Julia Nanos is a labour and employment lawyer at Hicks Morley's Toronto office. She advises employers on a wide range of labour and employment issues, with particular focus on labour disputes, grievance and interest arbitration, collective bargaining, human rights and accommodation, workplace investigations, wrongful dismissal litigation, employment contracts and employment standards.

As an advocate, Julia regularly appears on behalf of employers before labour arbitrators, the Ontario Human Rights Tribunal, the Ontario Labour Relations Board, the Superior Court of Justice, and the Federal Court.

A significant portion of Julia's practice is focused on representing employers in the public sector including municipalities, hospitals, long-term care homes, and school boards, among others.

Julia has particular experience advising municipalities with respect to their fire department labour and employment matters. She has represented municipal fire departments at grievance and interest arbitrations, and in collective bargaining negotiations with both volunteer and career fire unions. She also regularly speaks at fire services-related conferences.

Practice Areas

Employment Law Human Rights Labour Relations Litigation Occupational Health

Industries

Colleges Construction Financial Services Healthcare Hospitality & Gaming Manufacturing Membership Associations Municipalities & Municipal Agencies Retail & Wholesale Trade School Boards Social Services Transportation & Warehousing Universities

Awards & Recognition

Canadian Legal Lexpert® Directory (2023–2024)
Employment Law, Labour Relations (Repeatedly Recommended)

Memberships & Affiliations

The Advocates' Society – Member

Ernestine's Women's Shelter – Former Member, Board of Directors (2015–2019)

Canadian Bar Association – Member

Ontario Bar Association – Member (Constitutional, Civil Liberties and Human Rights Law, Education Law, and Labour & Employment Law)

Select Publications & Presentations

"Legal Update on Case Law and Legislation" Ontario Municipal Human Resources Association 2023 Fall Conference (September 14, 2023)

"The Osgoode Certificate in Labour Law" Osgoode Professional Development (April 21, 2020)

"Fireside Chat: Ask the Arbitrator" Ontario Association of Fire Chiefs (OAFC) Labour Relations Seminar (January 30, 2020)

"Urban Breakout Session" Ontario Association of Fire Chiefs (OAFC) Labour Relations Seminar (January 29, 2020)

"Bargaining Update" Ontario Association of Fire Chiefs (OAFC) Labour Relations Seminar (January 29, 2020)

Education

University of Western Ontario, J.D.

York University, B.A. (Hons.)