



Titus Totan

Associate

titus.totan@dlapiper.com

Toronto

T: +1 416 365 3408

F: +1 416 777 7430

Titus Totan has a general employment and labour law practice.

Titus provides strategic advice on a broad range of workplace issues and employment-related litigation matters, including employment and contractor agreements, occupational health and safety, terminations, investigations, discipline, restrictive covenants, workplace policies and workplace human rights. Titus frequently provides training to organizations of all sizes on preventing and addressing unlawful workplace discrimination, workplace harassment and workplace violence. Titus also advises on employment law aspects of corporate transactions.

Titus has successfully represented clients at all stages of the litigation/complaint process before the Ontario Superior Court of Justice, the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board and the Ministry of Labour.

Titus is regularly invited to speak at professional conferences throughout Ontario, including conferences put on by the Human Resources Professionals Association. In addition, Titus has written numerous articles on employment law matters, and has been interviewed by the media on a variety of workplace issues.

Prior to law school, Titus was a Junior Programme Officer at the Treasury Board of Canada Secretariat, where he contributed to the creation and implementation of professional development initiatives for federal public servants.

RELATED SERVICES

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

LANGUAGES SPOKEN

English Romanian

LANGUAGES SPOKEN

- English
- Romanian

CREDENTIALS

Admissions

- Ontario, 2015

Recognitions

- Listed as Acritas Star™ Lawyer 2020
- McMillan LLP Award for Outstanding Academic Achievement - Osgoode Hall, 2012-2014
- Bruce Lokash Memorial Prize - Osgoode Male Athlete of the Year, 2014

Education

- J.D., Osgoode Hall, 2014
- B.Soc.Sc. (Hons.), University of Ottawa, 2011

Memberships

- Law Society of Ontario
- Canadian Bar Association

Community Involvement

- Program Administrator, Pro Bono Law Ontario, 2013-2014
- Case Worker, Osgoode Community and Legal Aid Services Program, 2012-2013

INSIGHTS

Publications

Ontario government orders closure of all non-essential workplaces (Canada)

24 March 2020

On March 23, 2020, the Ontario government ordered all non-essential workplaces to close down by 11:59 PM on March 24, 2020 for at least 14 days.

Constructive dismissal action barred by the Ontario *Workplace Safety and Insurance Act, 1997*

19 FEB 2020

The Ontario Workplace Safety and Insurance Appeals Tribunal has determined that an employee's action for constructive dismissal based on allegations of workplace harassment is barred by the Ontario *Workplace Safety and Insurance Act, 1997*.

Ontario Court of Appeal provides fresh guidance on capped notice periods and post-termination bonus entitlements

31 JUL 2019

Canada in Focus

On June 19, 2019, the Ontario Court of Appeal released its decision in *Dawe v. Equitable Life Insurance Company*, 2019 ONCA 512. The decision provides insight on the level of precision and detail needed to draft an "actively employed" precondition that clearly restricts post-termination bonus entitlements.

- Author, "When working notice of termination does not work," October 10, 2017
- Author, "Unmasking the Veil of Privilege in Workplace Investigations," July 10, 2017
- Author, "Departing employees gone rogue," April 25, 2017
- Author, "Staying Connected and Protected: Addressing the Millennial Dependency on Technology in the Workplace," *Adecco Lead Magazine*, December 2016
- Author, "Have your bonus preconditions been "sufficiently" communicated to your employees?" December 16, 2016
- Author, "The sticky pitfalls of dismissing temporary workers," October 31, 2016
- Author, "The Evolution of Workplace Human Rights," *HR Professional Magazine*, October 2016
- Author, "Are your restrictive covenants enforceable?" July 18, 2016
- Author, "Revisiting Unilateral Amendments to Employment Contracts and Policies," February 1, 2016

Events

- Speaker, "Litigating Discrimination Claims: Tips and Trap's", DLA Piper (Canada) LLP Disability Management and Accommodation Breakfast Seminar, October 21, 2019
- Speaker, "Cross Country Check-up: Ontario", DLA Piper (Canada) LLP Toronto Employment and Labour Conference, May 10, 2019
- Speaker, "Wrongful Dismissal Litigation: Tips, Tricks and Traps", DLA Piper (Canada) LLP Toronto Employment and Labour Conference, May 10, 2019
- Speaker, "Legal Challenges of Workplace (Un)wellness", Human Resources Professionals Association, April 28, 2019
- Speaker, "Top Development/Issues in Labour and Employment Law", Ontario Association of Residences Treating Youth, October 18, 2018
- Speaker, "Benefits Beyond Age 65", DLA Piper (Canada) LLP Toronto Employment and Labour Conference, September 24, 2018
- Speaker, "Social Media and Privacy in the Workplace", Human Resources Professionals Association, April 18, 2018
- Speaker, "Best Practices for Terminations", Human Resources Professionals Association, February 23, 2017
- Speaker, "Workplace Accommodations Regarding Older Workers," Human Resources Network of Ontario Libraries, October 21, 2016
- Speaker, "The Evolution of Social Media in the Workplace," Human Resources Professionals Association, May 5, 2016
- Speaker, "The Ever-Expanding Definition of Disability in Employment," Human Resources Professionals Association, May 5, 2016

NEWS

MEDIA MENTIONS

- Interviewed, "TTC union opposes random employee drug-testing, supports some testing," *CityNews*, February 28, 2017
- Quoted, "Focus: Rulings show risks of early termination," *Law Times*, January 9, 2017