



## 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 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.

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.

### Publications & Presentations

Peter is a regular contributor to Human Resources publications and regularly presents educational seminars for employers, industry associations or other professionals, including fellow lawyers.

- **"Ready for Bill 148? Changes to Ontario Employment Law Affecting Your Dental Practice"**, Legal Issues Affecting Dentists Today, Torkin Manes Health Law Program, November 2017

### Services

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

### Education

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

### Credentials

- Called to the Bar of Ontario, 1993

- **“Ready for Bill 148? - Pending Changes to Ontario’s Employment & Labour Laws”**, Nurturing a Risk Management Culture, October 24, 2017
- **“Marijuana in the Canadian Workplace”**, Heating, Refrigeration & Air Conditioning Institute of Canada (HRIA), Quebec City, August 2017
- **“Marijuana in the Canadian Workplace”**, Building Industry and Land Development Association, July 25, 2017
- **“Marijuana and the Canadian Workplace”**, Torkin Manes LegalPoint, July 2017
- **“Workplace Harassment Update: Ministry of Labour Issues “Code of Practice””**, Torkin Manes LegalPoint, September 2016
- **“Marijuana and the Canadian Workplace”**, Torkin Manes LegalPoint Video, September 2016
- **“Gender Identity and Expression in the Workplace”**, Torkin Manes LegalPoint Video, September 2016
- **“The Unexpected Costs of ‘Contractors’”**, Torkin Manes LegalPoint Video, September 2016
- **“Jail Time for Health & Safety Violations”**, Torkin Manes LegalPoint Video, September 2016
- **“New Ontario ‘Tip’ Protection Legislation”**, Torkin Manes LegalPoint Video, September 2016
- **“Workplace Harassment Update: Ministry of Labour Issues ‘Codes of Practice’”**, Torkin Manes LegalPoint, September 2016
- **“January 1 2017 Deadline for AODA Compliance”**, Torkin Manes LegalPoint, June 2016
- **“Marijuana in the Workplace”**, Torkin Manes LegalPoint, May 2016
- **“New Ontario “Tip” Protection Legislation”**, Torkin Manes LegalPoint, May 2016
- **“The Risk of Delay in Signing Employment Contracts”**, Torkin Manes LegalPoint, April 2016
- **“The Unexpected Costs of “Contractors””**, Torkin Manes LegalPoint, April 2016
- **“Gender Identity and Expression in the Workplace”**, Torkin Manes LegalPoint, March 2016
- **“New System of Police Record Checks in Ontario”**, Torkin Manes LegalPoint, March 2016
- **“Jail Time for Health & Safety Violations”**, Torkin Manes LegalPoint, March 2016
- **“AODA Compliance for Private Sector and Not-for-Profit Employers”**, Torkin Manes LegalPoint, August 2015
- **“Nannies and Employment Law in Ontario”**, Torkin Manes LegalPoint Video, February 2015
- **“Accommodating Family Status”**, Torkin Manes LegalPoint Video, February 2015
- **“Bill 18 (Stronger Workplaces for a Stronger Economy Act, 2014)”**, Torkin Manes LegalPoint, January 2015
- **“Nannies and Employment Law in Ontario”**, Torkin Manes LegalPoint, December 2014

