

## Stephen J. Goodwin

**Partner**  
Waterloo

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519.883.3106

**Year of Call:** Ontario, 1996



Stephen Goodwin practises labour and employment law in Hicks Morley's Waterloo office where he advises both public and private sector employers on all aspects of human resources law.

Stephen has appeared extensively before the Ontario Labour Relations Board (OLRB), the Workplace Safety and Insurance Appeals Tribunal (WSIAT), the Human Rights Tribunal of Ontario (HRTO), at labour arbitrations as well and in the courts defending wrongful dismissal claims. Stephen has in-depth expertise in collective bargaining, having bargained over 50 collective agreements including first contracts. He provides advice and guidance to companies in purchase and sale transactions, restructuring and closures.

Stephen has particular expertise in construction labour law, social services and union organizing and certifications. Stephen provides practical advice for employers' ongoing practices and policies to assist them in managing compliance and reducing risks involved with today's complex labour and employment laws.

### **Areas of Practice**

Labour Relations, Employment Law, Litigation, Human Rights, Workplace Safety & Insurance

### **Industries**

Arts & Sports, Construction, Healthcare, Manufacturing, Municipalities & Municipal Agencies, Professional & Technical Services, Social Services



## **Representative Work**

Successfully defended numerous employers in certification applications before the Ontario Labour Relations Board.

Successfully defended numerous discharge cases at arbitration.

Successfully defended employer's interpretation and application of the collective agreement for benefits entitlement.

Successfully defended numerous employers in appeals to the Workplace Safety and Insurance Tribunal.

Successfully defended employer for its use of video surveillance in the workplace.

Union grievance dismissed for delay

## **Publications and Presentations**

"Employment Standards and Human Rights Update" HRNet (November 2015)

"Labour and Employment Law Update" Guelph & District HRPAs (September 2015)

"Employment Law Update and AODA" HRNet (February 2015)

"Labour and Employment Law Update" Grey Bruce HRPAs Conference (October 2014)

"Disability and Family Status" OASIS Annual Conference (October 2014)

"Labour and Employment Law Update" Guelph & District HRPAs Conference (September 2014)

"Navigating the Hurdles – A Legal Perspective" OASIS Annual Conference (May 2014)

## **Professional and Community Affiliations**

Canadian Bar Association - Member

Ontario Bar Association – Member (Labour & Employment Law Section)

## **Education**

Queen's University, LL.B.

Wilfrid Laurier University, B.B.A., M.B.A.