



Victor Kim

Toronto

416.865.5501

victor.kim@mcmillan.ca

education and year of call

- Called to the New York bar - 2020
- Called to the Ontario bar - 2018
- University of Toronto, JD - 2017
- University of Washington, BA - 2010

practice areas

dispute resolution
construction
employment and labour relations
employment litigation
labour relations
labour arbitration
litigation
workplace privacy
South Korea

industries

automotive
construction
mining
retail
information technology

profile

A member of the firm's Toronto office, Victor Kim provides counsel in all areas of employment and labour law.

Victor assists employers with managing unionized and non-unionized workforces in a wide range of industries, with a particular focus on advising contractors of all sizes on managing relationships with Ontario's construction trade unions. He regularly acts for employers at the provincial and federal levels in a variety of workplace issues including labour arbitrations, collective bargaining, labour board proceedings, wrongful dismissal and human rights litigation, and occupational health and safety proceedings.

In his advisory practice, Victor regularly acts for vendors and purchasers in connection with the employment and labour implications of complex corporate transactions. He also coaches employers on workplace investigations and the development of new workplace policies. Licensed to practise law in both Ontario and New York, Victor is adept at explaining the intricacies of Canadian workplace laws in plain language to non-lawyers, as well as to American and foreign audiences.

Active in the community, Victor is the Chair and President of the Korean Legal Clinic and an active member of the firm's South Korea Group. He is fluent in Korean.

Prior to studying law at the University of Toronto, Victor worked as a frontline manager at a unionized automotive manufacturing factory in Ontario's Rust Belt, where he developed a keen interest in labour relations.

Victor Kim
t: 416.865.5501
victor.kim@mcmillan.ca

directorships and professional associations

- Korean Legal Clinic; President / Chairperson
- Korean Canadian Lawyers Association; member
- International Association of Korean Lawyers; member
- Federation of Asian Canadian Lawyers; member
- Ontario Bar Association; member
- Canada Bar Association; member

representative matters

- *Unite Here! Local 75 v Fairmont Royal York Hotel*, 2020 CanLII 11579 (ON LA)
- *Nuria Mohammed Abdosh v Ontario Nurses' Association*, 2018 CanLII 54132 (ON LRB)
- *Carpenters and Allied Workers, Local 27, United Brotherhood of Carpenters and Joiners of America v Labourers' International Union of North America*, 2018 CanLII 14243 (ON LRB)
- *Labourers' International Union of North America, Local 183 v Crosstown Obayashi Technicore Constructors Ltd.*, 2016 CanLII 63498 (ON LRB)

media mentions

- "[New Toronto legal clinic offers Korean-language services](#)", Law Times, October 16, 2019

publications

September 30, 2020

Ontario Employers be Aware: New Mandatory Screening Requirements for Ontario Workplaces
Employment and Labour Bulletin

September 2020

COVID-19: Strange new world of OHS issues at construction sites
Piling Canada, p.67-70.

August 10, 2020

Bill 195 Ends the State of Emergency: What Ontario Employers Should Know
Employment and Labour Bulletin

June 1, 2020

Ontario Provides Employers with Temporary Relief from COVID-Related Termination Risks
Employment & Labour Bulletin



Victor Kim
t: 416.865.5501
victor.kim@mcmillan.ca

May 2020

"It (hasn't) been such a long time." Accruing Seniority Does Not
Equal Employed for Seasonal Employees
Employment & Labour Bulletin