

Dirk L. Van de Kamer

Partner

Toronto

OFFICE

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Industries & Expertise

INDUSTRIES

Agribusiness & Food Production | Manufacturing
| Retail

EXPERTISE

Arbitration & Mediation | Administrative & Public
Law | Labour & Employment

Biography

BAR ADMISSION

Ontario, 1993

EDUCATION

- LL.B., Osgoode Hall Law School, York University, 1991
- B.A. (economics), Western University, 1988

LANGUAGES SPOKEN

English

Dirk Van de Kamer has been advising and representing employers for over 30 years. His labour and employment law practice focuses on representing management, providing strategic advice, collective bargaining and advocacy. His knowledge and experience covers collective agreements, human rights, employment standards, occupational health and safety, and wrongful dismissal cases. Dirk's dedication shines through his representation in grievance arbitrations and various administrative forums, ensuring responsive and cost-effective service to his clients.

Dirk has extensively shared his knowledge in various presentations and lectures, and has contributed to numerous publications. His commitment to education and legal know-how fuels his effective legal practice.

Dirk's affiliations include several professional memberships, and he has been recognized consistently in various well-respected industry directories.

Industry involvement

Recognition

- *The Best Lawyers in Canada*, Labour and Employment Law, 2015 – 2025
- *Canadian Legal Expert Directory*, Labour (Management), 2015
- Lecturer, Human Resources Professional Association of Ontario
- Lecturer, Lancaster House

Thought leadership

Presentations

- Co-presenter, "Labour Pains?", Miller Thomson's 2017 Labour Relations & Employment Law Conference, April 6, 2017
- Presenter, "Family Status Accommodation," Miller Thomson's Labour Relations and Employment Law Conference, Toronto, April 24, 2014
- Co-presenter, "Labour Arbitration Trends," Miller Thomson's Labour Relations and Employment Law Conference, Toronto, April 24, 2014

Publications

- Researched/Co-authored additions to the *Canadian Employment Law Factbook*, Carswell Publishers (1993)
- "Awarding the Cost of Legal Fees in HRTO Cases," *Education Law Newsletter*, February 2014
- "The Awarding of Costs at the Human Rights Tribunal of Ontario?" *Labour and Employment Communiqué* –Ontario, January 2014
- "Ontario Arbitrator Rules Class Size Limits Apply to Full Day Kindergarten," *Education Law Newsletter*, September 2013
- "Teacher Awarded \$20K in Damages for Harassment by Principal and Board Staff," *Education Law Newsletter*, June 2013
- "Early Bell Ringing Did Not Result in Increased Instruction Time," *Education Law Newsletter*, April 2013
- "Appropriate for Board to Rely on Offences Committed Twenty Years Earlier," *Education Law Newsletter*, April 2013
- "Differential Compensation for Disabled Teacher Upheld," *Education Law Newsletter*, January 2013
- "Teacher Awarded \$20K in Damages for Harassment by Principal and Board Staff," *Education Law Newsletter*, January 2013

- *Canadian Employment Law Factbook*, Carswell Publishers, 1993

Memberships & affiliations

- Canadian Bar Association (Labour Law sub-section)
- Toronto Board of Trade