

PAUL BOSHYK



Categories: [People](#), [Lawyers](#)

Paul practises employment and labour law with a focus on mergers and acquisitions. He has broad experience acting for private equity firms, startups and established companies in numerous sectors, including manufacturing, oil and gas, as well as food, beverage and agribusiness.

Advising domestic and international clients in all aspects of provincial and federal employment and labour law, Paul helps employers navigate workplace issues relating to hiring and terminations, executive compensation, collective bargaining, human rights and investigations. He also acts for vendors and purchasers in connection with the employment and labour implications of complex corporate transactions.

In his employment and labour litigation practice, Paul has appeared as lead counsel before all levels of court in Ontario, the Human Rights Tribunal of Ontario, the Alberta Human Rights Commission, the Ontario Labour Relations Board, the Ontario Ministry of Labour and at numerous mediations and arbitrations.

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Expertise: Employment & Labour Relations, Executive Compensation, Mergers & Acquisitions, Private Equity & Venture Capital, Startups & Emerging Companies

Location: Toronto, Calgary

Phone: 416.865.7298 / 403.231.8389

Position/Title: Partner, Employment & Labour Relations

Community Involvement:

- Pro Bono Ontario, Law Help Ontario Program

Directorships & Affiliations:

- Canadian Association of Counsel to Employers (CACE)
- Ontario Bar Association

Education & Admissions:

Degree: Called to the Alberta bar

Year: 2017

Degree: Called to the Ontario bar

Year: 2012

Degree: Certificate in Negotiation

University: Osgoode Hall Law School

Year: 2015

Degree: JD

University: University of Calgary

Year: 2011

Degree: BAH, Political Science

University: Queen's University

Year: 2008

Media Mentions:

- "[\\$420,000 mistake: Even without a change in title, employee's contract can become unenforceable](#)," by Dobson, S., Canadian HR Reporter (March 16, 2023)
- "[Volunteers' settle class action for \\$450,000](#)" by Dobson, S., Canadian HR Reporter (August 23, 2022)
- "[Ontario court ruling shows zero tolerance in sexual harassment case](#)" by Fine, S., The Globe and Mail (April 20, 2022)
- "[Certification of class action further blow to Uber's plans](#)" by Dobson, S., Canadian HR Reporter (September 29, 2021)
- "[Is refusing a vaccine considered a frustration of contract?](#)" by Dujay, J., Canadian HR Reporter (September 2, 2021)
- "[Companies under pressure to comply with Ontario's new website accessibility rules](#)" by David P., Toronto Star (June 3, 2021)
- "[Never say never: \\$1.3 million awarded for constructive dismissal](#)" by Dobson, S., Canadian HR Reporter (April 26, 2021)
- "[Appeal court delivers 'frightening' decision around undue hardship](#)" by Dobson, S., Canadian HR Reporter (October 26, 2020)
- "[Canada: Avoid Inappropriate Interview Questions](#)" by Skrzypinski C., SHRM (December 13, 2019)
- "[Court of Appeal rejects recognizing tort of harassment](#)" by Melnitzer J., Law Times (March 25, 2019)
- "[Legal marijuana raising safety fears across industries](#)" by Ebner, D., The Globe and Mail (June 23, 2018)
- "Lawyers worried about 10-year cap on tribunal appointments" by Bruineman, M., Law Times (September 14, 2015)

Representative Matters: Corporate Transactions

- Acted for Paper Corporation of North America in connection with the sale of Veritiv Canada, Inc. to Imperial Dade
- Acted for Xerox Canada Holdings V Ltd. in connection with its acquisition of Powerland Computers Ltd.
- Acted for the selling shareholders in connection with Berlin Packaging's acquisition of Consolidated Bottle Corporation
- Acted for Hansen Technologies Limited in connection with its acquisition of Sigma Systems Canada LP for C\$152.5 million

- Acted as Canadian counsel to Refresco Group N.V. in connection with its USD\$1.25 billion acquisition of Cott Corporation
- Acted for Thoma Bravo, LLC in connection with its C\$1.575 billion acquisition of the shares of TRADER Corporation (autoTRADER)
- Acted for SABMiller plc as Canadian counsel in connection with Canadian Competition Bureau clearance of its USD\$107 billion take-over by Anheuser Busch InBev SA/NV
- Acted for Experis, part of the ManpowerGroup family of companies, in connection with its acquisition of a majority ownership of Veritaaq Technology House Inc.
- Acted for G3 Global Grain Group in connection with the privatization of G3 Canada Limited (formerly The Canadian Wheat Board)
- Acted for HB Construction Company Ltd., a wholly owned indirect subsidiary of The Williams Companies, Inc., in connection with its acquisition of certain assets of Comstock Canada Ltd.

Selected Cases

- Successfully appealed trial court's decision based on a palpable and overriding error of fact in *Hucsko v. A.O. Smith Enterprises Limited*, 2021 ONCA 728
- Represented the partially successful employer in *Ratos v. Safe-Guard Canada Ltd.*, 2020 HRTO 307
- Successfully opposed an urgent interim injunction sought by employer's former Chief Executive Officer in *Boni v Leonardo Worldwide Corporation*, 2018 ONSC 1875
- Represented the successful employer in *969625 Ontario Ltd. v Goldstone Resources*, 2017 ONSC 879
- Represented the successful employer in *Innophos Canada Inc. v United Steelworkers, Local Union 6304*, 2016 CanLII 30878 (Ont Arb)
- Successfully moved to dismiss action for delay in *Pombo v Canac Kitchens*, 2016 ONSC 1064
- Successfully opposed application for union certification in *Detour Gold Corp. v Ontario Pipe Trades Council of the UA*, 2015 CarswellOnt 704 (OLRB)
- Successfully opposed unjust dismissal complaint under *Canada Labour Code* in *Rowland v Cherokee Trailer & Truck Repairs*, 2015 CLB 540 (Rose)
- Represented the successful employer in *Tilton Industries Inc. v CAW-Canada*, 2013 CanLII 101359 (Ont Arb)

Industries: Private Equity & Venture Capital, Startups & Emerging Companies



Practices: Employment & Labour Relations, Executive Compensation, Mergers & Acquisitions