Michael Smyth is an employment and labour lawyer in Hicks Morley's Toronto office. He has nearly 30 years of experience advising employers on matters related to grievances and arbitrations, discipline and terminations, human rights issues and complaints, certification applications, corporate restructuring, collective bargaining and employment contracts.

Michael regularly represents federally and provincially regulated employers in the public, private, and not-for-profit sectors. He acts as lead spokesperson in collective bargaining on behalf of employers and provides ongoing advice regarding collective agreement administration and representation at arbitration and before the Ontario Labour Relations Board.

Michael advises employers on a full range of labour and employment law matters including restructurings, sales of business, employment agreement drafting, wrongful dismissals and issues arising under the *Employment Standards Act, 2000* and the Ontario *Human Rights Code.*

Michael chairs the firm's Social Services Practice Group.

Practice Areas

Employment Law Human Rights Labour Relations

Industries

Education Healthcare Manufacturing Social Services Technology Transportation & Warehousing Universities

Awards & Recognition

The Best Lawyers in Canada™ (2013–2024)
Labour and Employment Law

Canadian Legal Lexpert® Directory (2020, 2023–2024)
Labour Relations (Repeatedly Recommended)

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

Memberships & Affiliations

Canadian Association of Counsel to Employers – Member

Canadian Bar Association – Member

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

Select Publications & Presentations

“Labour Relations Foundations: Module 5 – Grievance Arbitration Process” Queen’s University IRC Labour Relations Foundations Programs 2021 (June 16, 2021)

Education

Queen’s University, B.A. (Hons.), LL.B.