A Primer on Employment Law
FOR PARALEGALS

Biographical Summary of Speakers
(In Alphabetical Order)

November 1, 2016
Abdul-Basit Khan ("ABK") practises in all areas of management-side employment and labour law and has substantial expertise defending employers in wrongful dismissal litigation and advising on all aspects of the employment relationship, including the enforceability of restrictive covenants, human rights considerations, labour relations issues and executive employment matters. ABK regularly guides employers through highly sensitive workplace investigations involving allegations of fraud, sexual harassment and bullying. He has substantial experience negotiating and drafting employment and consulting agreements. He also provides corporate clients with strategic advice on significant employment and labour issues in corporate transactions.
George Brown has been practicing as a paralegal since 1990, and since then he has developed considerable experience defending individuals and companies in small claims court, landlord and tenant boards, human rights tribunals, areas of immigration and condominium law, and judgment enforcement.

In addition to his practice, George Brown Professional Corporation, George is also the founder and secretary of the Ontario Paralegal Network (OPN) and the Ontario Paralegal Association (OPA), as well as the board liaison for OPA’s membership committee. As the foremost champion of the paralegal profession, George spearheaded a movement to enhance and promote the paralegal profession in Ontario. Some of his efforts include, but are not limited to, a Cogeco presentation of “Get Legal”, hosted by Roger Dinner; a Meet the Candidates event; paralegal at World Pride; Paralegals for Prostate; and the first radio ad about the paralegal profession.

George is also a solid contributor to the professional development of Ontario paralegals. He has taught and assisted in a number of continuing education courses for the OPN, the Paralegal Society of Ontario, and the Law Society of Upper Canada.
Sunira Chaudhri, Partner

Sunira is a civil litigator whose practice encompasses litigation and the negotiation of civil disputes in the areas of employment and labour law.

In her practice of employment law, Sunira acts on behalf of executive employees, employers and union representatives.

Access to justice has been a very important issue to Sunira especially with regard to those who are living below the poverty line and those dealing with mental health issues. Because of this Sunira recently joined the Pro Bono Lawyers of Canada in order to assist as duty counsel at the Superior Court of Justice and provide much needed legal services to people who may not be able to afford it.

Sunira also represented clients at Ontario Disability Support Program where most of her clients suffered from significant health issues, but needed legal representation for Social Benefit Assistance.

In her spare time, Sunira also writes articles, does radio shows, and speaks at a wide variety of panels about a range of topics and issues surrounding employment law, access to justice, and the legal practice in general. Sunira is a regular panelist on Newstalk 1010 every Wednesday morning from 9:00am – 10:00am.

She is also a member of many notable clubs and associations such as:

- Ontario Bar Association
- Canadian Bar Association
- Pro Bono Law Ontario
- The Advocates' Society
- Women's Law Association of Ontario
- South Asian Bar Association
- Toronto Lawyers Association
Andrew M. Hall  
*Consultant*  
*B.A. (Hons.), Paralegal*

Andrew obtained his Honours Bachelor of Arts at Carleton University in Political Science, with a concentration in Political Theory in 2008. Shortly after, Andrew became a licensed paralegal with the Law Society of Upper Canada in 2010. Throughout university Andrew worked as a researcher for a public sector union and upon graduation he was offered a full time position in various human resource and research roles. He left the union role for a position with a publically traded company in the seniors housing sector and spent approximately two and a half years working as a labour relations manager.

In the fall of 2011, Andrew joined Hall Labour Relations Services as a paralegal and consultant. Hall Labour represents employers in both the private and public sector primarily in the health care sector in Ontario, Alberta and British Columbia.

Andrew frequently represents employer clients in collective bargaining and arbitration concerning collective bargaining matters. As well, Andrew uses his practical labour relations approach to assist clients with dispute resolution, grievance handling, human rights issues, and investigating employee misconduct.

In addition to consulting, Andrew has been appointed to sit on Boards of Arbitration as the employer-side nominee in a number of cases. Using his experience in working with union and non-union employers, Andrew also provides education sessions on topics of interest to front line staff and managers alike.

