



## Elizabeth Traynor

Partner - Labour & Employment

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

### Education

University of Windsor

Called to the Bar in 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, the Human Resources Professionals Association, and numerous client events. She is also an active contributor to the L&E Group's blog.

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## Memberships and Associations

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



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### Awards and Recognition

Beth Traynor has been selected by her peers for inclusion in *The Best Lawyers™ in Canada* in 2021 to 2024.

### Notable work and Decisions

- Counsel, London District Catholic School Board v Ontario English Catholic Teachers' Association, 2021 CanLII 64 (ON LA) in which the arbitrator found that she lacked jurisdiction to award damages for workplace harassment or pain and suffering related to adverse health consequences where those claims should be made to the WSIB.
- Counsel, LIUNA v. Viewcon Construction Limited, 2018 CANLII 12647 (OLRB) in which the Vice Chair refused to grant the Union's request for remedial certification on the basis of unfair labour practices.
- Counsel, Hicks v. GoodLife Fitness Centres, 2016 HRTO 687 in which the Vice-Chair found no merit to the Applicant's allegations of discrimination on the basis of race.
- 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, 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, the Ontario Bar Association, and numerous client events. She is also an active contributor to the L&E Group's blog.



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### 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.

- Member, Board of Directors, London Health Sciences Foundation (2019 to the present)
- 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)