



Martin J. Thompson

Ottawa

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education and year of call

- Called to the Ontario bar - 2003
- University of Ottawa, LLB (Common law français) - 2002
- University of Ottawa, B.Soc.Sc. (Hons.) - 1999

practice areas

employment and labour relations
litigation
employment law
product liability
business litigation
arbitration
harassment and discrimination
labour relations

industries

automotive manufacturers and distributors
food, beverage and agribusiness
insurance
healthcare
service industries
suppliers

profile

Martin Thompson is Ottawa's Office Management Partner as well as partner in the Employment and Labour Relations and Advocacy and Litigation groups.

Martin takes a strategic, meticulous and highly effective approach towards problem-solving. He uses his knowledge of a client's business and workplace to offer direct, practical advice, and is always realistic about what outcome can be achieved. He communicates plainly, and pushes hard to find solutions that are workable and which his clients can depend on.

Martin's advocacy practice focuses on complex corporate-related disputes with a particular emphasis on commercial litigation for clients inside and outside of Ontario, with a focus on product liability related matters.

In Martin's employment law and labour practice, he advises domestic and international clients on all aspects of provincial and federal employment legislation. He advises and represents management on various labour relations matters, including drafting employment agreements, policies and compensation, workplace harassment and discrimination, employee discipline, wrongful dismissal litigation, employee termination and severance packages, workplace health and safety, human rights and grievance arbitrations.

Martin has appeared before the Superior Court, the Divisional Court and the Court of Appeal for Ontario, and has represented employers in labour arbitrations and negotiations, administrative boards and tribunals, including the Ontario Labour Relations Board, the Ontario Human Rights Tribunal, the Workplace Safety and Insurance Board, the Workplace Safety and Appeals Tribunal and the Financial Services Commission of Ontario. He has advised and represented employers in many different industries, including manufacturing, insurance, transportation,

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education, technology, professional services, health services, hospitality and property management.

Martin provides mentoring to law students and associates and is involved in McMillan's associate and student programs. He is also actively involved in giving back to the community. Martin is a Board Director with the Rideauwood Addiction and Family Services as well as the United Way Campaign Coordinator for the Ottawa office.

Languages

- French and English
- Fluently bilingual (oral and written)

directorships and professional associations

- Law Society of Upper Canada
- Canadian Bar Association / Ontario Bar Association
- County of Carleton Law Association (CCLA)
- Association des juristes d'expression française de l'Ontario (AJEFO)
- Canadian Association of Counsel to Employers (CACE)
- Chair, County of Carleton Law Association (CCLA) Awards Committee

representative matters

- Awada v Glaeser, 2017 ONSC 1094 (CanLII)
- Ennis v. Drain-All Ltd., 2013 HRTO 1913 (CanLII)
- Donald Osmun v. ING Engineering Inc. and Director of Employment Standards, 2013 CanLII 23884 (ON LRB) – 2013-04-26
- Green, Kenneth v. Greensmere Golf & Country Club et al, September 28, 2012 (Motion for Leave to Appeal Refused - ONCA M41400)
- Osmun v. ING Engineering Inc., 2012 HRTO 1663 (CanLII) - 2012-09-04
- Green v. Green, 2012 ONSC 1099 (CanLII) — 2012-03-12
- Benazzouz et al c. C.E.P.E.O., 2010 ONSC 49 (CanLII) — 2010-01-14
- Wang v. Wu, 2009 CanLII 54764 (ON SC) — 2009-10-09
- Filanovsky v. Filanovsky, 2009 CanLII 27822 (ON SC) — 2009-06-01
- Al-Ebadi v. Zahran, 2009 CanLII 10985 (ON SC) — 2009-03-13
- Filanovsky v. Filanovsky, 2009 CanLII 9457 (ON SC) —

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2009-01-20

- The Adult Entertainment Association of Canada v. Ottawa (City), 2007 ONCA 389 (CanLII) — 2007-05-24
- Bettencourt v. Ottawa (City), 2005 CanLII 32929 (ON SC) — 2005-09-14

awards and rankings

- McMillan Leadership and Mentoring Award 2012

community involvement

- Campaign Corporate Representative, United Way
- Rideauwood Addiction and Family Services

media mentions

- "[SCC ruling will impact on business asset purchasers - Focus on commercial & Corporate Law](#)", *Law Times*, February 25, 2019
- "[The Changing Face of Legal Leadership in Ottawa – Ottawa HR Update](#)", *Ottawa Business Journal*, November 6, 2017
- "[2017 Ottawa Best Offices: McMillan LLP's Ottawa office blends form and function](#)", *Ottawa Business Journal*, October 2017
- "Avoiding the pitfalls of white-collar overtime" by Elizabeth Howell, *Ottawa HR*, page 8-9, June 23, 2014

publications

June 2018

"Don't Worry, We All Know What That Clause Means" – Court Reaffirms The Importance of Carefully Drafting Fixed-Term Employment Agreements
Employment and Labour Bulletin

January 2018

Happy New Year: Termination Clause Upheld by Court of Appeal
Employment Law Bulletin

November 2017

Who Says An Offer of Employment Can't Be Fair Consideration? The Ontario Court of Appeal Weighs In On Asset Purchase Transactions and Employment Contracts
Employment and Labour Law Bulletin

November 2017

Bonus Claims: Past Practice Gets A Boost
Employment and Labour Bulletin

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June 2017

New Ontario Workplace Legislation to Impact Use of Contract and Temporary Workers
Employment and Labour Bulletin

June 2015

Social Media and Off-Duty Misconduct: Where are we @?
CACE 12th Annual Conference, 2015 Presentation Paper

May 2015

Notice: New *Employment Standards Act* Requirement on Employers Effective June 19, 2015
Employment and Labour Bulletin

July 2014

E-Cigarettes: A Hazy Status in the Workplace
Employment Bulletin

December 2013

"You Can't Have Your Cake and Eat it (Part) 2": An Update on Mitigation and Employment Contracts
Employment and Labour Bulletin

presentations

May 4, 2018

"Like" #whatwaslthinking: Social Media's Growing Role in Litigation
The Institute of Law Clerks of Ontario 28th Annual Conference, Ottawa, Ontario

March 28, 2018

Medical Marijuana in the Workplace
Infonex – Managing Your Duty to Accommodate: Mitigating the Increasing Expense to Organizations for Failing to Accommodate Employees, Ottawa, Ontario

September 21, 2017

6 Minute Employment Lawyer
Duty to Accommodate, Ottawa, Ontario

August 2017

Conférencier, Les clauses restrictives dans le domaine du droit de l'emploi, pratique
Université d'Ottawa

May 6, 2017

Share Purchase and Asset Purchase Transactions: Employment and Labour Considerations
CACE Future Leaders Conference, Montréal, Québec

March 29, 2017

Up in Smoke: Medical Marijuana in the Workplace
Infonex Duty to Accommodate Conference, Ottawa, Ontario



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