



Peter C. Straszynski

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Peter assists employers with all of their employment law issues, through the hiring to the post-termination stages of employment, in both the union and non-union settings.

In the non-union environment, Peter assists employers with contracts of employment, restrictive covenants, workplace policies, proactive advice on compliance with Employment Standards and other employment-related legislation, strategic direction on discipline and termination, the preparation of severance packages, the settlement or litigation of all manner of workplace disputes before the courts and administrative tribunals, including wrongful dismissals, applications for injunctive relief, Employment Standards and Employment Insurance proceedings, and the defence of charges under the *Occupational Health & Safety Act*.

In the union environment, Peter helps employers resist union certification attempts, deal with 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.

In either setting, Peter regularly advises employers on human rights matters and where necessary defends them in proceedings before the Ontario Human Rights Tribunal.

As a member of the Cannabis Law Group, Peter provides guidance on the legal repercussions of legalized recreational and medical cannabis on an organization's human resources management and provides counsel on how to ensure the health and safety of employees in the workplace.

Peter is regularly called upon by the firm's corporate and insolvency lawyers to deal with the labour and employment law implications inherent in the purchase and sale of a business or in the case of receivership or insolvency.

Expertise

- ▶ Cannabis Law
- ▶ Employment & Labour
- ▶ Health Law
- ▶ Not-for-Profit & Charities

Publications & Presentations

- ▶ Jun 05, 2020 | Presentation

Oral and Maxillofacial Surgery After Training: The Challenges
Speaker, U of T faculty of dentistry

- ▶ [Mar 26, 2020 | Novel Coronavirus \(COVID-19\)](#)
COVID-19 and the *Canada Emergency Response Benefit ("CERB")*
- ▶ [Mar 16, 2020 | Novel Coronavirus \(COVID-19\)](#)
COVID-19 Update: Quarantine and EI Benefits
- ▶ [Mar 05, 2020 | Novel Coronavirus \(COVID-19\)](#)
COVID-19 and the Workplace: FAQ
- ▶ [Feb 03, 2020 | Torkin Manes LegalPoint](#)
Is it Time to Update Your Employment Contracts?
- ▶ [Jan 17, 2020 | Article](#)
Workplace Policies That All Businesses Need
- ▶ [Oct 31, 2019](#)
Accommodating Service Animals and Emotional Support Animals in the Workplace
E-Alert
- ▶ [May 14, 2019 | Torkin Manes LegalPoint](#)
Enforcing Restrictive Covenants: The StressCrete Case
Torkin Manes LegalPoint
- ▶ [May 03, 2019 | Torkin Manes LegalPoint](#)
Medical Cannabis and Safety Sensitive Work
- ▶ [Nov 28, 2018 | Presentation](#)
Whitby Chamber of Commerce
- ▶ [Nov 21, 2018 | Presentation](#)
Society of Design Administration ("SDA")
- ▶ [Oct 31, 2018 | Torkin Manes LegalPoint](#)
New Signs Required To Be Posted At Your Workplace Are Now Available
Torkin Manes LegalPoint
- ▶ [Oct 17, 2018 | Presentation](#)
Grand Valley Construction Association
- ▶ [May 15, 2018 | Presentation](#)
HRD eLearning Webinar
- ▶ [Jan 23, 2018 | Presentation](#)
Society of Design Administration ("SDA")
- ▶ [Nov 16, 2017 | Presentation](#)
Ready for Bill 148? Changes to Ontario Employment Law Affecting Your Dental Practice
Legal Issues Affecting Dentists Today, Torkin Manes Health Law Program
- ▶ [Oct 24, 2017 | Presentation](#)
Ready for Bill 148? - Pending Changes to Ontario's Employment & Labour Laws
Speaker, Nurturing a Risk Management Culture
- ▶ [Aug 18, 2017 | Presentation](#)
Marijuana in the Canadian Workplace
Speaker, Building Industry and Land Development Association
- ▶ [Jul 26, 2017 | Presentation](#)
Marijuana in the Canadian Workplace
Speaker, Building Industry and Land Development Association
- ▶ [Jul 13, 2017 | Torkin Manes LegalPoint](#)
Marijuana and the Canadian Workplace

