



The Honourable Mr. Justice Randall Scott Echlin '69
 1950 - 2011
 (abbreviated list)

- 1969 Victoria College, University of Toronto: Bachelor of Arts
- 1972 Gold Medalist: Awarded Prince of Wales Gold Medal for standing First in Graduating Class
- 1975 Legal Education: LL.B., Faculty of Law, University of Toronto
- 1990 Certified by The Law Society of Upper Canada as a Specialist in Civil Litigation; Recertified in 1995 and 2000
- 1994 Received C.H.R.P. Designation (Certified Human Resource Professional) from Human Resources Professionals Association of Ontario
- 1997 Certificate of Achievement, University of Windsor, Alternate Dispute Resolution
- 2003 Appointed a Justice of the Superior Court of Justice (Ontario)
- 2006 Appointed Team Leader, Civil Trials (Toronto)

Author:

- Just Cause: The Law of Summary Dismissal in Canada
- Creative Solutions: Perspectives on Canadian Employment Law: Second Edition (Canada Law Book)
- For Better or For Worse: A Practical Guide to Canadian Employment Law
- Quitting for Good Reason: The Law of Constructive Dismissal in Canada

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 Randall Scott Echlin '69
 1950-2011*

The Honourable Mr. Justice Randall Scott Echlin '69 was a Justice of The Superior Court of Justice (Ontario). Prior to his appointment to the Bench in 2003, Justice Echlin was a Partner and National Chair of the Labour & Employment Group at the Toronto office of Borden Ladner Gervais LLP, Canada's second largest law firm. While practicing, Mr. Justice Echlin was consistently referenced in Lexpert Canada's Leading Employment Lawyers as one of the Top 500 Lawyers in Canada.

While attending the University of Toronto, Mr. Justice Echlin was a Gold Medalist, and received Standing First in Graduating Class, Victoria College (1972). In 1975, Echlin was the Editor-In-Chief of the University of Toronto Faculty of Law Review.

His Honour was a Trial Lawyer whose practice focussed on employment law. Much of Mr. Justice Echlin's practice involved advising both employers and employees, conducting wrongful dismissal actions, formulating and negotiating severance arrangements, conducting and participating in ADR mediations and arbitrations, dealing with sexual harassment complaints, and preparing employment contracts.

In his more than 30 years in law, he made a huge impact on Canadian employment law from both sides of the bench. He lectured extensively, published six books, and produced half a dozen videos on employment law. For a decade, he and Mr. Certosimo of Borden Ladner Gervais LLP co-chaired the highly acclaimed Law Society of Upper Canada symposium entitled "The Six Minute Employment Lawyer." He was the first lawyer to earn a Certified Human Resource Professional designation.

Mr. Justice Echlin was appointed a Justice of the Superior Court of Justice (Ontario) on April 11, 2003. In 2006, he was appointed Team Leader, Civil Trials (Toronto).

His Honour was an active member of his community and served on a number of boards. He was the recipient of the "Man of the Year" Award from the Canadian Baseball Hall of Fame and Museum in 1988 and designated as Honourable Mention to "The 100 Most Influential Canadians in Baseball in 2008" by Canadian Baseball Network.

"Randy" passed away at home on August 12, 2011. His three main passions in life were his family, the law, and baseball. He was always grateful to the Faculty of Law, University of Toronto; Victoria University; and Hillfield Strathallan College for having contributed so much to his success.