



Paul Boshyk

Toronto, Calgary

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education and year of call

- Called to the Alberta bar - 2017
- Called to the Ontario bar - 2012
- Osgoode Hall Law School, Certificate in Negotiation - 2015
- University of Calgary, JD - 2011
- Queen's University, BAH (Political Science) - 2008

practice areas

employment and labour relations

employment law

employment litigation

executive compensation

harassment and discrimination

labour arbitration

labour relations

litigation

construction

profile

Paul is a Partner in the firm's Advocacy & Employment Group. He has broad experience in the areas of employment and labour law, and civil litigation.

In his employment and labour practice, Paul advises domestic and international clients in all aspects of provincial and federal law, including hiring and termination, collective bargaining, human rights, and workplace investigations. He also regularly acts for vendors and purchasers in connection with the employment and labour implications of complex corporate transactions.

In his litigation practice, Paul has appeared as lead counsel before all levels of court in Ontario, the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board, and at numerous mediations and arbitrations.

Paul holds a J.D. from the University of Calgary and a B.A.H. in Political Science from Queen's University. As a former member of the Golden Gaels Varsity Football Team, he was twice honoured with Canadian Interuniversity Sport Academic All-Canadian recognition, and was awarded the Bill Miklas Trophy for Academics, Athletics and Citizenship.

directorships and professional associations

- Canadian Association of Counsel to Employers (CACE)
- Ontario Bar Association

representative matters

Corporate Transactions

- Acted for In-House Realty, sister company of retail mortgage lender Quicken Loans, in connection with its acquisition of OpenHouse Realty

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- Acted for Legrand North America LLC. in connection with its acquisition of Solarfective Products Limited.
- Acted for Thoma Bravo, LLC in connection with its \$1.575 billion acquisition of the shares of TRADER Corporation (autoTRADER)
- Acted for SABMiller plc as Canadian counsel in connection with Canadian Competition Bureau clearance of its USD\$107 billion take-over by Anheuser Busch InBev SA/NV
- Acted for Experis, part of the ManpowerGroup family of companies, in connection with its acquisition of a majority ownership of Veritaaq Technology House Inc.
- Acted for Israel Chemicals Ltd. in connection with its acquisition of the outstanding common shares of Allana Potash Corp.
- Acted for G3 Global Grain Group in connection with the privatization of G3 Canada Limited (formerly The Canadian Wheat Board)
- Acted for HB Construction Company Ltd., a wholly owned indirect subsidiary of The Williams Companies, Inc., in connection with its acquisition of certain assets of Comstock Canada Ltd.
- Acted for Resource Label Group, LLC in connection with its acquisition of certain assets of A1 Label Inc.
- Acted for FrontStream Payments, Inc. in connection with its acquisition of the shares of leading online fundraising solutions provider Artez Interactive

Selected Cases

- Successfully defended dismissal of senior-executive for breach of fiduciary duty in *969625 Ontario Ltd. v Goldstone Resources*, 2017 ONSC 879
- Successfully upheld dismissal for workplace sexual harassment in *Innophos Canada Inc. v United Steelworkers, Local Union 6304*, 2016 CanLII 30878 (Ont Arb)
- Successfully moved to dismiss action for delay in *Pombo v Canac Kitchens*, 2016 ONSC 1064
- Successfully opposed application for union certification in *Detour Gold Corp. v Ontario Pipe Trades Council of the UA*, 2015 CarswellOnt 704 (OLRB)
- Successfully opposed unjust dismissal complaint under the *Canada Labour Code* in *Rowland v Cherokee Trailer & Truck Repairs*, 2015 CLB 540 (Rose)
- Represented the successful estate trustees in *Sheard Estate*, 2013 ONSC 7729
- Represented the successful defamation plaintiff in *Kim v*

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Dongpo News, 2013 ONSC 5751

- Represented the successful employer in *Tilton Industries Inc. v CAW-Canada*, 2013 CanLII 101359 (Ont Arb)

media mentions

- "[Court of Appeal rejects recognizing tort of harassment](#)" By Julius Melnitzer, *Law Times*, March 25, 2019
- "[Legal marijuana raising safety fears across industries](#)" by Ebner, D., *The Globe and Mail*, June 23, 2018
- "Lawyers worried about 10-year cap on tribunal appointments" by Bruineman, M., *Law Times*, September 14, 2015

publications

October 2019

It's Not What You Asked, It's How You Asked It: Employer Pays the Price for Asking Human Rights-Based Questions of Job Applicant
Employment and Labour Bulletin

September 2019

The Fixed-Term Employment Contract: It's Your Funeral
Employment and Labour Bulletin

August 2019

Alberta Doing Away with Flexible Averaging Agreements
Employment and Labour Bulletin

July 2019

Ontario Court of Appeal: Employment Standards Act, 2000 Does Not Apply to Shareholder Rights
Employment and Labour

June 2019

24-Hour Rule: Court Confirms Limits of Medically Prescribed Cannabis Use in the Workplace
Employment and Labour

May 2019

Alberta Bill 2: More Changes to Employment & Labour Laws on the Horizon
Employment and Labour Bulletin

March 2019

Court of Appeal Refuses to Recognize Freestanding "Tort of Harassment"
Employment & Labour Bulletin

