

MINKEN

EMPLOYMENT LAWYERS

Your Work is Our Business

Seminar: Employer Protection from Employee Related Liability

The Fair Workplaces, Better Jobs Act, 2017 will soon be implemented in Ontario. Find out how this will impact your business and what you can do, if anything!

Today, businesses navigate through a quagmire of workplace liability issues. Human Rights allegations, along with requests to accommodate, greatly effect business. Wrongful terminations, constructive dismissal, and employees poaching customers and joining competitors, along with breaches of confidentiality are costly and have resulted in the failure of some businesses.

This seminar is geared to helping management and owners, equipping them with vital knowledge on how to protect your company and yourself from lawsuits and complaints to the Ministry of Labour and the Human Rights Tribunal.

Learn about the latest employment laws, how they apply to you, and what you should do!

Length: 1 - 2 hours including Q & A. Can be customized to address your needs.

For further information, please contact us.

Fair Workplaces, Better Jobs Act, 2017 Changes to the Employment Standards Act, 2000

- | | |
|--|---|
| <ul style="list-style-type: none">• Minimum Wage Increases• Equal Pay for Equal Work• Employee Misclassification• Overtime Pay• Public Holiday Pay | <ul style="list-style-type: none">• Paid Vacation• Expansion of Leaves• Payment of Employees• Increased Penalties for Non-Compliance• Increased Enforcement |
|--|---|

Human Rights & Accommodation in the Workplace

- | | |
|--|--|
| <ul style="list-style-type: none">• Illness & Disability• Religious Symbols & Dress | <ul style="list-style-type: none">• Child & Elder Care• Transgender Employees |
|--|--|

High Risk Areas of Liability & Cost

- | | |
|--|--|
| <ul style="list-style-type: none">• Wrongful Terminations• Poaching Customers | <ul style="list-style-type: none">• Wrongful Competition• Breaching Confidentiality |
|--|--|

Minken Employment Lawyers is a specialty employment law boutique that provides expert legal services on a full range of workplace issues to employers, employees, law firms, corporate counsel, and human resource departments in a variety of industries. Through 28 years of experience, the firm has developed insightful, comprehensive and practical strategies for winning client cases.

Minken Employment Lawyers provides guidance, advice and representation with respect to all areas of employment law, including the Hiring Process; Employment and Workplace Policies; Rights and Obligations of Employees and Employers; Employment Terminations; Human Rights in the Workplace; Harassment and Discrimination in the Workplace; Breach of Non-Competition, Non-Solicitation, and Confidentiality Clauses; Employment Standards and other legislation compliance and more.

Lawyers of the firm regularly write articles for publication in *Canadian Employment Law Today*, *Canadian HR Reporter*, *The Canadian Employer*, *HR Professional*, *The Voice*, and *Law Times* and have presented at the Canada-UK Chamber of Commerce in London, England, numerous business shows, corporate functions, and professional development seminars held by The Law Society of Upper Canada, Ontario Bar Association, Osgoode Hall Professional Development Centre, York Region Law Association, Human Resources Professionals Association, Chambers of Commerce as well as legal publishers such as Thomson Reuters/Carswell.



Ronald S. Minken (B.A. (Hons.), LL.B.) founder of Minken Employment Lawyers, internationally known, and since 2008 has been named one of Canada's Top

Employment Law Practitioners, as selected by *Canadian HR Reporter*. After 28 years' experience in handling Ministry of Labour complaints, Ron has a proven track record with helping employers confronted with these issues, along with assisting in terminations, human rights, and unlawful solicitation and competition by ex-employees.



Kyle D. Burgis (B.A. (Hons.), LL.B.), with the firm since 2008, strategically advises and represents small to large employers across Ontario with respect to Employment

Law matters. Having successfully guided many employers through such issues as human rights complaints, wrongful and constructive dismissals, employment standards complaints and contract disputes, Kyle has found that the best way to make a difference for his clients is through prevention and resolution of employment law issues.



Sara A. Kauder (LL.B.), with the firm since 2004, applies a pragmatic, bottom line approach when representing employers with respect to the issues that arise during the life of

an employment relationship. Sara represents employers across a variety of industries. She guides and assists employer clients to navigate issues relating to employment agreements, wrongful and constructive dismissal, human rights issues, employment standards complaints and the enforcement of non-competition and non-solicitation clauses.



Aneesha C.S. Lewis (B.A. (Hons.), J.D.) joined Minken Employment Lawyers after having worked for the Ministry of Labour, where she became well-versed in

employment-related statutes. Aneesha has experience in employment standards, occupational health and safety, and human rights law. Using this knowledge, Aneesha is well equipped to advise employers on their obligations with respect to workplace issues.