



About Us

Devry Smith Frank LLP has advised and advocated for corporations, individuals and small businesses since 1964. We are a mid-market alternative with a reputation for being approachable, professional and practical. Our rapid growth reflects client confidence — confidence we have built one client at a time.

We advise publicly traded financial institutions, emerging private companies, and the nimblest of start-ups. We act as personal counsel to individuals and families on a wide variety of legal needs. Our expertise spans industries as diverse as financial services, insurance, real estate and land development, service companies, professional services, technology, mining, and not for profits.

Devry Smith Frank LLP is honoured to be recognized by the *Globe and Mail* as a leading law firm to the mid-market and entrepreneurial sector.



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EMPLOYMENT

WHAT WE DO

Negotiate, mediate, litigate:

- Severance package disputes
- Wrongful dismissal disputes
- Overtime disputes
- Disability disputes
- W.S.I.B. claims
- Human rights complaints
- Advisory Services

Advise on and draft:

- Workplace safety issues and policies
- Employment contracts
- Employment handbooks, policies and other workplace agreements
- Vacation and leave entitlements
- Social media issues and policies

WHY DEVRY SMITH FRANK LLP?

We understand contracts and know the law

Most employment matters arise from the contractual relationship between the employer and the employee, even though very often all the terms are not spelled out. Concepts such as “severance package,” “wrongful dismissal,” and “constructive dismissal” all derive from the contractual nature of the employment relationship. We can help you navigate through those issues.

We are your human resources legal resource

We can help you with all of your HR issues, from hiring to firing, and assist in all the aspects in between. We can also help develop a set of legal documents for your business, including employment contracts, manuals, policy handbooks and other workplace agreements.

We know both sides

Since we act for both employers and employees, we have the benefit of seeing both sides of the picture and we can anticipate and counter arguments that may be raised.

To learn more about our Employment Law Group, please visit www.devrylaw.ca/toronto-employment-lawyers-employee-law

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