



# Elizabeth Traynor

## Partner

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Beth has practiced management-side labour and employment law for her entire legal career.

Called to the Bar of Ontario, 2001

### About

Beth Traynor is a partner in Siskinds' labour and employment group and has practiced exclusively management-side labour and employment law for her entire career.

Beth provides practical day-to-day advice and dynamic advocacy before Courts and administrative tribunals as she represents the interests of both unionized and non-unionized employers. Her clients rely on her advice for issues related to discharge and discipline, accommodation of disabilities, occupational health and safety, bullying, harassment and violence in the workplace, and all other issues arising with employees. Her busy practice takes her across Southern Ontario and the Near North.

In addition, Beth has been providing investigation services to clients and other organizations for over ten years. She also regularly conducts training sessions on a variety of subjects, including the conduct of investigations, respectful communication in the workplace, and the identification and

avoidance of discrimination and harassment in the workplace. Beth is frequently asked to speak on labour and employment topics and has presented continuing education programs for the Law Society of Ontario, the Ontario Bar Association, community colleges, and numerous client events. She is also an active contributor to the L&E Group's blog.

### Education

University of Windsor

### Memberships and Associations

- Law Society of Upper Canada, Member
- Canadian Bar Association, Member
- Ontario Bar Association, Member
- Middlesex Law Association, Member

### Awards and Recognition

Elizabeth Traynor was recently selected by her peers for inclusion in *The Best Lawyers*™ in Canada 2019.

## Notable Work and Decisions

- **Counsel, Paterno v. Governing Council of the Salvation Army in Canada, 2011 HRTO 2298**, in which the Human Rights Tribunal found in favour of the employer by narrowing its jurisdiction to review a labour arbitrator's decision.
- **Counsel, I.P.U.C., Local 1 v. Norampac Inc., 2008 CarswellOnt 9065**, in which the arbitrator found that the employer's scheduling of shifts did not contravene the Employment Standards Act.
- **Counsel, Vandervelde v. GoodLife Fitness Centres Inc.**, 2012 HRTO 1042, in which the Human Rights Tribunal found in favour of the employer, indicating that a failure to provide childminding services in every location does not constitute discrimination.
- **Counsel, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 128 v. Matrix Service Inc., 2004 CanLII 22333**, in which the Ontario Labour Relations Board clarified the distinction between construction and maintenance work.
- **Counsel, Hassan v. London Police, 2010 ONSC 1818**, in which the Court found in favour of the employer, finding that the Plaintiff's claims were not within the jurisdiction of the Court.

## Publications and Speaking

Beth is frequently asked to speak on labour and employment topics and has presented continuing education programs for the Law Society of Upper Canada, community colleges, and numerous client events. Beth is also an active contributor to the Siskinds blog, found at

[www.siskinds.com/labour-employment-blog/](http://www.siskinds.com/labour-employment-blog/). Her articles include:

- And there's more! New employer obligations, that is.
- Closing the Wage Gap in Ontario?
- Follow the Bouncing Ball: Enforcing Termination Provisions
- The Risks of Cutting Off an Employee's Insurance Benefits After Termination
- Just Cause: All's Well That Ends Well, But in the Meantime...
- Law for the 21st Century
- Change is gonna come: The Changing Workplaces Review Final Report
- International Women's Day  
Unionized Ontario Employers Face Double Jeopardy in Human Rights Cases
- Changes to Emergency Leave Requirements in the Auto Industry

## Community Involvement

Beth is sincerely committed to giving back to the community which has provided her family with tremendous support for many decades. She is always actively involved in charitable endeavours, generously contributing both time and resources for the betterment of the community.

- Cabinet member, Women's Health Campaign, London Health Sciences Foundation (2015-2018)
- Secretary, Board of Directors, GoodLife Kids Foundation (2006-2014)
- Member, United Way Major Gifts Committee (2012-2014)