



## Clifford J. Hart

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[Collective Bargaining](#)

[Grievances & Arbitrations](#)

[Labour Relations Board Advocacy Work](#)

[Human Rights](#)

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[Class Actions](#)

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[Sports & Gaming Law](#)

Clifford provides strategic advice and training to a wide range of private and public sector employers on diverse labour relations and employment law related issues. This includes:

- collective bargaining and collective agreements
- union-organizing campaigns
- unfair labour practices
- strikes and picketing
- human rights
- discipline and discharge
- wrongful dismissal
- employment standards
- human resources policies and procedures

Clifford appears regularly as employer counsel in grievance and interest arbitrations and before administrative tribunals including the Ontario Labour Relations Board and the Human Rights Tribunal.

Clifford has worked on a number of wage and hour and “misclassification” class actions. He also acts as counsel to National Hockey League clubs in salary arbitration disputes with their players.

## Experience

- Acts on behalf of employers in grievance arbitrations and matters before provincial and federal labour boards.
- Advises private and public sector employers on a broad range of issues including discipline and discharge, human rights, wrongful dismissal and employment standards.
- Acts on behalf of employers in human rights matters (i.e., accommodation, discrimination and harassment) before provincial and federal human rights tribunals.
- Retained by employers to conduct workplace training on issues including union avoidance, discipline and discharge, proper investigations and human rights.

## Insights & Events

- Author, "Historic anti-strike-breaker legislation in the works for federally regulated workplaces", BLG Article, October 2022
- Author, "Implications of potential EFCA or PRO Act-type legislation for U.S. employers", BLG Article, February 2021
- Author, "Foodora workers found to be “dependent contractors” in labour board decision", BLG Article, February 2020
- Author, "Don't Go Out Of Bounds! A Commentary On The Supreme Court Of Canada's Decision In Bruce V. Cohon", BLG Article, July 2018
- Author, "Recent Employment Law Amendments in Ontario: What Do They Mean for Employers Going Forward?", BLG Article, February 2018
- Author, "Ontario Passes Game Changing Amendments To Workplace Laws", BLG Article, November 2017
- Author, ""Seriously — this is your last chance!", BLG Article, July 2017
- Author, "Bill 148: What Could It Mean to the Retail, Service and Hospitality Sectors", BLG Article, June 2017
- Author, "Ontario Government Will Proceed With Major Changes To Employment And Labour Laws", BLG Article, May 2017
- Author, "Final Report Of Changing Workplaces Review Recommends Sweeping Changes To Ontario's Employment And Labour Law", BLG Article, May 2017
- Author, "The NFL Deflategate Scandal — The Second Half", BLG Article, April 2016
- Author, "Think Before You Write — The Importance of a Well-Drafted Discipline Letter", BLG Article, March 2016
- FANTASY FOOTBALL LESSONS LEARNED FROM DEFLATEGATE
- Guest lecturer, "Salary Arbitration in Professional Sports," University of Toronto Law School, 2013-2016

## Beyond our Walls

### Professional Involvement

- Member, American Bar Association
- Member, Canadian Bar Association (labour law section)
- Member, Law Society of Alberta
- Member, Canadian Association of Counsel to Employers
- Member, Sports Lawyers Association

## Awards & Recognitions

- Recognized in the 2024 edition (and since 2013) of *The Best Lawyers in Canada*® (Labour and Employment Law).
- Recognized in the 2024 edition (and since 2021) of *Chambers Canada — Canada's Leading Lawyers for Business* (Employment & Labour - Ontario).
- Recognized in the 2023 edition of *Who's Who Legal: Canada* (Labour, Employment & Benefits) and in 2020 and 2018 editions (Sports and Entertainment).

## Bar Admission & Education

- Ontario, 1991
- Alberta, 1988
- LLB, University of Alberta, 1987
- BA, McGill University, 1984

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