John Bruce is a management-side labour and employment lawyer in Hicks Morley's Toronto office. John acts for an array of employers in the public and private sectors in all aspects of workplace law.

John assists clients with:

- Advocacy, Litigation and Advice. He acts as employer counsel and advocate across Canada in grievance arbitrations, civil litigation, union issues, occupational health and safety cases, and human rights matters.
- Transactions and Strategy. He provides clients with strategic advice respecting employment and labour issues for executing large business initiatives and transactions.
- Executive Matters. John advises clients respecting sensitive executive compensation and transition issues.
- He acts as lead negotiator in collective bargaining with unions, including multi-party and centralized negotiations.
- Interest Arbitrations. He sits on Interest Arbitration Boards as Employer Nominee.

John is also a frequent and popular speaker at employer conferences and client events.

Practice Areas

Employment Law Human Rights Information, Data Security & Privacy Labour Relations Litigation Occupational Health Workplace Safety & Insurance

Industries

Arts & Sports Energy & Utilities Financial Services Healthcare Hospitality & Gaming Retail & Wholesale Trade Social Services Technology Transportation & Warehousing

Awards & Recognition

The Best Lawyers in Canada™ (2022–2024)
Labour and Employment Law

Canadian Legal Lexpert® Directory (2017–2024)
Labour Relations (Consistently Recommended)

Canadian Legal Lexpert® Directory (2024)
Employment Law (Repeatedly Recommended)

Memberships & Affiliations

Canadian Bar Association – Member

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

Professional Development Group (Canadian Law Firms) – Member

Education

Queen’s University, LL.B.

Queen’s University, B.A. (Hons.) Political Studies