



Michael Smyth is an employment and labour lawyer in Hicks Morley's Toronto office. He has over 25 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 acts as lead spokesperson in collective bargaining on behalf of employers in the private, public and not-for-profit sectors. He assists employers behind the scenes in helping them to negotiate collective agreements within their mandate and provides ongoing advice regarding collective agreement administration.

Michael regularly represents federally and provincially regulated employers before a variety of tribunals and boards.

## 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™ (2013–2022)**

Labour and Employment Law

**Canadian Legal Lexpert Directory (2020)**

Labour Relations

## **Memberships & Affiliations**

Canadian Association of Counsel to Employers – Member

Canadian Bar Association – Member

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

## **Select Publications & Presentations**

“Collective Bargaining” The Osgoode Certificate in Labour Law, Osgoode Professional Development, Toronto, Ontario (February 3, 2015)

## **Education**

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