December 2018

Weighing Your Options? Reasonable Notice Means Weighing Your Evidence, Court Summary Judgment Out

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Employment and Labour Bulletin

November 2018

2018: Year of the Employer? Two (More) Helpful Decisions on Termination Clauses
Employment & Labour Bulletin

November 2018

Government of Canada Proposes Substantial Changes to Federal Employment Standards
Employment and Labour Relations Law Bulletin

September 2018

Helping Your Workplace Navigate the Legalization of Marijuana
Employment and Labour Bulletin

June 2018

Supreme Court Refuses to Hear Random Drug & Alcohol Testing Appeal
Employment & Labour Bulletin

May 2018

Ontario Government Walks Back Changes to Public Holiday Pay Calculation
Employment Law Bulletin

February 2018

Alberta Court of Appeal confirms ambiguous termination provisions should be interpreted in favour of employees
Employment Law Bulletin

February 2018

Taking Stock of Alberta's New Employment Standards
Employment & Labour Bulletin

January 2018

Alberta Bill 30: Changes to the *Occupational Health and Safety Act* on the Horizon
Employment and Labour Bulletin

November 2017

Alberta Decision a Win for Random Drug & Alcohol Testing (For Now)
Employment & Labour Bulletin

November 2017

Blown Save: ONCA Delivers "Bad News" to Employers Regarding Severability Clauses
Employment & Labour Bulletin

October 2017

Character Matters: Don't Be So Quick to (Summary) Judge
Employment & Labour Bulletin

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August 2017

In Case You Missed It: Significant Changes to Alberta's Workplace Laws Are Coming
Litigation Bulletin

June 2017

No Free Accidents: Supreme Court of Canada Upholds Termination of Drug Dependent Employee
Employment and Labour Law Bulletin, Litigation Bulletin

June 2017

Ontario Bill 148: Enhanced Workplace Enforcement Measures are Coming
Employment and Labour Bulletin

June 2017

Ontario Bill 148 What Does It Mean for Employers in the Construction Industry
Employment and Labour Bulletin

April 2017

Contracting Out: Not Always Successor or Common Employer
Employment and Labour Relations Bulletin

April 2017

Good News/Old News: Why *Wood v Deeley* is Nothing (New) for Employers to Sweat
Employment & Labour

February 2017

Employment Contracts: Enforceable Termination Provisions Exist
Employment and Labour Bulletin

January 2017

Back in Styles: Controversial Incentive Compensation Decision Gets Overturned
Employment and Labour Bulletin

January 2017

Bill 26: Proposed Domestic Violence Leave a First of its Kind in Ontario
Employment and Labour Bulletin

December 2016

New Year, New AODA Requirements
Employment and Labour Bulletin

August 2016

Reminder: Changes to Workplace Harassment Rules are Just Around the Corner
Employment and Labour Bulletin

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August 2016

Mis(class)ified? First-of-its-Kind Class Action Gets the Green Light
Employment and Labour Bulletin

August 2016

Employment Contracts and the Duty to Act Honestly
Employment and Labour Bulletin

July 2016

Supreme Court Issues Final Word on Code Protections Against Without Cause Dismissal
Employment and Labour Bulletin

July 2016

The Cure for What Ails You: Court Rejects "Technical Objections" to Termination Provision
Employment and Labour Bulletin

July 2016

How to Protect Business Property and Information in Commercial Transactions
Business Law Bulletin

June 2016

2 Become 1: AODA Standards to Consolidate on July 1st
Employment and Labour Bulletin

March 2016

Keeping the Faith: Human Rights Damages Awarded to Unqualified Job Applicant
Employment and Labour Bulletin

December 2015

I'm Taking My Contract and Going to Court: Employers Must Consider Contractual Interests of Dismissed Employees
Employment and Labour Bulletin

November 2015

AODA Update: New Employment Standard Requirements Right Around the Corner
Employment and Labour Bulletin

July 2015

Handle With Care: Damages May Be Awarded for Unreasonable Disciplinary Action
Employment and Labour Bulletin

June 2015

The Emaciation of Ontario's Labour Relations Board and Human Rights Tribunal
Employment and Labour Bulletin

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June 2015

Restitutionary Damages: Recent Decisions Affirm Broad Powers of Human Rights Tribunal
Employment and Labour Bulletin

June 2015

Record High Damages for Workplace Sexual Misconduct in Landmark Human Rights Decision
Employment and Labour Bulletin

May 2015

Performance Bonuses: Employer Discretion Alive and Well
Employment and Labour Bulletin

February 2015

Up and Atom: Victory for Federally Regulated Employers as Court Okays Without Cause Dismissals
Employment and Labour Bulletin

February 2015

28 Years Later: Constitutional Right to Strike Confirmed by Supreme Court
Employment and Labour Bulletin

December 2014

Be Prepared: Ontario Enacts Significant Changes to Employment Laws
Employment and Labour Bulletin

November 2014

Has Your Organization Filed an Accessibility Report? This – and Other AODA Requirements – Fast Approaching
Employment and Labour Bulletin

August 2014

Settling Outside the Box: Scotiabank Reaches Novel Deal in Overtime Class Action
Employment and Labour Bulletin

February 2014

Are Contractual Termination Provisions Reliable?
Employment and Labour Bulletin