

Chelsea Rasmussen

Senior Associate



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Toronto

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Overview

Chelsea Rasmussen practices employment and labor law from Dentons' Toronto office.

Chelsea advises and represents employers in all areas of employment and labor law, including employment standards, employee hiring, discipline and termination, human rights, and labor relations. She also provides employment and labor advice on corporate transactions.

Chelsea also advises and represents employers in all aspects of occupational health and safety matters, and defends employers charged with safety offences. Chelsea provides strategic advice in respect of workplace accidents, compliance orders, administrative penalties or charges, and day-to-day compliance.

Chelsea publishes frequently on topics pertaining to employment and labour law, and occupational health and safety law.

Experience

- **Industrial client:** Acting as counsel to an industrial employer in a successful dismissal of charges in respect of machine guarding under the *Occupational Health and Safety Act*.
- **Pharmaceutical client:** Acting as counsel, successfully argued that there was no reasonable prospect of success on charges under the *Occupational Health and Safety Act* in relation to a workplace explosion, resulting in the withdrawal of the charges prior to trial.
- **Construction client:** Acting as counsel to a construction company in successfully appealing a conviction on charges under the *Occupational Health and Safety Act*, resulting in the conviction being overturned and a new trial ordered.
- **Property management client:** Acting as counsel to a property management company in obtaining the withdrawal of charges under the *Fire Protection and Prevention Act, 1997*.
- **Vendorlink.ca Ltd.:** Advising on the sale of certain assets and liabilities to Intellicentrics Solutions Inc.
- **Confidential clients:** Acting as litigation counsel to employers in wrongful dismissal actions.

- **Confidential clients:** Acting as litigation counsel to employers in matters before the Ontario Labour Relations Board.
- **Confidential clients:** Acting as litigation counsel to employers with respect to charges under the Occupational Health and Safety Act.
- **Confidential clients:** Acting as litigation counsel to employers in matters at the Human Rights Tribunal of Ontario.
- **Industrial transportation and logistics company:** Acting as litigation counsel in a Coroner's Inquest regarding a fatality during the course of employment at a construction site.
- **Global electronics company:** Acting as litigation counsel in relation to claims of breach of contract.

Recognition

- Judge Juanita Westmoreland-Traoré Leadership Award, 2012

In the Media

- Quoted in: "CFO steers Ontario Workplace Safety and Insurance Board past controversy," *Canadian Accountant*, May 2, 2019
- Quoted in "TTC moving forward with random drug and alcohol testing," *Canadian HR Reporter*, May 16, 2016

Insights

- "Dentons Return to Work Employer Toolkit," *Dentons Client Alert*, May 4, 2020
- "Appeal court refuses to reinstate jail sentence – this time," *Canadian Occupational Safety*, April 3, 2019
- "Ontario MOL clarifies interpretation of 'critical injury'," *Canadian Occupational Safety*, March 21, 2017
- Co-author, "Judicial inattentiveness? Speak up or forever hold your peace!," *International Law Office*, March 14, 2017
- "Employers Need Not Accommodate Parental Choices," *Legal Alert*, Vol. 33, No. 8, November 2014
- "Saskatchewan Introduces Ticketing System for Certain Workplace Safety Violations," *Canadian Occupational Health & Safety Law*, also featured in *The Lawyer*, July 18, 2014 and *HR Insider*, July 23, 2014
- "Farm workers denied coroner's inquest: greater risk of fatality in mining and construction industries, HRTO decides," *Canadian Occupational Health & Safety Law*, also featured in *The Lawyer*, June 18, 2014
- "Canada Day deadline: less than one month to complete safety awareness training," *Canadian Occupational Health & Safety Law*, also featured in *The Lawyer*, June 6, 2014
- "Two Months Until July 1 Safety Awareness Training Deadline: Will You Be Compliant?," *Canadian Occupational Health & Safety Law*, also featured in *DRI Today's Employment and Labor Digest*, May 6, 2014 and *The Lawyer*, May 6, 2014
- Co-author, "July 1, 2014 deadline for Ontario's new safety awareness training requirements," *Canadian Corporate Counsel*, March/April 2014
- "Criminal Sentence For Unauthorized Access Of Former Co-Worker's E-Mail Reduced On Appeal," *Employment and Labour Law*, also featured in *JD Supra's Morning Brief*, March 28, 2014 and *HR Insider*, April 2, 2014
- "Direct Evidence of Discrimination Not Required: Ontario Human Rights Tribunal," *Employment and Labour*

