



## Liam Ledgerwood

Lawyer - Labour & Employment Law

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Liam is an associate in our Labour & Employment Group and provides legal representation, employment-related documents, and pragmatic day-to-day advice to unionized and non-unionized employers across Canada

### Education

J.D. Western University (2017);

B.A. Hons. Business Administration & International Political Economy, Trent University (2014).

Called to the Bar in 2018

## About

At the front end, Liam's role is to help your organization understand, simplify and control its employment risks with practical business advice so you can focus on what you do best. When employees threaten or start legal proceedings, that role shifts to providing employers with strong advocacy and representation. In either case, Liam will start by discussing your organization's priorities and how he can tailor his approach and methods to align with those priorities.

With a strong business background, Liam understands that labour and employment concerns are just one issue among many facing start-ups, non-profits, public bodies, and businesses of all sizes. His focus is to understand the bigger picture and to make sure that your organization gets the advice and representation it needs regarding labour and employment issues.

In addition to providing day-to-day advice to employers and preparing employment-related documents (including employment agreements, restrictive covenant agreements, policies, procedures and more), Liam's practice includes a strong focus on employer advocacy. He has represented employers in Superior Court, the Court of Appeal, Small Claims Court, the Human Rights Tribunal, the Ontario Labour Relations Board, and in employment standards claims.

Liam's approach is to simplify the complex whenever possible. That approach has benefitted him with clients and as the course developer and instructor for the new online Employment Law for Human Resources course at Western Continuing Studies, where he is working with students aspiring to become human resources professionals.

Before joining the Labour & Employment Group, Liam received his J.D. from Western University's Faculty of Law. Before that, he graduated top-3 in his class at Trent University where he received a B.A.H. in Business Administration and International Political Economy.



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Liam is also an active contributor to the Siskinds blog, found at <https://www.siskinds.com/category/labour-employment/>