

Employment and Labour

Grow | Protect | Operate | Finance

Overview

Dentons provides seamless service to multinational mining clients by using our global platform to understand both their local needs and global objectives. Our Employment and Labour group provides customized, effective, multijurisdictional advice on all employment and labour matters.

Members of our group appear regularly before courts, administrative boards and tribunals at every level, and act as spokespeople in collective bargaining. We represent our clients in matters involving employment standards, human rights, pay equity, workers' compensation, collective agreements, wrongful dismissal, and much more.

In considering health and safety, Dentons has the experience to provide mining clients with rapid, strategic advice in response to an accident, compliance orders, administrative penalties or charges. We provide advice on your rights in a government safety investigation, how to manage risk, and how to conduct an internal investigation. With the stakes high and the time short, it is critical to have an experienced occupational health and safety lawyer on your side.

Dentons' lawyers understand your commitment to workplace safety. We also understand the corporate and personal costs of a workplace accident or fatality. We can work proactively with mining clients to help them comply with safety laws. When we recommend changes to safety policies, we can assist in designing and implementing them.

We defend employers and supervisors charged with safety offenses, working toward a result that manages the legal, personal and public relations risks. We also represent employers in significant appeals in workers' compensation matters.

Select representations

- **African based mining company:** Advising a mining company on claims available to it under its development agreement and relevant international treaties against the Government for imposing various fiscal measures upon it.
- **Alamos Gold:** Advising on the expansion of the gold mine facility, including engineering services agreement, early works engineering, execution planning and procurement services, mining construction and dispute resolution issues. (Canada)
- **Premier Gold Mines:** Acting as employment and labour counsel with respect to its CA\$104 million acquisition of Goldstone Resources Inc. (Canada)
- **Nordgold group of companies:** Advising on employment matters, including management of employees' career, termination of contracts, dismissals, settlements, and representation of the client in labour trials. (Canada)

- **Forage Orbit Garant Inc.:** Advising on employment matters in connection with the taking over of P.P.I. Burkina's mining department. (Burkina Faso and Canada)
- Advising various mining companies, including **Atacama Minerals, Metso Minerals, EPIROC SpA, and Atlas Copco SpA** in negotiations of Collective Bargaining agreements; permanent labour advisor and taking representation of the client in labour trials. (Canada)
- Advising various mining companies, including **Royal Road Minerals, Gold Mining Inc, and Rio Tinto** on migratory regularization of foreign employees, alternatives for hiring, terminating and compensating of employees complying with local labour regulations. (Canada)
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