Law, also featured in *HR Insider*, February 8, 2014

- Co-author, "Sheltering 'Under my Umbrella': A Case Comment on *Deslaurier v. Le Groupe Brigil*," Ontario Bar Association, April 26, 2013
- Co-author, "Cultural revolution: judicial squeezing, pinching and hammering," International Law Office, March 26, 2013

Activities and Affiliations

- Member, The Advocates' Society
- Member, Ontario Bar Association
- Member, Canadian Bar Association

Community Involvement and Pro Bono

Community Involvement

- Member, St. Michael's Hospital Foundation Board
- Co-Chair, St. Michael's Hospital Young Leaders
- Camp counsellor and in-hospital volunteer, Camp Oochigeas
- Mentor, LAWS (Law in Action Within Schools)
- Past Homework Club Volunteer, Windsor Boys and Girls Club
- Past Volunteer, Windsor Downtown Mission
- Past Volunteer, Ronald McDonald House of Southwestern Ontario

Pro Bono

- Toronto Small Claims Court Pro Bono Duty Counsel Project, Pro Bono Law Ontario
- Past, Windsor Community Legal Aid

Presentations

- Co-presenter, "Ramping up construction post COVID-19: What you need to know," June 16, 2020
- Co-presenter, "Round up: Your questions answered", 2nd annual Dentons Data Summit: Navigating data and privacy in the new normal, June 11, 2020
- Co-presenter, "Employment: Have you addressed your privacy concerns?," 2nd annual Dentons Data Summit: Navigating data and privacy in the new normal, June 10, 2020
- Presenter, "Returning to work - legal implications and best practices," MacKay CEO Forums, May 21, 2020
- Co-presenter, "Accommodating Episodic Disabilities: The Latest Law and Research," Lancaster House, May 14, 2020
- Co-presenter, "Coronavirus (COVID-19): Legal update for Canadian employers – Return to work issues," Dentons' Legal Update for Canadian Employers, May 8, 2020
- Co-presenter, "Coronavirus (COVID-19): Legal update for employers – Legislative and privacy update,"

Dentons' Legal Update for Canadian Employers, April 9, 2020

- Presenter, "Invisible Disabilities and the Duty to Accommodate," Dentons' Fall Employment and Labour Seminar, October 25, 2019
- Presenter, "Dot the i's and Cross the t's Practical Tips for Drafting Enforceable Employment Agreements," Dentons' Spring Employment and Labour Seminar, May 31, 2019
- Co-Presenter, "Union organizing post-Bill 148: Trends and tactics," Dentons' Spring Employment and Labour Seminar, May 25, 2018
- Presenter, "Drug and alcohol testing in the workplace: Who, what, when, where, why and how!," Dentons' Fall Employment and Labour Seminar, November 24, 2017
- Co-Presenter, "The ABCs of employee IP agreements," Dentons' Spring Employment and Labour Seminar, April 28, 2017
- Speaker, "Unpublished data on OHS prosecutions: should it affect your strategy?" Canadian Society of Safety Engineering (Barrie chapter), December 7, 2016
- Co-presenter, "Corporate human resources: Managing your HR legal risks – common liability issues and how to avoid them", Dentons' Client CPD Bootcamp, November 30, 2016
- Co-presenter, "When 'actively employed' is not enough – Employee bonus update", Dentons Fall Employment and Labour Seminar, November 4, 2016
- Co-presenter, "To compete or not to compete? Tips and traps when drafting restrictive covenants", Dentons Spring Employment and Law Seminar, June 10, 2016
- Presenter, "Environmental and Electromagnetic Sensitivities: The Duty to Accommodate", Dentons Fall Employment and Labour Seminar, November 6, 2015
- Co-presenter, "Key OHS Cases from 2015", February 16, 2016
- Co-presenter, "OHS Case Law Update", Dentons Spring Employment and Labour Seminar, June 5, 2015
- Presenter, "How to avoid getting charged: recent trends in Ministry of Labour prosecutions", Dentons Fall Employment and Labour Law Update, October 21, 2014
- Co-presenter, "Proportionality, Case Management, Discovery Plans & All That Jazz", Dentons Continuing Professional Development, Toronto, February 2013

Areas of focus

Practices

- Employment and Labor
- Occupational Safety and Health
- Alternative Dispute Resolution (ADR)
- Litigation and Dispute Resolution
- Public inquiries and coroners' inquests in Canada

Education

- University of Windsor, 2012, JD

- University of Western Ontario, 2009, BA (Hons)

Admissions and qualifications

- Ontario, 2013

Languages

- English