



Daniel Pugen

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Daniel is a partner of the firm and a member of our Employment & Labour Group. Prior to joining Torkin Manes, Daniel was a partner at a national, full-service law firm where he practised for over 10 years.

Daniel represents and advises management and employers on a wide variety of labour, employment and human resources/workplace issues. His labour relations practice involves responding to union certification drives and unfair labour practice complaints and also representing clients at labour board proceedings, grievance arbitration and collective bargaining. His employment practice is varied and deals with all aspects of the employment relationship from hiring to termination, including employment standards compliance and complaints, employment contracts and policies, attendance/disability management, privacy issues, termination/severance obligations, departing employee obligations and restrictive covenants.

Daniel is regularly asked by clients to assist with human rights compliance and training and to also represent clients in human rights proceedings. Daniel also has experience in workers' compensation and occupational health and safety and assists clients with regulatory compliance, responding to Ministry of Labour orders and defending employers in health and safety prosecutions. Finally, Daniel also advises on labour and employment issues that arise in the context of a corporate transaction.

He has represented clients in most sectors of the economy and in both the private and public/broader public sectors, including in the fields of manufacturing, finance, energy, property management, insurance, technology, retail, social and community services, health care and developmental services. He has appeared as lead counsel in litigation matters before labour and employment tribunals and the Courts, including in cases before the Ontario Labour Relations Board, the Canada Industrial Relations Board, Grievance Arbitrators, the Human Rights Tribunal, the Workplaces Safety and Insurance Appeals Tribunal, The Financial Services Tribunal, the Superior Court of Justice and the Divisional Court.

Services

- Employment & Labour

Education

- J.D., Osgoode Hall Law School, 2004
- B.A., York University, 2001

Credentials

- Called to the Ontario Bar, 2005

Daniel regularly provides training on workplace and human resources issues, with a particular focus on workplace violence and harassment, health and safety due diligence and labour/management relations. He also regularly speaks at conferences and is widely published on labour and employment issues.

Publications & Presentations

- **“Ontario Government Seeks to Close the Gender Pay Gap With New Legislation”**, Torkin Manes LegalPoint, March 2018
- **“Much More than a 15 Dollar Minimum Wage - Bill 148 and the Government’s Major Reforms to Labour and Employment Laws”**, Torkin Manes LegalPoint, November 2017
- **“Ontario Government Announces Upcoming Changes to Employment and Labour Laws: Government Begins Implementing Expert Report”**, Torkin Manes LegalPoint, June 2017
- **“The Changing Workplaces Review: Expert Panel Recommends Major Changes to Labour and Employment Laws”**, Torkin Manes LegalPoint, May 2017
- **“Big Changes Ahead: The Changing Workplaces Review”**, Torkin Manes Employment & Labour Relations Seminar, May 2017
- **“Changing Workplaces Review: Advisory Panel to Recommend Major Changes to Labour and Employment Laws”**, Torkin Manes LegalPoint, September 2016
- **“Be Prepared for Workplace Accidents”**, Torkin Manes LegalPoint Video, September 2016
- **“The Dangers of Fixed Term Employment Contracts”**, Torkin Manes LegalPoint, June 2016
- **“Ontario’s New Workplace Harassment Laws (Bill 132): Five Key Points for Employers”**, Torkin Manes LegalPoint, May 2016
- **“Are you Ready to Respond to a Workplace Accident?”**, Torkin Manes LegalPoint, February 2016
- **“Court Finds Employment Agreement Signed After Offer Letter Presented to Employee Unenforceable”**, Torkin Manes LegalPoint, January 2016
- **“Court of Appeal Confirms Employer’s Financial Circumstances Are Irrelevant in Determining Employees’ Right to Common-Law Notice of Termination”**, Torkin Manes LegalPoint, December 2015
- **“New Workplace Harassment Laws Are Coming”**, Torkin Manes LegalPoint, November 2015

Memberships

- Canadian Bar Association (CBA)
- Ontario Bar Association (OBA)