

Employment Law: Services for Employers

If you are an employer of executives, managers or other non-unionized employees, we can work with you and your organization to implement best practices across a full range of employment related matters, ensuring full compliance with all current employment law.

Feel free to contact us at any time to discuss, in complete confidence, the nature of any employment challenge you may be facing.

Our Employer Services include, but are not limited to:

Compliance With Employment Related Legislation

- Draft policies and procedures for compliance with both federal and provincial legislation and regulations, including but not limited to the Employment Standards Act, Ontario Human Rights Code, Canada Labour Code, Canadian Human Rights Act, and Occupational Health & Safety Act
- Provide updates on new or amended legislation

Strategies for Effective Employee Management

- Draft effective employment policies, procedures, manuals
- Draft employment offers and contracts, including executive contracts
- Develop and implement attendance and performance management strategies and procedures
- Provide advice on effective management of employee leaves of absence
- Devise accommodation plans for short and long term employee disabilities
- Provide insight and information on employer obligations regarding the development, and use of, social media in the workplace
- Develop and implement policies for progressive discipline, including termination for just cause
- Provide advice and implement terminations without just cause
- Provide advice regarding restructuring and redundancies, including, where necessary, assisting in the preparation of all necessary documentation for terminations not for cause

Commercial Services

- Assistance in understanding director and officer liability
- Assistance in understanding director errors and omissions
- Drafting Shareholder Agreements
- Provide advice and representation with shareholder issues in employment or partnership relationships

- Assistance with complex issues relating to corporate partnerships, restructuring and reorganization

Compensation and Benefits Services

- Develop benefit solutions that meet your business needs while promoting compliance with employee benefit plan laws
- Provide advice and support on a wide range of employee benefit programs, such as:
 - tax-qualified pension plans
 - tax-qualified profit-sharing plans
 - executive compensation arrangements
 - health and welfare benefit plans
 - employee stock ownership plans
 - fringe benefit programs
- Draft and amend pension and welfare benefit plans, as well as executive compensation arrangements
- Provide advice on complex employee compensation and benefits issues arising from mergers, acquisitions and other significant corporate transactions

Workplace Investigations

- Provide assistance in recognizing the need for workplace investigation
- Provide assistance and direction with, or undertaking fully on your behalf, workplace investigations

Litigation and Tribunal Services

- Provide expert assistance in helping you deal with all manner of litigation, including, but not limited to, defending against allegations of Unfair Dismissal/Wrongful Termination
- Responding to and representing you against discrimination and harassment allegations/complaints, whether under provincial or federal human rights legislation or under the Occupational Health and Safety Act
- Responding to and advising you on workplace violence matters

Services for Employers include:

- Compliance issues
- Employment Manuals, Policies and Contracts/Offers
- Risk Management and employment issues involved in corporate restructurings and redundancies
- Compensation and benefits
- Employee management and progressive discipline
- Workplace Investigations
- Terminations

KOSKIE MINSKY

JUSTICE MATTERS

To view services offered for employees, please click here.