



Thomas A. Stefanik *

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** Legal services provided through Thomas A. Stefanik Professional Corporation*

Thomas is a partner of our Employment & Labour Group.

On the labour relations side, Tom's practice involves counselling and representing employers in matters such as applications for certification by trade unions, unfair labour practice complaints, collective bargaining and arbitrations, human rights complaints, pay equity and privacy issues. In the employment area, Tom represents employers and employees in drafting employment contracts, litigating wrongful dismissal cases and dealing with post-employment issues such as restrictive covenants and fiduciary duties. Tom also represents employers with respect to occupational health and safety matters, including responding to orders and defending charges under the *Occupational Health and Safety Act*, as well as applications, appeals and other proceedings under the *Workplace Safety and Insurance Act*.

Tom regularly assists employers by proactively leading seminars and workshops for management on topics such as responding to union organizing campaigns and dealing with accommodating disabled employees. He also conducts workplace investigations as necessary to ensure that an employer's legal position is fully protected.

Tom also speaks frequently to Human Resource professionals and managers on such topics as union organizing and various legislative amendments and developments.

Expertise

- ▶ Employment & Labour

Publications & Presentations

- ▶ [Sep 15, 2021 | Presentation](#)

Vaccine Policies in your Workplace that cover Clients, Customers and Employees
Ontario Bar Association

- ▶ [Apr 20, 2021 | Torkin Manes LegalPoint](#)

The Amazon Union Organizing Drive - What Canadian Employers Can Learn

- ▶ [Dec 10, 2020 | Novel Coronavirus \(COVID-19\)](#)

Arbitrator Upholds Employer's Right to Impose Mandatory COVID Testing on Employees

- ▶ [Jun 23, 2020 | Presentation](#)

Managing a Remote Workforce
HR Insider Webinar

- ▶ Jun 21, 2019 | [Torkin Manes LegalPoint](#)
Court of Appeal Affirms “Cap” of Twenty-Four Months absent exceptional circumstances
Torkin Manes LegalPoint
- ▶ Mar 18, 2019 | [Torkin Manes LegalPoint](#)
Harassment is Not a Tort - Good News for Employers
Torkin Manes LegalPoint
- ▶ Dec 11, 2017 | [Torkin Manes LegalPoint](#)
BILL 127 - More Stress for Ontario Employers
- ▶ May 09, 2017 | [Presentation](#)
Emerging Trends and Challenges in the Workplace
Torkin Manes Employment & Labour Relations Seminar, May 2017
- ▶ Dec 01, 2013 | [Presentation](#)
The *Metron* Case: Results and Implications for Construction Industry Employers
Torkin Manes/Association of Corporate Counsel (ACC) Ontario Chapter Seminar
- ▶ Jun 01, 2010 | [Newsletter](#)
Employee, contractor or something in-between?
Torkin Manes Focus, Summer 2010
- ▶ Apr 01, 2010 | [Article](#)
Bill 168 - Is Your Workplace Prepared?
The Law Office Management Association (TLOMA) Newsletter
- ▶ Apr 01, 2010 | [Presentation](#)
The Contractor vs. Employer Nightmare Begins Again
Torkin Manes Labour Relations and Employment Group Breakfast Seminar
- ▶ Mar 01, 2010 | [Article](#)
Ford hit with class-action lawsuit after backing out of 100s of job offers
Canadian HR Reporter
- ▶ Oct 01, 2009 | [Newsletter](#)
Violence and harassment in the workplace - are you doing enough to protect your employees?
Torkin Manes Focus, Fall 2009
- ▶ 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
- ▶ May 01, 2008 | [Presentation](#)
Proactive Hiring Strategies
Torkin Manes Labour Relations and Employment Group Half-day Seminar
- ▶ Apr 01, 2008 | [Newsletter](#)
Good news for employers on two fronts
Focus on Labour Relations and Employment Law
- ▶ May 01, 2007 | [Presentation](#)
Terminating Disabled Employees
Torkin Manes Labour Relations and Employment Group Breakfast Seminar
- ▶ Feb 01, 2005 | [Newsletter](#)
Ontario regulates new hours of work
Torkin Manes Focus - Spring 2005

Memberships

- ▶ Canadian Bar Association
- ▶ Ontario Bar Association

- ▶ Markham Board of Trade
- ▶ Toronto Board of Trade

Credentials

- ▶ Called to the Ontario Bar, 1981

Education

- ▶ LL.B., Queen's University, 1979
- ▶ B.Comm., University of Toronto, 1976