MILLER THOMSON

Hugh R. Dyer

Senior Counsel

Toronto

OFFICE
416.595.8557

hdyer@millerthomson.com

Industries & expertise

INDUSTRIES

Agribusiness & Food Production | Energy and Natural Resources | Health | Manufacturing | Transportation and Logistics

EXPERTISE

Arbitration and Mediation | Labour and Employment | Mergers and Acquisitions

Biography

BAR ADMISSION

Ontario, 1985

EDUCATION

- LL.B. (with distinction), Western University, 1983
- B.A., Western University, 1980

LANGUAGES SPOKEN

English

Hugh Dyer, an experienced labour and employment lawyer, serves clients in both private and public sectors, offering practical advice on various employment-related matters. Hugh negotiates collective agreements and

advises concerning the administration of collective agreements. He also advises clients concerning labour relations, human rights, employment standards, health and safety, and other employment matters. Hugh represents employers in grievance and interest arbitrations and has appeared as counsel before the Canada Industrial Relations Board and the Ontario Labour Relations Board. He also advises concerning labour relations and employment issues arising from mergers and acquisitions.

Hugh has garnered numerous industry accolades and has presented at various legal conferences and seminars. He has also authored and co-authored multiple papers and articles in industry publications.

Hugh served on the Firm's National Executive Committee for five years and was Managing Partner of the Toronto and Markham offices for two of those years. He was the national leader of the labour relations and employment law group for several years.

Industry involvement

Recognition

- *The Best Lawyers in Canada* – Labour and Employment Law, 2015 – 2027
- *Chambers Canada* ranked lawyer, Employment & Labour, 2016 – 2026
- *The Canadian Legal Lexpert Directory*, Labour Relations (Management), 2019 – 2020
- Acritas Stars global survey of stand-out lawyers, 2018
- Chambers Global ranked lawyer, Employment & Labour, 2011 – 2018

Thought leadership

- Media mention : "Bank of Canada reprimand highlights limits of new rules for replacement workers", Canadian HR Reporter, August 2026
- Presenter, "Fairness" in Human Rights Damages: A Review of the Fair Decision and Other Cases, Miller Thomson Seminar, Toronto, November 18, 2014
- Presenter, Employment Challenges for Corporate Counsel: Addressing Poor Performance by Employees, Miller Thomson Seminar, Toronto, October 22, 2014
- Presenter, "Labour Relations in the Federal Sector," Miller Thomson's Labour Relations and Employment Law Conference, Toronto, April 24, 2014
- Lecturer on labour relations, human rights and other employment law issues to groups such as the Canadian Bar Association, the Canadian Transport Lawyers' Association, the Ontario Trucking Association, the Ontario Association of Non-Profit Homes for the Aged, the Ontario School Bus Operators' Association, the Ontario Police Association and various for-profit and non-profit organizations
- Co-author, *Canadian Employment Law Fact Book*

- Author, Papers concerning drug and alcohol testing, labour issues in commercial transactions, attendance management, health and safety and other employment issues
- "New Federal Government Proposes to Repeal Employees Voting Rights Act," *Labour and Employment Communiqué*, March 2016
- "The Duty to Bargain in Good Faith Revisited," *Labour and Employment Communiqué*, May 28, 2015
- "Federal Unjust Dismissal Process: Is an Evidentiary Hearing Required in 'Without Cause' Cases?" *Labour and Employment Communiqué*, March 31, 2015
- "Overhaul of the 'Holiday Pay' Rules Under the *Canada Labour Code* effective March 16, 2015," *Labour and Employment Communiqué*, March 3, 2015
- "Unjust Dismissal Clarified: Without Cause Terminations not Prohibited by the *Canada Labour Code*," *Labour and Employment Communiqué*, February 4, 2015
- "Employees' Voting Rights Act Significantly Changes Federal Labour Relations," *Labour and Employment Communiqué*, January 16, 2015
- "Mandatory Retirement Prohibited in the Federal Sector?" *Labour and Employment Communiqué*, November 6, 2009
- "Key Labour and Employment Law Advice for Purchasers in the Context of a 'Sale of Business'", The Law Society of Upper Canada, 2009
- "The Global Workplace 101: Issues Facing Multinational Employers," *Canadian Corporate Counsel Association Magazine*, 2009
- "Directors' Personal Liability For Unpaid Wages," *Labour and Employment Communiqué*, December 10, 2008
- "Do Bargaining Unit Work Clauses Restrict the Re-Assignment of 'Shared Functions'?" *Labour and Employment Communiqué*, May 29, 2003
- "Can an Employee on Long-Term Disability be Dismissed?" *Labour and Employment Communiqué*, July 11, 2002

Memberships & affiliations

- Canadian Bar Association
- Canadian Association of Counsel to Employers