

## Grant R. Nuttall

**Associate**  
Toronto

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**Year of Call:** Ontario, 2019



Grant Nuttall is a labour and employment lawyer in Hicks Morley's Toronto office. He provides advice and representation to employers and management across the private and public sectors on a wide range of labour, employment and human rights issues including wrongful dismissal, grievance arbitrations, collective bargaining, labour disputes, occupational health and safety, human rights and accommodation, and employment standards.

Grant Nuttall graduated from the JD/Master of Industrial Relations program at Queen's University. While in law school, Grant worked as a student caseworker at the Queen's Business Law Clinic, where he helped organizations navigate employment and other corporate issues. Before attending Queen's, he was awarded the Gold Medal from his Bachelor of Management and Organizational Studies (Honours Specialization – Human Resource Management) program at Western University. Grant summered and articulated with the firm before returning as an associate in 2019.

### Areas of Practice

Employment Law, Human Rights, Information, Data Security and Privacy, Labour Relations, Litigation, Occupational Health, Pay Equity, Workplace Safety & Insurance

### Industries

Arts & Sports, Colleges, Construction, Education, Energy & Utilities, Financial Services, Government Ministries & Agencies (Federal and Provincial), Healthcare, Hospitality & Gaming, Manufacturing, Media & Communications, Membership Associations, Mining & Natural Resources, Municipalities & Municipal Agencies, Non-profit Organizations, Nursing Care Facilities, Professional & Technical Services, Retail & Wholesale Trade, School Boards, Social Services, Transportation & Warehousing, Universities

## **Representative Work**

Currently representing several clients in responding to both employment and service based HRTO applications.

Represented a small business in an unlawful reprisal claim at the Ontario Labour Relations Board.

Represented a security company in an unfair labour practice application at the Canada Industrial Relations Board.

Assisted in successfully upholding the dismissal of an employee at grievance arbitration.

## **Memberships and Affiliations**

Ontario Bar Association – Member (Labour & Employment Law)

Canadian Bar Association – Member

## **Select Publications and Presentations**

“Gender Identity and Expression in the Workplace” *The OMHRA ECHO* (Summer 2022)

“Current School Board Issues Under the *Occupational Health and Safety Act*” Ontario Public School Boards’ Association Education Labour Relations and Human Resources Symposium (April 28, 2022)

“Urban Breakout Session” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 29, 2020)

## **Education**

Queen’s University, J.D., M.I.R.

Western University, B.M.O.S.