



## Steven Dickie

Partner, Employment and Labour

**Toronto**

[\(416\) 862-4275](tel:(416)862-4275)

[sdickie@osler.com](mailto:sdickie@osler.com)

Bar Admission: Ontario, 2011

### Areas of Expertise

[Defence, Security and Aerospace](#)

[Professional Services](#)

[Technology](#)

[Media and Entertainment](#)

[Pharmaceuticals and Life Sciences](#)

[Food and Beverage](#)

[Franchise](#)

[Employment and Labour](#)

[Emerging and High Growth Companies](#)

Steven's practice involves providing business-critical advice on workplace law matters and representing employers in wrongful dismissal litigation, human rights applications, labour arbitrations and before various administrative tribunals.

A main focus of Steven's practice is on advising emerging companies and technology companies on limiting and managing employment-related issues and distractions that could otherwise jeopardize the growth of the business. Where necessary, Steven guides and represents these companies with respect to employee disputes by means of strong advocacy throughout the civil litigation process.

Steven regularly advises on all types of corporate transactions, including share and asset purchase deals, and workforce services agreements. He also assists employers in drafting and implementing workplace policies, employment contracts, non-competes and non-solicits and executive compensation arrangements.

Steven has represented both public and private sector clients on wrongful dismissal matters as well as labour arbitrations dealing with a diverse range of subject matters including drug testing, workplace bullying, insubordination, contracting out, performance pay and workforce reductions. Steven has also advised clients on union organizing campaigns and applications for union certification, including with respect to novel issues at the intersection between labour and franchise law. Many of Steven's clients are based outside of Canada and they rely upon him to help navigate the Canadian labour and employment legal landscape.

## Awards and Recognition

- **Chambers Canada: Canada's Leading Lawyers for Business:** Recognized in Employment and Labour (Ontario)

---

## Credentials

## Education

- University of Victoria, J.D.
- Queen's University, B.A. (Hons.)

---

## Languages

- English

---

## Professional Affiliations

- Canadian Bar Association (CBA)
- Ontario Bar Association (OBA)
- Law Society of Ontario
- Canadian Association of Counsel to Employers (CACE)