

# The Eight-Minute Employment Lawyer 2025

May 13, 2025

SKU CLE25-00504

## Table of Contents

<b>TAB 1</b>	<b>Summary of Ontario's <i>Working for Workers Acts</i> .....1 - 1 to 1 - 8</b>
--------------	---

Authored and presented by:  
Rich Appiah, *Appiah Law*

Co-authored by:  
Behnam Nadimfard, *Appiah Law*

<b>TAB 2</b>	<b>Practitioner Checklist for Using Generative AI in Practice .....2 - 1 to 2 - 5</b>
--------------	---

**Appendix A: What is AI? .....2 - 6 to 2 - 6**

**Appendix B: Potential Benefits and Risks of AI in Legal Practice .....2 - 7 to 2 - 7**

**Appendix C: Generative AI Landscape .....2 - 8 to 2 - 8**

Authored and presented by:  
Steven Dickie, *Osler, Hoskin & Harcourt LLP*

Co-authored by:  
Tara Hristov, *Osler, Hoskins & Harcourt LLP*

**TAB 3                    High-Risk Terminations in the Human Rights Context .....3 - 1 to 3 - 3**

Authored and presented by:  
Malini Vijaykumar, *Nelligan O’Brien Payne LLP*

Co-authored by:  
Kyle Anderson, *Nelligan O’Brien Payne LLP*

**TAB 4                    Free Speech in the Workplace – What are Employers  
Allowed to Control .....4 - 1 to 4 - 6**

Authored by:  
Aimee Veiner, Student-at-Law, *Hicks Morley Hamilton Stewart Storie LLP*

Presented by:  
Nigel McKechnie, *Hicks Morley Hamilton Stewart Storie LLP*

**Free Speech in the Workplace – What are Employers  
Allowed to Control? (PowerPoint).....4 - 7 to 4 - 15**

Nigel McKechnie, *Hicks Morley Hamilton Stewart Storie LLP*

**TAB 5                    Human Rights Damages 2024-2025: Practical Trends  
in Human Rights Damages and the Limits of Dual  
Proceedings.....5 - 1 to 5 - 5**

**HRTO General Damages Awards (2024 – March 31, 2025) .....5 - 6 to 5 - 6**

**HRTO Total Monetary Damages Awards  
(General + Special) (2024 – March 31, 2025).....5 - 7 to 5 - 7**

**HRTO Decisions After Merits Hearing Chart  
(January 2024 to March 31, 2025) .....5 - 8 to 5 - 14**

Authored and presented by:  
Deborah Howden, *Shibley Righton LLP*

Co-authored by:  
C. Adam Lawson, *Shibley Righton LLP*

<b>TAB 6</b>	<b>Executive Compensation – The Essentials .....</b>	<b>6 - 1 to 6 - 10</b>
	Nancy Shapiro, <i>The Employment Law Boutique</i>	
<b>TAB 7</b>	<b>The Latest Updates on the Law of Constructive Dismissal: When “Return-to-Office” Amounts to Constructive Dismissal .....</b>	<b>7 - 1 to 7 - 4</b>
	Alex Treiber, <i>Treiber Law PC</i>	
<b>TAB 8</b>	<b>Repudiation of Contract – <i>Timmins and Artisan Cells</i>.....</b>	<b>8 - 1 to 8 - 8</b>
	Authored and presented by: Cédric Lamarche, <i>Singh Lamarche LLP</i>  Co-authored by: Nilufer Walimohamed, <i>Singh Lamarche LLP</i>	
<b>TAB 9</b>	<b>Termination Clause Drafting Checklist.....</b>	<b>9 - 1 to 9 - 2</b>
	Authored and presented by: Aleksandra Pressey, <i>Williams HR Law LLP</i>  Co-authored by: Cooper Smither, <i>Williams HR Law LLP</i>	
<b>TAB 10</b>	<b>A Brief Overview: Taxation of Employment Dispute Settlements .....</b>	<b>10 - 1 to 10 - 15</b>
	Authored by: Weinan Wang, <i>Hum Law Firm</i>  Presented by: Lai-King Hum, <i>Hum Law Firm</i>	
<b>TAB 11</b>	<b>Lessons from <i>Dufault v. Ignace</i> .....</b>	<b>11 - 1 to 11 - 13</b>
	(Originally prepared for the Ontario Bar Association program, 23rd Annual Current Issues in Employment Law. Reprinted with permission.)	

Authored and presented by:  
Jonathan Pinkus, *Samfiru Tumarkin LLP*

Co-authored by:  
Melanie Vincent, *Samfiru Tumarkin LLP*

**TAB 12      Employers Behaving Badly: An Assessment of  
Extra-Contractual Damages Awarded to Employees as a  
Result of Employer Misconduct at the  
Time of Termination ..... 12 - 1 to 12 - 5**

Authored by:  
Taylor Maitland, *Reist Krauss Bauer LLP*

Co-authored by:  
Maxwell Bauer, *Reist Krauss Bauer LLP*

Presented by:  
Pamela Krauss, *Reist Krauss Bauer LLP*

**TAB 13      New Developments in Just Cause Terminations ..... 13 - 1 to 13 - 6**

Matthew Dewar, *Duntrune LLP*

**TAB 14      Trauma-Informed Investigations (PowerPoint)..... 14 - 1 to 14 - 10**

Asha Rampersad, *Turnpenney Milne LLP*

**TAB 15      Update on Notice Periods ..... 15 - 1 to 15 - 8**

Claire Boychuk, *RavenLaw LLP*

**TAB 16      A Status Check on Non-Competes ..... 16 - 1 to 16 - 6**

Authored and presented by:  
Jordan Epstein, *Gowling WLG*

Co-authored by:  
Carson Healey, *Gowling WLG*

**TAB 17      Managing Domestic Violence Threats Affecting  
the Workplace (PowerPoint) ..... 17 - 1 to 17 - 10**

Authored and presented by:  
Kate Agyemang, *Borden Ladner Gervais LLP*

Supported by:  
Sonal Mashankar, Articling Student, *Borden Ladner Gervais LLP*

**TAB 18      Investigations Case Law Update ..... 18 - 1 to 18 - 5**

Sarah Vokey, *Sarah Vokey Law*