

# Ben Ratelband

## Partner

Toronto

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## Bar Admission

Ontario 1998

## Law School

University of Toronto

## Practices

Labour  
Employment  
Health & Safety  
Human Rights

## Industries

Global Metals & Mining  
Automotive

Ben Ratelband is a partner at McCarthy Tétrault's Labour & Employment Group in Toronto and is a member of the firm's Environment Health & Safety Group.

Ben's practice is focused exclusively on management-side labour, employment and health and safety law. He has advised and represented employers in the sectors of manufacturing, security, energy, trucking, health care, education, information technology, correctional services, hospitality, public service, water supply and finance and investment. He has also advised and represented those employers in collective bargaining, labour board proceedings, labour arbitration, mediation, employment litigation, judicial review and civil appeals, employment standards, privacy, human rights, occupational health and safety and workplace safety and insurance proceedings. He regularly provides training for clients' managers and other staff to assist them in meeting their legal duties.

Ben has spoken on various labour, employment and health and safety topics for such organizations as the Canadian Institute, Rotman School of Business at the University of Toronto, the Human Resources Professionals Association of Ontario, and the Ontario Bar Association. He has also written on a number of labour and employment law topics for various legal publications.

Prior to joining McCarthy's, Ben worked in the field of management-side labour relations in private and public sector settings in both Ontario and the Yukon. He was legal counsel to the Management Board Secretariat of the Ontario Ministry of the Attorney General, where he represented the Crown as an employer in a variety of forums, including the Divisional Court and the Court of Appeal.

Ben received his B.A. (Hons.) from York University, where he graduated *cum laude* in 1992, and he received his LLB from the University of Toronto in 1996.

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March 13, 2019
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- **Legalization of recreational cannabis and the workplace issues employers should consider**  
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- **Bill 177 Passes: Changes to the Occupational Health and Safety Act (Ontario) Are Now Law**  
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