



Thomas Agnew is an employment and labour lawyer in Hicks Morley's Toronto office. He advises public and private sector employers on a wide range of human resources issues and regularly appears as counsel for employers in courts and tribunals throughout Ontario.

Thomas advises his clients in all areas related to human rights, employment standards, labour relations and workplace safety issues. He regularly serves as counsel for public and private sector clients in rights and interest arbitrations and frequently acts as lead negotiator in collective agreement negotiations. In addition to arbitration and tribunal litigation, he appears as counsel for employers in court with a particular focus on wrongful dismissal defence litigation.

When not serving as an advocate for his clients, Thomas advises on workplace policies and frequently provides training seminars for clients on all areas of labour and employment law.

Practice Areas

[Employment Law](#) [Human Rights](#) [Information, Data Security & Privacy](#) [Labour Relations](#) [Litigation](#)

Industries

[Construction](#) [Education](#) [Energy & Utilities](#) [Financial Services](#) [Government Ministries & Agencies \(Federal and Provincial\)](#) [Healthcare](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Retail & Wholesale Trade](#) [School Boards](#) [Social Services](#)

Memberships & Affiliations

Access for Parents and Children Ontario (APCO) – Member, Board of Directors

Canadian Bar Association – Member

Ontario Bar Association – Member (Civil Litigation, Labour & Employment Law, Privacy and Access to Information Law, and Public Sector Lawyers Sections)

Select Publications & Presentations

“Labour Relations 201” Ontario Association of Fire Chiefs (OAFC) Labour Relations Seminar (January 22, 2019)

“Responding to WSIB Mental Stress Claims” and “Labour Relations – It’s 2017 and Everything Old is New Again ” HRPDA Durham Chapter: An Employment & Labour Law Update, Ajax (June 9, 2016)

“Responding to a Union Organizing Drive: Being Prepared is Key to Employer Success” *HR Professional Magazine* (2015)

“Keeping Employees Safe in the Workplace: What is the Scope of an Employer’s Supervisory Responsibility?” *Ontario Municipal Human Resources Association ECHO Newsletter* (2013)

“Significant Remedy Awarded for Termination of Employees Related to Work Refusal,” *Ontario Municipal Human Resources Association ECHO Newsletter* (2013)

“The Intersection of Work Schedules and Family Status,” *Ontario Municipal Human Resources Association ECHO Newsletter* (2012)

“The Duty to Mitigate Damages: Is it Implied in Every Employment Contract?” *Ontario Municipal Human Resources Association ECHO Newsletter* (2012)

Education

Queen’s University, J.D.

The University of Western Ontario, B.A. (Hons.)