

## Oren Barbalat

Associate

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## Practice Areas

HR Advice and Counsel

Litigation and Trials

Contractors, Staffing and Contingent Workers

Leave and Accommodation

Arbitration

## Overview

Oren Barbalat provides strategic advice and solutions to employers across various industries, including technology, marketing, healthcare, and professional services. He combines a tailored approach to domestic and international business with a deep understanding of the ever-evolving landscape of Canadian employment law.

Oren maintains a robust litigation practice, appearing before courts, tribunals, mediators and arbitrators across Ontario and the rest of Canada. Oren is a tenacious advocate for clients inside and outside of the courtroom. With his prior experience representing employees in high profile and contentious matters, Oren brings a well-rounded perspective to the resolution of workplace disputes.

His work includes:

- Employment contracts / contractor agreements
- Employment litigation
- Wrongful dismissal litigation
- Leaves to appeal
- Group termination / reduction in force
- Contractor disputes
- Employment standards
- Human rights

- Arbitrations
- Alternative Dispute Resolution (ADR)

## Professional and Community Affiliations

- Member, Law Society of Ontario

## Events & Speaking Engagements

### How Staffing Firms Can Manage And Minimize Their Employment-related Liabilities

Canadian Virtual Staffing Firm Owners Conference

October 2021

### Broken Dreams and Broken Promises: Avoiding Costly Mistakes

Canadian Virtual Recruiters Conference

April 14, 2021

### When You Really, Really Mean To: Cause

Ontario Bar Association, Canadian Corporate Counsel Association

October 29, 2019

### Human Rights in Recruitment

Ontario Bar Association, Annual Update on Human Rights

May 29, 2019

## Recognition

- Named, Toronto Top Lawyers *Streets of Toronto*, 2021-2023
- Named, Toronto's Top Lawyers *Post City Magazine*, 2024

## Education

J.D., Osgoode Hall Law School, 2015

M.A., The University of Windsor, 2010

H.B.A., The University of Windsor, 2008

## Bar Admissions

Ontario, Canada

## Courts

Ontario Superior Court

Ontario Divisional Court

## **Publications & Press**

### **Ontario Court of Appeal dismisses employer's appeal of \$1.8-million damage award to retired VP**

*External Publication*

March 3, 2025

### **Ontario, Canada Appeal Court Dismisses Employer's Appeal of \$1.8 Million Damage Award to Retired VP**

*Littler ASAP*

February 18, 2025

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

*Littler ASAP*

December 2, 2024

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

*Littler ASAP*

September 18, 2024