



Julia Nanos is a labour and employment lawyer at Hicks Morley's Toronto office. She advises public and private sector 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 public sector employers, 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](#)

Memberships & Affiliations

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

Canadian Bar Association – Member

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

Advocates' Society – Member

Select Publications & Presentations

“Annual Legal Update” Ontario Municipal Human Resources Association (OMHRA) Fall Conference 2019 (September 11, 2019)

“Local Bargaining in 2019 – Keeping Your Own House in Order” Ontario Public School Boards' Association (OPSBA) Education Labour Relations and Human Resources Symposium (April 4, 2019)

“Suburban/Rural Roundtable and Hot Topics” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 24, 2019)

“Bargaining Update” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 23, 2019)

“Labour Relations Seminar” Greater Vancouver Fire Chiefs' Association (January 31, 2018)

“Fire, Police & Emergency Services Bargaining Trends” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 17 & 18, 2018)

“Discipline & Discharge: The Fundamentals” and “Health and Safety at Work: An OHS Update”
HRPA Durham Chapter: An Employment & Labour Law Update (June 9, 2017)

“Let’s Talk About Employment Contracts!” and “Addiction as a Defence to Wrongdoing? Not necessarily!” *OMHRA Echo Newsletter* (March 2017)

Legal Update: Case Law, Legislative Changes & Recent Arbitrations” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 18-19, 2017)

“Attendance Management: The Divisional Court Sheds Further Light on the Limits of the Duty to Accommodate” *OMHRA Echo Newsletter* (Winter 2017)

“Medical Marijuana and the Workplace: Considerations for Employers” (*OMHRA Echo Newsletter*, Summer 2016)

“Revisiting Orillia Soldiers: Does the Human Rights Code Require that Seniority Accrue During Protected Leaves?” *OMHRA Echo Newsletter* (Summer 2016)

“New ESA Provisions now in Effect (Don’t Forget about the Posters!)” *OMHRA Echo Newsletter* (Summer 2015)

“Beyond Pop Culture: Gender Identity and Expression in the Workplace” *OMHRA Echo Newsletter* (Summer 2015)

“Off-Duty Social Media Posts by Employees can be Cause for Discipline – Including Discharge” *OMHRA Echo Newsletter* (Winter 2014)

“Ontario arbitrators address off-duty social media comments of 2 firefighters” (*Employment Law Today*, December 2, 2014)

“Non-construction employer declaration provision of Ontario’s Labour Relations Act, 1995 does not infringe the Charter: ONCA” (*OBA Perspectives*, 2012)

Education

University of Western Ontario, J.D.

York University, B.A. (Hons.)