



EMPLOYMENT & LABOUR LAWYERS

ISRAEL FOULON^{LLP}

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Rich Appiah joined Israel Foulon LLP in 2007 following the completion of his articles at a prominent Labour and Employment Law boutique and after working as an associate at a highly-regarded litigation firm. He regularly advises employers and employees with respect to the many complex issues that affect their employment relationships, including such issues as effective performance management, dismissals with or without cause, human rights accommodations, employment standards, collective agreement compliance and union grievances. He has appeared before the Ontario and Superior Courts of Justice, the Court of Appeal for Ontario, and the Ontario Labour Relations Board. He has also represented clients in proceedings before boards of arbitration, the provincial and federal Human Rights Tribunals, the Ontario Ministry of Labour (Employment Standards Branch), and the Canadian Industrial Relations Board.

Rich studied Political Science as a President's Scholar while attending the University of Guelph, at which he served in many governance positions including as Chair of the University Judicial Committee and Vice-Chair of the Senate Executive Committee. He completed his undergraduate degree with the prize for excellence in the study of Political Science and as a recipient of the Brian D. Sullivan Award for student leadership. He subsequently attended Osgoode Hall Law School, where he served as a Division Leader for the Community and Legal Aid Service Program, and as President of his student union. At graduation, Rich received a Dean's Gold Key Award for his contributions to student life.

Rich has a keen interest in youth engagement programs and sits on the executive of the Board of Directors of Delisle Youth Services, a youth services agency in Toronto. He is also a frequent speaker to high school and university student organizations on the topic of leadership and advocacy.

ADMISSIONS & AFFILIATIONS

Called to the Bar of Ontario, 2006

Member, Law Society of Upper Canada

Member, Canadian Bar Association

EDUCATION

LL.B., Osgoode Hall Law School, Toronto, Ontario, 2005

B.A. (Hons.), Political Science, *with distinction*, University of Guelph, Guelph, Ontario, 2002

PRESENTATIONS

Making Strategic Use of Summary Judgment Motions, with Chris Foulon, 10th Annual Employment Law Summit, Toronto, 2009

Bill 168: A Step Forward in Addressing Workplace Violence and Harassment, Human Resources Professionals Association, October 28, 2009

Effectively Conducting the Employment Termination Meeting: Mitigating Organizational Liability While Preserving Individual Dignity, with Carita Pereira, The Canadian Institute's Workforce Restructuring Conference, June 9 - 10, 2009

Managing the Solicitor-Client Relationship, with Malcolm MacKillop, Six Minute Lawyer Series, Law Society of Upper Canada, June 1, 2006.

Recent Issues in Employment Law, Mandatory Retirement, and Disclosure of Electronic Documents in Litigation, with Malcolm MacKillop, Toronto Star Human Resources Conference, May 4, 2006.

SELECTED PUBLICATIONS

Co-Author, *Managing Workplace Change Lessons from Wronko v. Western Inventory Service Ltd.*, with Chris Foulon, presented to Osgoode Hall Law School Professional Development CLE, Employment Law, 2009

Author, *Employee Negligence Not a Lost Cause*, Canadian Employment Law Today, July 30, 2008

Author, *Changing Contracts Tricky, But Possible*, Canadian Employment Law Today, August 29, 2007

Co-Author, *Benefits Must Continue after Termination*, with Malcolm MacKillop, Canadian Corporate Counsel, June 2006

SELECTED DECISIONS

Slepenkova v. Ivanov (2009), 2009 ONCA 526: successfully argued before the Court of Appeal to set aside purported fixed-term contract and uphold trial decision awarding “Wallace” damages.