

## Andy Balaura

Partner



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### Education

B.A. (Hons.), University of Toronto (1996)

LL.B., University of Windsor (2000)

**Called to the Ontario Bar, 2002**

### Other Languages

Ukrainian

Areas of Expertise: Cross Border Services, Employment & Labour, Health Law, Management Seminars and Training Programs, Privacy Law, Workplace Audits, Workplace Investigations

## Practice

Andy Balaura is the Head of Pallett Valo's Employment & Labour and Privacy Law Practice Groups.

Andy practices in the area of employment and labour law, representing large, mid-sized and small businesses and corporations, as well as senior level executives. He regularly advises and represents clients in a wide variety of industries, including hospitality, construction, manufacturing, information technology, financial services and transportation.

Andy has appeared as litigation counsel before the Ontario Courts at all levels on wrongful dismissal matters, injunctive proceedings, and occupational health and safety prosecutions. He has also represented numerous employer clients before arbitrators, the Ontario Labour Relations Board, the Workplace Safety and Insurance Tribunal, the Ontario Human Rights Tribunal and the Privacy Commissioner's office.

Andy has extensive experience acting for corporate clients on a wide range of human resource issues, including drafting employment and contractor agreements, advising on employee discipline and dismissal, negotiating severance packages, preparing workplace policies, conducting workplace investigations, advising on privacy obligations and obligations of departing employees, and assisting employers with their statutory obligations pursuant to the Employment Standards Act and the Ontario Human Rights Code.

He regularly assists corporate counsel with respect to workplace law issues arising from corporate transactions, restructurings and insolvencies. Andy also provides ongoing guidance to employers as they deal with matters related to union organizing, collective agreement interpretations and grievance arbitration. He uses a proactive and practical approach in assisting clients to resolve workplace disputes in an efficient manner.

Andy also has experience conducting third party investigations, and has recent expertise advising organizations on CASL obligations and compliance with privacy-related statutes.

## Memberships

- Member, The Advocates' Society
- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Member, Peel Law Association
- Treasurer, Ukrainian Canadian Bar Association

- Director, SUS Foundation of Canada
- Past Director, Mississauga Symphony Orchestra
- Past Director, Distress Centre Peel

## Publications

- Briggs & Stratton Acquires Equity in Accelerated Systems, Inc. - July 2021
- Mandatory Mask Policies and Human Rights - April 2021
- Ontario's Stay-at-Home Order and the Effect on Workplaces - January 2021
- Employers in Peel Must Comply With Peel Public Health Order - December 2020
- Mandatory COVID Screening in Workplaces - October 2020
- CERB Program Extended as Economy Reopens Gradually - June 2020
- New Regulatory Change to the ESA Provides Temporary Relief for Employers - May 2020
- Provincial Government Update and Guidelines for Employers to Follow as Workplaces Reopen - May 2020
- Ontario Extends Duration of Emergency Orders - April 2020
- Update for Ontario Employers Regarding Recent COVID-19 Developments - April 3, 2020 - April 2020
- COVID-19 Update for Employers - March 23, 2020 - March 2020
- COVID-19: What Are Your Employee/Employer Rights? - March 2020
- Coronavirus: What Employers Need to Know - March 2020
- Pallett Valo Co-Hosts Legal Information Session with Toronto Shokokai - June 2019
- *New Making Ontario Open for Business Act* to Reform Employment and Labour Laws - November 2018
- Cannabis Legislation Update - New Legislation is in Force - November 2018
- Getting hired - August 2018
- Cannabis Legalization in Canada - Nuisance or Business Opportunity? - December 2017
- Canada's Anti-Spam Legislation: The clock is ticking! - May 2013
- Family Ties And The Workplace: New Accommodation Challenges For Employers - March 2013
- Privacy Protection - November 2012
- Employee benefits: Taxable, or not? - September 2012
- Privacy Law and your business - July 2012
- Ontarios top court recognizes the tort of invasion of privacy - February 2012
- Get Set For Bill 168 - June 2010
- Bill 168: Cracking Down on Violence and Harassment in the Workplace - November 2009
- H1N1 - Is Your Workplace Prepared? - October 2009
- Construction Law - Year in review - December 2008
- Employers - Drive a Honda to Litigation Success (Keays v. Honda) - July 2008
- First Family Day - February 2008
- Privacy Policy (Updated 2008) - February 2008
- How Good Employment Contracts Can Benefit Employers and Employees - September 2006

- Kelly v. Linamar Corp - When an Employee is Criminally Charged for Off-Duty Conduct – April 2006
- Mandatory Retirement – June 2005
- Privacy Law - What it Means to your Business – June 2004
- Employment Law - Legislative Update – May 2004
- Supreme Court Rules That Arbitrators Can Apply Employment and Human Rights Statutes During Grievance Proceedings – October 2003

## Other Publications and Presentations

- Presenter, Be Mindful of the Mind: Managing Employee Mental Health Challenges, Pallett Valo – November 2020
- Presenter, What You Say Can Hurt You: Best Practices Governing Social Media at Work, Pallett Valo – October 2020
- Presenter, COVID-19 Employment Related Issues for Employers, Pallett Valo – September 2020
- Presenter, Not the Place to Get Buzzed: Cannabis in the Workplace, Pallett Valo – January 2020
- Speaker, “COVID-19 Legal Information Workshop” webinar, Ukrainian Canadian Congress – April 2020
- Speaker, “COVID-19 Employment Issues” webinar, The Alternative Board (TAB) – April 2020

<https://www.pallettvalo.com/our-people/our-lawyers/andy-balaura/>

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