

EMPLOYMENT AND LABOUR LAW

WHO WE ARE

Since 1964, Devry Smith Frank LLP (DSF) has been a trusted advisor and advocate for corporations, individuals, and small businesses. The enduring relationships we've developed with our clients form the solid foundation on which the firm has been built. Our law firm is comprised of over 175 dedicated legal and support staff to better service your needs. We are driven by delivering value to our clients in all that we do.

We have extensive experience advising human resources professionals and inhouse counsel on employment and labour matters. DSF provides approachable, professional, and affordable client-tailored service. As a team, we work to efficiently offer you the expertise and resources you need to achieve the best possible legal results. Our clients include banks, insurance companies, retail establishments, and healthcare organizations, to name just a few.

www.devrylaw.ca



DEVRY SMITH FRANK *LLP*
Lawyers & Mediators



LABOUR LAW EXPERTS

DSF's experienced team of labour lawyers can provide strategic advice and representation for employers on all issues of labour law. We offer expertise in the following areas:

Union Organizing

DSF lawyers effectively represent employers in certification applications and unfair labour practice complaints before labour boards. Our lawyers also help employers develop employment policies, contracts, and strategies to support positive employee relations in order to reduce union organizing and activity.

Collective Bargaining

Whether negotiating a collective agreement, interpreting the collective agreement, or preparing for interest arbitration, our lawyers can help. We are able to assist employers in negotiating collective agreements that maintain positive labour relations and meet the needs of the business.

Strikes/Lockouts/Injunctions

We advise employers on their rights during a strike or lockout and picketing by unions. As well, we help employers develop effective communication and business continuity plans in preparation for a work stoppage. Our lawyers represent employers before the labour board on unfair labour practice complaints and the courts for labour injunctions.

Grievance Arbitration

We advise employers throughout the grievance process and represent employers at arbitration. DSF lawyers represent on matters including discipline, discharge, contracting out, classification, management rights, benefits, human rights, and accommodation grievances.

"I would like to express my thanks to Larry Keown and his team for their hard work and dedication in resolving a long and complicated employment matter. DSF is a law firm with great integrity, they truly demonstrated that they had my best interest at heart."

Ms. K., Client

"Marty kept the case strong and gave me strength every time I was down. He took on the case when no other lawyer wanted to deal with it, stayed focused and transparent, and followed through until the end. I strongly recommend him for any legal case."

Nathalie Hamza, Client



HUMAN RESOURCE LAW SERVICES

At DSF, our employment lawyers offer a full range of services, from providing strategic advice on restructuring and contracts to defending human rights and wrongful dismissals claims. We can help you with all of your Human Resource (HR) questions: terminations, overtime, vacation, statutory leaves, disability, discrimination and human rights, retirement, pensions, health and safety, or workplace testing. Our team provides the following services:

- **Day-to-Day Advice**

We can help you navigate through difficult employment situations or be your “sounding board” for day-to-day HR issues.

- **Drafting Effective Employment Contracts & Policies**

We help employers draft employment contracts and policies to suit your business and comply with applicable laws. The right contract and policies can minimize severance costs and protect an employer’s business, as well as assist in good employee relations.

- **Disability Management and Defending Claims**

Dealing with disabled employees during and after employment presents many challenges. At DSF, we cross-train our lawyers in employment law and insurance defence. This allows us to help employers effectively defend and manage lawsuits for employee disability benefits.

- **Effective and Practical Representation**

Our employment lawyers represent employers before the courts, labour boards and human rights tribunals. We can help you navigate claims under the *Employment Standards Act, 2000*, the *Canada Labour Code*, and the *Human Rights Code*.

- **Effective Advice in a Sale of Business or Mass Layoff/Termination**

Our employment lawyers work with DSF corporate lawyers to ensure we provide strategic advice in a purchase or sale of business. Our expertise in handling mass layoffs and terminations is unparalleled. Our lawyers have advised on some of the largest employment terminations in Canada.

- **Human Rights and Harassment Advice & Training**

Whether you need advice on handling a discrimination complaint or representation before the Human Rights Tribunal, we are here to help you. We also have lawyers who can provide training in your workplace and can act as independent investigators.



DEVRY SMITH FRANK *LLP*

Lawyers & Mediators

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