



DAN PALAYEW

Partner

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[Labour and Employment](#)
[Healthcare Human Resources and Labour Relations](#)

Education / Bar Admissions

B.C.L./LLB, McGill University, 1993
B.A., McGill University, 1989

Ontario, 1995

Professional Involvement

Human Resources Professionals
Association of Ontario (HRPAO)

Board Member, HRPAO Ottawa
Chapter

Ontario Bar Association

OBA Privacy Law Section Executive

Past Board member of various not-
for-profit organizations

Community Involvement

Member, Board of Directors, Soloway
Jewish Community Centre

EXECUTIVE SUMMARY

Dan Palayew is a partner in the Labour and Employment Group in the Ottawa office of Borden Ladner Gervais LLP.

Mr. Palayew was recognized as a 2018 and 2019 Acritas Star. In addition, he was selected by his peers for inclusion in the 2018 (and since 2011) editions of *The Best Lawyers in Canada* (Labour and Employment Law). He was also recognized in the 2015 edition of *the Legal 500 Canada* (Labour & Employment), as well as the 2015, 2016, 2017 and 2018 editions of *The Canadian Legal Lexpert® Directory* in three areas of workplace law (Employment Law, Labour Law and Workplace Human Rights).

He regularly advises employers with respect to union organizing and certification, collective bargaining, injunctions, wrongful dismissal actions, employee terminations, harassment, arbitrations, pay equity, human rights, occupational health and safety, workplace safety and insurance and workplace privacy. He also acts as an Investigator and Mediator in complex workplace disputes.

Mr. Palayew has appeared before numerous courts and tribunals, including boards of arbitration, the Ontario Labour Relations Board, the Canada Industrial Relations Board, the Workplace Safety and Insurance Board and Appeals Tribunal, the Ontario Superior Court of Justice, the Ontario Court of Appeal and the Federal Court of Appeal.

He is a member of the Human Resources Professionals Association of Ontario and the Ontario Bar Association. He is the past Eastern Ontario Representative on the Ontario Bar Association Labour Relations Section Executive and the Eastern Ontario Regional Coordinator on the Privacy Law Section Executive. He sat on the Board of Directors of the Ottawa Human Resources Professionals Association for many years and chaired the Government Affairs Liaison Committee. He is currently on the Board of Directors of the Soloway JCC.

Mr. Palayew has spoken at and chaired numerous conferences and seminars and has published several articles regarding labour and employment law. He has been interviewed on radio and quoted frequently in publications such as *The Globe and Mail*, *The Ottawa Citizen*, the *Ottawa Business Journal* and *Workplace News* on employment, labour and privacy issues.

REPRESENTATIVE WORK

- Acts on behalf of employers in employment law litigation.
- Acts on behalf of unionized employers in all aspects of labour law, with a particular expertise in collective bargaining and both rights and interest arbitration.
- Acts on behalf of employers in human rights, workers compensation, pay equity, occupational health and safety, and workplace privacy matters.
- Conducts training sessions for employers on attendance management, performance, workplace privacy improvement, discipline, workplace investigations, unionization, and numerous other topics.

PUBLICATIONS & PRESENTATIONS

Dan has authored numerous articles and is a frequent speaker on all aspects of labour and employment law, of which the most recent are:

- Speaker, "Employment Contracts & Harassment in the Workplace," Not-for-Profit Seminar, June 7, 2017.
- Speaker, "Managing Absenteeism & The Duty to Accommodate," Labour & Employment Breakfast Seminar, June 1, 2017.
- Speaker, "Mental Health and Medical Issues in the Workplace," Institute of Professional Management's Spring Conference, April 6, 2017.
- Speaker, "Dine and Learn Event," HRPA Ottawa Chapter, March 28, 2017.
- Speaker, "Workplace Violence, Sexual Harassment and Investigations," Ottawa Regional Contact Centre Association, February 9, 2017.
- Speaker, "Labour & Employment Symposium," BLG Annual Conference, November 22, 2016.
- Speaker, "Ottawa Law Conference," HRPA Ottawa Chapter, October 27, 2016.
- Speaker, "Understanding the Employer's Rights in the Employer-Doctor Relationship," Infonex Duty to Accommodate conference, March 24, 2015.
- Speaker, "Tips from the Employer-Side Trenches", Six-Minute Employment Lawyer, September 2014.

RANKINGS & RECOGNITIONS

- Recognized as a 2019 (and since 2018) Acritas Star.
- Selected by peers for inclusion in the 2019 edition (and since 2011) of *The Best Lawyers in Canada*® (Labour and Employment Law).
- Recognized in the 2019 (and since 2015) edition of *The Canadian Legal Lexpert*® Directory (Employment Law, Workplace Human Rights).
- Recognized in the 2015 edition of the *Legal 500 Canada* (Labour & Employment).

ABOUT BORDEN LADNER GERVAIS LLP



Borden Ladner Gervais LLP (BLG) is a leading, national, full-service Canadian law firm focusing on business law, commercial litigation and arbitration, and intellectual property solutions for our clients. BLG is one of the country's largest law firms with more than 700 lawyers, intellectual property agents and other professionals in five cities across Canada. We assist clients with their legal needs, from major litigation to financing to trademark and patent registration.