



Trusted virtual counsel,
wherever your workplace.

MATT CHAPMAN

Employment,
Labour &
Contracts
Lawyer

Matt Chapman's practice encompasses all aspects of employment and human rights law. A substantial amount of his time is spent representing both employers and employees as they proceed through the termination process, including when things get complicated and require litigation. Matt comes from a commercial litigation background and has successfully represented clients at all levels of court in Ontario, including at the Court of Appeal for Ontario and the Supreme Court of Canada.

For employees: Matt understands just how significant a life event a termination can be for an employee. You inevitably spend much of your life at work, so part of your identity will be inextricably linked to what you do for a living. When that gets taken away from you unexpectedly, you need someone who will provide you with sound advice and advocate resolutely on your behalf. That's Matt. He relishes digging into a termination file and will do everything he can to guide you through this difficult time, while protecting the entitlements you may have for your loyal service to your employer.

Matt also regularly conducts contract reviews and has a penchant for guiding senior staff and C-Suite executives through the negotiations that come with their complex compensation offers.

For employers: You might be looking at this page because Matt represented one of your employees in the past. That's okay, Matt does plenty of employer-side work too! His experience representing employees gives him insight from which your organization can benefit. Knowing what the employee (and their counsel) may be thinking can provide an invaluable tactical advantage when faced with a wrongful dismissal claim. Ideally, you'll never need to terminate an employee. Realistically, it is a business reality and can be necessary for any number of reasons. Bringing Matt in to help plan an exit from the outset that's sensitive to both cost and risk can help avoid claims and get you back to focusing on what you really want to be doing: building your business.

Employers don't hire employees expecting it to be a failed relationship, but that doesn't mean there aren't steps to be taken that are considerate of that possibility. Matt can help protect your organization with strategic planning that encompasses the entire employment relationship. He regularly drafts contracts and crafts policies that cater to an organization's unique needs. He provides practical and cost-effective advice and always does so in a manner that's considerate of the particular realities that exist in different sectors and industries. There is no one size fits all approach, and Matt will get to know your organization to ensure his advice fits your culture and goals.

Matt received his Bachelor of Arts from the University of Western Ontario in 2009. After a few years working with a burgeoning tech and education start-up, Matt left to attend law school in the Cayman Islands. He obtained his Bachelor of Laws (Honours) from the University of Liverpool in 2015 and was called to the Ontario Bar in 2016.

In his time away from lawyering, Matt enjoys travelling, writing, and listening to his vinyl hip-hop collection way too loudly. He's also a bit of a gamer and is still able to hold his own in spite of his aging twitch reflexes - strategic planning matters everywhere! There are few things that Matt loves more than a good story well told, so be sure to tell him your best one.



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