



Henry Dinsdale is a partner at Hicks Morley's Toronto office. Henry has been advising and representing employers for over 25 years at both the federal and provincial levels and has appeared on behalf of employers in proceedings in every province in the country. His practice ranges from providing sophisticated strategic advice, to collective bargaining and labour and employment law advocacy.

Henry has received both a Masters and Doctoral degree in law from Stanford University Law School and has taught labour law at the University of Toronto Law School, Queen's University's Law School and Industrial Relations Centre, and in Osgoode Hall Law School's Masters of Labour Law programme. He has sat on the Advisory Committee of the Queen's University's Centre for Law in the Contemporary Workplace since its inception.

Practice Areas

[Employment Law Information, Data Security & Privacy Labour Relations](#)

Industries

[Arts & Sports](#) [Energy & Utilities](#) [Hospitality & Gaming](#) [Manufacturing](#) [Media & Communications](#)
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Awards & Recognition

Best Lawyers in Canada (2011-2021)

Labour and Employment Law

Who's Who Legal: Thought Leader (2021)

Labour and Employment Law

Who's Who Legal: Global Leader (2020)

Who's Who Legal: National Leader (2016-2019)

Labour and Employment Law

Lexpert/American Lawyer Guide to the Leading 500 Lawyers in Canada (2017-2018)

Labour and Employment Law

The Canadian Legal Lexpert Directory (2013-2021)

Labour Relations and Employment Law – “Consistently Recommended”

Chambers Canada - Band 3 (2017-2021)

Employment and Labour Law

Martindale-Hubbell®

Exemplary Reputation and High Professional Standing

Memberships & Affiliations

American Bar Association – Member

Canadian Association of Counsel to Employers (CACE) – Member

Canadian Bar Association – Member

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

The Law Society of Ontario – Member

Queen’s University, Centre for Law and the Contemporary Workplace – Member of Advisory Committee from inception in 2010

Select Publications & Presentations

“Practice Corner 2.0: Tips For the Use of Social Media Evidence in Hearings/Trials” Canadian Association of Counsel to Employers (CACE) 16th Annual Conference (September 12, 2019)

“Grievance Arbitration: Protecting Rights and Resolving Conflicts” The Osgoode Certificate in Labour Law, Osgoode Professional Development (April 2, 2019)

“Federal Labour Law and Practice” *Canada Law Book* (2013)

“The Upside for Employers in Recent Overtime Class-Action Decisions” *In-House Counsel Magazine* (December 2012)

“Time to revisit existing contracts? Mitigation does not reduce the fixed term notice period entitlements” *In-House Counsel Magazine* (October 2012)

“Disability benefits and reasonable notice – Employer gambles on former employee’s health and loses at Ontario Court of Appeal” *In-House Counsel Magazine* (August 2012)

“The potential risks of jumping the gun – Investigations avoid pitfalls of dismissal for criminal conduct” *In-House Counsel Magazine* (June 2012)

“Criminal investigations in the workplace – How to avoid the pitfalls of dismissal for criminal conduct” *In-House Counsel Magazine* (April 2012)

“The frustration with frustration of contract – Knowing when to proceed under this area of contract law can be a challenge” *In-House Counsel Magazine* (February 2012)

“Employers as insurers – Mandatory retirement leaves big question about workers over the age of 65” *In-House Counsel Magazine* (December 2011/January 2012)

Contributing Author: "Federal Labour Law and Practice" *Canada Law Book* (2012)
Chapter 16 Content and Interpretation of Collective Agreements

"Cross Country Check Up" *Canadian Association of Counsel to Employers* (2011)

"Old Wine in Digital Bottles" *Canadian Lawyer Magazine* (January, 2011)

"Acquiring a Workforce: Identify employee issues early in M&As" *In-House Counsel Magazine*
(April 2011)

Presentation to the Certified General Accountants Association of Ontario, *Issues in Employment Law* (2010)

"Employers face uncertain legal landscape on unpaid overtime" *In-House Counsel Magazine*
(August 2010)

"Barack Obama's labour strategy evolves" *In-House Counsel Magazine* (June 2010)

"Worldwide Unions: Global labour movement and International collective bargaining" *In-House Counsel Magazine* (February 2010)

Presentation to Ius Laboris Academy: *Global Labor Relations Strategies*, (December, 2009)

"Restrictive Covenants: Multiple jurisdictions create challenges" *In-House Counsel Magazine*
(December 2009)

"Car Deals: UAW's stake in GM and Chrysler" *In-House Counsel Magazine* (October 2009)

"Safer Workplaces: Ontario pushes for anti-violence laws" *In-House Counsel Magazine* (August 2009)

"Practical insights: Canadian lessons for American labour law" *In-House Counsel Magazine* (June 2009)

"Class actions: Are wages and hour actions here to stay?" *In-House Counsel Magazine* (April 2009)

"Here we go again: Canadian labour law and the Charter" *In-House Counsel Magazine* (February 2009)

Contributing Author: "Ultimate Corporate Counsel Guide" *CCH Canada* (2007)
Union Organizing and Certification

The Collective Bargaining Process

Co-Author: "Secondary Picketing in Canada: Thoughts for the Pepsi Generation" *29 Queen's Law Journal* 789 (2004)

Co-Author: "Freedom of Association: A "New Trilogy" or the Same Old Story" *10 Canadian Labour and Employment Law Journal* 59 (2003)

Multi-City Presentation Tour: *The Incorporation of American and Canadian Legal Principles into New Zealand Labour Law Reform*, presentations in Auckland, Christchurch, Wellington, Dunedin, Hamilton, Nelson and Hamilton, New Zealand (2000)

Author: PH.D. Dissertation: "A Study of the NLRB's Use of Interim Injunction Proceedings In Union Organizing Contexts Pursuant to Section 10(j) of the NLRA" *Library of Congress* (1995)

Co-Author: "Damages Awards in Ontario Jurisdictional Disputes – An Important New Ruling Takes the Board Half the Distance" *3 Canadian Labour and Employment Law Journal* 487 (1995)

Education

Stanford University, J.S.D

Stanford University, J.S.M.

Queen's University, LL.B.

Queen's University, B.A.