

DAVE J.G. MCKECHNIE



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Dave McKechnie is an experienced lawyer with expertise in all areas of employment and labour relations law and business immigration. He has extensive experience representing clients in the automotive and manufacturing industries.

Acting for employers on a wide range of disputes, Dave provides counsel on claims of harassment, wrongful dismissal, and Canada Labour code unjust dismissal. He represents his clients in grievance arbitrations, and is experienced in employee and retiree benefits class actions claims. Dave appears regularly before various labour tribunals including the Human Rights Tribunal of Ontario, the Ontario Workplace Safety and Insurance Appeals Tribunal, and before the Ontario Superior Court and the Ontario Court of Appeal.

Dave also provides guidance to employers on employment standards, disability management and benefits, employment contracts, employment policies, human rights in the workplace, as well as the negotiation and

administration of collective agreements.

In his business immigration practice, Dave advises on the full spectrum of issues, including immigration issues in corporate transactions, labour market impact assessments, intra-company transfers, CUSMA, CPTPP and GATS professional work permit applications, and permanent residence applications for economic class immigration and provincial nominees.

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Expertise: Automotive, Employment & Labour Relations, Manufacturing

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Location: Toronto

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Position/Title: Partner, Employment & Labour Relations

Twitter: https://twitter.com/dave_mckechnie

Directorships & Affiliations:

- Canadian Association of Counsel to Employers
- Canadian Bar Association
- Toronto Lawyers Association

Publications:

- "Sick, Lies, and Questionnaire: Arbitrators Uphold Terminations of Employees Who Breached COVID-19 Safety Protocols," Employment and Labour Law Reporter, LexisNexis, February 2021

Education & Admissions:

Degree: Called to the Ontario bar

Year: 2004

Degree: LLB

University: University of Toronto

Year: 2003

Degree: BA (Hons.)

University: Swarthmore College

Year: 1997

Media Mentions:

- "[Are Employee Defamation Cases a Fool's Errand?](#)" by Dave J. G. McKechnie, Adam D. H. Chisholm and Khaleed Mawji, Employment and Labour Law Reporter, Vol. 33, Number 8 (November 2023)
- "[Israel-Hamas conflict raises issues around off-duty conduct, political expression and workplace conflict,](#)" by Sarah Dobson, Canadian HRReporter (November 9, 2023)
- "[An employee bad-mouths you publicly – how should you respond?](#)" Canadian by Sarah Dobson, HRReporter (October 5, 2023)
- "Review of Five Good Ideas" by Sue Tardi, The Philanthropist, Vol. 24 (2012)
- "Ruling Sends Shockwaves" by Michael McKiernan (May 17th 2010)

Speaking Engagements:

- Privacy and the Workplace: The Scope and Limitations of Employee Privacy - Ontario Bar Association's Institute, Toronto, Ontario

- February 2, 2016

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http://www.oba.org/Institute2016/Program-Listing/Tuesday/Labour-Relations?utm_source=VURL&utm_medium=WEB&utm_campaign=IN16&utm_content=LFOut

Representative Matters:

- Lawrence v. Norwood Industries Inc., 2016 ONSC 6072 (CanLII)
- Ontario Nurses' Association v. Calea Homecare, 2016 CanLII 44017 (ONLRB)
- Ciszakowski v. Canac Kitchens, 2015 ONSC 73 (CanLII)
- Reaume v. Total Security Management and Securitas Canada Limited 2015 HRTO 504 (CanLII)
- WSIAT Courier Services Decision, 2013 ONWSIAT 958 (CanLII)
- Nitta Gelatin Canada Inc. and UFCW-Can, Local 1000A (Katarzynski); 2013 CarswellOnt 2290
- Klimaszewska v. ADESA Auctions Canada, 2011 HRTO 74
- Dart Aerospace Ltd. v. Duval, 2010 FC 755 (Fed. Ct.)
- Bautista v. NYK Line (Canada) Inc., 2008 CanLII 59551

- *Firatli v. Kohler Ltd.*, 2008 CanLII 35266 (ON SC)

Industries: Automotive, Manufacturing

Practices: Employment & Labour Relations