- ▶ [May 09, 2017 | Presentation](#)
Emerging Trends and Challenges in the Workplace
Torkin Manes Employment & Labour Relations Seminar, May 2017
- ▶ [Sep 07, 2016 | Article](#)
Workplace Harassment Update: Ministry of Labour Issues “Code of Practice”
Torkin Manes LegalPoint
- ▶ [Jun 01, 2016 | Newsletter](#)
January 1 2017 Deadline for AODA Compliance
Torkin Manes LegalPoint
- ▶ [May 27, 2016 | Newsletter](#)
Marijuana in the Workplace
Torkin Manes LegalPoint
- ▶ [May 06, 2016 | Newsletter](#)
New Ontario “Tip” Protection Legislation
Torkin Manes LegalPoint
- ▶ [Apr 29, 2016 | Newsletter](#)
The Risk of Delay in Signing Employment Contracts
Torkin Manes LegalPoint
- ▶ [Apr 20, 2016 | Newsletter](#)
The Unexpected Costs of “Contractors”
Torkin Manes LegalPoint
- ▶ [Mar 15, 2016 | Newsletter](#)
Gender Identity and Expression in the Workplace
Torkin Manes LegalPoint
- ▶ [Mar 14, 2016 | Newsletter](#)
New System of Police Record Checks in Ontario
Torkin Manes LegalPoint
- ▶ [Mar 10, 2016 | Newsletter](#)
Jail Time for Health & Safety Violations
Torkin Manes LegalPoint
- ▶ [Aug 26, 2015 | Newsletter](#)
AODA Compliance for Private Sector and Not-for-Profit Employers
Torkin Manes LegalPoint
- ▶ [Jan 27, 2015 | Newsletter](#)
Bill 18 (*Stronger Workplaces for a Stronger Economy Act*, 2014)
Torkin Manes LegalPoint
- ▶ [Dec 15, 2014 | Newsletter](#)
Nannies and Employment Law in Ontario
Torkin Manes LegalPoint
- ▶ [Oct 30, 2014 | Newsletter](#)
New Leaves of Absence under the ESA
Torkin Manes LegalPoint
- ▶ [Oct 29, 2014 | Article](#)
Summary of Ontario Employment Law
- ▶ [Jun 26, 2014 | Article](#)
Can Partners Ever Be Employees? The McCormick Decision
Torkin Manes LegalPoint

- ▶ Jun 26, 2014 | Article
The Anatomy of an Enforceable Non-Competition Clause
Torkin Manes LegalPoint
- ▶ Jun 26, 2014 | Article
Human Rights Tribunal Powers: The "Big Stick" of Reinstatement
Torkin Manes LegalPoint
- ▶ Nov 28, 2013 | Presentation
Cloud Computing: Employment Law Implications
Expert Cloud Computing Conference, November 28, 2013
- ▶ Nov 06, 2013 | Presentation
Frustration of Contract: Frustration in the Context of Employee Disability
Torkin Manes Labour and Employment Breakfast Seminar
- ▶ Jan 24, 2013 | Presentation
Invasion of Employee Privacy: Jones v. Tsige: One year Later
Human Resource Professionals Association (HRPA) Annual Conference
- ▶ Jan 07, 2013 | Newsletter
Employment Contracts: The Risks of Imperfection
Torkin Manes Focus - Winter 2013
- ▶ Dec 03, 2012 | Presentation
Cloud Computing: Employment Law Implications
Expert Cloud Computing Conference, November 28, 2013
- ▶ Nov 07, 2012 | Presentation
Protecting Your Practice From Competition and Solicitation
Torkin Manes' Health Professionals Group Seminar for Dental Professionals
- ▶ Jun 01, 2012 | Newsletter
A Recent Lesson From Our Court: The Importance of Well Drafted Termination Clauses
Focus on Labour Relations and Employment Law
- ▶ Mar 21, 2012 | Presentation
Social Media in the Workplace
Society of Design Administrators of Canada
- ▶ Feb 03, 2012 | Presentation
Social Media in the Workplace
Society of Design Administrators of Canada
- ▶ Nov 01, 2011 | Presentation
Successor Employer Issues
Look Before You Leap: Six Issues to Consider before Buying a Business, Torkin Manes Annual Business Law Seminar
- ▶ Oct 01, 2011 | Newsletter
Just Cause for Termination: Does it mean you don't have to pay severance?
Torkin Manes Focus - Fall 2011
- ▶ Jun 20, 2011 | Article
Proving just cause just not enough: Ontario aerospace worker fired for cause still entitled to statutory severance: Court
Canadian HR Reporter, Carswell
- ▶ May 01, 2011 | Presentation
Social Media in the workplace
Society of Design Administrators of Canada

