

Legal Strategies For Dealing With Difficult Employees and Getting Ready for the New Normal

written by Rory L | May 9, 2022



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SPEAKERS: Evan Campbell and Erin Minuk

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Employers are dealing with a number of issues as they begin transitioning employees back into the workplace or as they transition employees to a permanent remote work set-up. This presentation will provide an in-depth analysis of how employers should appropriately navigate employee objections to returning to the workplace (e.g., what they can ask, what reasons may be legitimate, when employees may be challenged, etc.); strategies for dealing with human rights issues in the return to work process (and what the duty to accommodate means in the age of COVID-19); and legal considerations associated with a workforce who may be working from home on a more permanent basis.

Evan Campbell – Evan assists private and public sector employers with a variety of issues including discipline and terminations, employment standards, human rights, employment contracts and workplace policies, workers compensation, and industrial and construction labour relations. Evan has extensive experience litigating matters involving wrongful dismissals, grievance arbitrations, the Workplace Safety and Insurance Act, the Occupational Health and Safety Act, and the Labour Relations Act. He regularly acts as chief spokesperson during collective bargaining and as lead counsel in arbitrations, before the Courts and numerous tribunals including the Ontario Human Rights Tribunal, the Ontario Labour Relations Board, the Workplace Safety and Insurance Appeals Tribunal.

Erin Minuk – Erin provides sensible and tailored advice to employers on a variety of labour and employment law matters including labour relations, human rights, privacy,

employment standards, occupational health and safety, and wrongful dismissals. Her practice encompasses unionized and non-unionized workplaces for both federally and provincially regulated employees.