- **“Terminations Without Cause”**, Torkin Manes LegalPoint Video, October 2014
- **“Ontario Employment Law for Foreign Employers”**, Torkin Manes LegalPoint Video, October 2014
- **“Employment Contracts”**, Torkin Manes LegalPoint Video, October 2014
- **“New Leaves of Absence under the ESA”**, Torkin Manes LegalPoint, October 2014
- **“Can Partners Ever Be Employees? The McCormick Decision”**, Torkin Manes LegalPoint, June 2014
- **“The Anatomy of an Enforceable Non-Competition Clause”**, Torkin Manes LegalPoint, June 2014
- **“Human Rights Tribunal Powers: The “Big Stick” of Reinstatement”**, Torkin Manes LegalPoint, June 2014
- **“Cloud Computing: Employment Law Implications”**, Lexpert Cloud Computing Conference, November 2013
- **“Frustration of Contract: Frustration in the Context of Employee Disability”**, Torkin Manes Labour and Employment Breakfast Seminar, November 2013
- **“Invasion of Employee Privacy: Jones v. Tsige: One year Later”**, Human Resource Professionals Association (HRPA) Annual Conference, January 2013
- **“Employment Contracts: The Risks of Imperfection”**, Torkin Manes Focus, Winter 2013
- **“Cloud Computing: Employment Law Implications”**, Lexpert Cloud Computing Conference, December 2012
- **“Protecting Your Practice From Competition and Solicitation”**, Torkin Manes’ Health Professionals Group Seminar for Dental Professionals, November 2012
- **“Social Media in the Workplace”**, Engineering Human Resources Association (EHRA) , March 2012
- **“Social Media in the Workplace”**, Human Resource Professionals Association (HRPA) Annual Conference, February 2012
- **“Just Cause for Termination: Does it mean you don’t have to pay severance?”**, Torkin Manes Focus, Fall 2011
- **“Successor Employer Issues”**, Look Before You Leap: Six Issues to Consider Before Buying a Business, Torkin Manes Annual Business Law Seminar, November 2011
- **“Providing just cause just not enough”**, HR Reporter, Carswell, June 2011
- **“Social Media in the workplace”**, Society of Design Administrators of Canada, May 2011
- **“Social networks and the workplace”**, Torkin Manes Bulletin, April 2011
- **“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, November 2010
- **“BILL 168 - Amendments to the Occupational Health & Safety Act”**, Society of Design Administrators of Canada, May 2010

- **“Frustration of contracts frustrating for HR”**, HR Reporter, Carswell, January 2010
- **“Throwing a Party? Tips on Employer Host Liability”**, HR Reporter, Carswell, December 2009
- **“Preventing Practice Problems and Enhancing Practice Value”**, Torkin Manes Health Professionals Group Seminar for Dental Professionals, November 2009
- **“Stayin’ Alive: How to survive in tough times”**, Torkin Manes Labour Relations and Employment Law Group’s Annual Half-Day Seminar, June 2009
- **“Vulnerable Persons Due Diligence and Best Practices”**, CBA/OBA 2009 National Charity Law Symposium, May 2009
- **“Managing in Difficult Times: Effective Terminations of Employment”**, Torkin Manes Labour Relations and Employment Law Group’s Breakfast Seminar, March & April 2009
- **“Business in Canada: Employment Law Considerations”**, Bioenergy Magazine, November 2008
- **“Protecting and Strengthening Your Pharmacy Business”**, Torkin Manes Health Professionals Group Seminar on Current Legal Issues and Challenges Affecting Pharmacists, November 2008
- **“The Big Ds: Divorce, Death, Downsizing, Disability and Debt”**, Torkin Manes Annual Breakfast Seminar, November 2008
- **“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, October 2008
- **“Risky Business: Altering Employment Terms and Constructive Dismissal”**, Torkin Manes Bulletin, October 2008
- **“Falsely accused employee gets \$2.1 million”**, Canadian HR Reporter, July 2008
- **“Latest Issues in Labour Relations and Employment Law”**, Torkin Manes Labour Relations and Employment Law Group’s Annual Half-Day Seminar, May 2008
- **“Social Networking & the Workplace: How can cyberspace affect your business?”**, Torkin Manes Labour Relations and Employment Law Group’s Breakfast Seminar, February 2008
- **“Critical Issues in Employment Law: What every employer should know”**, Scarborough District Chartered Accountants Association, February 2008
- **“Bill 107: Sweeping Human Rights Changes Affecting Ontario Employers”**, Torkin Manes Bulletin, April 2007
- **“Sweeping changes to the Human Rights Code: How do they affect Ontario employers?”**, Torkin Manes Focus, Spring 2007
- **“Retiring Mandatory Retirement”**, Torkin Manes Focus, Spring 2006
- **“Ontario Human Rights Code”**, Co-author, Canadian Forms & Precedents, Butterworths, 2006

## 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)