

# Healthcare Labour and Employment

National Legal Services for Healthcare Employers.



From hospitals and long-term care homes to paramedics, radiology clinics, and dental practices, Mathews Dinsdale has the expertise to be your go-to resource for all labour and employment issues - whether it's making the right decision or defending the decision once it has been made.

We help healthcare organizations across Canada achieve their operational and strategic objectives by minimizing workplace conflict and, whenever possible, avoiding costly and disruptive litigation. Mathews Dinsdale acts exclusively for employers, bringing deep sector knowledge to every matter we handle.

## Clients We Serve

Our healthcare practice acts for employers across the full spectrum of the sector, including:

- Hospitals and health authorities
- Long-term care homes
- Retirement homes and home care communities
- Residential, respite, and transitional care providers
- Residential and outpatient treatment providers
- Land ambulance/paramedics

- Contract service providers (nursing, first responders, facilities, security)
- Medical partnerships and physician groups
- Radiology and diagnostic imaging clinics
- Community health centres and primary care networks
- Home and community care agencies
- Pharmacies and dental practices
- Regulatory colleges for health professions
- Other regulated and unregulated healthcare employers

## Our Healthcare Knowledge & Expertise

Mathews Dinsdale brings decades of experience in the healthcare sector. Our clients don't need to explain the basics - we understand the regulatory framework, operational realities, and labour relations landscape that define your workplace.

## Healthcare Operations

Our lawyers bring practical knowledge of how healthcare organizations operate, including:

- Hospital governance
- Scope of practice for regulated health professionals
- Medical directives and nursing standards
- Staffing models and scheduling processes
- Infection control protocols
- Employee and patient record requirements
- Hospital systems (EPIC, Meditech, and others)

## Human Rights & Accommodation

We advise on the full scope of human rights obligations for healthcare employers, including disability, creed, family status, and gender identity. Our services include accommodation planning, tribunal representation, and policy compliance reviews.

## Discipline & Termination

From progressive discipline to termination for cause, we advise on corrective action in both unionized and non-union settings, including:

- Misconduct investigations and termination letters
- Unjust and wrongful dismissal claims
- Representation before labour boards, tribunals, arbitrators, and courts

## Transformation in Healthcare

Healthcare is constantly evolving. We advise on organizational change, amalgamations, restructuring, and privatization initiatives, including under the Ontario Public Sector Labour Relations Transition Act and equivalent legislation.

## Emergency Preparedness

During COVID-19, we advised healthcare employers on public health directives, vaccination policies, redeployment, and emergency legislation. We continue to support pandemic preparedness and ongoing regulatory compliance.

## Workplace Policies

We develop policies that are legally sound and operationally practical, including:

- Attendance management
- Return-to-work and accommodation programs
- Performance improvement programs
- Workplace handbooks and codes of conduct
- Vaccination and infectious disease policies
- Harassment and violence prevention programs

## Labour Relations

Healthcare is one of Canada's most unionized sectors. We bring deep knowledge of collective agreements and represent employers in:

- Collective bargaining
- Interest arbitration
- Grievance and policy arbitration
- Labour board proceedings

- Strikes, lockouts, and essential services disputes

## Employment Contracts & Standards

We help healthcare employers draft clear, compliant employment agreements, including:

- Executive and non-union contracts
- Termination provisions aligned with employment standards legislation
- Non-solicitation and confidentiality covenants
- Advice on minimum standards (overtime, leaves, termination, severance)

## Workplace Investigations

Workplace investigations in healthcare require sector-specific understanding. Our lawyers bring deep knowledge of healthcare environments - including professional hierarchies, scope of practice, and patient care obligations - allowing us to conduct investigations that are informed, fair, and defensible.

We conduct independent investigations into:

- Workplace harassment and violence
- Professional misconduct or boundary violations
- Human rights and discrimination complaints
- Patient safety and care-related concerns
- Theft, fraud, and confidentiality breaches
- Reprisal and whistleblower complaints

## Connect with us

For more information about how we can serve you in Healthcare Labour and Employment, please contact your Mathews Dinsdale lawyer or visit our website at [mathewsdinsdale.com](http://mathewsdinsdale.com).

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