



## Patrick Groom

Toronto

416.865.7921

patrick.groom@mcmillan.ca

### education and year of call

- Called to the Ontario bar - 2007
- University of Western Ontario - 2006
- York University - 2003

### practice areas

administrative law  
arbitration  
construction litigation  
employment and labour relations  
employment law  
employment litigation  
harassment and discrimination  
labour arbitration  
labour relations  
workplace privacy

### industries

automotive  
construction  
electricity and utilities  
healthcare  
infrastructure  
manufacturing, distribution and retail  
retail

### profile

Patrick is a partner in the Labour and Employment Group. Designated by the Law Society of Ontario as a Certified Specialist in Labour Law, Patrick has more than 20 years of labour relations experience in a wide variety of roles, with particular expertise in construction labour relations & litigation and health care restructuring.

Patrick frequently appears before all levels of Court in Ontario, as well as the Ontario Labour Relations Board, the Ontario Human Rights Tribunal, the Workplace Safety and Insurance Appeals Tribunal, numerous private arbitrations across Canada, and before the Nova Scotia Labour Relations Board and the Newfoundland & Labrador Labour Relations Agency. He is frequently retained to instruct & develop proactive labour relations strategies, including positive employee engagement, responding to union organizing, best practices for occupational health & safety, and effective management & resolution of human rights issues in the workplace. He also enjoys mentoring and assisting fellow members of the Bar as an Advisor through the Law Society of Ontario's Coach and Advisor Network.

Patrick's expertise includes:

- Administrative Law
- Canada Industrial Relations Board Proceedings
- Civil Litigation
- Collective Bargaining and Collective Agreement Administration
- Compensation and Benefits Plans

Patrick Groom  
t: 416.865.7921  
patrick.groom@mcmillan.ca

- Construction Labour Relations
- Continuity Planning
- Employee Relations
- Employee Screening and Hiring
- Employment and Labour Issues in Corporate Restructuring and Transactions
- Employment Contracts
- Employment Standards
- Grievance Arbitration
- Human Rights and Accommodation
- Injunction
- Interest Arbitration
- Labour Relations Board Proceedings
- Management Training
- Mediation and Alternative Dispute Resolution
- Occupational Health and Safety
- Outsourcing
- Policy Development and Implementation
- Privacy
- Responding to Union Organizing, Applications for Certification, and Unfair Labour Practice complaints
- Strike or Lock-Out Preparation
- Workplace Investigations
- Workplace Safety and Insurance
- Wrongful and Constructive Dismissal Litigation

## directorships and professional associations

Advisor, Coach and Advisor Network, Law Society of Ontario  
Board of Directors, Ontario Electrical League  
Member, Thomas Moore Lawyers' Guild  
Member, Ontario Bar Association, Labour & Employment,  
Constitutional, Civil Liberties and Human Rights, and  
Construction Law

## representative matters

*Ontario Public Service Employees Union v Rouge Valley Health System*, 2017 CanLII 35613 (ON LRB)

*I.B.E.W. Construction Council of Ontario v Labour Ready*, 2016 CanLII 49532 (ON LRB)

*Canadian Union of Skilled Workers v Labourers' International*

*Union of North America*, 2016 CanLII 46791 (ON LRB)

*Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America v. Brown Daniels Associates Inc.*, 2016 CanLII 46789 (ON LRB)

*Ontario Public Service Employees Union v St. Elizabeth Health Care and Canadian Mental Health Association*, 2016 CanLII 6536 (ON LRB)

## awards and rankings

### Law Society of Ontario

- Certified Specialist (Labour Law) - April, 2015

### University of Western Ontario

- Brad Hodgson Civil Litigation Award, 2006

- Labour & Employment Law Achievement Award, 2006

## media mentions

- "[48-hour notice for sick day called unreasonable](#)" by Anita Balakrishnan, *Law Times*, January 21, 2019
- "[ICI sector preps for open season amid uncertainties](#)", *Daily Commercial News by ConstructConnect*, January 31, 2019

## publications

### April 2019

Ontario Passes Amendments to the *Labour Relations Act, 1995* and *Employment Standards Act, 2000*

Employment and Labour Relations Law Bulletin

### December 2018

Ontario Proceeding with Further Substantial Amendments to Workplace Legislation

Employment and Labour Relations Law Bulletin

### September 2018

Helping Your Workplace Navigate the Legalization of Marijuana

Employment and Labour Bulletin

## presentations

### May 5, 2018

Government Relations Update

Ontario Electrical league, 2017 Electrical Industry Conference

### April 19, 2018

Bill 148, Fair Workplaces, Better Jobs Act, 2017

Ontario Electrical League, 2018 Electrical Industry Conference

### March 28, 2018

Bill 148, Fair Workplaces, Better Jobs Act, 2017

Ontario Electrical League, Durham Chapter

Patrick Groom  
t: 416.865.7921  
patrick.groom@mcmillan.ca

**February 27, 2018**

Bill 148, Fair Workplaces, Better Jobs Act, 2017  
Ontario Electrical League, Ottawa Chapter

**February 9, 2018**

Legalization of Marijuana & Impact on Employers in the  
Construction Industry  
Landscape Ontario

**April 7, 2017**

Bill 132: Sexual Violence & Harassment Action Plan Act  
Ontario General Contractors Association

**February 21, 2017**

Reducing Turnover, Retaining Talent and Performance  
Management  
Landscape Ontario

**June 21, 2016**

Drugs and Alcohol in the Workplace  
Barrie Construction Association

**June 8, 2016**

The Employment Standards Act and Other Legislative  
Obligations  
Barrie Construction Association