



Tim Lawson

Partner

Toronto

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t. +1 416-601-8172

Bar Admission

Ontario 1993

Law School

University of Toronto

Practices

Appellate Litigation
Labour
Employment
Human Rights
Pensions, Benefits, & Executive
Compensation
Transportation and Logistics
Alternative Dispute Resolution

Industries

Outsourcing
Energy & Resources
Power
Retail & Consumer Markets (RCM)
Retail
Hospitality
Communications
Infrastructure

MT#Divisions & Client Solutions

HR Compliance & Risk Management
Diagnostic

Known for his commitment to innovation and significant experience, Tim delivers impactful advice and persuasive advocacy for clients.

Tim is a partner in Toronto and the National Practice Group Leader of McCarthy Tetrault's Labour and Employment Group. Tim acts for many well-known Canadian and international companies operating in most sectors of the economy, including energy, financial, transportation, retail and construction. He has considerable expertise in the federal sector, where companies carry on business across provincial and national boundaries, under federal regulation.

Tim is both an advocate and a trusted advisor. Nimble litigating between courts and administrative tribunals, he is comfortable advancing the interests of clients in all arenas where labour and employment matters are contested. This of course includes collective bargaining and appearances before provincial and federal labour boards. His advisory role is usually at the strategic level where decisions have significant outcomes for the organization. For certain clients, Tim is the relationship partner for all legal matters extending beyond labour and employment, and leverages his role as the National Practice Group Leader to provide clients with all the resources and support of the firm's national platform.

Tim is immersed in the labour and employment legal community, and is recognized widely in peer-reviewed rankings. He speaks in Canada and in other countries on labour law, judicial developments, human rights, and employer rights and responsibilities. He also provides insight into key labour law developments through contributions to magazines, journals and other publications. Tim completed Harvard Law School's Leadership in Law Firms program and the Workplace Mental Health Leadership certificate program at Queen's University.

Tim is a believer in legal innovation. His commitment to innovation has led to the development of legal compliance tools and interactive harassment/discrimination training programs, which are available to clients of the firm.

Tim obtained his BSc (Honours) from McMaster University in 1988 and his LLB from the University of Toronto in 1991. He was called to the Ontario bar in 1993. He is a member of the American Bar Association, Canadian Bar Association, Law Society of Ontario, Canadian Association of Counsel for Employers and Toronto Law Association (Editorial Board of the *Toronto Law Journal*).

SELECTED PUBLICATIONS AND PRESENTATIONS

- [Reopening a Safe Workplace: To test employees temperatures or not?](#) (June 2020), published by Toronto Law Journal (with Patrick Pengelly)

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Awards & Rankings

Chambers Canada

Leading Lawyer: Employment & Labour - Ontario

The Canadian Legal Lexpert Directory

Leading Lawyer: Employment Law

The Legal 500 - Canada

Leading Individual: Labour and Employment

Who's Who Legal

Labour, Employment & Benefits

Best Lawyers in Canada

Labour and Employment Law

Canadian HR Awards - 2019

Best Labour & Employment Lawyer

Recent Experience

- **T-Base Communications acquires CommonLook**
October 13, 2021
- **Manitoba court enforces arbitration agreement in incentive payments dispute**
August 10, 2021
- **Supreme Court of Canada rules on wrongful termination damages**
October 09, 2020

Recent Insights

- **No Poach, No More: New Competition Act Criminal Offences Affecting Employers**
November 17, 2022
- **Attention Federally-Regulated Employers: Paid Sick Leave Coming Soon**
August 08, 2022
- **Is There Currently a Pro-Union Movement in Canada?**
July 25, 2022
- **Cross-Border: A Guide to Doing Business in Canada – Key Topics and Developments**
July 12, 2022

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Events

- **Major Competition Act Amendments Will Affect All Employers in Canada: What You Need to Know**
October 24, 2022
- **Coast-to-Coast L&E Series: Your Top Questions Answered**
September 15, 2022
- **Cross-Border: A Guide to Doing Business in Canada – Key Topics and Developments**
June 28, 2022
- **Coast-to-Coast L&E Series: Your Top Questions Answered**
May 26, 2022