



Robert England

Partner | Toronto

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Biography

Robert England has a litigation practice with a special expertise in employment law and occupational health and safety matters. Robert represents corporations, public institutions, and individuals in employment litigation and advises employers with respect to the implementation of policies and procedures that can help them reduce their exposure to wrongful dismissal actions and human rights and employment standards complaints.

In occupational health and safety matters, Robert has extensive experience defending charges laid under the *Occupational Health and Safety Act* throughout the province. His clients include public institutions, corporations, and managers. Robert also has expertise in providing advice to his clients with respect to regulatory compliance in occupational health and safety matters, and the design and implementation of policies and procedures to ensure ongoing compliance with occupational health and safety requirements. He has lectured and written extensively on the subject.

Robert has represented clients before all levels of trial and appellate courts in Ontario, administrative tribunals, and parliamentary committees. He is dedicated to responding to client needs in a timely and cost-effective manner.

Professional achievements & leadership

- The Best Lawyers in Canada – Labour and Employment Law, 2024

Thought leadership

- Presenter, "Occupational Health and Safety: An Eclectic Review of Developments in 2013," Miller Thomson's Labour Relations and Employment Law Conference, Toronto, April 24, 2014
- Supreme Court Decision on Randomized Alcohol Testing, Labour and Employment Communiqué, June 14, 2013
- Ontario Court of Appeal Rules on the Composition of Joint Occupational Health and Safety Committees, Labour and Employment Communiqué, January 27, 2011
- The Court of Appeal Upholds Standard Termination Clause Ousting Common Law Entitlement, Labour and Employment Communiqué,

RELATED SERVICES

Administrative & Public Law
Commercial Litigation
Human Rights
Labour & Employment
Marketing, Advertising & Product Compliance
Workplace Health & Safety

March 13, 2009

- Workplace Health and Safety, Charities and Not-for-Profit Newsletter, November 2008
- Supreme Court of Canada Says Terminated Employee Should Have Gone Back to Work for Terminating Employer, Labour and Employment Communiqué, May 27, 2008
- Ontario Court of Appeal Adopts Restrained Approach to Wallace Damages, Labour and Employment Communiqué, May 6, 2008
- *R v. Transpavé Inc.*, Criminal Law, Regulation & Enforcement Newsletter, May 2008
- An Update on the Current Developments under the *Occupational Health & Safety Act*, 2008
- Case Comment: Hospital Acquitted of Charges Under the *Occupational Health and Safety Act*, Communiqué for the Health Industry, July 20, 2007
- Recent Court of Appeal and Supreme Court of Canada Decisions Address Aggravated and Punitive Damages in Both Unionized and Non-Union Workplace, Labour and Employment Communiqué, August 28, 2006

Professional memberships

- Member, Canadian Bar Association

Bar admissions & education

- Ontario, 1986
- LL.B., Osgoode Hall Law School, York University, 1981
- B.A., Wilfrid Laurier University, 1977