



## Daniel Pugen \*

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*\* Legal services provided through Daniel M. Pugen Professional Corporation*

Daniel is a partner of the firm and the Chair of our Employment & Labour Group. Prior to joining Torkin Manes, Daniel was a partner at a national, full-service law firm where he practised for over 10 years.

Daniel represents and advises management and employers on a wide variety of labour, employment and human resources/workplace issues. His labour relations practice involves responding to union certification drives and unfair labour practice complaints and also representing clients at labour board proceedings, grievance arbitration and collective bargaining. His employment practice is varied and deals with all aspects of the employment relationship from hiring to termination, including employment standards compliance and complaints, employment contracts and policies, attendance/disability management, privacy issues, termination/severance obligations, departing employee obligations and restrictive covenants.

Daniel is regularly asked by clients to assist with human rights compliance and training and to also represent clients in human rights proceedings. Daniel also has experience in workers' compensation and occupational health and safety and assists clients with regulatory compliance, responding to Ministry of Labour orders and defending employers in health and safety prosecutions. Finally, Daniel also advises on labour and employment issues that arise in the context of a corporate transaction.

He has represented clients in most sectors of the economy and in both the private and public/broader public sectors, including in the fields of manufacturing, finance, energy, property management, insurance, technology, retail, social and community services, health care and developmental services. He has appeared as lead counsel in litigation matters before labour and employment tribunals and the Courts, including in cases before the Ontario Labour Relations Board, the Canada Industrial Relations Board, Grievance Arbitrators, the Human Rights Tribunal, the Workplaces Safety and Insurance Appeals Tribunal, The Financial Services Tribunal, the Superior Court of Justice and the Divisional Court.

Daniel regularly provides training on workplace and human resources issues, with a particular focus on workplace violence and harassment, health and safety due diligence and labour/management relations. He also regularly speaks at conferences and is widely published on labour and employment issues.

### Expertise

- ▶ Employment & Labour

### Awards & Recognition

*The Best Lawyers in Canada*

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## Publications & Presentations

- ▶ Mar 01, 2022 | [Torkin Manes LegalPoint](#)  
*Working for Workers Act- Take Two*
- ▶ Feb 17, 2022 | [Torkin Manes LegalPoint](#)  
Statutory Ban On Non-Competition Clauses Does Not Apply To Agreements Entered Into Prior to October 25, 2021
- ▶ Oct 26, 2021 | [Torkin Manes LegalPoint](#)  
Ontario Government Seeks to Protect Workers by Proposing Unique Changes to Employment Standards Legislation
- ▶ Apr 30, 2021 | [Novel Coronavirus \(COVID-19\)](#)  
Ontario Government Mandates Paid Sick Leave
- ▶ Jan 14, 2021 | [Novel Coronavirus \(COVID-19\)](#)  
Government Mandates Staying Home: Notes for Employers
- ▶ Sep 11, 2020 | [Torkin Manes LegalPoint](#)  
Ontario Government Extends Lay-Off Periods and Provides Further Temporary Relief Under the ESA
- ▶ Jun 01, 2020 | [Novel Coronavirus \(COVID-19\)](#)  
Temporary Relief for Employers - New Employment Standards Regulation
- ▶ Apr 24, 2020 | [Novel Coronavirus \(COVID-19\)](#)  
Government Passes Emergency Order for Mental Health Agencies
- ▶ Apr 08, 2020 | [Novel Coronavirus \(COVID-19\)](#)  
Ontario Government Issues Emergency Order for Developmental Services Agencies
- ▶ Apr 06, 2020 | [Novel Coronavirus \(COVID-19\)](#)  
Emergency Measures in Retirement Homes
- ▶ Mar 20, 2020 | [Novel Coronavirus \(COVID-19\)](#)  
Province of Ontario introduces amendments to the *Employment Standards Act* to protect workers during the COVID-19 crises
- ▶ Mar 04, 2020 | [Torkin Manes LegalPoint](#)  
Labour Board Clears The Road For Food Couriers to Unionize
- ▶ Nov 20, 2019 | [Torkin Manes LegalPoint](#)  
Ontario Government Passes Wage Restraint Legislation
- ▶ Jul 12, 2019 | [Torkin Manes LegalPoint](#)  
Diversity and Inclusion Policies in the Workplace  
*E-Alert*
- ▶ Apr 08, 2019 | [Torkin Manes LegalPoint](#)  
The Ontario Government Eliminates Certain Ministry of Labour Approvals  
*Torkin Manes LegalPoint*
- ▶ Feb 20, 2019 | [Torkin Manes LegalPoint](#)  
WSIB's New Policy On Medical Cannabis Will Be In Effect From March 1, 2019  
*E-Alert*
- ▶ Nov 23, 2018 | [Torkin Manes LegalPoint](#)  
Ontario Government Overturns Previous Labour Reforms  
*E-Alert*
- ▶ Oct 25, 2018 | [Torkin Manes LegalPoint](#)  
Say Goodbye to Bill 148: The New Ontario Government Reverses Labour Reforms  
*Torkin Manes LegalPoint*

