Scarborough Hospital v. Ontario Nurses Association*, February 2, 2010 CanLII 6546 (ON LA).
- *Sawyer v. Loblaws*, 2011 ONSC 7251 (Ontario Superior Court)
- *Planit Search Inc. v Mann and Grady Management Group Inc. et al* 2013 ONSC 6847 (Ontario Superior Court)
- *The Building Union of Canada v Brookfield Multiplex Construction Limited* 2015 OLRB Case No. 0759-14-R (OLRB)
- *Gholami v. The Hospital for Sick Children et al*, 2017 ONSC 1200 and 2018 ONCA 783 (Ontario Superior Court and Ontario Court of Appeal)

## Insights & Events

- Defending Wrongful Dismissal Claim
- BLG's Labour and Employment Law Newsletter and Education Law Newsletter
- Author, "Instant Replay: Video Surveillance in Schools," 3 RMCE 37
- Author, "Ontario's Employment Standards Act: New licensing requirements for temporary help agencies and recruiters", BLG Article, August 2023
- Environmental, Social and Governance (ESG) Trends: Why it's important and what you need to know, BLG Perspective, June 2023
- Author, "Flexible work arrangements: tax, employment & immigration issues", BLG Article, June 2022
- Author, "Ontario court rejects injunction request brought by employees against COVID-19 vaccine policy", BLG Article, November 2021
- Author, "Infectious disease emergency leave now a defence to common law constructive dismissal claims in Ontario", BLG Article, June 2021
- Author, "Infectious disease emergency leave and common law constructive dismissal claims", BLG Article, May 2021
- Author, "Ontario workers can now access paid COVID-19 sick days", BLG Article, May 2021
- Author, "The right to bare arms: Considerations for COVID-19 vaccines in the workplace ", BLG Article, February 2021
- Author, "Mandatory COVID-19 testing found reasonable in Ontario care home", BLG Article, December 2020
- Author, "Into choppy waters – Canada's highest court creates waves for employers", BLG Article, October 2020
- Author, "Uber v. Heller: Supreme Court applies the law of unconscionability to arbitration agreements and identifies a new role for the Court", BLG Article, June 2020
- COVID-19 Legal Perspectives
- Author, "Novel Coronavirus outbreak: Legal and practical insights and perspectives", BLG Article, January 2020
- Author, "Ontario Government Introduces Legislation to Cap Public Sector Wage Increases", BLG Article, June 2019
- Author, "You Can Go Your Own Way: Notice Periods And The Aging Workforce In Ontario", BLG Article, November 2018
- Author, "Broader Public Sector Compensation: Changes and a new freeze", BLG Article, August 2018
- Author, "Executive Compensation Freeze Returns To The Broader Public Sector", BLG Article, August 2018
- Author, "Bill 148: What Could It Mean to the Retail, Service and Hospitality Sectors", BLG Article, June 2017

- Author, "If You Cannot Say Anything Nice, That May Just Be OK", BLG Article, May 2017
- Author, "Sexual Violence And Harassment Act In Force In Ontario", BLG Article, October 2016
- Author, "Sexual Violence and Harassment Act in Force in Ontario", BLG Article, June 2016
- Author, "Defending Wrongful Dismissal Claim," Employment Law: Solutions for the Canadian Workplace, 2002-present

## Beyond our Walls

### Community Involvement

- Committee member, BLG Tower Power Campaign (five year campaign to raise \$500,000 for the Hospital for Sick Children's Research Tower)

## Awards & Recognitions

- Selected by peers for inclusion in the 2024 and 2022 edition (and since 2014) of *The Best Lawyers in Canada*® (Labour and Employment Law).

## Bar Admission & Education

- Ontario, 1998
- LLB, Dalhousie University, 1996
- BA (Hons.), University of Toronto, 1986

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