



## Frank Molnar, KC, MIR, Partner

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### Overview

Frank Molnar, KC has over 30 years experience helping employers with complex labour and employment and education law issues. He provides representation and strategic advice in all labour and employment matters, including labour arbitration, Labour Relations Board proceedings, human rights, collective bargaining, executive employment issues, wrongful dismissal, employment standards, workers' compensation and occupational health and safety proceedings.

Frank's clients span numerous industries in both the public and private sector, including educational institutions, health care providers, manufacturers, broadcasters, oil and gas companies, transportation companies, public agencies, municipalities, professional associations and construction companies.

Frank advises federally and provincially regulated employers regarding the discipline and termination of unionized and non-unionized employees, collective agreement interpretation, collective bargaining, labour arbitrations, and complaints and applications before the Alberta Labour Relations Board and the Canada Industrial Relations Board. He also helps clients with human rights complaints, harassment, violence and other workplace investigations, drug and alcohol testing, employment standards complaints, executive compensation and the preparation and revision of employment agreements and human resources policies.

Frank advises educational institutions on a broad range of issues, including institutional policies and procedures and labour relations with academic and non-academic staff, such as discipline, grievances, human rights, disability management, collective bargaining, academic tenure and promotion, labour relations board hearings and rights and interest arbitration.

Frank has appeared as counsel before all Alberta and Federal Courts and has represented clients in numerous labour arbitrations (under provincial legislation and Canada Labour Code) and before the Alberta Labour Relations Board, the Canada Industrial Relations Board, Human Rights Tribunals (provincial and federal), Canada Labour Code Adjudicators (unjust dismissals), Employment Standards Umpires, Employment Insurance Umpires, Appeals

### Industries

Education

### Services

Labour + Employment  
Workplace Human Rights

### Education

University of Toronto, 1985,  
Bachelor of Laws  
University of Toronto, 1982, Master  
of Industrial Relations  
University of Alberta, 1981,  
Bachelor of Commerce

### Admissions

Ontario, 1988  
Alberta, 1986

Commission for Alberta Workers' Compensation and the Occupational Health and Safety Council Appeal Division.

Frank is a frequent speaker to professional, business and community groups on labour, employment and human rights issues, and also serves as chair of numerous conferences. He has presented at national Canadian Bar Association conferences and Legal Education Society of Alberta conferences and has been a frequent presenter at the Calgary Labour Arbitration Conference. Frank is also a contributing author to Remedies in Labour, Employment and Human Rights Law (Carswell).

### Value to Clients

*"I take a proactive approach to litigation and strategic counseling and focus on finding the most practical, cost-effective path to solving my clients' problems. After three decades of handling labour, employment and education law matters, I've seen nearly every scenario and dispute imaginable. What continues to make it all so interesting is how the law constantly evolves. I have the opportunity to collaborate with clients to help them adapt effectively and overcome the new challenges they face today and in the future."*

### Outside the Office

Frank is active in the community. He has served on the Board of Directors of Alberta Ballet since 1993 and has been Corporate Secretary since 1994.

## Experience

Sunshine Village Corporation v Boehnisch, 2021 ABQB 63

Sunshine Village Corporation v Boehnisch, 2020 ABQB 692

Boehnisch v Sunshine Village Corporation, 2019 AHRC 55

Canada Post Corporation and Canadian Union of Postal Workers (Workplace Violence)

Alberta Health Services and Health Sciences Association of Alberta (Medical Radiation Technologists), 2019 Can LII57777 (Jones), Alberta Grievance Arbitration Award

Sunshine Village Corporation v Chevalier, 2018 ABQB 484

Muldoon and Corus Media Holdings Inc., 2017 CIRB 855

Alberta Teachers' Association and Calgary Roman Catholic Separate School District No. 1, 2015 ABQB 302

United Food and Commercial Workers Canada Union, Local No. 401 v Aviscar Inc., 2015 CanLII 43416 (AB GAA)

Bethany Care Society and Alberta Union of Provincial Employees (J. Clarke), 2014 CanLII 50659 (Sims), Alberta Grievance Arbitration Award

