

# Inna Koldorf

## Associée

Vaughan

### BUREAU

905.532.6619

ikoldorf@millerthomson.com



## Secteurs et Expertises

### SECTEURS

Construction et infrastructures

### EXPERTISE

Droit du travail et droit de l'emploi | Droit administratif et public | Arbitrage et médiation | Litige en construction

## Biographie

### ADMISSION AU BARREAU

Ontario, 2004

### FORMATION

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

### LANGUES

Anglais, Hébreu, Russe

Inna Koldorf's practice is focused on the areas of Labour and 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. 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.

Inna also advises clients in the construction industry 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 workplace investigator. She has completed the Association of Workplace Investigators' Training Institute, an accredited certificate program. She investigates allegations raised under human rights legislation, occupational health and safety legislation and workplace policies, as well as allegations of fraud, conflict of interest and breach of contract. Although she is a proponent of the early and informal resolution of conflicts, when litigation is necessary Inna represents her clients before arbitrators, tribunals and courts. Inna has appeared before the Ontario Labour Relations Board, the Canada Industrial Relations Board, boards of arbitration, the Ontario Human Rights Tribunal, the Superior Court of Justice, and the Federal Court of Canada.

Inna's extensive experience is complemented by a robust portfolio of presentations, articles, and media features. Inna's holistic approach towards legal matters, paired with her commitment to education and community service, underscores her as a leading professional in workplace law. Inna is a member of the Ontario Bar Association Labour & Employment Law Executive. She is also a former Director of the Board of Directors of the Alzheimer Society Peel, the Vaughan Chamber of Commerce, the Yellow Brick House and the Canadian Mental Health Association of York and South Simcoe.

## **Engagement**

### **Reconnaissance**

- Canadian Legal Lexpert Directory, Employment Law, 2021-2025; Labour Relations, 2022-2025

### **Leadership éclairé**

#### **Presentations**

- "Navigating Emerging Frontiers in Workplace Investigations", Workplace Investigations in Canada, May 30-31, 2024
- "EDI in the Construction Industry", Construction Labour & Employment Relations Conference, VERTRA Forums, December 4-5, 2023
- "Recent Employment Law Cases", 21st Annual Current Issues in Employment Law, Ontario Bar Association, April 25, 2023
- "2022 Annual Update on Human Rights", Ontario Bar Association Constitutional, Civil Liberties and Human Rights Law, May 25, 2022

- “Understanding the Occupational Health and Safety Act Duties of Workplace Parties”, Ontario Bar Association Labour & Employment Law, February 2022
- “Enforcing COVID-19 Vaccination Policies – The Latest Word from Adjudicators”, Ontario Bar Association Labour & Employment Law, January 25, 2022
- “Construction Labour & Employment Relations Conference”, VERTRA Forums, November 30 – December 31, 2021
- “The Next Wave: Employee Vaccination, Testing and Everything in Between”, Miller Thomson V-Series, October 28, 2021
- “The Latest on Workplace Investigations”, Bongarde Media, October 27, 2021
- “Managing LTC Staff – Mandatory Vaccination Edition”, AdvantAge Ontario Fall 2021 Administrator Leadership Program, October 18, 2021
- “Discrimination and Bias in Investigations”, Osgoode Advanced Certificate in Workplace Investigations program, June 17, 22, 24, 2021
- “COVID Protocols in the Workplace” AdvantAge Ontario Spring 2021 Administrator Leadership Program, June 7, 2021
- “COVID Protocols in the Workplace” OCMA webinar, June 1, 2021
- “Vaccines” Vaughan Chamber of Commerce Webinar, April 29, 2021
- “Investigating Allegations of Racism, Systemic Racism, Prejudice and Bias in the Workplace”, Osgoode Advanced Certificate in Workplace Investigations program, February 24, 2021
- “Monetary Penalties, Workplace Harassment and Violence at Work in the Federal Sector: Review of the Amendments to the Canada Labour Code”, Miller Thomson LLP Webinar, February 18, 2021
- “Re-Opening your Business: Key Considerations in Returning your Employees to Work”, Labour and Employment Webinar, May 19, 2020
- “Employment Law with Miller Thomson LLP”, Vaughan Chamber of Commerce Webinar, April 24, 2020
- “Canada: The Impact of COVID-19 for you and your Workforce”, PGC Consulting Webinar, April 23, 2020
- “Terminating Employment Relationships”, OBA Labour & Employment Law/Young Lawyers Division Program, April 3, 2020
- “COVID-19: Addressing the Pandemic and Panic in the Work Place”, Labour and Employment Webinar, March 20, 2020
- “Identifying and Dealing with Harassment at Work”, Miller Thomson V-Series Seminars, February 27, 2020
- “The Independent Contractor within Employment Law”, OBA Institute Labour & Employment Law program, February 5, 2020
- “Workplace Investigations”, Law Society of Ontario, September 23, 2019
- “Obligations to Investigate Harassment at Work”, HR Insider, March 6, 2019
- “A Review of Making Ontario Open for Business Act”, Vaughan Business Enterprise Centre, January 29, 2019
- “Women in Litigation Toronto Forum”, Benchmark Litigation, October 18, 2018

