



## **Evan Campbell**

**Partner | Guelph**

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### **RELATED SERVICES**

Arbitration & Mediation  
Commercial Litigation  
Human Rights  
Labour & Employment  
Workplace Health & Safety

### **RELATED INDUSTRIES**

Agribusiness & Food Production  
Automotive  
Cannabis  
Education  
Health  
Projects  
Retail  
Social Impact

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## **Biography**

Evan Campbell provides proactive advice and representation to employers regarding all aspects of labour relations and employment law.

Evan assists employers with a variety of issues including discipline and terminations, employment standards, corporate mergers and acquisitions, human rights, employment contracts and workplace policies, workplace safety and insurance, health and safety, and industrial and construction labour relations.

Evan has extensive experience litigating matters involving wrongful dismissals, corporate and commercial disputes, grievance arbitrations, the Workplace Safety and Insurance Act, the Occupational Health and Safety Act, and the Labour Relations Act. He regularly represents clients before the courts and numerous administrative tribunals including the Ontario Human Rights Tribunal, the Ontario Labour Relations Board, the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal.

Evan is practical, straightforward, and committed to providing exceptional service by understanding the issues facing his clients.

## **Thought leadership**

### **Presentations**

- Construction Labour Relations Overview, Guelph & District Homebuilders' Association, November 27, 2018
- "Cannabis and the Workplace", Circumference Technology Services client event, November 24, 2018
- "Labour Pains", Miller Thomson's 2018 Labour Relations & Employment Law Conference, November 15, 2018
- "Don't Stress It: Mental Health and the Workplace Safety and Insurance Act", Miller Thomson's 2018 Labour Relations & Employment Law Conference, November 15, 2018
- "The Buzz: Marijuana and the Workplace", Flamborough Chamber of Commerce, November 1, 2018
- Ontario Police Services 2018 Labour Seminar, Miller Thomson Waterloo, October 24, 2018
- Interviewed by CTV News London for a news segment regarding cannabis and the workplace; aired on October 9, 2018
- "The Buzz: Marijuana and the Workplace", Presentation, London Chamber of Commerce, October 9, 2018
- "Legal Update", Presentation, Ontario Agribusiness Association: Peer Safety Network
- "The Buzz: Marijuana and the Workplace", Presentation, Cambridge Chamber of Commerce, June 14, 2018
- "Marijuana and the Workplace", Presentation, Ontario Mutual Insurance Association, May 2018
- "The Buzz: Marijuana and the Workplace", Presentation, Guelph Chamber of Commerce, May 9, 2018

- “Labour Relations Act: Key Takeaways Employers Need to Know”, Miller Thomson Employment Law Update Webinar, March 28, 2018
- “Answers to Your Questions About Bill 148”, Miller Thomson Employment Law Update Webinar, February 12, 2018
- “Bill 141: 10 Key Takeaways All Employers Need to Know”, Miller Thomson Employment Law Update Webinar, December 20, 2017
- “Upcoming Changes to Ontario Employment/Labour Laws – What You Need to Know”, Miller Thomson Employment Law Update Webinar, July 11, 2017
- “Twists and Turns in Employment Agreements”, Miller Thomson Employment Law Update Webinar, February 28, 2017
- “Labour Pains?”, Miller Thomson’s 2017 Labour Relations & Employment Law Conference, April 6, 2017
- “Hiring & Firing Best Practices,” Presentation, Cambridge Chamber of Commerce, October 2015
- “Hiring & Firing Best Practices,” presentation, EMC, April 2015

## **Publications**

- “What the Buzz: Medical Marijuana and the Workplace”, *Grand Valley Construction Association Journal*, May/June 2018 Edition
- “Court Confirms Employers can Sue for Harassment”, *Labour and Employment Communique*, July 2017
- “Termination Clause: Money Saver or Bust”, *Labour and Employment Communique*, March 2017
- “Proposed Expansion of Employer Obligations: New Workplace Sexual Harassment Laws,” *Labour and Employment Communiqué*, December 2015
- “The Agricultural Employees Protection Act: Is Marijuana an agricultural commodity?” *Canadian Agribusiness and Food Law Blog*
- “The Duty to Accommodate: A Key Consideration for Employers,” *Business Ventures Newspaper*, September 2015
- “Accommodation in the Workplace: Practical Tips,” webinar, July 2015
- “Managing Absenteeism: Practical Tips,” webinar, May 2015
- “Employer Communication during Union Drives; The D’os and Don’ts,” *Labour and Employment Blog*, April 2015
- “Employment Law Update,” Ontario Agri Business Association, April 2015
- “WSIB Limits on Mental Stress Claims found Unconstitutional,” *Labour and Employment Blog*, February 2015
- “Tips for Managing WSIB Claims,” *Business Ventures Newspaper*, February 2015
- “Employment Law Update,” Ontario Agri Business Association, October 2014
- “Farm Workers Denied Coroner’s Inquest,” *Canadian Agribusiness and Food Law Blog*, August 2014,
- The Mandatory Occupational Health and Safety Awareness Training, *Business Ventures Newspaper*, September 2014
- “Health Coverage for Seasonal Workers,” *Canadian Agribusiness and Food Law Blog*, April 2014
- “Employment Contracts: A Must for Employers,” *Business Ventures Newspaper*, March 2014
- “New Accessibility Requirements for Ontario Employers,” *Business Ventures Newspaper*, January 2014

## **Corporate directorships**

- Board of Directors, Career Education Council
- Board of Directors, Guelph & District Chapter of the Human Resources Professionals Association

## **Professional memberships**

- The Human Resources Professionals Association Guelph and District Chapter
- Greater Kitchener-Waterloo Chamber of Commerce
- Guelph Chamber of Commerce
- Wellington County Law Association

## **Bar admissions & education**

- Ontario, 2013
- J.D., University of Ottawa, 2012
- B.A. (Honours), University of Waterloo, 2009

- Police Foundations, Conestoga College, 2006

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