



Ted Kovacs is an experienced labour and employment lawyer in Hicks Morley's Waterloo office. He regularly advises private and public sector employers in all matters of employment and labour law, both in unionized and non-unionized workplaces.

Ted provides strategic advice including assisting employers in the start-up of new operations and restructuring of current operations. His practice includes Ontario Labour Relations Board matters (with a particular emphasis on union organizing issues), collective agreement negotiations, human rights, public and private sector arbitrations, employment standards and wrongful dismissal litigation.

Ted has worked out of both the firm's Toronto and Waterloo offices. He is frequent speaker at management-focused conferences, seminars, and training settings and is also a seminar leader for human resources associations, including lecturing at the HRPAs annual conference.

## Practice Areas

[Employment Law](#) [Human Rights](#) [Labour Relations](#) [Litigation](#) [Occupational Health](#) [Workplace Safety & Insurance](#)

## Awards & Recognition

### **Best Lawyers in Canada (2008-2021)**

Labour and Employment Law

### **Best Lawyers in Canada - Lawyer of the Year (2018-2019)**

Labour and Employment Law, Hamilton area

### **Canadian Legal Lexpert Directory (2015-2020)**

Labour Relations

## Memberships & Affiliations

Cambridge Chamber of Commerce – Member, Past Member of Board of Directors and Advocacy Committee

Canadian Bar Association – Member

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

## Select Publications & Presentations

“Labour Update” Stratford HR Association, Stratford (November 8, 2012)

“Legal Update” Hamilton HRPA, Hamilton (September 13, 2012)

“Legal Update” Auto Supplier Forum (Spring), Cambridge (June 19, 2012)

## Education

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