



Mark Mason is a labour and employment lawyer in Hicks Morley's Toronto office. His practice includes arbitration advocacy, employment litigation, human rights proceedings and the entire spectrum of collective bargaining, including interest arbitrations and strike management. Mark advises a variety of public and private sector employers and brings a practical and solution-focused approach to the legal services he provides.

Mark is recognized as one of Ontario's leading counsel in the emergency services sector through his work with municipalities in managing their relationships with both firefighters and paramedics. He works extensively in this area and keeps his clients current on existing and emerging sector trends. Mark also chairs the firm's Municipal industry practice group.

A portion of Mark's practice also involves day-to-day human resources and workplace consulting. He works closely with various employer groups, speaks extensively at conferences and seminars and conducts client training workshops, all on a wide variety of issues facing management in both labour and employment law. He provides employers with the knowledge and tools they need to anticipate and manage their workplace issues.

Practice Areas

[Employment Law](#) [Human Rights](#) [Labour Relations](#)

Industries

[Healthcare](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Nursing Care Facilities](#) [Social Services](#)

Awards & Recognition

Canadian Legal Lexpert Directory (2018-2019)

Labour Relations

Memberships & Affiliations

Canadian Association of Counsel to Employers – Member

Canadian Bar Association – Member

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

Whitby Minor Lacrosse Association – Vice-President of Rep Lacrosse (2014-2015), Director of Rep Lacrosse Primary Divisions (2015-2016)

Select Publications & Presentations

“Provincial Governance Review” Ontario Municipal Human Resources Association (OMHRA) One Day Seminar (June 24, 2019)

“Essential Services Agreement Update – Lessons Learned,” “Bill 148 ESA Update – Are You Complaining or Not?” and “EMS Bargaining Landscape – What’s Happening and Where are We Headed?” Ontario Association of Paramedic Chiefs (OAPC) Education Symposium (May 8-9, 2019)

“Annual Hicks Morley Legal Update” Ontario Municipal Human Resources Association (OMHRA) Spring Workshop (April 10-12, 2019)

“Legal Update – Top 10 Legal Challenges of the Year” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 23, 2019)

“OMHRA Fall Conference 2018” Ontario Municipal Human Resources Association (September 19-21, 2018)

“A Different Form of Climate Change” Paramedic Chiefs of Canada Annual Conference in Edmonton, AB (June 2018)

“Ontario Association of Paramedic Chiefs (OAPC) 2018 Spring Conference” Ontario Association of Paramedic Chiefs (May 9-10, 2018)

“Legal Implications and Management of First Responder Mental Health Issues” Global Paramedic Leadership Mental Health Summit, Warwick, England (March 22-23, 2018)

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

“Combating Benefits Fraud” OMHRA One-Day Seminar (December 4, 2017)

“Bill 148 Implications” The John Howard Society of Canada, Annual Conference & Annual General Meeting (October 5, 2017)

“The Invisible Disability – The Challenges of Accommodating Psychological Disabilities” Paramedic Chiefs of Canada Annual Conference in Halifax, NS (June 2017)

“Fire, Police & Emergency Services Bargaining Trends” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 18-19, 2017)

“Legal Update – *Fast Forward HR*” Ontario Municipal Human Resources Association Fall Conference – Alliston (September 2016)

“Social Media Harassment – How should Employers Respond?” H RPA Durham Chapter – Employment and Labour Law Conference (June 10, 2016)

“Why Can’t We All Just Get Along?” – Examining the labour relationship and moving forward in a productive manner, Paramedic Chiefs of Canada Annual Conference, Saskatoon, Saskatchewan (June 2016)

“Update on EMS Collective Bargaining Trends In Ontario” Ontario Association of Paramedic Chiefs – Annual Labour Relations Update (May 12, 2016)

“Civility, Vigorous Representation and the Labour Board” (along with Craig Flood, Jesse Freeman and Fese Elango) The Law Society of Ontario, The Six Minute Labour Lawyer (June 5, 2015)

“Accommodating Mental Health Disabilities: What Are Employers Obligated to Do?” *EMS Matters* (Winter 2014/2015)

“Fire, Police and Emergency Services Bargaining Trends” – Labour Relations Conference – Hicks Morley and the Ontario Association of Fire Chiefs, Toronto (January 2014 & January 2015)

“Legal Update” – *The Times They Are A Changin’*, Ontario Municipal Human Resources Association Spring Conference, Niagara Falls (April 2014)

“Strategic EMS & Labour Relations Conference” Hicks Morley and the Ontario Association of Paramedic Chiefs, Toronto (May 2014 & May 2015)

“Labour and Employment Law Update” Victoria County Career Services, Lindsay (October 2014 & October 2015)

“Legal Update – *Talent – What Are You Doing With It?*” Ontario Municipal Human Resources Association Fall Conference, Nottawasaga Inn Resort (September 2014)

“Legal Update” *Taking Care of Healthy Business*, Ontario Municipal Human Resources Association Spring Conference, Guelph (April 15, 2015)

“Municipal Labour & Employment Law Update” Ontario Municipal Administrators’ Association Spring Workshop, St. Catharines (May 2015)

Education

Osgoode Hall Law School, LL.B.

Queen’s University, B. Comms. (Hons.)