

Mrs. Maryanne Valerio

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LICENSING

- Called to the Bar of Ontario in June 2013.

MEMBERSHIPS

- Member of the Law Society of Upper Canada, the Canadian Bar Association and the Ontario Bar Association (labour and employment law stream, ADR stream and young lawyers' division).

EDUCATION

Osgoode Hall Law School, York University September 2010 to April 2012
Juris Doctor with specialized certificate in the Labour and Employment Law Program

University of Ottawa, Faculty of Law, Common Law Section September 2009 to April 2010
Candidate for Juris Doctor

- Transferred to Osgoode Hall Law School after first year of the program.

McMaster University, Faculty of Social Sciences September 2007 to August 2008
Master of Arts in Work and Society (Department of Labour Studies)

York University, Faculty of Arts September 2003 to April 2007
Honours Bachelor of Arts Degree in Labour Studies and Political Science

CERTIFICATION

- Includes: Workplace Investigation Training, Emergency First Aid (CPR/AED) and Mental Health First Aid.

WORK EXPERIENCE

Bernardi Human Resource Law LLP, Mississauga, Ontario. July 2018 to May 2022
Associate Lawyer (Lawyer & Human Resource Advisor)

- Provide legal and practical advice to employer and employee clients on labour and employment matters.
- Carriage of labour, employment, OLRB and Human Rights Tribunal files from start to finish.
- Communicating with various individuals, including clients, opposing counsel, court personnel and expert practitioners relating to a file.
- Develop legal strategies and settlement strategies related to files.
- Preparing submissions for files and drafting employment contracts, termination letters, employee discipline letters, demand letters and cease and desist letters.
- Litigating at the OLRB, various provincial and municipal courts and participate in mediations, negotiations and settlement discussions relating to files.
- Act as a workplace investigator to help resolve complex workplace disputes, including harassment, sexual harassment, discrimination, bullying, violence and other inappropriate workplace conduct.
- Initiate and complete the investigation process including scheduling interviews and other administrative functions, gathering information, conducting and recording interviews, assessing the parties' statements and evidence and issuing findings and recommendations to organizations in order to address and remove the inappropriate workplace behaviour(s) and any underlying causes affecting the workplace.
- Interpret and apply collective agreements, employer policies and practices, arbitral jurisprudence and/or employment-based case law and legislation.
- Conduct training on various labour and employment law topics, including wrongful dismissals and topics related to human rights and inclusion in the workplace.
- Preparing article and blogs for the firm's website and other legal-related organizations.

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- Attending Continuing Professional Development courses related to labour and employment law.

Sofina Foods Inc., Markham, Ontario. ***Manager, Labour Relations***

January 2018 to June 2018

- Subject matter expert on employee and labour relations matters.
- Support the organization by developing and implementing employee and labour relations solutions and strategies to contribute to plant success.
- Act as a resource by completing critical analysis and providing practical solutions to all levels of management on a wide variety of labour and employment law related issues.
- Support the management of all grievances, mediations, arbitrations, and all employment-based litigation.
- Partner with the Operations and HR Teams to collect, analyze and prepare strategies and tactics to support collective bargaining negotiations.
- Participate as a key member of the negotiations team.
- Interpret collective agreements, corporate policies, arbitral jurisprudence, legislation and employment based case law.
- Work closely with managers, union representatives and the HR team to identify, develop and implement effective dispute resolution strategies.
- Create toolkits, guides, presentations and other reference material on labour and employment issues that frequently arise across all locations in order to create efficiencies in the workplace.

Sleep Country Canada, Toronto, Ontario. ***HR Manager (Ontario)***

February 2017 to December 2017

- Provide HR and Labour Relations advice to over 500 associates and managers in Ontario, including consultation and administrative functions ranging in nature from disciplines/misconduct to terminations, leaves of absences, vacation benefits and entitlements, payroll, health and safety, privacy matters, attendance concerns, human rights and diversity concerns, workplace violence and harassment claims and conducting or facilitating workplace investigations.
- Running recruitment campaigns right through from job postings to selection and new hire orientation.
- Prepare employment contracts, new employment terms letters, promotion letters, confirmation of employment letters and new hire documentation.
- Draft discipline and termination of employment letters including calculating severance payments, as well as assisting and advising in negotiating settlements or negotiated departure payments.
- Review, revise, interpret and apply Company policies and procedures.
- Participate in labour/employment seminars and professional development and interpret/apply knowledge to Company policies and procedures, as well as update the HR team and management of any related changes.
- Promote and implement Company strategies and mission on a daily basis.
- Working as a team on various HR/LR-related projects, including the quarterly newsletter.
- Member of various committees and working groups, including the Joint Health & Safety Committee.
- Ensure compliance with the *OHSA*, conduct safety walks throughout the office and analyze health and safety accidents and incidents within Ontario.

