

Give us a WHRL!

About Us

Williams HR Law (“WHRL”) is a dynamic team of first-rate legal professionals and staff who provide customized labour and employment law services to employers of all sizes and in virtually all industries. We assist clients with all aspects of labour and employment law, including with wrongful dismissal and other employment-related litigation, human rights proceedings, attendance and disability management, accommodation, labour and employment law implications of mergers and acquisitions, employment agreements and policies, employment standards, grievance arbitrations, labour board proceedings, collective bargaining, occupational health and safety, privacy, and workplace safety and insurance matters, among others. We have developed long-term relationships with our clients and help them plan strategies to proactively address their workplace-related needs.

We also regularly conduct third-party workplace investigations and organizational reviews. As part of our investigations, the WHRL team determines the scope of investigation, identifies allegations and relevant parties, conducts witness interviews, assesses credibility and the reliability of evidence, and drafts investigation reports with factual findings and legal conclusions. As part of our reviews, the WHRL team meets with workers, gathers, organizes, and interprets relevant information, shares the information with the organization to provide insights into its culture, and then makes recommendations to address any gaps and to strengthen the organization. Our team has expertise in conducting investigations and reviews in a variety of workplace-related matters and across different industries, including municipalities, hospitals, and school boards. We also provide guidance to our clients on best practices when executing comprehensive internal workplace investigations, and regularly train managers and supervisors on how to conduct thorough, comprehensive, and valid workplace investigations that mitigate the threat of risk and deliver optimal results.

Our approach is flexible, cost effective, and practical. We are strategic and proactive, with the ultimate objective of defusing workplace issues before they escalate. However, when our clients face litigation, we are strong advocates.

Our lawyers are personable, approachable, and committed to maintaining an enjoyable work environment that fosters individuality, innovation, and initiative. We prioritize mentorship and are mindful to ensure students gain experience in a variety of different areas. The WHRL team embraces modern technological solutions and is intentional about optimizing our practice while delivering first-rate service to our clients.

Articling Students

Articling students at WHRL will be exposed to interesting work in a wide variety of labour and employment law matters, as well as investigation matters. Our students are fully integrated members of the legal team and are involved in all stages of client matters. Students can expect to be involved in many of the following:

- Researching and drafting legal memoranda
- Providing advocacy support, which may include drafting pleadings, mediation briefs, affidavits of documents and motion materials, preparing for and attending mediations and examinations for discovery, and attending hearings (HRTO, OLRB, WSIB, WSIAT, civil courts, labour arbitration)

- Assisting in workplace investigations
- Drafting evidence charts and investigation reports
- Participating in client calls and meetings
- Supporting with attendance, accommodation, and performance management advice and strategy
- Drafting employment agreements and policies
- Drafting termination letters and legal correspondence
- Researching and drafting blogs and newsletter articles
- Assisting in the preparation of presentations and seminars
- Attending business development initiatives

Our integrated approach allows students to participate in complex legal work with the support and mentorship of seasoned practitioners. This allows students to gain a practical understanding of the lifecycle of various matters, and how their contributions fit into the larger context of our clients' legal issues.

How to Apply:

If you believe that WHRL is the place where you would like to begin your legal career, you can submit an application by forwarding the following documents to studentrecruitment@williamshrlaw.com:

- Resume
- Cover Letter
- Law School Transcripts
- Undergraduate Transcripts
- Writing Sample
- List of Upper Year Courses

A demonstrated interest in labour and employment law is strongly preferred.

Applications are due by **5:00 pm on July 12, 2024**. Interviews will take place between August 12 and 14, 2024. Upon request, human rights accommodations are available for all phases of the interview process.

Applications should be sent to the email address noted above but should be addressed to:

Joel T. L. Smith
Williams HR Law LLP
7800 Kennedy Road, Suite 102
Markham, Ontario L3R 2C7

Please contact any of our lawyers with any questions. Contact information is available on our website at <https://williamshrlaw.com/our-people/>

We look forward to hearing from you.