



MINKEN *Est. 1990*

EMPLOYMENT LAWYERS

— WORKPLACE LEGAL HELP —

“Your Workplace is Our Business”

*Empowering
Workplaces
Across Canada
Since 1990*

Established in 1990, as one of Canada's first Employment and Litigation Boutique law firms, we have almost 40 years of skill, reputation and experience in advising Employers on Employment, Labour, and Human Rights Law in almost every industry.

Our expertise is advising on Employment and Human Resource strategies to minimize liability. We are also skilled advocates, in and out of the Courtroom. We have a national presence, working in almost every sector across Canada. Our commitment is to bring you value by providing the most cost-effective solution possible!



We **FOCUS** only on *Employment Law & Litigation*.



We **HELP** employers of all sizes in almost every industry.



We **ADVISE** owners, management and HR on Workplace strategies.



We **ADVOCATE** and **LITIGATE** to protect our client's interests.

We **BUILD** long-term relationships with our clients.



We **VALUE** client service and professional excellence.

We **BRING** value and experience

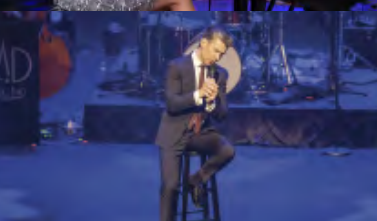


We **EDUCATE** clients across Canada through workshops and training seminars.

We **AUTHOR** articles and blogs in national Human Resource publications.



We are **INTERVIEWED** by Canadian News Media on Employment Law.



We **SPEAK** at local and international conferences on Employment Law.

We **GIVE BACK** and **SUPPORT** our clients and communities. (MEL "All That Jazz" Series, and more!)



Ronald S. Minken is the Founder and Managing Principal of Minken Employment Lawyers (Est. 1990). Graduating from Osgoode Hall Law School in 1988, Ron has almost 40 years of experience, skill and reputation. Ron began his career through excellent mentorship which he now passes on to his team of accomplished lawyers. Ron has been counsel of Court Record in about 600 Court cases and advocated for over 15,000 clients. He is known as a leader and an authority in Employment Law and related Litigation, being a National Columnist for Canadian HR Reporter and HRD Canada. Ron has published hundreds of Employment Law articles/blogs and for decades been a regular contributor to national human resources and legal publications. He has been interviewed by Canadian News media including Canada Justice TV on Workplace Romances and Canadian HR Reporter on Employment Contracts and numerous other topics. Ron has also authored numerous Workplace Guides on various leading topics. Ron has been consistently selected as one of the Top Employment Law and Labour lawyers in Canada and won awards such as the Canadian HR Readers' Choice Award. In Ron's personal time, when not listening to jazz or introducing the latest jazz artist at a MEL event, he will be skiing on a black diamond run in the Rockies or cycling through Niagara-on-the-Lake, Collingwood or the Okanagan.



HIRING

- ✓ Candidate Interviews
- ✓ Employment Contracts
- ✓ Independent Contractor Agreements
- ✓ Workplace Policies
- ✓ Global Employers and Business Immigration
- ✓ Startups

WORKPLACE VIOLENCE & HARASSMENT

- ✓ Defining Workplace Violence & Harassment
- ✓ Workplace Policies
- ✓ Workplace Investigations
- ✓ Workplace Safety & Insurance
- ✓ Occupational Health & Safety

HUMAN RIGHTS & ACCOMMODATION

- ✓ Prohibited Grounds
- ✓ Human Rights Policies
- ✓ Duty to Accommodate
- ✓ Responding to Human Rights Complaints

PERFORMANCE MANAGEMENT & DISCIPLINE

- ✓ Performance Reviews / Performance Improvement Plans
- ✓ Workplace Investigations
- ✓ Disciplining & Terminations
- ✓ Claims Against Employees

TERMINATIONS & LAYOFFS

- ✓ Reviewing Hiring Letters & Employment Agreements
- ✓ Termination Without Cause
- ✓ Termination for Just Cause
- ✓ Temporary Layoffs
- ✓ Advising and Creating Termination/Severance Packages

MINISTRY OF LABOUR COMPLAINTS & OLRB APPEALS

- ✓ Non-Unionized Workplaces
 - ✓ Ministry of Labour Complaints
 - ✓ Appeals of Ministry of Labour decisions
- ✓ Unionized Workplaces
 - ✓ Union Certifications
 - ✓ Grievances
 - ✓ Unfair Labour Practices



LITIGATION & APPEALS

- ✓ Litigation Process
- ✓ Motions and Mandatory Injunctions
- ✓ Mediation Process
- ✓ Representation at Trials and Tribunals
- ✓ Appeal Court Process
- ✓ Appeals to the Divisional Court and Court of Appeal
- ✓ Appeals to the Supreme Court of Canada

WORKPLACE INVESTIGATIONS

- ✓ Discreet guidance provided to HR
- ✓ Thorough independent workplace investigations
- ✓ Comprehensive and detailed Investigation Reports with recommendations

EMPLOYMENT HR AUDIT

- ✓ What is an Employment HR audit?
- ✓ How will an Audit help us?

