

Adrian D. Jakibchuk

Partner

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Practice Areas

Labor Management Relations

HR Advice and Counsel

Discrimination and Harassment

Leave and Accommodation

Arbitration

Overview

Adrian D. Jakibchuk focuses his practice on the representation of management across a broad spectrum of employment and labour law matters. He regularly advises and represents clients in matters concerning:

- Wrongful and constructive dismissal litigation
- Human rights
- Employment standards
- Drafting employment contracts, handbooks, policies and procedures
- Grievance and interest arbitration
- Collective agreement negotiation and administration
- Labor board applications, such as certification and decertification, sale of business, unfair labor practices
- Union avoidance

Adrian frequently appears before the Ontario Labour Relations Board, the Ontario Human Rights Tribunal, the Ontario Superior Court of Justice and labor arbitrators and mediators. He has written several articles published in leading employment law publications and has presented on various topics in the fields of labor and employment law, including a 10-week course on "Managing Risk in Construction" for the Construction Institute of Canada.

Prior to joining Littler, Adrian practiced law at a large, full-service law firm in Toronto as chair of the Employment and Labour Group.

Professional and Community Affiliations

- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Member, Ukrainian Canadian Bar Association
- Member, Ukrainian Canadian Professional and Business Association of Toronto

Events & Speaking Engagements

Unique Human Resources Issues in Mining Operations

The Osgoode Certificate in Mining Law – Program Faculty Member
April 27, 2022

Occupational Health and Safety Legal Issues in Mining

The Osgoode Certificate in Mining Law – Program Faculty Member
June 4, 2020

Ontario Employment and Labour Update - Bill 148: Compliance for Now, the New Year and Beyond

Toronto, ON
January 10, 2018

Ontario Employment and Labour Update - Bill 148: Compliance for Now, the New Year and Beyond

Toronto, ON
December 15, 2017

Second Annual Canada Conference

Toronto, ON
November 1, 2017

Employment Law Update 2017

Toronto, ON
September 18, 2017

Canada: Ontario Government's Proposed Legislation to "Create Fairer and Better Workplaces" Includes \$15 Minimum Wage and Equal Pay for Part-Time and Full-Time Workers

June 6, 2017

Notable Cases in the Law of Accommodation

Toronto, ON
March 22, 2017

Inaugural Canada Conference

Toronto, ON

November 21, 2016

You Asked, We'll Answer: Canadian HR/Employment Law Hot Topic FAQs

December 11, 2015

Never Can Say Goodbye: Managing the Older Worker

Client Seminar, Vaughan, Ontario, Canada

January 2012

Managing Employee Terminations

Canadian HR Reporter Webinar

2012

Discipline, Discharge and Layoffs: When is a Layoff a Real Layoff?

5th Bi-Annual Construction Labour Relations Conference Paper

April 2011

Books & Book Chapters

Just Cause Dismissals in Canadian Employment Law: Recent Developments, *New Perspectives on Canadian Employment Law*, LexisNexis, Chapter 3, chapter co-authors: G. Vassos and R. Ai, 2014

Recognition

- Dean's List *Ivey School of Business*
- Recipient, Ivey Faculty Association Scholarship *Ivey Business School*

Education

J.D., University of Toronto, 2005

H.B.A., Ivey Business School, 2002, *With Distinction*

Bar Admissions

Ontario, Canada

Courts

Ontario Divisional Court

Ontario Superior Court

Languages

English

French

Ukrainian

Publications & Press

Manitoba's anti-scab law: Is it unconstitutional?

In the News

January 28, 2025

Canada: Two Bills Amend Newfoundland and Labrador's Labour Standards Act

Littler ASAP

December 18, 2024

Ontario, Canada Court Finds Termination Provisions Unenforceable and Awards Employee Punitive Damages

Littler ASAP

December 2, 2024

Manitoba bans use of replacement workers during strike

In the News

November 18, 2024

Canada: Manitoba Amends its Labour Relations Act and Employment Standards Code

Littler ASAP

November 13, 2024

Ontario, Canada Human Rights Tribunal Determines Volunteer Asked to Remove Rainbow Sticker Did Not Experience Discrimination

Littler ASAP

October 9, 2024

Ontario, Canada Court Affirms City Lacked Control of Workplace and Exercised Due Diligence, Upholding Acquittal of OHS Charges

Littler ASAP

September 18, 2024

Problem employees: discipline or termination?

Canadian HR Reporter

June 18, 2024

'It's problematic': Ottawa's push for return to office met with concern

Canadian HR Reporter

May 7, 2024

Employers can count sick leave credits as paid medical leave days under CLC: arbitrator

In the News

March 6, 2024

Arbitrator Considers Interaction Between Canada Labour Code Paid Medical Leave Days and Other Employer-Paid Benefits

Littler ASAP

March 4, 2024

20 Key Developments in Canadian Labour and Employment Law in 2023

Littler ASAP

January 2, 2024

Ontario, Canada Appellate Court Finds National Day of Mourning to Honour Memory of Queen Elizabeth II Not a Paid Holiday under Relevant Collective Agreements

Littler ASAP

December 13, 2023

Canada: Federal Bill Proposes Prohibition on Use of Temporary Replacement Workers During Strike or Lockout

Littler ASAP

November 16, 2023

Alberta, Canada Arbitrator Finds Grievor's "Off-Duty" Sexual Assault of Co-Worker is Just Cause for Employment Termination

Littler ASAP

May 8, 2023

Ontario, Canada Arbitrator Finds Employer Did Not Violate Collective Agreements by Not Recognizing National Day of Mourning as a Paid Holiday

Littler ASAP

March 7, 2023

Partner Adrian Jakibchuk Rejoins Littler in Toronto

Press Release

October 3, 2022

Termination Clauses Revisited – ESA 'Failsafe' Language May Not Be as Failsafe as You Think

Employment and Labour Law Reporter

November 2019

Separating the 'Apples' from the 'Oranges' – When Can Paid Time Off Benefits Replace Personal Emergency Leave?

Canadian HR Reporter

September 11, 2018

Littler Global Guide - Canada - Q4 2017

Littler Global Guide Quarterly

January 19, 2018

Bill 148 is Now the Law in Ontario, Canada

Littler ASAP

November 29, 2017

Safety Changes Ahead in Ontario

In the News

February 14, 2017

Ontario Court Sentences Project Manager to 3.5 Years in Jail for Fatal Workplace Accident

Littler ASAP

February 16, 2016

Littler Opens Toronto Office

Press Release

August 4, 2015

Update on Labour and Employment Law Considerations in Commercial Transactions

The Six-Minute Business Lawyer 2015

June 10, 2015

Tracking the law on GPS surveillance

Canadian Employment Law Today

August 21, 2013

Random alcohol testing fails Supreme Court's test

Canadian Employment Law Today

July 24, 2013

No (Reinstatement) Means No (Reinstatement) – Court Reverses Arbitrator's 'Dangerous Step Backwards' and Upholds Termination of Sexual Harasser

FEI Canada

July 2013

Crossing the line with off-duty online posts

Canadian Employment Law Today

March 20, 2013

Bill 168 creates 'ammunition' for employers in cases of workplace threats

Canadian Occupational Safety Magazine

June 27, 2012

Whose hard drive is it anyway?

Canadian Employment Law Today

June 15, 2011