



employment litigation

overview

While it is sometimes unavoidable, litigation can consume a significant amount of time and resources, and has the potential to draw management's focus away from day-to-day company business.

Mediation is a form of alternative dispute resolution. It is based on negotiation with the assistance of a neutral, third-party mediator who is well-versed in the intricacies of employment law.

While a conclusive outcome is not always reached, mediation is a low-risk, high-reward option, because negotiations are without prejudice and the terms of any binding agreement must be agreed by both parties. Mediation is therefore an expeditious, cost-effective and confidential way to achieve a just resolution of most employment-related disputes.

McMillan professionals help clients lead by:

- Counselling on the range of options for settling labour disputes including mediation and recommending an appropriate approach
- Recommending optimal settlement terms
- Preparing for and attending as counsel in mediation proceedings
- Acting for them during mandatory settlement conferences before the courts
- Acting for them during optional mediation conferences before human rights tribunals or other administrative bodies.
- Acting for clients throughout the litigation process, including before trial and appellate courts, where mediation is not successful.

firm profile

McMillan is a modern and ambitious business law firm serving public, private and not-for-profit clients across key industries in Canada, the United States and internationally. With recognized expertise and acknowledged leadership in major business sectors, we provide solutions-oriented legal advice through our offices in Vancouver, Calgary, Toronto, Ottawa, Montréal and Hong Kong. Our firm values – respect, teamwork, commitment, client service and professional excellence – are at the heart of McMillan's commitment to serve our clients, our local communities and the legal profession. For more information, please visit our website at www.mcmillan.ca.

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