UFCW Locals 175 & 633, Mississauga, Ontario. ***In-House Legal Counsel***

January 2014 to January 2017

- Carriage of grievance arbitration, OLRB and Human Rights Tribunal files from start to finish.
- Communicating with various individuals, including union representatives, employer counsel or expert practitioners relating to a file.
- Interviewing grievers relating to their arbitration file.
- Develop legal strategies related to files and preparing submissions for files.

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- Researching vast areas of labour law and preparing memorandums of law for the local union and legal files.
- Litigating at the OLRB, as well as at grievance arbitration.
- Participate in mediations and negotiations relating to files.
- Prepare literature for the Local's quarterly newsletter.
- Attend at Local Union conferences and teach various labour relations topics at those conferences.

Mathews, Dinsdale & Clark LLP, Toronto, Ontario.

May 2011 to June 2013

Second-Year Summer Law Student (May 2011 to August 2011)

Student-at-Law (August 2012 to June 2013)

- Completed rotations in the labour relations department and the employment/litigation department.
- Researched and prepared memorandums of law on topics in the labour and employment law field.
- Drafted MDC publications on 'hot topics' within labour and employment law for clients and internal use.
- Assisted with the preparation of documents for various hearings, court processes and filings.
- Interacted and corresponded with clients regarding file work.

Please see the attached Work Experience Summary for further detail regarding my legal work experiences

EXTRA-CIRRICULAR ACTIVITIES AND VOLUNTEER EXPERIENCE

Middlefield Collegiate Institute, Markham, Ontario.

September 2011 to April 2012

Volunteer in Mr. Glass' High School Law Classes (All Grades)

Toronto Small Claims Court, Toronto, Ontario.

September 2011 to December 2011

Student Mediator

Employment and Labour Law Students' Society, Ottawa, Ontario.

September 2009 to April 2010

English Common Law Representative

SKILLS AND INTERESTS

- Languages – fluent in English and Italian and working knowledge of French.
- Skills: Microsoft Office, Windows & Mac Operating Systems, SAP and various legal/legislation databases.

REFERENCES AVAILABLE UPON REQUEST

SPECIFIC LEGAL WORK EXPERIENCE SUMMARY:

Labour Law

- Participating and litigating at grievance arbitrations, the OLRB, mediations and collective bargaining negotiations.
- Preparing files for litigation, including researching, drafting memorandums of law, drafting submissions and conducting interviews and/or meetings with various parties or participants to the hearing.
- Research and provide legal advice on a wide range of topics relating to the labour law field, including: rights arbitrations such as individual grievances and policy grievances, interest arbitrations, collective bargaining issues and certification and decertification applications, as well as unfair labour practice complaints, the duty of fair representation claims and Human Rights Tribunal complaints.
- Drafting comparator charts for interest arbitrations and collective bargaining negotiations.
- Preparing documents for rights arbitrations, interest arbitrations and collective bargaining negotiations.
- Attend CPD courses relating to labour law.
- Conduct labour law seminars.

Employment Law

- Research and prepare memorandums of law on a wide range of topics relating to employment law, including: health and safety related matters, WSIB related matters, wrongful dismissals, notice period searches, individual employment grievances, including pension and benefits research and limitation period issues.
- Litigating at various provincial and municipal courts, as well as participating in mediations, negotiations and settlement discussions relating to files.
- Prepare submissions for files and drafting employment letters, employment contracts, termination letters, employee discipline letters, demand letters and cease and desist letters.
- Attend CPD courses on various employment law matters, including wrongful dismissals and occupational health and safety concerns.
- Conduct workplace investigations to help resolve complex legal matters.
- Conduct workplace training.

Human Rights Law

- Research, draft memorandums of law and provide legal advice relating to many human rights concerns, including discrimination, harassment and accommodation issues.
- Attend at the Human Rights Tribunal of Ontario, as well as participate in alternate dispute resolution to resolve complex matters.
- Act as a workplace investigator to help resolve complex workplace disputes related to harassment, sexual harassment, discrimination, bullying, violence and other inappropriate workplace misconduct.
- Provide training on human rights and inclusion matters, including respect in the workplace and accommodations in the workplace.
- Attend CPD courses including human rights seminars, accommodations in the workplace, workplace investigations and respect and inclusion in the workplace.

Construction Law

- Research and prepare memorandums of law regarding certification and decertification applications, jurisdictional disputes, as well as individual grievances against the company.
- Attend CPD courses and seminars on construction law, as well as the issues and complexities in construction law and a construction practice.