



James Fu

Partner and National Leader, Pensions and Benefits Law

T 416.367.6513

F 416.367.6749

Toronto

JFu@blg.com

[LinkedIn](#)

[Régimes de retraite et avantages sociaux](#)

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James is a preeminent pension and benefits & labour and employment lawyer. James regularly handles day-to-day, litigation and corporation transaction mandates, including complex and sensitive matters. James is passionate about providing practical solutions and being a zealous advocate for his clients drives his mindset and mantra each and every day.

James is a partner in BLG's Labour and Employment Group and the National Leader of BLG's Pensions and Benefits Group.

James' labour and employment & pensions and benefits practice includes:

- Advising employers on many aspects of the employment relationship, including pay transparency requirements, interview questions and pre-employment representations and establishment of employment contracts.
- Managing the ongoing employment relationship, such as leave of absences issues and performance management.
- Advising on terminations of employment relationships, including pension and benefits entitlements in severance packages.
- Advising on contractor relationships, including classifications as dependent contractors and independent contractors.
- Advising pension plan stakeholders on pension and benefits plan set-ups and mergers.
- Advising plan sponsors and administrations on plan sponsor and plan administrator duties, including funding obligations and letters of credit.

- Advising plan sponsors and administrations on differences and/or disputes with third parties, including in multi-employer pension plan situations and in individual pensioner or spousal claims situations.
- Advising borrowers and lenders in the context of pensions and benefits liabilities and obligations.
- Providing strategic advice in corporate transactions (e.g., asset purchase and sales, share sale and purchase, amalgamations, etc.) including transferring employment of employees, the establishment or termination of retirement income and other benefit plans, pension asset transfers and mitigating risks of constructive dismissal.

James regularly makes submissions and appearances before courts, tribunals and regulatory authorities on a variety of matters, including but not limited to pension disputes, wrongful dismissal actions, employment standards complaints and human rights disputes. James has also acted in more than 300 corporate transactions, providing him with exceptional experience. James has been recognized as making outstanding contributions in law, most recently being recognized as a Top Lawyer in the *Lexpert Rising Stars Awards*.

James is regularly called upon by national media and industry to provide insights, including live interviews, panel discussions and/or publications to/on Canadian Lawyer Magazine, Law Times, Benefits and Pension Monitor, Canadian HR Reporter, Canadian Underwriter, Bloomberg Law, CTV's News Channel, CBC's The Current with Matt Galloway, CBC News and the Toronto Region Board of Trade. James has also written numerous articles related to pensions and benefits & labour and employment law, continually contributing to the legal discourse and knowledge building of pensions, benefits, labour and employment law in Canada.

Perspectives et événements

- Auteur, « New deadlines announced for Ontario employers », article de BLG, mars 2025
- Auteur, « Swift action needed – New employment legislation changes for Ontario employers », article de BLG, novembre 2024
- Auteur, « Steps Ontario employers need to take to comply with newest employment legislation changes », article de BLG, mars 2024
- Auteur, « Do fixed-term independent contractors have a duty to mitigate? », article de BLG, décembre 2023
- Auteur, « Working for Workers Four Act, 2023: Changes to Canadian employment law coming soon », article de BLG, novembre 2023
- Auteur, « À venir en Ontario : divulgation obligatoire des échelles salariales et du recours à l'IA », article de BLG, novembre 2023
- Auteur, « Le projet de loi C-228 visant à accroître la protection des caisses de retraite reçoit la sanction royale », article de BLG, juillet 2023
- Auteur, « Variole simienne : Stratégies pour aider les employeurs canadiens à gérer les risques pour leur organisation », article de BLG, juillet 2022
- Auteur, « New legislation imposes additional legal obligations for Ontario workplaces », article de BLG, avril 2022
- Auteur, « Nouvelles exigences gouvernementales pour les employeurs ontariens », article de BLG, octobre 2021
- Auteur, « Loi sur l'équité salariale : de nouvelles obligations pour les employeurs à compter du 31 août », article de BLG, août 2021
- [Co-Author, "Fraser and Other Notable Case Law Developments in 2020", Benefits and Pensions Monitor, May 2021](#)
- [Interviewed by CTV News, "The Debate Over Vaccine Passports", March 12, 2021](#)
- The COVID 19 vaccine: Considerations for Canadian employers, vidéo de BLG, février 2021

- Tendances à surveiller en 2021 – Vaccins : questions clés au Canada, points de vue de BLG, janvier 2021
- Auteur, « Avancer en eaux troubles – Le plus haut tribunal du Canada crée des vagues pour les employeurs », article de BLG, octobre 2020
- Presenter, "Back to Business with BLG: Navigating Risk and Effective Business Management", Webinar, Toronto Region Board of Trade, June 2020
- Charities and Not-for-Profit COVID-19 Update, vidéo de BLG, mai 2020
- [Quoted, "This is not a drill," Canadian Underwriter, May 1, 2020](#)
- Auteur, « Subvention salariale d'urgence du Canada : résumé et guide pratique pour les employeurs », article de BLG, avril 2020
- Auteur, « Nouvelles subventions salariales relatives à la COVID-19 pour les employeurs », article de BLG, avril 2020
- Presenter, "Business Continuity Series: Accessing New Government Supports," Toronto Region Board of Trade, April 2020
- [Quoted, "Why insurers can expect to see a surge in demand for pandemic BI coverage." Canadian Underwriter, April 01, 2020](#)
- Co-Author, "Ensuring Adherence to Canada's Immigration Compliance Regime - Employer Inspections," Corporate Securities and Finance Law Report
- Auteur, « Gestion situationnelle du virus de la COVID-19 », article de BLG, mars 2020

À l'extérieur de BLG

Activités professionnelles

- Member, Ontario Bar Association
- Member, Executive of the Canadian Bar Association Pensions and Benefits Law Section, Canadian Bar Association
- Chair, The Association of Canadian Pension Management Editorial Committee

Activités communautaires

- Director, Churchill Chums Child Care Centre
- Co-Chair of the Board of Director's Policy Committee (Non-HR), Churchill Chums Child Care Centre
- Volunteer, BLG Reads to Kids Program
- Member, West Willowdale Neighbourhood Association
- Volunteer Coach, Canadian Girls Baseball

Bar Admission & Education

- Ontario, 2011
- LLB, Université d'Ottawa, 2010
- BA (Hons.), Université de Toronto, 2007

BLG | Vos avocats au Canada

Borden Ladner Gervais S.E.N.C.R.L., S.R.L. (BLG) est le plus grand cabinet d'avocats canadien véritablement multiservices. À ce titre, il offre des conseils juridiques pratiques à des clients d'ici et d'ailleurs dans plus de domaines et de secteurs que tout autre cabinet canadien. Comptant plus de 725 avocats, agents de propriété intellectuelle et autres professionnels, BLG répond aux besoins juridiques d'entreprises et d'institutions au pays comme à l'étranger pour ce qui touche les fusions et acquisitions, les marchés financiers, les différends et le financement ou encore l'enregistrement de brevets et de marques de commerce.

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