



Richard J. Nixon

Partner

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Richard J. Nixon provides strategic advice to major employers in the nuclear energy, telecommunications, public accounting, auto parts, oil and gas, construction, consumer products and retail industries.

Richard is a trusted advisor on a broad range of employment and labour matters. He has a proven track record of successfully representing employers before Canadian courts, labour relations boards, human rights tribunals, arbitration boards and other tribunals.

For many years, Richard was a popular lecturer for the Advanced Program in Human Resources Management at the Rotman School of Management at the University of Toronto. Richard is a member of the Advisory Board and a lecturer at the Osgoode Hall Law School Professional Development HR Law for HR Professionals.

Richard is also frequently invited to chair and speak at conferences on labour and employment law.

RELATED SERVICES

- Employment

LANGUAGES SPOKEN

English

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- English

EXPERIENCE

Richard represents many large Canadian employers including:

- Rogers Communications
- Candu Energy
- KPMG LLP
- Imperial Oil
- City of Hamilton
- Nike

CREDENTIALS

Admissions

- Ontario, 1982

Recognitions

- *Best Lawyers in Canada* (Labour and Employment Law), 2006-2019
- *Chambers Canada* (Employment & Labour - Ontario), 2016-2019
- *Canadian Legal Lexpert® Directory* (Employment Law - Employer), 2006-2017
- *The Legal 500 Canada* (Labour and Employment), 2016-2019
- *PLC Which Lawyer?* (Labour and Employment - Canada, Ontario), 2011
- Martindale-Hubbell, Distinguished® Peer Review Rated

Education

- LL.B., University of Toronto, 1980
- M.B.A., University of Western Ontario, 1975
- B.A., Economics, University of Western Ontario, 1973

Memberships

- Fellow, The College of Labor and Employment Lawyers
- Board of Directors, Canadian Breast Cancer Foundation
- Human Resources Professional Association of Ontario
- Lecturer, Advanced Human Resources Management - HRP AO Program at the Rotman School of Management, University of Toronto
- Lecturer, The Osgoode Certificate in HR Law for HR Professionals program sponsored by Osgoode Hall Law School, York University
- Co-chair, professional development seminar on "Reducing Workers' Compensation Costs", Institute of Chartered Accountants of Ontario
- Law Society of Ontario
- Canadian Bar Association

INSIGHTS

Publications

Bill 66 proposes hours of work and overtime amendments to the *Ontario Employment Standards Act, 2000*

7 DEC 2018

Canada in Focus

On December 6, 2018 the Ontario Conservative Government introduced the *Restoring Ontario's Competitiveness Act, 2018* .

Ontario Government says, "Whoops!" Amendment to manner of calculating public holiday pay reversed

10 MAY 2018

Canada in Focus

Effective January 1, 2018, Bill 148 enacted a new manner of calculating public holiday pay under section 24(1)(a) of the Ontario *Employment Standards Act, 2000*.

Reporting deadlines for the *Accessibility for Ontarians with Disabilities Act, 2005*

13 DEC 2017

Canada in Focus

The new year is fast approaching, bringing with it colder weather, holiday party invites and... a filing obligation under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

Ontario government responds to Changing Workplaces Review with *The Fair Workplaces, Better Jobs Act, 2017*

1 JUN 2017

A look at some of the proposed changes to amend Ontario's *Employment Standards Act, 2000* and *Labour Relations Act, 1995*.

Events

- Speaker, 2016 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference
- Speaker, 2015 DLA Piper (Canada) LLP Canadian Employment and Labour Law Conference

NEWS

DLA Piper (Canada) LLP recognized in 2019 *Legal 500 Canada* guide

7 DEC 2018

DLA Piper (Canada) LLP is pleased to announce that 42 firm lawyers across 17 practice areas have been recommended in the latest edition of the *Legal 500 Canada*.

DLA Piper Canada recognized by *Chambers Canada* 2019

27 SEP 2018

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2019 edition of *Chambers Canada*. With 34 lawyers recognized across 20 practices areas, this is DLA Piper Canada's strongest showing to date.

Best Lawyers in Canada 2019 recognizes 72 DLA Piper (Canada) LLP Lawyers

22 AUG 2018

DLA Piper (Canada) LLP is pleased to have once more increased its rankings in the 2019 edition of *Best Lawyers*, with close to

one-third of the firm's lawyers recommended as leading practitioners in Canada across key practice areas.

DLA Piper (Canada) LLP expands rankings in *Legal 500 Canada*

1 DEC 2017

DLA Piper (Canada) LLP is pleased to have achieved its best showing to date in *Legal 500 Canada*, with 11 lawyers gaining new rankings in the newly released 2018 edition.

DLA Piper (Canada) LLP increases rankings in *Chambers Canada 2018*

29 SEP 2017

DLA Piper (Canada) LLP is pleased to be recognized for its expanding market leadership in the 2018 edition of *Chambers Canada*, garnering its highest number of rankings to date.

DLA Piper (Canada) LLP achieves strongest showing to date in *Best Lawyers*

22 AUG 2017

DLA Piper (Canada) LLP has once again garnered top rankings in *Best Lawyers in Canada*, with close to one-third of the firm's lawyers ranked across 34 practice areas.