- ▶ Apr 01, 2011 | Newsletter
Social networks and the workplace
Focus on Labour Relations and Employment Law
- ▶ Nov 01, 2010 | Presentation
Acquiring the Family Business: Inheriting Employees or Owners
Family Feud II - Strategies to Ensure the Continued Success of the Family-Owned Business, Torkin Manes Annual Business Law Seminar
- ▶ May 01, 2010 | Presentation
BILL 168 - Amendments to the *Occupational Health and Safety Act*
Society of Design Administrators of Canada
- ▶ Jan 01, 2010 | Article
Frustration of contracts frustrating for HR
Canadian HR Reporter, Carswell
- ▶ Dec 01, 2009 | Article
Throwing a Party? Tips on Employer Host Liability
Canadian HR Reporter, Carswell
- ▶ Nov 01, 2009 | Presentation
Preventing Practice Problems and Enhancing Practice Value
Torkin Manes' Health Professionals Group Seminar for Dental Professionals
- ▶ May 01, 2009 | Presentation
Stayin' Alive: How to survive in tough times
Torkin Manes' Labour Relations and Employment Law Group's Annual Half-Day Seminar
- ▶ May 01, 2009 | Presentation
Vulnerable Persons Due Diligence and Best Practices
CBA/OBA 2009 National Charity Law Symposium
- ▶ Mar 01, 2009 | Presentation
Managing in Difficult Times: Effective Terminations of Employment
Torkin Manes' Labour Relations and Employment Law Group's Breakfast Seminar
- ▶ Nov 01, 2008 | Article
Business in Canada: Employment Law Considerations
Bioenergy Magazine
- ▶ Nov 01, 2008 | Presentation
Protecting and Strengthening Your Pharmacy Business
Torkin Manes' Health Professionals Group Seminar on Current Legal Issues and Challenges Affecting Pharmacists
- ▶ Nov 01, 2008 | Presentation
The Big Ds: Divorce, Death, Downsizing, Disability and Debt
Torkin Manes' Annual Breakfast Seminar
- ▶ Nov 01, 2008 | Presentation
The Best and Worst of 2008: The Most Important Employment Law Decisions of the Year
Torkin Manes' Labour Relations and Employment Law Group's Breakfast Seminar
- ▶ Oct 01, 2008 | Article
Falsely accused employee gets \$2.1 million
Torkin Manes Focus - Spring 2008
- ▶ Oct 01, 2008 | Newsletter
Risky business: Altering employment terms and constructive dismissal
Focus on Labour Relations and Employment Law

- ▶ Jun 13, 2008 | Newsletter
Falsely accused employee gets \$2.1 million
Torkin Manes Focus - Spring 2008
- ▶ May 01, 2008 | Presentation
Latest Issues in Labour Relations and Employment Law
Torkin Manes' Labour Relations and Employment Law Group's Annual Half-Day Seminar
- ▶ Feb 01, 2008 | Presentation
Social Networking & the Workplace: How can cyberspace affect your business?
Torkin Manes' Labour Relations and Employment Law Group's Breakfast Seminar
- ▶ Feb 01, 2008 | Presentation
Critical Issues in Employment Law: What every employer should know
Scarborough District Chartered Accountants Association
- ▶ Apr 01, 2007 | Newsletter
The Bill 107: Sweeping Human Rights Changes Affecting Ontario Employers: Employers Beware!
Focus on Labour Relations and Employment Law
- ▶ Apr 01, 2007 | Newsletter
Sweeping changes to the *Human Rights Code*: How do they affect Ontario employers?
Torkin Manes Focus - Spring 2007
- ▶ Apr 01, 2007 | Newsletter
Retiring Mandatory Retirement
Torkin Manes Focus - Spring 2006
- ▶ Jan 01, 2006 | Book
Ontario *Human Rights Code*
Co-author, Canadian Forms & Precedents, Butterworths

Memberships

- ▶ Canadian Association of Counsel to Employers (CACE)
- ▶ Engineering Human Resource Association
- ▶ Human Resource Professionals Association
- ▶ The Ojibway Club
- ▶ Ontario Bar Association
- ▶ Ontario Restaurant Hotel & Motel Association
- ▶ Society of Design Administration (Canada)

Credentials

Called to the Bar of Ontario, 1993

Education

- ▶ LL.B., Osgoode Hall Law School, 1992
- ▶ B.A., McGill University, 1987