



Richard J. Nixon

Partner
CO-CHAIR, CANADIAN EMPLOYMENT AND LABOUR GROUP

richard.nixon@dlapiper.com

Toronto

T: +1 416 365 3521
F: +1 416 777 7420
M: +1 647 283 4302

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.

- Employment

English

LANGUAGES SPOKEN

- English

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), 2006-2022
- *Chambers Canada* (Employment & Labour - Ontario), 2016-2022
- *Canadian Legal Expert® Directory* (Employment Law - Employer), 2006-2017, 2021
- *The Legal 500 Canada* (Labour and Employment), 2016-2022
- *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 - HRPAO 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

Non-union employers beware! The heightened risk of unionization during the COVID-19 pandemic

15 MAY 2020

Canadian Employment Law Updates - COVID-19

The COVID-19 pandemic has shattered familiar patterns and created great uncertainty with respect to economic and public health. Employers across Canada have been busy adapting policies and procedures to fit this "new normal". Yet non-union employers place themselves at great risk by relying upon general busyness as an excuse for complacency with respect to employee relations and the objective of remaining union-free.

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 recommended by *Legal 500 Canada 2022*

12 November 2021

DLA Piper (Canada) LLP and its lawyers have been recommended in the latest edition of the *Legal 500 Canada*.

DLA Piper Canada recommended in 2022 edition of *Chambers Canada*

10 September 2021

DLA Piper (Canada) LLP and its lawyers have been recognized across 15 practice areas in the 2022 edition of *Chambers Canada*.

DLA Piper (Canada) LLP recognized in the 2022 *Best Lawyers in Canada* guide

26 August 2021

DLA Piper (Canada) LLP is thrilled to see 84 of our lawyers across 35 practice areas recognized in the 2022 Best Lawyers in Canada guide.

DLA Piper Canada has strong showing in 2021 *Canadian Legal Lexpert Directory*

22 April 2021

DLA Piper (Canada) LLP has increased their rankings in the Canadian Legal Lexpert Directory for the third consecutive year.

DLA Piper (Canada) LLP recognized in the 2021 edition of the *Legal 500 Canada*

13 November 2020

DLA Piper (Canada) LLP and its lawyers have been recognized as industry leaders across multiple practice areas in the latest edition of the *Legal 500 Canada*.

DLA Piper (Canada) LLP recognized by *Chambers Canada 2021*

10 September 2020

DLA Piper (Canada) LLP is pleased to see 25 of our lawyers recognized across 16 practice areas in the 2021 edition of *Chambers Canada*.

DLA Piper Canada increases rankings in 2021 edition of *Best Lawyers in Canada*

28 AUG 2020

DLA Piper (Canada) LLP is pleased to see 79 of our lawyers across 35 practice areas recognized in the 2021 *Best Lawyers in Canada* guide, resulting in our best showing with the guide since its inception.
