

Brad Hallowell

Senior Associate

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Labour & Employment
Employment Disputes
Human Rights
Grievances & Arbitrations
Government & Public Sector

Brad is a management-side labour and employment lawyer who specializes in employment, labour, pay equity, human rights and education law.

Brad's hybrid practice comprises both advice-based solicitor work and advocacy-based litigation work. He regularly advises and represents both private and public sector employers on a wide range of issues, including employee terminations, discipline, workplace accommodations, pay equity, contracts and policies, employment standards, health and safety, union grievances, unfair labour practice complaints, collective bargaining and human rights applications. Brad frequently appears before the Ontario Superior Court of Justice, Ontario Labour Relations Board and the Human Rights Tribunal of Ontario.

Prior to joining BLG, Brad practised at another national law firm.

Experience

- *Marazzato v. Dell Canada Inc.*, 2021 ONSC 248 (CanLII), where Brad, along with co-counsel Jeff Mitchell, was partially successful on a summary judgment motion and established that the client's LTI Award Agreement unambiguously removed the employee's entitlement over the common law notice period.
- A Canadian post-secondary institution, successfully having a human rights application dismissed following a preliminary objection to the Human Rights Tribunal of Ontario's jurisdiction to hear the matter.
- A Canadian employer, successfully having an interim order application dismissed in its entirety at the Ontario Labour Relations Board.

Insights & Events

- Speaker, “Adapting Workplace Practices to Support an Aging Workforce,” Infonex Duty to Accommodate Conference, March 2026
- Speaker, “Accommodating Mental Health and Substance Use Disorders in the Workplace,” Infonex Duty to Accommodate Conference, March 2025
- Co-Author, “But, we just met: Ontario Superior Court awards 14-month notice period to 6-month employee,” 2025
- Author, “Tribunal affirms that remedies can be pursued in multiple forums,” 2025
- Author, “Court rules RSUs are contractual, not wages under ESA: Ontario Superior Court rules in Wigdor v. Facebook that RSUs are contractual benefits,” 2025
- Co-Author, “The more the merrier: Employers cannot restrict number of representatives on pay equity committees,” 2024
- Author, “Ontario Superior Court provides new commentary on duty to mitigate damages,” 2023
- Co-Author, “New Ontario school board trustees begin office terms,” 2023
- Co-Author, “How to manage 'languishing' and beyond,” 2022

Beyond Our Walls

Professional Involvement

- Member, Law Society of Ontario (2018-present)
- Member, Canadian Bar Association (2018-present)
- Member, Ontario Bar Association (2018-present)
- Member, BLG Associates Committee (2019–2022)

Community Involvement

- Volunteer & Fundraiser, Lighthouse For Grieving Children (2022-present)

Bar Admission & Education

- Ontario, 2018

- J.D., University of Western Ontario, 2017
- B.A. (Hons. with Distinction), University of Western Ontario, 2013
- Robert T. Jones Jr. Scholar, University of St Andrews, 2011-2012

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