- “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**

- “Breach of Confidence Actions”, Lexis Nexis Practice Advisor, Lexis Nexis Canada, 2017-2024
- “Summary Judgment Motions”, Lexis Nexis Practice Advisor, 2017-2024
- “Ontario Court Upholds Just Cause Termination Provision”, Ontario Bar Association Labour & Employment Law Section Newsletter, 2021
- “Sexual Harassment by a Patient”, CDA Essentials Issue 2: 31 – 35, The Canadian Dental Association Magazine, 2020
- “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 or 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
- “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**

- “Top Ontario employment law decisions of 2024”, Law360, January 23, 2025
- “Top Ontario Employment Law Decisions of 2023, Part Two”, Law360 Canada, January 11, 2024
- “Top Ontario Employment Law Decisions of 2023, Part One”, Law360 Canada, January 10, 2024
- “Fair Recruiting and Hiring Practices”, CDA Essentials Issue 6: 25-27
- “Is a Dental Team Member an Employee or Independent Contractor?”, CDA Essentials Issue 5: 27-29
- “Starting or Buying a Practice: How to Comply with Employment Laws”, CDA Essentials Issue 2: 29-31
- “Top 5 Ontario employment law decisions of 2022, part two”, Law360 Canada, January 5, 2023
- “Top 5 Ontario employment law decisions of 2022”, Law360 Canada, January 4, 2023
- “Examining Ontario’s Working for Workers Act, part two” The Lawyers Daily, March 24, 2022
- “Ontario’s Working for Workers Act: A summary” The Lawyers Daily, March 23, 2022
- “Additional significant 2021 Ontario employment law decisions”, The Lawyer’s Daily, January 6, 2022
- “Significant 2021 Ontario employment law decisions”, The Lawyer’s Daily, January 4, 2022
- “Ontario Court Upholds Just Cause Termination Provision”, Ontario Bar Association, Labour and Employment Law, October 2021
- “Significant 2020 Ontario employment law decisions” The Lawyer’s Daily, January 11, 2021
- “Key 2020 employment law decisions, Ontario division” The Lawyer’s Daily, January 6, 2021
- “Hiring Workers in Canada – Q&A with Inna Koldorf”, Precision Global Consulting, December 4, 2020
- “Domestic Violence in the Workplace”, CDA Essentials Issue 1: 22 – 26, The Canadian Dental Association Magazine, 2019
- “Key employment law cases in 2019”, The Lawyer’s Daily, January 22, 2020
- “Top Ontario employment law cases of 2019”, The Lawyer’s Daily, January 17, 2020

- “Lawyers divided over protection provided by new Ontario infectious disease legislation”, The Lawyer’s Daily, March 23, 2020
- “Ontario court decision raises questions on employee settlements”, Benefits Canada, October 10, 2019
- “Ontario introduces digital self-auditing tool to monitor compliance with ESA”, The Lawyer’s Daily, April 9, 2019
- “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
- “Drawing the line on personal use”, The Lawyers Weekly, December 22, 2016
- “Focused job hunt takes time, flexibility”, The Lawyers Weekly, December 2, 2016
- “How to fire someone graciously”, The Globe & Mail Report on Business, August 26, 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, Canadian Mental Health Association of York and South Simcoe, 2022-2024
- Director, Board of Directors, Yellow Brick House, 2022-2023
- Director, Board of Directors, Alzheimer Society Peel, 2015 – 2021
- Director, Board of Directors of the Vaughan Chamber of Commerce, 2016 – 2018
- Vice-President of the Northview Heights Early Learning Centre, 2008 – 2009

## **Associations et affiliations professionnelles**

- Law Society of Ontario
- Member-At-Large, Ontario Bar Association Labour & Employment Law Section Executive, 2021 – present

- Ontario Bar Association Labour & Employment Law Section Continuing Professional Education Committee, 2012 – 2022
- 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