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

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

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. 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. This presentation is titled, "Publications and Presentations in English."