

Employment Law Firm Richmond

Employment Law Firm Richmond - Our employment services law practice includes a multi-disciplinary team of lawyers representing public and private sector clients whose operations span government, business, trades, and the professions. We are your one stop for all aspects of employment services like for example occupational health and safety, corporate immigration, labour, and benefits and pensions. We advise employers on human capital management and employment risk mitigation. Our experts will help you with preventative measures or, when needed, represent you in decisive legal action. In an environment characterized by increasingly complicated employment and labour laws within a globalized marketplace, along with an aging population and complex technology which increases risks to business, employers need expert recommendation and counsel.

We act as both compliance advisor and legal counsel to help position our clients through legislation, trends, and precedents in employee relationships. We develop audits on human resources, programs for internal disputes, and drafting policies for employee risk management. Our professionals formulate opinions concerning these issues to ensure compliance with the complicated spectrum of employment standards legislation between and within provinces and nations. We help with confidentiality issues pertaining to the protection of health administration concerns and employee records.

We have knowledge in human rights issues and privacy law such as pay equity, diversity, harassment, and discrimination.

The services we offer include employment issues concerned with reorganizations, takeovers, mergers and acquisitions. We advise and develop executive compensation structures, handle business immigration problems, and devise action plans and termination packages for company relocation, closures, employee outsourcing, contract staffing and corporate downsizing.

Our skill likewise encompasses pension and employee benefit issues, such as employment pension funds and benefit plans. We assist employers with structuring pension plans and various benefit plan trusts - like for instance employee share ownership plans, supplemental retirement plans, group benefit plans, and bonus and stock-option incentive plans. We design choices, draft compliance papers, and set up the necessary contracts and procedures governing employee distributions and subscriptions.

Our services to pension plan trustees and administrators include tax implications of various plan structures, pension plan interpretation and review, review of plan texts and associated funding agreements, plan administration concerns like preparation and communications with plan members, plan fiduciary obligations, governance structures as well as pension fund investment structures and strategies.

In labour-related matters, our company acts for employers involved in collective bargaining sessions, union certification drives, and in several aspects of collective agreements including negotiation, drafting, and interpretation.