



Leslie Frattolin

Partner

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Leslie Frattolin's practice is focused on all aspects of management-side employment and labour law, and she assists organizations with solving workplace and human resource problems.

Leslie regularly represents employers in arbitration, employment-related litigation, employment standards claims, human rights proceedings and collective bargaining negotiations. She routinely works with employers in both non-union and unionized workplaces to provide advice in all aspects of employment and labour law including hiring, departing employees, workplace restructuring, discipline, performance management, accommodation, disability management, employment contracts, workplace policies and procedures, employment standards, union relations, and health and safety. Leslie has appeared before various levels of courts, before administrative tribunals, at arbitrations, in mediation and as lead negotiator in collective bargaining negotiations, including first collective agreement negotiation.

Leslie has significant experience with federally-regulated employers, including unjust dismissal complaints, human rights complaints and compliance under the Canada Labour Code.

Leslie is active in the legal community and regularly presents on labour and employment issues at industry organizations.

RELATED SERVICES

- Employment
- Litigation, Arbitration and Investigations
- Human Rights
- Occupational Health and Safety
- Investigations

LANGUAGES SPOKEN

English

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- English

CREDENTIALS

Admissions

- Ontario, 2010

Education

- J.D., Osgoode Hall Law School, 2009
- B.A., Economics, Lakehead University, 2006

Memberships

- Member, Canadian Bar Association
- Member, Law Society of Ontario

INSIGHTS

Publications

Ontario passes Bill to limit certain causes of action relating to COVID-19

27 November 2020

Canadian Employment Law Updates - COVID-19

Bill 218, *Supporting Ontario's Recovery and Municipal Elections Act, 2020* provides that no cause of action arises against any person as a direct or indirect result of an individual being or potentially being infected with or exposed to COVID-19 on or after March 17, 2020, provided that the person acted or made a good faith effort to act in accordance with local and federal guidelines and laws and that the act does not constitute gross negligence.

New requirements for harassment and violence prevention in federally-regulated workplaces

26 JUN 2020

On June 24, 2020, the Government of Canada published Work Place Harassment and Violence Prevention Regulations. Together with the amendments to the *Canada Labour Code* prescribed by *Bill C-65, An Act to amend the Canada Labour Code (harassment and violence), the Parliamentary Employment and Staff Relations Act and the Budget Implementation Act, 2017, No. 1*, the Regulations will increase federally-regulated employers' responsibilities with respect to the prevention of workplace harassment and violence, as well as responding to incidents of harassment and violence in the workplace.

Federal Government announces amendments to the *Canada Labour Code* extending temporary layoff period

24 JUN 2020

Canadian Employment Law Updates - COVID-19

On June 23, 2020, the Government of Canada announced amendments to the Regulations under the *Canada Labour Code*. The amended Regulations will temporarily extend the period of permitted temporary layoff to provide federally regulated private-sector employers with more time to recall employees who have been placed on temporary layoff.

New regulation to provide relief to Ontario employers due to COVID-19: Temporarily changing the statutory landscape of temporary layoffs

1 JUN 2020

Canadian Employment Law Updates - COVID-19

On May 29, 2020, the Ontario Government published a new regulation, O. Reg. 228/20: Infectious Disease Emergency Leave, under the *Employment Standards Act, 2000*. The Regulation amends the ESA as it relates to Infectious Disease Emergency Leave, temporary layoffs and deemed terminations of non-unionized employees. The objective of the Regulation is to provide temporary relief from the notice of termination and severance pay provisions of the ESA as it relates to temporary layoffs that

are incurred as a result of COVID-19.

Ontario government announces schools to remain closed: what this means for employers as businesses reopen

21 MAY 2020

Canadian Employment Law Updates - COVID-19

On Tuesday, May 19, 2020, as Ontario entered into the first stage of reopening businesses, Premier Doug Ford announced that schools will remain closed for the balance of the school year due to the COVID-19 pandemic.

Ontario: certain businesses allowed to reopen under strict safety guidelines

1 MAY 2020

Canadian Employment Law Updates - COVID-19

On May 1, 2020, the Government of Ontario announced that certain businesses and workplaces will be allowed to reopen on Monday, May 4, 2020 as long as they comply with strict public health measures implemented in response to COVID-19. Businesses that are permitted to reopen include seasonal businesses and some essential construction projects.

Canada Emergency Wage Subsidy receives Royal Assent

13 APR 2020

Canadian Employment Law Updates - COVID-19

On April 11, 2020, the Canada Emergency Wage Subsidy ("CEWS") was approved by the Canadian Parliament and Senate, making a 75% wage subsidy available for eligible employers for up to 12 weeks, retroactive to March 15, 2020.

Additional details on Canada's 75% wage subsidy for employers

1 APR 2020

Canadian Employment Law Updates - COVID-19

On April 1, 2020, the Canadian Minister of Finance Bill Morneau provided additional details concerning the 75% wage subsidy for employers in Canada.

Federal government announces more details regarding 75 per cent wage subsidy (Canada)

30 MAR 2020

Canadian Employment Law Updates - COVID-19

On March 30, 2020, Prime Minister Justin Trudeau provided more details on the 75% wage subsidy for small and medium sized business in Canada.

Canada announces relief for workers due to COVID-19

18 MAR 2020

Canadian Employment Law Updates - COVID-19

Canadian Government Federal Aid Package COVID19

New year, new deadlines: Upcoming obligations under the AODA

26 NOV 2019
Canada in Focus

By January 1, 2021, certain private-sector organizations in Ontario will be required to meet key deadlines under the *Accessibility for Ontarians with Disabilities Act*. Employers are encouraged to review their obligations and consider next steps.

Events

- Speaker, 2017 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference
- Speaker, 2017 Skills for Change Diversity@Work Conference
- Speaker, 2016 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference
- Speaker, 2016 Skills for Change Diversity@Work Conference
- Speaker, 2015 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference