



Managing Valuable Human Capital

Lang Michener's Employment and Labour Law Group can help manage one of your business' most valuable resources - its people.

Helping Navigate Change

Ensuring legal compliance under federal and provincial employment and labour laws demands that in-house counsel and human resource professionals stay informed to protect their businesses. Lang Michener's employment and labour lawyers understand the complicated maze of rules and regulations that define the modern workplace and can keep you up to date on new developments.

Our Services Create Better Solutions

We use our experience to provide the best solution to a particular employment or labour issue, including advising on:

Employment Law:

- Wrongful dismissal;
- Constructive dismissal;
- Terminations for cause (insubordination, absenteeism, dishonesty, performance);
- Unjust dismissal of federally-regulated employees;
- Employment issues which arise in restructuring and implementing the sale of assets or shares;
- Preparing employment contracts and agreements, including non-solicitation and non-competition agreements;
- Drafting effective policies;
- Directors' liabilities and responsibilities, fiduciary duties and corporate governance matters;
- Employment standards (overtime, vacation pay, leaves of absence, statutory holidays);
- Harassment and human rights; and
- Workers' compensation, health and safety, and employment insurance.

Labour Law:

- Maintaining a non-union workforce;
- Collective bargaining;
- Grievance and interest arbitration;

Employment and Labour Law

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- Negotiating settlements to such claims; and
- Labour Board hearings.

Our Employment and Labour Law Team Drives Results

Our employment and labour lawyers at Lang Michener have the experience, the depth, and the resources to help you with all aspects of employment and labour matters. Our lawyers provide advice and representation on a broad range of employment and labour issues, including hiring and termination, restructuring, dispute resolution, employment standards, human rights, collective bargaining, labour relations and labour board proceedings, occupational health and safety and workers' compensation. Our clients include many of Canada's largest corporations. We also help our clients stay informed by conducting seminars for other lawyers, clients, and human resources personnel on the current state of employment and labour law.

Our team of experienced and practical-minded lawyers understands the types of complexities your organization faces. Our lawyers represent local and international corporations in a full range of workplace issues including those which arise on mergers and acquisitions, in the daily operation of your business and under local, provincial and federal statutes and regulations.

Our practitioners commonly appear before all levels of courts, including the Supreme Court of Canada, provincial labour relations boards, the Canada Industrial Relations Board, Employment Standards referees, the Workplace Safety and Insurance Board and Tribunal, and grievance and interest arbitrations.

We Wrote the Book

Several members of our Employment and Labour Group co-edit the *Dismissal and Employment Law Digest*, which reviews every dismissal and employment law case across Canada. Members of the group have published notable works, including Howard A. Levitt, who is the author of Canada's leading dismissal text book, *The Law of Dismissal in Canada* and *The Quick Reference Guide to Employment Law*. Mr. Levitt also produced the *Wrongful Dismissal* video for *Canada Law Book*.

About Lang Michener

Lang Michener is a leader in Canada's legal profession and has been for more than 80 years. Our international firm, with offices in Toronto, Vancouver, Ottawa and Hong Kong, has over 200 dynamic professionals who provide effective, innovative solutions to Canadian and international clients.

For more information, please visit our website langmichener.ca.

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