**Scan to learn
more about how
we can help
your workplace
on our website.**



We educate by arranging Employment Law seminars, training sessions and workshops on topical subjects such as:

- Employment Law in the Post-COVID-19 Era
- Strategically Drafting Employment Contracts and Pitfalls to Avoid
- Hiring & Firing Strategies
- Performance Management
- Workplace Violence & Harassment Investigations
- Discrimination in the Workplace – Your Next Step



We publish Workplace Employer Guides such as:

- Workplace Guide - Sexual Harassment & Sexual Assault – Part I
- Workplace Guide - Investigations of Sexual Harassment & Sexual Assault – Part II
- Employer's Guide to the New Electronic Monitoring Law
- Employers' Guide to the Electronic Monitoring Policy
- Employer's Guide to the Right to Disconnect Law
- Employer's Guide to COVID-19 & the Workplace
- Employer's Guide to COVID-19 Vaccinations in the Workplace
- Employer's Guide to Returning to the Workplace Post COVID-19



- Employer's Guide to Accommodation in the Workplace
- Employer's Guide to Return to Work – Employment Law & Mental Health
- Employer's Guide to Sick Leave
- Employer's Updated Guide to Sick Leave – Recent Amendments to the ESA
- Employment Contracts 101
- Employment Terminations 101





We **author** topical articles/blogs, case summaries, and video blogs, available on our website, social media and also in publications such as Canadian HR Reporter and Human Resource Director Canada.

We **publish** a monthly e-newsletter which focuses on recent case law and legislation.



We are frequently **interviewed** by Canadian News Media on emerging current events and Employment Law news topics.



Interviewed by

- National Post
- The Globe & Mail
- The Financial Post
- CBC
- Global News
- Toronto Star
- TVO
- Thomson Reuters/Carswell – Key Media
- Canadian HR Reporter
- Human Resource Director Canada (HRD Canada)
- Canadian Employment Law Today (CELT)
- Canadian Justice TV
- Canadian Business Magazine
- Canadian Safety Reporter
- The Canadian Employer
- Law Times
- HR Professional
- Bloomberg BNA
- The Hill Times
- Magazine for Business
- Zoomer Radio

CANADIAN
HRReporter

HRD
HUMAN RESOURCES DIRECTOR
CANADA

THE GLOBE AND MAIL*

 **CBC**

NATIONAL POST

Global
NEWS

FINANCIAL POST

Published in

- Canadian HR Reporter
- Human Resource Director Canada (HRD Canada)
- Canadian Employment Law Today (CELT)
- Canadian Business Magazine
- Canadian Safety Reporter
- The Canadian Employer
- Law Times
- HR Professional
- The Voice
- Magazine for Business
- Law Society of Ontario
- Ontario Bar Association

CB

LAW TIMES

 **Law Society**
of Ontario

Barreau
de l'Ontario

 **ONTARIO**
BAR ASSOCIATION
A Branch of the
Canadian Bar Association



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Guest Speaking at

- Thomson Reuters/Carswell – Key Media
- Ontario Municipal Human Resources Association
- Human Resources Professional Association
- Canada-UK Chamber of Commerce - London, England
- Law Society of Ontario
- Ontario Bar Association
- York University
- Osgoode Professional Development
- City of Markham
- Workforce Planning Board of York Region
- Canadian Manufacturing Network
- Niagara Hotel Association
- Financial Executives International Canada
- Independent Diagnostics Association
- Real Estate Academy
- PKF North America
- Southlake Futures
- Power Stream
- Central 1
- The Talent Company
- Feldman Daxon Partners
- LHH | Knightsbridge
- Verity International
- Markham & Richmond Hill Boards of Trade
- Newmarket, Vaughan, & Aurora Chambers of Commerce
- VPI-Inc.



CORPORATE SUPPORT

For almost 40 years, we have been supporters of numerous business associations, such as the Human Resources Professional Association, York Region Law Association, Association of Canadian Chinese Entrepreneurs, Business Women's Network of York Region, North Toronto Women's Business Association, Richmond Hill & Markham Chinese Business Association, York Technology Association, York Technology Alliance, the Flato Markham Theatre, Markham & Richmond Hill Boards of Trade, and Newmarket Chamber of Commerce

We also sponsor teams and tournaments for young local athletes, such as the Markham Waxers, Unionville Minor Hockey Association, Unionville Minor Softball, and Unionville Jets.



ARTS & CULTURE

In 1993 we began supporting live music and local culture at the Flato Markham Theatre. Since 2011 we have presented the Minken Employment Lawyers “All That Jazz” Series at the Flato Markham Theatre. We also support the TD Markham & Niagara Jazz Festivals, and not-for-profit organizations.



COMMUNITY HEALTH & WELLNESS

Our firm supports causes which our staff participate in, such as the Walk to Conquer Cancer. We also support causes that are personally important to the health of our staff members and that benefit the community as a whole.

We donate and support, in various roles, the Markham Stouffville Hospital, Heart and Stroke Foundation of Canada, Community Living York South, Community Living Central York, York Region Food Network, Evergreen Hospice, Rose of Sharon, Yellow Brick House, Richmond Hill Hospice, Markham Transit for the Disabled Charitable Foundation, Participation House, Jack.org Ride for Youth Mental Health, Road Hockey to Conquer Cancer, Inn From The Cold, Hockey Helps the Homeless, Rotary Club, and have also supported and contributed to fundraising events for the expansion of the Markham Stouffville Hospital, along with donating funds to other organizations.



CHARITABLE DONATIONS

We have made charitable donations to the Flato Markham Theatre, TD Markham Jazz Festival, Niagara Jazz Festival, Roy Thomson Hall, JAZZ.FM91, 105.9 The Region, Unionville Presents Thursday Nights at the Bandstand, Doors Open Markham, humanitarian causes and disaster relief work, and other local charities.



SUPPORTING LOCAL & CANADIAN ECONOMY

We have always believed in stimulating our local economy by hiring local and using local vendors wherever possible and we have never outsourced any legal work or use vendors outside Canada.





CONTACT US

For more information or an initial consultation, please call or email us. We look forward to speaking with you.

Phone: 905-477-7011

Toll-Free: 1-866-477-7011

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contact@minken.com



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