



## 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 | Torikin 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 | Torikin Manes LegalPoint](#)  
Enforcing Restrictive Covenants: The StressCrete Case  
*Torikin Manes LegalPoint*
- ▶ [May 03, 2019 | Torikin 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 | Torikin Manes LegalPoint](#)  
New Signs Required To Be Posted At Your Workplace Are Now Available  
*Torikin 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, Torikin 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 | Torikin 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

Access presentations, publications and videos relating to GEBCO's work and activities. Papers and publications. Presentations - GEBCO meetings. Presentations - IHO RHC meetings. Presentations - IHO IRCC meetings. Presentations - conferences, meetings, groups. Videos. Events. Posters. Brochures. Papers and publications. Date. Publication title. Author (s). Journal. Publications, presentations, films/media & their impact. Selected articles can be downloaded here for personal use only. You need to be logged into a google account (free to join at docs.google.com) in order to retrieve the articles.Â Reporting Qualitative Research in Psychology: How to Understand and Meet Journal Article Reporting Standards (Revised Edition). Washington, DC: American Psychological Here's a presentation given at Hirosaki University as a faculty development seminar on how professors should teach students to publish and give presentations in English. The video on the final slide comes from YouTube so it's not included here - search for "how to improve your presentations" by SpeakFirst to find the video I used.Â This presentation is titled, "Publications and Presentations in English." Publications and Presentations in English. 1. Publications and Presentations in English Prof.