

# D. Barry Prentice

## Partner

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CALLED TO THE BAR OF ONTARIO,  
1979

## EDUCATION

- LL.B., Osgoode Hall Law School, 1977
- B.Sc., University of Toronto, 1967

## PRACTICE AREAS

- Employment & Labour
- Government Procurement & Litigation
- Information Technology
- Cyber, Information and Privacy Risk

Barry's practice has two main facets: employment law and the negotiation of software and other outsourcing contracts. He leverages his background in teaching and the computer software business and combines this knowledge with his superior listening skills and client focus to bring a business-like approach to solving issues for his clients.

In his employment practice, Barry recognizes the importance of providing prompt and reasoned advice. As a result of many years of experience and because he acts for both employers and employees, he gives balanced, realistic counsel so as to reach prompt, favourable results. His clients include employers from every industry as well as every level of employee up to CEO. The matters he deals with include every aspect of employment law, such as: wrongful dismissal/severance, breaches of fiduciary duties, human rights complaints, employment contracts and downsizing structures. Barry has successfully negotiated, litigated and settled hundreds of employment related claims and is the recipient of many "Thank-You's" and accolades from grateful clients.

In his work on contract negotiation, Barry acts as a trusted advisor and problem solver. He has successfully negotiated hundreds of contracts for his clients in financial services and procurement.

Because of his business acumen, these clients view Barry as their general counsel, seeking guidance on a wide range of issues. His corporate clients appreciate Barry's prompt attention and his ability to see any issue from the client's business perspective.

Making use of his teaching experience, Barry provides in-house seminars to keep his clients aware of current legal issues affecting their business.

## EXPERIENCE

- Successfully defended many cases before both the Federal and Provincial Human Rights Tribunals
- Assisted employers to downsize at reasonable cost during economic downturn
- Provided creative solutions during contract negotiations so as to break a "deadlock".
- Successfully argued a case at trial, on appeal and leave to the Supreme Court of Canada as to when stock options are exercisable by a dismissed executive.
- Successfully argued a case at trial and before the Court of Appeal of Ontario which defined when incentive compensation is payable as part of a severance package.

## RECOGNITION

- Recognized by *Best Lawyers® in Canada* 2024 in the area of Labour and Employment Law

## MEMBERSHIPS

- Law Society of Ontario
- Ontario Bar Association
- Toronto Lawyers Association
- The Advocates' Society
- Association of Trial Lawyers of America

## RELATED PUBLICATIONS

- [May 06, 2021](#)  
Author, Terminating an Employment Contract

## IN THE MEDIA

- [March 12, 2020](#)  
Barry Prentice's article discussing warranty implications of purchasing non-OEM parts appears in HealthPRO News

