John Brooks is an experienced labour and employment law lawyer in Hicks Morley's Toronto office. He advises and represents employers on a wide range of labour and employment matters.

John regularly provides advice to employers regarding union organizing and certification and collective bargaining negotiations. He routinely acts as chief spokesperson in collective bargaining negotiations. He advises on all aspects of the employment relationship and the handling by employers of terminations of employment and allegations of harassment and discrimination.

John represents employers in various forums including rights and interest arbitrations, labour board proceedings, other labour and employment tribunals, and internal university tribunals.

John has significant experience in the post-secondary education sector and represents a variety of Ontario universities in labour and employment matters. John has been the chair of the firm's University Practice Group as well as a member of the firm's Executive Committee.

Practice Areas

Employment Law Labour Relations

Industries

Education Healthcare Manufacturing Universities

Awards & Recognition

The Best Lawyers in Canada™ (2011–2024)
Labour and Employment Law

Best Lawyers® Global Business Edition (2018)
Labour & Employment Law

Canadian Legal Lexpert® Directory (2006–2007, 2012–2024)
Labour Relations (Most Frequently Recommended); Employment Law (Consistently Recommended)

Chambers Canada – Band 5 (2021–2024)
Employment & Labour, Ontario

Expert Guides Best of the Best (2017)
Labour & Employment

Lexpert®/American Lawyer Guide to the Leading 500 Lawyers in Canada (2013–2018, 2020)
Labour and Employment Law

Who's Who Legal – Global Leader (2023)
Labour & Employment

Who’s Who Legal – National Leader, Canada (2013–2018, 2020–2023)
Labour, Employment & Benefits

Memberships & Affiliations

Canadian Bar Association – Member

Ontario Bar Association – Member (Education and Labour & Employment Law)

The Advocates’ Society – Member

Canadian Association of University Solicitors – Member

Education

Queen’s University, LL.B