Currently, Andrew consults from Hall Labour Relations Services providing clients with support on human resources and labour relations. Recently, Andrew was asked to sit on the Program Advisory Committee at Conestoga College in Kitchener, Ontario to provide support with their paralegal program.
Daniel A. Lublin is a founding partner of Whitten & Lublin, Employment Lawyers, based in Toronto. The law firm was recently ranked as one of the Top 3 Employment Law Firms in Canada by Canadian HR Reporter.

Daniel is recognized by the Canadian Lexpert Legal Directory as a “Leading Practitioner” of employment law and he is ranked as one of “Canada’s Top Employment Lawyers” by Carswell since 2008.

Daniel is the Globe & Mail's workplace law columnist and he has published over 550 national newspaper articles since 2005. He frequently appears on news and TV as a commentator for workplace legal issues.

Daniel was also the lawyer for 3 of the highest ever wrongful dismissal judgments in Canadian history.

Daniel co-authored the legal text the “Law of Contractors” published by Carswell in 2013.

Daniel can be reached at dan@whittenlublin.com
Jennifer Mathers McHenry is a partner at Teplitsky, Colson.

Jennifer's litigation practice encompasses a wide range of complex employment, commercial and appellate litigation including actions involving wrongful and constructive dismissal, breaches of human rights legislation, breach of contract, professional negligence, breach of confidence, unfair competition, negligent misrepresentation, securities, partnership disputes, shareholder disputes, administrative law, oppression remedy, and public law. She has appeared in the Ontario Superior Court, the Divisional Court and at the Court of Appeal for Ontario and has participated in matters before the Federal Court, the Federal Court of Appeal, and the Supreme Court of Canada.

Jennifer regularly advises both employees and employers about employment law and with respect to all aspects of the employee/employer relationship including: offers of employment, human rights obligations, changes of control, mergers and acquisitions, executive compensation, resignations, termination of employment, constructive dismissals, and post-employment fiduciary and contractual obligations.

In addition to her "hard law" expertise, Jennifer frequently helps senior executives navigate the interpersonal and other complexities which regularly present themselves in the context of the employment relationship, all with an eye on their legal rights and options.

Jennifer is a skilled negotiator and trained mediator. She regularly plays the role of sounding board, strategist, and PR/communications consultant for her clients and is able to assist them with achieving their unique goals with a view to creating, protecting and preserving their legal employment-related rights.
Dorian N. Persaud is a respected employment lawyer whose practice is focused on providing creative solutions for employers and employees. Prior to practicing employment law, he obtained a bachelor of commerce degree, worked in wealth management and government, and studied theology. His diverse life experience and education have uniquely prepared him to solve the problems of today’s workplace.

Prior to starting his own practice, Dorian was an associate with a prominent employment law boutique in Toronto and a labour and employment law firm in Northern Ontario. He was actively involved in arbitrations and collective bargaining. He also provided counsel on the restructuring of private and public sector companies, and worked extensively with First Nations organizations. He also contributed to some compelling human rights cases, such as the defense of a university against allegations of age discrimination in its hiring process.

Dorian provides counsel to employers and employees on all areas of employment law, including employment contracts, wrongful dismissals, workplace policies, employment standards, human rights in the workplace, and workplace investigations.

Dorian has written and published a number of articles on employment and human rights law and currently sits on the Board of Governors for Knox College, University of Toronto.
Priya Sarin is a partner at Whitten & Lublin. She brings with her substantial experience representing both employees and employers in employment, labour and human rights related matters, with an emphasis on litigation. Priya has previously worked with clients in such diverse sectors and industries as: IT, banking, financial services, government, small business, retail, health care, education, the arts, food & beverage, manufacturing, news, affordable housing, worker co-operative and non-profit.

Priya routinely drafts or negotiates her clients’ employment agreements, collective agreements, HR policies, independent contractor/consulting agreements and separation packages and she regularly advises on post-employment obligations, conducting harassment investigations and meeting employment, human rights and workplace safety standards.

Priya obtained her B.Comm. at McGill University and her LL.B. and M.A. in International Affairs in Ottawa.