



Ben Ratelband

Partner

Toronto

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t. +1 416-601-8016

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 occupational health and safety law. He has advised and represented employers in various sectors, such as mining, manufacturing, security, energy, transportation, health care, education, public service, and finance and investment. He has also represented employers in defence of occupational health and safety charges and appeals of regulatory orders, labour board proceedings, grievance arbitration, collective bargaining, employment litigation, injunctions, judicial review and civil appeals, employment standards, human rights, workplace safety and insurance proceedings and Coroner's inquests.

Ben has spoken on various labour, employment and occupational health and safety topics for such organizations as the Law Society of Ontario, the Canadian Institute, Rotman School of Business at the University of Toronto, the Human Resources Professionals Association of Ontario, the World Association of Mining Lawyers, the Prospectors & Development Association of Canada (PDAC) and the Ontario Bar Association and has authored various labour and employment and occupational health and safety law articles. He also regularly provides training for clients' managers and other staff to assist them in meeting their legal duties.

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.

Awards & Rankings

Acritas Stars

"Stand-out lawyer"

Recent Experience

- **Endeavour Mining closes acquisition of Teranga Gold Corporation for C\$2.44B**
February 10, 2021
- **Evolution Mining acquires Red Lake gold mine from Newmont**
March 31, 2020

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Recent Insights

- **Mining in the Courts, Vol. XII**
April 05, 2022
- **Key Takeaways from the 2021 Labour and Employment Conference: Ontario and Alberta**
November 01, 2021
- **“Owner” of a Construction Project can also be an “Employer” under OHSA**
July 08, 2021
- **Mining in the Courts, Vol. XI**
March 09, 2021

Events

- **Labour and Employment Conference: Ontario and Alberta**
October 29, 2021
- **Labour and Employment Conference: Ontario and Alberta**
December 04, 2020
- **The Road Back To Work: Health & Safety Considerations for Resuming Your Operation**
May 06, 2020
- **Violence in the Workplace**
October 17, 2019