- ▶ [Oct 17, 2018 | Article](#)  
Legalized Pot - Some Workplace Questions  
*Cannabis E-Alert*
- ▶ [Oct 03, 2018 | \[Torkin Manes LegalPoint\]\(#\)](#)  
The End of Bill 148?  
*Torkin Manes LegalPoint*
- ▶ [May 08, 2018 | \[Torkin Manes LegalPoint\]\(#\)](#)  
Government Returns to Pre Bill 148 Public Holiday Pay Formula
- ▶ [Mar 09, 2018 | \[Torkin Manes LegalPoint\]\(#\)](#)  
Ontario Government Seeks to Close the Gender Pay Gap With New Legislation
- ▶ [Nov 24, 2017 | Article](#)  
Much More than a 15 Dollar Minimum Wage – Bill 148 and the Government’s Major Reforms to Labour and Employment Laws  
*Torkin Manes Legal Point*
- ▶ [Jun 01, 2017 | \[Torkin Manes LegalPoint\]\(#\)](#)  
Ontario Government Announces Upcoming Changes to Employment and Labour Laws: Government Begins Implementing Expert Report
- ▶ [May 25, 2017 | \[Torkin Manes LegalPoint\]\(#\)](#)  
The Changing Workplaces Review: Expert Panel Recommends Major Changes to Labour and Employment Laws
- ▶ [May 09, 2017 | Presentation](#)  
Big Changes Ahead: The Changing Workplaces Review  
*Torkin Manes Employment & Labour Relations Seminar, May 2017*
- ▶ [Sep 27, 2016 | \[Torkin Manes LegalPoint\]\(#\)](#)  
Changing Workplaces Review: Advisory Panel to Recommend Major Changes to Labour and Employment Laws
- ▶ [Jun 10, 2016 | Newsletter](#)  
The Dangers of Fixed Term Employment Contracts  
*Torkin Manes LegalPoint*
- ▶ [May 11, 2016 | Newsletter](#)  
Ontario’s New Workplace Harassment Laws (Bill 132): Five Key Points for Employers  
*Torkin Manes LegalPoint*
- ▶ [Feb 22, 2016 | Newsletter](#)  
Are you Ready to Respond to a Workplace Accident?  
*Torkin Manes LegalPoint*
- ▶ [Jan 18, 2016 | Newsletter](#)  
Court Finds Employment Agreement Signed After Offer Letter Presented to Employee Un-enforceable.  
*Torkin Manes LegalPoint*
  
- ▶ [Dec 18, 2015 | Newsletter](#)  
Court of Appeal Confirms Employer’s Financial Circumstances Are Irrelevant in Determining Employees’ Right to Common-Law Notice of Termination  
*Torkin Manes LegalPoint*
- ▶ [Dec 18, 2015 | Newsletter](#)  
Court of Appeal Confirms Employer’s Financial Circumstances Are Irrelevant in Determining Employees’ Right to Common-Law Notice of Termination (Non-Profit)  
*Torkin Manes LegalPoint*

▶ [Nov 18, 2015 | Newsletter](#)

New Workplace Harassment Laws Are Coming  
*Torkin Manes LegalPoint*

## Memberships

- ▶ Canadian Bar Association (CBA)
- ▶ Ontario Bar Association (OBA)

## Credentials

- ▶ Called to the Ontario Bar, 2005

## Education

- ▶ J.D., Osgoode Hall Law School, 2004
- ▶ B.A., York University, 2001