



EMPLOYMENT & LABOUR LAWYERS

ISRAEL FOULON^{LLP}

Carita Pereira

Partner

Phone: 416.640.1550

Fax: 416.640.1555

cpereira@israelfoulon.com

www.israelfoulon.com

Carita Pereira has practiced in employment and labour law almost exclusively since her call to the bar in 2002. Carita has represented both employers and employees before the courts, federal and provincial labour boards and other employment-related administrative tribunals. She has acted in relation to matters involving wrongful dismissals, mass terminations and lay-offs, human rights applications, employment standards claims and workplace health and safety. Carita has assisted employers in responding to union organization campaigns, applications for certifications, and union grievances. Carita also has experience in collective bargaining negotiations as well as in conducting workplace investigations. Carita advises employers on how to deal with labour and employment law issues proactively and strategically in a way which best suits their businesses and their needs.

ADMISSIONS & AFFILIATIONS

Called to the Bar of Ontario, 2002

Law Society of Upper Canada

Canadian Bar Association

EDUCATION

LL.B., University of Toronto, Toronto, Ontario (2001)

B.A. Criminology, Sociology and Women's Studies, University of Toronto,
Toronto, Ontario (1997) (Graduated with High Distinction)

SELECTED PUBLICATIONS

Speaker, the Intensive Short Course Employment Contracts and Employee Terminations, How to Implement and Enforce Effective Employment Policies, September 14 - 15, 2010

Author, Policy Manuals: Essential Tools of the Employment Relationship, HR Professional, March/April 2010

Speaker, the Law Society of Upper Canada's Employment Law for the General Practitioner - Strategies and Best Practices, Wallace and Punitive Damages post-Honda - Pleadings and Evidentiary Issues, November 24, 2009

Speaker, the Canadian Institute's Workforce Restructuring Conference, Effectively Conducting the Employment Termination Meeting: Mitigating Organizational Liability While Preserving Individual Dignity, July 9 - 10, 2009

Co-Author, Obligations, Pitfalls and Contradictions in the Law of Hiring, Negligence and Performance Reviews, Special Lectures on Employment Law The Law Society of Upper Canada, April 23 - 24, 2007

Speaker, HRPAO 2006, Issue Estoppel: When Should an Employer Participate in EI and ESA

Co-Author, The Wrongful Dismissal Claim: A New World of Damages, Conduct of the Wrongful Dismissal File, Continuing Legal Education The Law Society of Upper Canada, May 9, 2006

Contributing Author, Providing References to Employees: Should You or Shouldn't You? Canadian HR Reporter, Carswell, March 24, 2003

Contributing Author, How to Tackle Poor Job Performance and Bring Down Legal Costs, Canadian HR Reporter, Carswell, February 10, 2003

Contributing Author, Cut Down on Lawsuits Just by Being Nice, Canadian HR Reporter, Carswell, November 18, 2002

Frequent Contributing Author, Ask an Expert with Peter Israel, Canadian Employment Law Today, Carswell

SELECTED DECISIONS

Slepenkova v. Ivanov (2007), 60 C.C.E.L. (3d) 303 (Ont. S.C.J.)

Nikolova v. Ivanov, July 26, 2007 (unreported decision of Forestell J., Ont. S.C.J.),

Daley v. Depco International Inc. (2004), 37 C.C.E.L. (3d) 255 (Ont. S.C.J.) -
successfully proved just cause for dismissal based on cumulative acts of misconduct

International Clothiers Inc. v. Fuad Abdullahi and Director of Employment Standards,
2004 Can LII 11305 (O.L.R.B.)