



Charles Hofley is a senior labour and employment lawyer in Hicks Morley's Ottawa office who maintains a bilingual practice. He has more than 30 years of experience advising private and public sector employers on a broad range of employment and labour matters, including collective agreement negotiation/administration, strike and injunction preparation, human rights and social service matters.

Charles is an experienced negotiator and regularly appears before boards of arbitration, administrative tribunals and all levels of court.

He is a frequent speaker at conferences and seminars on current issues in labour and employment law.

## Practice Areas

[Employment Law](#) [Human Rights](#) [Information, Data Security & Privacy](#) [Labour Relations](#) [Litigation](#)  
[Occupational Health](#)

## Industries

[Construction](#) [Financial Services](#) [Healthcare](#) [Hospitality & Gaming](#) [Manufacturing](#) [Membership Associations](#) [Municipalities & Municipal Agencies](#) [Non-profit Organizations](#) [Social Services](#)

## Awards & Recognition

### **Best Lawyers in Canada (2009-2020)**

Labour and Employment Law

### **Best Lawyers Global Business Edition (2018)**

Labour and Employment Law

### **Canadian Legal Lexpert Directory (2014-2020)**

Employment Law

## Memberships & Affiliations

Association des juristes d'expression française de l'Ontario – Membre

Canadian Association of Counsel to Employers – Member

Canadian Bar Association – Member

Ontario Bar Association – Member (Labour & Employment Law Section)

The Advocates' Society – Member

County of Carleton Law Association – Member

Ottawa Construction Association – Member

Human Resources Professionals Association, Ottawa Chapter – Member

## Select Publications & Presentations

“Legal Updates in the Ontario Developmental Services Sector” Ontario Agencies Supporting

Individuals with Special Needs (OASIS) 2019 Conference (May 9, 2019)

“Employment Law” HRPB Brockville and District Chapter – Eastern Ontario Legal Conference (April 12, 2019)

“HRPB Quinte and District Chapter” 20th Annual HR Employment and Labour Law Conference (October 30, 2018)

“Fair Work Places, Better Jobs Act, 2017” Ontario Community Services Coalition (June 9, 2018)

“Major Caselaw and Legislative Update” Lancaster House 2017 Ottawa Human Rights and Labour Law Conference (November 8, 2017)

“Update on Privacy in Employment Law” CBA Access to Information and Privacy Symposium (October 27, 2017)

“Workplace Investigations” Frontenac Law Association: 1000 Islands Legal Conference (September 29, 2017)

“Legal Topics Impacting Non-Profits” OASIS – 20 Anniversary, Ottawa (May 4, 2017)

“Speaker and Closing Remarks” DisruptHR Ottawa Event (October 28, 2016)

“What Does the Labour Landscape Hold in Store for 2016 and Beyond?” OASIS -Annual Conference and AGM, Niagara Falls (May 5, 2016)

“Developments in Current Family-Status Cases and Decisions” Infonex – Managing Your Duty of Accommodate Conference, Ottawa (March 30, 2016)

“Testifying as a Witness – Tips to Boost Your Credibility and Your Case” HRPB Ottawa Dine and Learn (March 10, 2016)

“Developmental Service Advisory Group Update” OASIS – Labour Relations Information Session, Toronto (January 20, 2016)

“The Supreme Court’s Decision on the Right to Strike: The practical implications” Lancaster Ottawa Human Rights and Labour Law Conference, Ottawa (September 30, 2015)

Human Resources Professional Association – Ottawa Chapter Law Day Conference 2015 – Panel Member (May 27, 2015)

“Navigating the Hurdles: a Legal Prospective” OASIS Annual Conference (May 8, 2014)

“Current Decisions and Upcoming Issues: Major case law and legislative roundup” Lancaster House 3<sup>rd</sup> Annual Labour Law Conference, Ottawa (May 2014)

“Employment Labour Legal Update” presented to Excellence in Manufacturing Consortium of Canada (EMC) (November 19, 2013)

“Workplace Harassment: Navigating the Minefields” Human Resources Professional Association – Quinte Chapter Conference (October 2013)

“Frustration of Contracts” County of Carleton Law Association, Six-Minute Labour Lawyer (September 2013)

Human Resources Professional Association – Ottawa – Roundtable on investigations (June 2013)

## **Education**

Dalhousie University, LL.B.

Trent University, B.A.