



firm profile

McMillan is a modern and ambitious business law firm serving public, private and not-for-profit clients across key industries in Canada, the United States and internationally. With recognized expertise and acknowledged leadership in major business sectors, we provide solutions-oriented legal advice through our offices in Vancouver, Calgary, Toronto, Ottawa, Montréal and Hong Kong. Our firm values – respect, teamwork, commitment, client service and professional excellence – are at the heart of McMillan's commitment to serve our clients, our local communities and the legal profession. For more information, please visit our website at www.mcmillan.ca.

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employment law

overview

Successful organizations rely on positive relationships with their employees. One of the keys to establishing these relationships is a clear expectation of the obligations each party has to the other. If that understanding is murky or breaks down, it can damage a company's performance and its public reputation.

McMillan's Employment and Labour Relations Group helps organizations define the employment relationships and employee obligations at the best possible time—when someone is hired. We help create effective employment agreements—customized to each client's unique needs and governing legislation—that assist both parties in understanding the expectations of the position and the terms that will guide their working relationship.

In doing so, we help protect employers against claims of unfair treatment, while adding efficiencies in managing vacation accruals, disability leaves, performance management processes and other aspects of the employment relationship.

When disputes do arise—and they inevitably will—we help protect our clients' interests. Disciplining or dismissing an employee is a complex matter that can expose organizations to liability. We provide strategic counsel on these actions to help clients make the right legally defensible decision and advocate on their behalf in the event of subsequent claims and litigation.

McMillan's professionals help clients lead by:

- Designing customized employment agreements and workplace policies in compliance with applicable laws
- Establishing performance management processes
- Advising on employee dismissals, severance arrangements and termination documents
- Counseling on response to demand letters and claims subsequent to dismissals
- Advising on wrongful dismissal actions
- Establishing workplace privacy policies
- Advising on employment issues relative to mergers and acquisitions