



Frank Molnar, QC, MIR, Partner

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Overview

Frank Molnar 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, public agencies, 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 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 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 Commission for Alberta Workers' Compensation and the Occupational Health and Safety Council Appeal Division.

Industries

Education

Services

Labour + Employment
Education
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

Alberta, 1986
Ontario, 1988

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

Boehnisch v Sunshine Village Corporation, 2019 AHRC 55, Alberta Human Rights Tribunal Decision

Canada Post Corporation and Canadian Union of Postal Workers (PC)

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, Alberta Court of Queen's Bench

Aviscar Inc. and United Food and Commercial Workers Canada Union, Local No. 401 (Mann), 2015 CarswellAlta 777 (Wallace) , Alberta Grievance Arbitration Award

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

Bethany Care Society and Alberta Union of Provincial Employees (Solodky), [2013] AGAA No.34 (Wallace), Alberta Grievance Arbitration Award

Winfield v. Pattison Sign Group, 2013 ABQB 595, Alberta Court of Queen's Bench

Professional

Canadian Association of University Solicitors

Member

2003 - Present

Canadian Association of Counsel to Employers

Member

2013 - 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

Community

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

Board of Directors, Alberta Ballet Company, 1993-Present

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

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

Member, Knights of Columbus, 2009-Present

Vice-President, Alberta Ballet Company, 1994-1995

Recognition

Listed Labour and Employment Law, The Best Lawyers™ in Canada: 2015 - 2021

"Recognised Practitioner" Alberta, Employment and Labour, Chambers and Partners: 2019 - 2021

"Distinguished", Martindale-Hubbell® Peer Review Ratings™: 2013-2020

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

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."*

- **The result:** The client expects a settlement that includes removal of some union job categories, subject to the agreement's approval by the Canada Industrial Relations Board.

News + Views + Events

Winter 2020

[2019 - A Year in Review Seminar Series](#)

December 2019

[2019 Field Law Post-Secondary Summit Recap](#)

November 28, 2019

[2019 Field Law Post-Secondary Summit](#)

Winter 2019

[2018 A Year in Review Seminar Series](#)

September 2018

[The Best Lawyers in Canada 2019](#)