

# WHO WE ARE

DSF takes pride in its unique ability to provide quality legal services to clients. Not only do we have a group of skilled lawyers who can handle your employment matters, we also have over 70 lawyers practising in virtually every other area of law. This means that we have the expertise to handle any other legal needs that are related to your employment matter.

Since we act for both employers and employees, we have the benefit of seeing both sides and can anticipate the arguments that will be put forward by opposing counsel. We can assist you with terminations and other human resources issues including; overtime, vacations, leave, discrimination and human rights as well as WSIB claims. We can also help you draft employment contracts and policy handbooks.

DSF is here for all your legal employment needs. We regularly advise employers in stressful areas like terminations, workplace conflict and other employment issues. Our lawyers and staff take the time to listen and understand your challenges. We will advocate for you vigorously to ensure that your company's employment rights are upheld.

DSF is also pleased to inform that we have merged our offices with Woitzik Polsinelli, *LLP* ("WP Law").

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EMPLOYMENT LAW

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## TOP 5 REASONS TO HIRE EMPLOYMENT LAWYER

1. To prevent lawsuits from employees
2. To ensure that employees are paid the correct amounts upon termination without cause
3. To ensure that your company is complying with human rights laws
4. To ensure that you have appropriate policies and procedures in place to address employee complaints
5. To draft employment contracts to protect your company's confidential information and which prevent former employees from soliciting your customers after termination

We handle matters related to:

- 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

## WE KNOW BOTH SIDES

Because we act on behalf of both employers and employees we can anticipate the arguments that will be made by opposing parties and be prepared with the appropriate response.

For employers:

- Human resources issues
- Workplace safety concerns
- Employment contracts
- Workplace policies
- Termination packages

For employees:

- Harassment in the workplace
- Accommodation of disabilities
- Termination packages
- Employment contract negotiations
- Wrongful dismissals

## 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.



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