



## Inna Koldorf

Associée | Vaughan

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### SERVICES CONNEXES

Droit du travail et droit de l'emploi

Droits de la personne

Litige | Construction

### SECTEURS INDUSTRIELS CONNEXES

Construction et infrastructures

### SECTEURS PARTICULIERS CONNEXES

Entreprises émergentes

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## Biographie

( Disponible en anglais seulement )

Inna Koldorf's practice is focused in the areas of Labour & Employment Law, Human Rights Law, and Workplace Investigations. Inna provides clients with strategic advice and training to ensure legal compliance with the different aspects of workplace law, leaving them with more time to run their business rather than having to address human resource issues. Having advised and represented unions and employees earlier in her career, Inna brings a unique perspective to the counsel and representation that she now provides exclusively to employers. She has developed an expertise in construction labour relations, and often assists employers with communications during organizing campaigns, responding to certification applications, and addressing day-to-day human resources issues on construction sites.

Inna is also a respected litigator, and has appeared before the Ontario Labour Relations Board, the Canada Industrial Relations Board, boards of arbitration, the Ontario Human Rights Tribunal, the Small Claims Court, the Superior Court of Justice, and the Federal Court of Canada.

Inna is an active member of the Ontario Bar Association Labour & Employment Law Section Programming Committee. She is also a member of the Board of Directors of the Alzheimer Society Peel and the Vaughan Chamber of Commerce.

Inna has been repeatedly quoted in the Financial Post, the Globe & Mail, the Lawyers Weekly and other news publications. Inna regularly speaks at seminars on workplace law topics and is the author of several legal articles and text book chapters addressing current issues in workplace law.

Prior to joining Miller Thomson, Inna had established and ran her own labour and employment boutique firm in Vaughan, Ontario.

## Leadership éclairé

### Presentations

- Speaker, « Obligations to Investigate Harassment at Work », HR Insider, March 6, 2019
- Speaker, « A Review of Making Ontario Open for Business Act », Vaughan Business Enterprise Centre, January 29, 2019
- Speaker, « Women in Litigation Toronto Forum », Benchmark Litigation, October 18, 2018
- Speaker, « Social Media and Internet Law: Critical Updates You Need to Know », Social Media and Internet Law: Your Comprehensive Guide, Ontario Bar Association, October 15, 2018
- « Workplace Issues: Managing Social Media and BYOD Devices », Ontario Bar Association Social Media and Internet Law program, October 15, 2018
- "The New Employment Standards and Your Bottom Line – A Review of Bill 148 for Business Owners", Vaughan Business Enterprise Centre, February 27, 2018
- "Medical Documentation in Accommodation Cases", Law Society of Upper Canada's Six-Minute Employment Lawyer 2017 Program, June 20, 2017

- “Employment Agreements”, Good Agreements Prevent Disagreements, Business Law and Legal Issues Conference, June 5, 2017
- “How to Respond to a Breach of Confidentiality”, Ontario Bar Association Intellectual Property Litigation, November 22, 2016
- “Social Media Misconduct in the Unionized Workplace”, The Commons Institute’s Industrial Relations, Trade Unions and the Law 2015, October 29, 2015
- “What You Need to Know About the 2016 Construction Industry Open Period”, Ontario Bar Association, October 21, 2015
- “Managing Social Media in the Workplace”, Social Media and Internet Law: Your Comprehensive Guide, Ontario Bar Association, June 11, 2015
- “Update on the Duty to Accommodate”, Six-Minute Labour Lawyer, Law Society of Upper Canada, June 5, 2015

