

Craig Lawrence

Partner



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Overview

Craig Lawrence is a partner in our Employment and Labour group. His practice involves advising and representing employers in a variety of labour matters, including union certifications, collective bargaining, grievance arbitrations, and proceedings before federal and provincial labour relations boards. In addition to his labour work, Craig regularly acts on behalf of employers in employment matters, such as wrongful dismissal litigation, human rights applications, employment contracts and policies, workforce reorganizations, employment standards and pay equity.

Craig has appeared before the Ontario Court of Appeal, Divisional Court, a broad array of labour and employment tribunals, as well as numerous arbitrators and mediators. Prior to joining Dentons, Craig practiced at a prominent management-side labour and employment boutique firm in Toronto.

Experience

- **Atura Power (a subsidiary of Ontario Power Generation Inc):** Advising on the acquisition of a 1,858MW portfolio of combined-cycle natural gas-fired power plants in Ontario from affiliates of TC Energy for a purchase price of approximately \$2.8 billion. The acquired power generation portfolio consists of: all of the assets of the 900MW Napanee Generating Station and the 683MW Halton Hills Generating Station and the remaining 50% equity interest in the 550MW Portlands Energy Centre.

Recognition

Since 2021, Craig has been commended for his extensive knowledge and experience in the following respected publication:

- *Best Lawyers in Canada: Labour and Employment Law*

Insights

- Presenter, "Collective Bargaining in a Social Media Age" *Toronto Client Conference*, April 2016

- Presenter, “Labour and Employment Law Update 2016”, *Quinte and Northumberland HRPA Chapters 18th Annual HR Employment & Labour Law Conference*, October 2016
- Presenter, “Queen’s University IRC Program on Labour Relations Foundations”, March 2017
- Presenter, “Labour and Employment Law Update 2017”, *Quinte and Northumberland HRPA HR Employment and Labour Law Conference*, July 2017
- Author, “Bill 148 and Pay Equity”, *FTR Now*, August 2017
- Presenter, “The Nuts and Bolts of Bill 148: Are You Prepared?”, *Advantage CPD*, November 2017
- Presenter, “Medical Marijuana and Accommodation”, *Advantage CPD*, November 2017
- Author, “Bill 175: Restructuring Policing in Ontario”, *FTR Now*, December 2017
- Presenter, “Effective Management of PTSD”, *PAO Conference 2018*, March 2018

Activities and Affiliations

Presentations

- Co-presenter, "The implications of the new dynamic on the gig economy," Dentons' Fall Employment and Labour Seminar, November 5, 2020
- Speaker, "Addressing employer concerns," Employment and Labour webinar series, April 24, 2020
- Speaker, "Legislative and privacy update," Employment and Labour webinar series, April 9, 2020

Areas of focus

Practices

- Arbitration
- Employee Poaching/Raiding
- Employment and Labor Advice and Counseling
- Employment Contracts, Handbooks and Policies
- Equal Employment, Diversity and Discrimination
- Global Employment and Labor Solutions
- Human Resources Advice and Counseling
- Restrictive Covenant Disputes
- Training
- Wage and Hour/Working Time/Overtime Litigation
- Wrongful Termination and Unfair Dismissal
- Discrimination, Retaliation and Unlawful Harassment Litigation
- Disciplinary and Grievance Procedures
- Labor Relations and Collective Labor Law Negotiation with Unions and Employee Representatives

- Alternative Dispute Resolution (ADR)
- Executive Employment and Severance Agreements
- Employee/Independent Contractor Classification and Disputes

Education

- University of Western Ontario, 2007, LLB
- University of Guelph, 2004, MA
- University of Western Ontario, 2002, BA

Admissions and qualifications

- Canadian Bar Association
- Ontario

Languages

- English