



Gillian Howe

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Gillian is a partner in our Employment & Labour Group, where she provides skilled counsel to employers with unionized and non-unionized workplaces. She represents clients across a variety of sectors of the economy, as well as in both the private and public sectors.

Gillian represents employers on a broad scope of labour and employment matters, including wrongful or constructive dismissal actions, human rights complaints, grievance arbitrations and labour board proceedings. She assists employers in successfully navigating complex and challenging workplace issues, providing strategic and practical advice to clients. She has experience helping clients on a wide range of workplace and human resource issues, such as accommodation, attendance management, workplace violence and harassment, workplace health and safety, employment misconduct and discipline, investigations, hiring, dismissals, and collective agreement application and interpretation.

In her practice, Gillian also regularly provides labour and employment support and counsel on corporate transactions, prepares and reviews employment agreements, develops workplace policies, and assists employers in understanding and complying with various statutory obligations.

Expertise

- ▶ Employment & Labour

Publications & Presentations

- ▶ Apr 06, 2022 | Presentation
The Continuing Impact of COVID-19 on the Workplace - Emerging Issues in the New Normal
Speaker, Together We Care Conference
- ▶ Mar 03, 2022 | Torkin Manes LegalPoint
Disconnecting from Work Policy - Government of Ontario Provides Guidance
- ▶ Dec 02, 2021 | Torkin Manes LegalPoint
Update: Ontario Passes the *Working for Workers Act, 2021*
- ▶ Apr 20, 2021 | Presentation
Covid-19 in the Workplace - The New Frontier. Where Do We Go from Here?
Speaker, Together We Care Conference
- ▶ Sep 29, 2020 | Torkin Manes LegalPoint
COVID-19 Update: Screening of Employees in Ontario Workplaces now Mandatory

- ▶ [May 25, 2020 | Novel Coronavirus \(COVID-19\)](#)
Bill 191 - *Workplace Safety and Insurance Amendment Act (Presumption Respecting COVID-19), 2020*
- ▶ [Apr 23, 2020 | Novel Coronavirus \(COVID-19\)](#)
Ontario Government Issues Single-Employer Emergency Orders for Long-Term Care Homes and Retirement Homes
- ▶ [Mar 16, 2020 | Novel Coronavirus \(COVID-19\)](#)
COVID-19 Update - Proposed Provincial Legislation: Job-Protected Leave
- ▶ [May 09, 2017 | Presentation](#)
Human Rights in the Modern Workplace - What Employers Need to Know
Torkin Manes Employment & Labour Relations Seminar, May 2017
- ▶ [Oct 28, 2016 | Torkin Manes LegalPoint](#)
Court of Appeal Reinforces Employers' Ability to Rely on Just Cause

Memberships

- ▶ Ontario Bar Association
- ▶ Canadian Bar Association

Credentials

- ▶ Called to the Ontario Bar, 2015

Education

- ▶ J.D., University of Western Ontario, 2014
- ▶ B.MOS in Management and Organizational Studies, Specialization in Human Resources, University of Western Ontario, 2011
- ▶ Bohuslav Kymlicka Gold Medal 2011