



While primarily serving Northeastern Ontario, our firm provides strategic employment law advice to both provincially and federally regulated employers and employees across Canada. We have extensive knowledge of the *Employment Standards Act*, the *Canada Labour Code* and other employment related legislation. With over 40 years of combined experience in all aspects of employment law, it is our goal to better prepare you or your organization to navigate the employment law landscape.

## HOW WE CAN HELP:

### EMPLOYERS

Our firm aims to assist employers to best manage the employment relationship and mitigate risk. We strive to help our clients avoid costly mistakes at each stage of their business; whether it be assisting a new business in the hiring process, or advising a well-established organization on human resources decisions. Ideally, we hope to guide our clients in a proactive approach to compliance with employment laws in Ontario and across Canada, but we also regularly assist new and existing clients when issues arise regarding employee discipline, COVID-19 protocol, accommodation, conflict resolution, termination of the employment relationship, workplace investigations, and more.

### EMPLOYEES

We believe that the start of every good employment relationship is a clear, fair and legally enforceable employment contract and user-friendly policies. While we do draft contracts and policies for employers, we also review contracts for employees. We aim to provide employees with the tools and advice to better their position in the employment relationship. We also assist employees through the termination process, wrongful dismissals, human rights complaints, and more.

### TRAINING

At Suzanne Desrosiers Professional Corporation, the SDLaw e-Learning & Training Centre has been established to provide accessible self-paced and interactive online training catered to various businesses, including First Nations.

Our training covers topics such as:

- board governance
- harassment & violence prevention in the workplace (Bill C-65)
- the Canada Labour Code
- progressive discipline
- termination
- employment contracts
- non-for-profit organizations
- conflicts of interest
- human rights sensitivity
- & more



We also offer live webinars and teleconferences or in-person presentations and workshops when requested. It is our hope that our training can help businesses, entrepreneurs, employees, and organizations stay on top of the latest obligations and procedures in employment law to put their best foot forward in their day-to-day operation.