

## Seth Holland

Partner

### Toronto

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### Practice Areas

Commercial Litigation  
Employment & Labour  
Human Rights  
Litigation & Dispute  
Resolution

Seth Holland is a Partner in the Employment and Labour Law Practice Group at WeirFoulds LLP.

Seth practises in all areas of labour, employment, and human rights law. He provides advice and representation on a broad range of issues that employers face, including: employment agreements, employment standards, wrongful dismissal litigation, executive compensation, discipline and termination, human rights and accommodation, labour board proceedings, grievance arbitration, privacy, and workplace safety and insurance. Seth has significant experience both conducting as an external investigator, and advising employers with respect to workplace investigations.

With a background in both Canadian and U.S. law, Seth understands the key legal considerations for employers when operating within Canadian jurisdictions. Seth is experienced in representing employers before various courts, administrative boards and tribunals, and regularly provides advice and representation to both provincially and federally regulated employers.

Seth has presented at a number of educational speaking engagements on developments in the law impacting employers. Seth has also written on various topics and trends in employment law for a number of publications and continuing professional development resources for lawyers.

### WeirFoulds LLP

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#### Called to the Bar

- Ontario (2018)

#### Education

- J.D., University of Windsor,  
University of Detroit Mercy,  
2017
- B.A., Ryerson University,  
2010

#### Affiliations

- Ontario Bar Association
- Canadian Bar Association
- The Advocates' Society

### Awards

- Book Award, Highest Overall Grade in Business Organizations Law. University of Windsor/University of Detroit Mercy

## Speaking Engagements

- Speaker, "Legislative Updates", Navigating 2026: Key Employment Law Updates and Best Practices for Employers, WeirFoulds LLP, Online, November 27, 2025<sup>27</sup>
- Speaker, "Legal Essentials for Human Resources Compliance", 2025 AARO Symposium and Trade Show, Automotive Aftermarket Retailers of Ontario, Mississauga, Ontario, September 18, 2025
- Speaker, "Hot Topics for Employers: AI in the Workplace and Returning to Work In-Person", WeirFoulds LLP, Online, August 6, 2025
- Speaker, "Troubled Waters Ahead? Key Tips for Employers to Navigate Internal Risk", WeirFoulds LLP, Online, June 4, 2024
- Speaker, "Employment Law Year-End Review 2023", WeirFoulds LLP, November 22, 2023
- Speaker (with Daniel Wong), "Key Employment Law Developments in 2023", Employment Law Mid-Year Update, WeirFoulds LLP, Online, June 20, 2023
- Speaker, "Navigating Employments and Layoffs: Insights from Industry Experts", Ted Rogers Alumni Association, Toronto, ON, April 26, 2023
- Speaker, "Covid-19 Implications for Employer Webinar", Peel Halton Workplace Development Group, Online, June 2020
- Speaker, "Williams HR Law Proactive Workplace Law Seminar", Williams HR Law, Richmond Hill, May 2019

## Additional Publications:

- Co-Author, "A COVID boost to reasonable notice", Canadian HR Reporter, April 2021
- Author, "Bill 47 Creates Practical Risks for Employers", Canadian Employment Law Today, March 2019
- Author, "Accommodation after Legalization" Canadian Employment Law Today, January 2019
- Co-Author, "Recent Trends in the Employee's Duty to Mitigate", The Six-Minute Employment Lawyer 2018, Law Society of Ontario, Spring 2018
- Co-Author, "The New Year Brings a New Entitlement for Workers Benefits for Chronic Mental Stress Injuries", HR Professional Now, Winter 2018
- Co-Author, "Court of Appeal gives Employees a "Brake" on Mitigation", HR Professional Now, October 2017

## Publications

- From Draft to Damages: When a Commission Plan Isn't Final—but Employer Conduct Still Results in Liability, September 18, 2025
- Game-Changer for Employers: Ontario Court of Appeal Backs ESA-Only Termination Clause, May 27, 2025
- Employers in Ontario: Be Aware of Upcoming New Employer Requirements, April 29, 2025
- Legal Considerations for Employers in the Face of Tariffs and Economic Uncertainty, April 09,

2025

- Employers: Are Your Employment Agreements Enforceable? The Court of Appeal Upholds Dufault, January 28, 2025
- *De Castro v. Arista Homes Limited*: Judicial Guidance on Summary Judgment under Simplified Procedure, the Continued Importance of Waksdale and the Employer's Evidentiary Burden to Prove a Failure to Mitigate, July 03, 2024
- Another Reason for Employers to Review the Termination Provisions in Employment Agreements: *Dufault v. The Corporation Of The Township Of Ignace*, April 23, 2024
- When "All The Smoke" Leads to Fire: What Canadian Employers Can Take Away about Employee Off-Duty Conduct from Matt Barnes' Recent Departure from NBC, March 12, 2024
- Going Viral for Being Fired: Implications for Employers When Employees Record their Termination, February 06, 2024
- New Year's Resolutions for Employers in 2024, January 08, 2024
- Workplace Investigation Gone Wrong: Court Awards Bad Faith Damages Due to Improper Investigation, August 15, 2023
- (Tap-Tap-Tap... Is This Thing On?) Attention Employers – Be Aware: Court Awards Moral Damages Based on Recording of Termination Meeting, July 04, 2023
- Employers Beware of the Risks of Fixed-Term Agreements, June 23, 2023
- Employers – Proceed with Caution: Ontario Court of Appeal Holds Material Changes to Employment Duties can Void Employment Agreement, April 10, 2023
- Alberta Decision Holds Workplace Mask Requirement Does Not Amount to Constructive Dismissal, August 26, 2022