## Publications

- « Domestic Violence in the Workplace », CDA Essentials Issue 1: 22 – 26, The Canadian Dental Association Magazine, 2019
- « Sexual Harassment and Intimidation at Work are ‘Not Connected to Employment’, Court Finds », Ontario Bar Association Labour and Employment Law Section Newsletter, October 3, 2018
- « Employment Issues: Using Social Media in the Workplace », Social Media and Internet Law – Forms and Precedents, 2nd ed., Lexis Nexis Canada, April 2018
- « A Doctor’s Note a Day Keeps Employers at Bay », Thomson Reuters – Illness and Disability in the Workplace, September 2017
- « Employee of Independent Contractor? Recent Trends in the Classification of Workers », Canadian Consulting Engineer Magazine, June/July 2018
- « Are Ontario Employers Ready for Bill 177? », Ontario Bar Association Labour and Employment Law Section Newsletter, April 2017
- “Confidential Information and Breach of Confidence”, Intellectual Property Litigation: Forms and Precedents, 1st ed., Lexis Nexis Canada, 2016
- “Using Social Media in the Workplace”, The Law of Employee Monitoring in Canada, 2nd ed., Lexis Nexis Canada, 2016
- “What You Need to Know About the 2016 Construction Open Period”, Ontario Bar Association Labour and Employment Law Section Newsletter, December 2015
- “It is Time for a Change in the Law on Termination for Off-Duty Conduct”, Ontario Bar Association Labour and Employment Law Section Newsletter, May 2015
- “No Time Limit for Reinstatement: HRTO Reinstates Employee Years After Dismissal, Divisional Court Approves”, Ontario Bar Association Labour and Employment Law Section Newsletter, October 2014
- “Employment Issues: Using Social Media in the Workplace”, Social Media and Internet Law: Forms and Precedents, 1st ed., Lexis Nexis Canada, 2014

## In the Media

- « Hiring workers in Canada – Q&A with Inna Koldorf, Partner at Miller Thomson LLP », Precision Global Consulting, October 25, 2018
- « Labour and employment lawyers predict pushback on *Pay Transparency Act* », The Lawyer’s Daily, March 9, 2018
- « Minimum wage hike, paid leave may lead to job loss, automation, labour lawyers say », The Lawyer’s Daily, December 29, 2017
- « Former Sears employees angry over \$9.2 million in retention bonuses for some », The Canadian Press, July 2017
- « Transport Canada considers random drug, alcohol testing after Fit to Fly Workshop », The Lawyer’s Daily, June 9, 2017
- « Changing Workplaces Review may spur sweeping labour law changes in Ontario », The Lawyer’s Daily, May 26, 2017
- « Court upholds TTC’s drug testing policy », The Lawyer’s Daily, April 5, 2017
- “Bill 177 progressive for victims of domestic abuse, but could cause logistical issues for employers”, The Lawyer’s Daily, February 6, 2017
- “Tech breaks at work: policy better than policing”, AdvocateDaily.com, February 1, 2017
- “Drawing the line on personal use”, The Lawyers Weekly, December 22, 2016
- “Focused job hunt takes time, flexibility”, The Lawyers Weekly, December 2, 2016
- “The dos and don’ts of terminating an employee”, AdvocateDaily.com, September 13, 2016
- “How to fire someone graciously », The Globe & Mail Report on Business, August 26,

2016

- “Decision to reinstate employee upheld 12 years after termination”, AdvocateDaily.com, August 19, 2016
- “Do I have to pay my summer intern?”, AdvocateDaily.com, August 2, 2016
- “Top five tips for start-ups when recruiting online”, AdvocateDaily.com, July 15, 2016
- “Human Capital Consideration Growing in Importance for Firms Looking to Relocate”, The Financial Post, June 5, 2014

### **Postes d’administrateur**

- Director, Board of Directors of the Vaughan Chamber of Commerce
- Director, Board of Directors, Alzheimer Society Peel
- Vice-President of the Northview Heights Early Learning Centre (2008-2009)

### **Associations professionnelles**

- Law Society of Ontario
- Ontario Bar Association Labour & Employment Law Section Continuing Professional Education Committee, 2012 – present
- Ontario Bar Association Labour & Employment Law Section Executive, 2012 – 2016
- Ontario Bar Association Young Lawyers Division Continuing Legal Education Committee, 2008 – 2013
- Canadian Bar Association
- Canadian Association of Counsel to Employers
- Association of Workplace Investigators
- ADR Institute of Ontario, 2015 – 2017
- Ontario Labour Relations Board Advisory Committee, 2015 – 2016

### **Langues**

- Anglais
- Hebrew
- Russe

### **Formation et admission au barreau**

- Ontario Bar, 2004
- LL.B., Queen’s University, 2003
- B.A., (Honours) in Sociology and Law and Society, York University, 2000