



Michael Hines is a senior management-side labour lawyer working in Hicks Morley's Toronto office. Michael has nearly 40 years of experience advising employers on all aspects of labour and human rights law, with a particular focus on the police and school board sectors. His practice involves a broad range of employment law issues, with an emphasis on human rights matters, complex arbitrations, judicial review applications, and constitutional litigation.

Michael has acted as counsel to more than two-thirds of Ontario's public school boards and the Ontario Public School Boards' Association on such matters as labour relations, teacher injunctions, school closures, teacher dismissals, board governance, equality rights and collective bargaining. He has appeared in the Ontario Divisional Court on more than 40 occasions and has acted as counsel in several constitutional law and employment law matters before the Ontario Court of Appeal and the Supreme Court of Canada.

Michael has specialized experience in the steel manufacturing, forestry, municipal and news media sectors, and has been successful in precedent-setting arbitration, human rights and labour board decisions. He is a frequent speaker on the duty of accommodation and constitutional law issues and has taught "Advanced Topics in Labour and Employment Law" as an adjunct professor at the University of Toronto Faculty of Law and the Western University Faculty of Law, most recently in 2019.

## Practice Areas

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

## Industries

[Education](#) [Media & Communications](#) [Mining & Natural Resources](#) [Municipalities & Municipal Agencies](#) [School Boards](#)  
[Technology](#)

## Awards & Recognition

### **The Best Lawyers in Canada™ (2014–2022)**

Labour and Employment Law

### **Canadian Legal Lexpert® Directory (2013–2022)**

Labour Relations (Consistently Recommended)

## Memberships & Affiliations

University Tribunal (Academic Discipline), University of Toronto – Co-Chair

University of Toronto Faculty of Law – Former Adjunct Professor

Western University Faculty of Law – Adjunct Professor

Ontario Bar Association – Member (Constitutional, Civil Liberties and Human Rights, and Education Law sections), Former Chair (Education Law section)

## Select Publications & Presentations

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

“What Constitutes ‘Reasonable Accommodations’ That Employers Must Make for Disabled Employees?” North American Association of Educational Negotiators 50<sup>th</sup> Annual Conference (March 13, 2019)

“Off Duty Conduct and Employee Discipline” North American Association of Educational Negotiators 50<sup>th</sup> Annual Conference (March 11, 2019)

“Trustees and the Law 101” Stronger Together Public Education Symposium 2019 (January 25, 2019)

“The Legislated Roles and Responsibilities of Catholic School Board Trustees” 2019 Catholic Trustees Seminar (January 18, 2019)

“Family Status: The Accommodation of Childcare Needs” Education Today, Vol 28/1 (2016)

“New Pupil Accommodation Review Guidelines” Education Today, Vol 27/3 (2015)

“School Closures – Some questions answered” Education Today, Vol 27/2 (2015)

“The Legal Framework for the Early Learning Program” Education Today, Vol 22/2 (2010)

“School Closures in Ontario” Conference of the Canadian Association for the Practical Study of Law and Education (2004)

## **Education**

Osgoode Hall Law School, LL.M.

University of Toronto, LL.B.

McMaster University, B.A.