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# Employment & Labour

## Profile

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The workplace is an essential part of everyone's livelihood. Ensuring that where we work is fair and productive is essential to our collective success. In recognition of this need, we combine the tenacity and pragmatism of a boutique with the efficiency and knowledge of a large firm to help our clients create and lead healthy workplaces.

### Work Highlights

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#### **Brant Country Board of Education**

- > Won a Supreme Court of Canada ruling that gave educational institutes the final say over classroom placement for children with special needs. This set precedent across Canada

#### **Service provider to the oil and gas industry**

- > Successfully defeated union certification applications in the Alberta and BC oil sands

#### **Mining services company**

- > Successfully resolved aboriginal, human rights and sexual harassment issues for women in a northern diamond mine

*Additional work highlights below*

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### Services

- > Human rights claims

- > Wrongful dismissal
- > Grievances
- > Labour board hearings
- > Contract breaches
- > Privacy
- > Disability benefits
- > Employment standards complaints
- > Restrictive covenants
- > Board hearings
- > Health and safety
- > Workplace BC claims
- > HR policy development
- > Employment agreements
- > Executive compensation
- > Mergers and acquisitions
- > Restructuring
- > Collective bargaining

Our position as a firm deeply rooted in all areas of business brings us an understanding of how employment issues fit into the larger corporate structure. This cross-disciplinary experience gives us a strong knowledge base from which to develop employment innovations that complement our clients who operate across a range of sectors.

We understand the employment relationship and know the importance of a harmonious work environment. This understanding allows us to be practical in helping clients resolve the human and commercial issues related to employment and labour.

With our pragmatic advice and conflict-resolution experience, we ensure that our clients' business is protected with the people it needs to succeed.

## **Chair**

Andrea Raso

[araso@cwilson.com](mailto:araso@cwilson.com)

604 891 7761

## **Additional Work Highlights**

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### **Major Canadian retailer**

- > Co-Counsel in a precedent-setting lawsuit involving mass layoffs across Canada

### **The Toronto Police Services Board**

- > Won high-profile case to help the force get back to work for the safety of the community

### **Toronto Board of Education**

- > Won a Supreme Court ruling stating that school boards are able to discipline teachers after a certain level of conduct is met. This set precedent across Canada

### **Multiple start-ups**

- > Set-up employment policies and offer letters to avoid future severance package liability

### **Leading VFX animation company**

- > Client undertook massive layoffs and triggered group termination provisions. Andrea helped the client resolve this to save \$1.5M.

### **Various employers during employee strikes**

- > Successfully managed disputes in relation to picket lines, violence and mischief issues