

# EMPLOYMENT LAW



## WHAT WE DO

- Wrongful Dismissal Litigation
- Constructive Dismissal
- Severance Package Review and Negotiation
- Employment and Executive Contracts
- Non-Competition, Non-Solicitation and Confidentiality Agreements
- Taxes and Retiring Allowances
- Workplace Harassment and Bullying
- Workplace Accommodation and Human Rights Litigation
- Disability and Employment Insurance Matters
- Litigation at the Ministry of Labour and the Labour Relations Board



EXPERIENCED



PROFESSIONAL



RELIABLE

## WHY DEVRY SMITH FRANK LLP?

### We understand employment law

Employment law includes legal matters, such as employee terminations, employee contracts and labour law. Layoffs and terminations can be a potential minefield for many employers. Timely advice from our employment lawyers can help you to manage the process, avoid many of the pitfalls that await the unwary, and minimize the cost of staff reductions.

### We are Human Resource friendly

Beyond terminations, we can help you with all of your Human Resources questions such as: overtime, vacations and leave, employees who require accommodations due to illness or disability, discrimination and human rights, retirement, pensions, workplace safety, and issues related to drug and alcohol testing in the workplace. We can also help you develop a set of legal documents for you to use in your business such as: employment contracts, policy handbooks (including workplace harassment and violence policies) and other agreements.

### We know both sides

Since we act for both employers and employees, we have the benefit of knowing both sides of the picture which helps us to anticipate and counter arguments before they arise.

To learn more about our Employment Law Group, please visit:

<https://devrylaw.ca/employment-law/>

## ABOUT US

Devry Smith Frank LLP has advised and advocated for corporations, individuals and small businesses since 1964. We are a mid-size firm 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*  
LAWYERS & MEDIATORS

Toronto  
Barrie  
Whitby  
Collingwood  
Haliburton  
Midland  
Stouffville



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