



Peter Straszynski

Partner, Employment & Labour Group

PHONE 416 777 5447

EMAIL pstraszynski@torkinmanes.com

PETER STRASZYNSKI IS A TORONTO EMPLOYMENT & LABOUR LAWYER WITH OVER 25 YEARS EXPERIENCE.

In both union and non-union settings, Peter assists his clients with all of their issues, from the hiring to the post-termination stages of employment.

Peter provides proactive advice to employers on contracts of employment, restrictive covenants, workplace policies, Employment Standards (and other legislative) compliance, strategic direction on discipline and termination, preparation and negotiation of severance packages, and the resolution of all manner of workplace disputes.

Peter represents his clients in various court and administrative tribunal proceedings, including wrongful dismissals, applications for injunctive relief, Employment Standards and Employment Insurance proceedings, as well as the defence of provincial charges under the *Occupational Health and Safety Act*.

Peter advises clients on human rights matters and, where necessary, represents them in proceedings before the Ontario Human Rights Tribunal.

In the union environment, Peter helps employers resist union certification attempts, deal with the daily administration of collective agreements, defend unfair labour practice complaints or other applications under the *Labour Relations Act*, and resolve or litigate grievances before boards of arbitration.



Peter Straszynski

Partner, Employment & Labour Group

PHONE 416 777 5447

EMAIL pstraszynski@torkinmanes.com

10 GOOD REASONS TO CALL PETER:

- **Screening Applicants.** *What kind of screening is available and appropriate in the circumstances?*
- **Hiring Employees.** *Do we need a written contract and what goes in it?*
- **Disciplining Employees.** *What are an employer's rights and what is "Just Cause" for termination?*
- **Terminating Employment.** *What are an employer's obligations, what documents are required and what can be done to limit exposure to dismissal claims and damages?*
- **Competing Employees.** *An employee has left and is competing and soliciting client business. What are an employer's rights and what recourse can be taken?*
- **Buying or Selling a Business.** *What happens to employees and what due diligence is involved?*
- **Applications for Certification.** *How does an employer respond and resist a Union's attempt to unionize its workplace?*
- **Disability and Pregnancy Leaves of Absence.** *What are an employer's obligations to accommodate and/or reinstate?*
- **Allegations of Workplace Sexual Harassment.** *When and how to conduct an investigation and how to properly deal with the results?*
- **Employment Standards Act** or other statutory complaints.