## Professional

### Canadian Association of University Solicitors

**Member**

2003 - Present

### Calgary Bar Association

**Member**

1994-Present

### Canadian Bar Association Alberta, Labour and Employment Law Section (South)

**Member**

1992-Present

### Law Society of Alberta

**Member**

1986-Present

**Law Society of Upper Canada****Member**

1988-Present

**Canadian Association of Counsel to Employers****Member**

2013 - 2018

**Community**

Legal Affairs and Corporate Secretary, Alberta Ballet Company, 1994-Present

Board of Directors, Alberta Ballet Company, 1993-Present

Member, Knights of Columbus, 2009-Present

Labour Relations Sub-Committee, Chair, Calgary Chamber of Commerce, 2012-2019

Human Resources Committee, Calgary Chamber of Commerce, 2002-2019

Vice-President, Alberta Ballet Company, 1994-1995

**Recognition**

Employment + Labour: Alberta, Chambers and Partners: 2018 - 2024

Listed Labour + Employment Law, The Best Lawyers™ in Canada: 2015 - 2024

"Repeatedly Recommended" Workplace Human Rights (Employer), Canadian Legal Lexpert® Directory: 2019, 2021

"Distinguished", Martindale-Hubbell® Peer Review Ratings™: 2013 - 2021

**Media**

- Shaw TV - Challenges for employers and employees caused by Alberta's economic downturn, May 18-20, 2016
- CBC Calgary Television News - Employment litigation options and implications arising from the resolution of the remaining criminal charge against Jian Ghomeshi, May 11, 2016
- CBC - Edmonton shoe store 'no-veil' policy unlikely to withstand human rights challenge, February 1 and 2, 2016
- 660 News (Calgary) - Interview by Audrey Whelan, Morning News Anchor at 660 News - Strategies for companies and employees to manage during Alberta's current economic downturn, November 11, 2015
- 660 News (Calgary) - Interview by Kevin Usselman, News Director at 660 News - How companies can effectively manage employee relations during an economic downturn and strategies for responding to pressure to reduce payroll costs, April 25, 2015
- QR77 (Calgary) - Sportstalk with Mark Stephen and Jock Wilson - NHLPA disclaimer of interest and NHL response of commencing a civil action in New York Federal Court for declaratory relief and filing an unfair labour practice complaint with the National Labour Relations Board, December 14, 2012
- Sportsnet 960 The Fan (Calgary) - The Big Show with Pat Steinberg and Peter Maher - NHL lockout and request by owners to meet with and bargain directly with a group of player representatives, November 30, 2012
- QR77 (Calgary) - Calgary Today with Angela Kokott - Intervention by the Federal Minister of Labour in Air Canada's Dispute with Its Flight Attendants, October 12, 2011
- QR77 (Calgary) - Doug Rutherford Show - CIBC Overtime Class Action, December 16, 2008
- 630CHED (Edmonton) - Doug Rutherford Show - CIBC Overtime Class Action, December 16, 2008

**Client Stories**

**Our client:** A large, federally-regulated employer, with a major, national operation and a non-union workforce.

- **Where we began:** The company purchased a unionized operation and needed help integrating the two operations. As Frank put it, *"Our client wanted to realize the efficiencies of merging into one, non-union location while recognizing the rights of the union employees. First, however, we needed to assess the legal issues and the scope of the unionized workers' rights."*
- **Our approach:** In collaboration with the client, we decided to keep the unionized group initially separate. *"This allowed the client time to sort out the complicated issues and scenarios involved including the impact on the client's national operations and to negotiate with the union concerning the integration of the union and non-union operations."*

- **The result:** The unionized location was closed. The unionized employees were moved and integrated into a non-union site and the two groups of employees were intermingled. The Canada Industrial Relations Board ordered that a vote be held of the combined group of union and non-union employees to determine whether the intermingled site would be union or non-union. Ultimately, the employees decided to go non-union. As a result, the client was successful in acquiring a unionized operation and shedding the union.

## News + Views + Events

February 2024

[2023 - A Year in Review: Labour + Employment \(Part 1\)](#)

January + February 2023

[2022 - A Year in Review: Labour + Employment \(Part 1\)](#)

April 7, 2022

[Coffee + Counsel: Employer Considerations for the Removal of Vaccination Policies](#)

February 2022 - 2 min read

[Mandating the 'Right to Disconnect' in Ontario](#)

January 25, 2022

[2021 - A Year in Review: Labour + Employment \(Part 1\)](#)