

PATRICK GROOM



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Patrick Groom is designated as a Certified Specialist in Labour Law by the Law Society of Ontario. With more than 20 years' experience in labour relations, he has developed particular expertise in construction labour relations and litigation, and health care restructuring.

Frequently appearing before all levels of court in Ontario, Patrick also represents clients at the Ontario Labour Relations Board, the Ontario Human Rights Tribunal, the Workplace Safety and Insurance Appeals Tribunal, the Nova Scotia Labour Relations Board, and the Newfoundland & Labrador Labour Relations Agency, as well as in private arbitrations across Canada.

Patrick advises on the development of proactive labour relations strategies that promote positive employee engagement, effectively respond to union organizing, institute best practices for occupational health and safety, and resolve of human rights issues in the workplace.

As an advisor with the Law Society of Ontario's Coach and Advisor Network, Patrick enjoys mentoring and assisting fellow members of the bar.

Email: patrick.groom@mcmillan.ca

Expertise: Administrative & Public Law, Construction & Infrastructure, Employment & Labour Relations, Life Sciences, Litigation & Dispute Resolution

Location: Toronto

Phone: 416.865.7921

Position/Title: Partner, Employment & Labour Relations

Directorships & Affiliations:

- Advisor, Coach and Advisor Network, Law Society of Ontario
- Member, Thomas Moore Lawyers' Guild
- Member, Ontario Bar Association, Labour & Employment, Constitutional, Civil Liberties and Human Rights, and Construction Law

Publications:

- "[Don't blame Doug Ford for using the notwithstanding clause – it was the only logical solution](#)," The Globe and Mail (November 7, 2022)
- "[Mandatory COVID-19 Vaccine Policy Primer for General Contractors](#)," The Generals, p.27 (Spring/Summer 2021)
- "Sick, Lies, and Questionnaire: Arbitrators Uphold Terminations of Employees Who Breached COVID-19 Safety Protocols," Employment and Labour Law Reporter, LexisNexis (February 2021)
- "[COVID-19: Strange new world of OHS issues at construction sites](#)," Piling Canada, p.67-70 (September 2020)
- "The Employment Law Review," 7th Ed., Chapter 8 "Canada" (April 2011)

Education & Admissions:

Degree: Called to the Ontario bar

Year: 2007

Degree: Certified Specialist (Labour Law)

Year: 2015

Degree: Doctor of Law (J.D.) Law

University: University of Western Ontario

Year: 2006

Degree: Honours, B.A. - Law and Society, Political Science

University: York University

Year: 2003

Media Mentions:

- "[Dump truck job action extends to third week](#)", by Don Wall, Daily Commercial News (April 7, 2022)
- "[48-hour notice for sick day called unreasonable](#)" by Anita Balakrishnan, Law Times (January 21, 2019)
- "[ICI sector preps for open season amid uncertainties](#)", Daily Commercial News by ConstructConnect (January 31, 2019)

Rankings & Recognition:

- Brad Hodgson Civil Litigation Award, 2006
- Labour & Employment Law Achievement Award, 2006

Speaking Engagements:

- Navigating Vaccine Mandates Planning, presented to the Association of Consulting Engineering Companies members

- March 1, 2022

- Navigating Vaccine Mandates Planning, presented to the Association of Consulting Engineering Companies members

- January 19, 2022

- Reducing Turnover, Retaining Talent and Performance Management Landscape Ontario

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- Drugs and Alcohol in the Workplace Barrie Construction Association
 - June 21, 2016

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- The Employment Standards Act and Other Legislative Obligations Barrie Construction Association
 - June 8, 2016

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- Navigating Vaccine Mandates Planning, presented to the Association of Consulting Engineering Companies members
 - October 5, 2021

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- Responses to Select Questions from the "The Impact of COVID-19 on the Construction Industry: McMillan Answers Your Questions" Webinar
 - April 3, 2020

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- Government Relations Update Ontario Electrical league, 2017 Electrical Industry Conference
 - May 5, 2018

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- Bill 148, Fair Workplaces, Better Jobs Act, 2017 Ontario Electrical League, 2018 Electrical Industry Conference
 - April 19, 2018

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- Bill 148, Fair Workplaces, Better Jobs Act, 2017 Ontario Electrical League, Durham Chapter
 - March 28, 2018

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- Bill 148, Fair Workplaces, Better Jobs Act, 2017 Ontario Electrical League, Ottawa Chapter
 - February 27, 2018

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- Legalization of Marijuana & Impact on Employers in the Construction Industry Landscape Ontario
 - February 9, 2018

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- Bill 132: Sexual Violence & Harassment Action Plan Act Ontario General Contractors Association
 - April 7, 2017

Representative Matters:

- Budge Hamilton Canada v United Food and Commercial Workers Canada, Local 175 (Representing Bunge Hamilton Canada in an arbitration in the matter of a policy grievance objecting to a mandatory vaccine policy)
- Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America v. Construction Demathieu & Bard (CDB) Inc., LIUNA, et al. - OLRB Case No: 1923-18-U, 1924-18-R and 2233-18-U
- Johnson Controls Canada LP v Teamsters Local Union 419, 2022 (ON LRB)
- Ontario Public Service Employees Union v Rouge Valley Health System, 2017 CanLII 35613 (ON LRB)
- I.B.E.W. Construction Council of Ontario v Labour Ready, 2016 CanLII 49532 (ON LRB)
- Canadian Union of Skilled Workers v Labourers' International Union of North America, 2016 CanLII 46791 (ON LRB)
- Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America v. Brown Daniels Associates Inc., 2016 CanLII 46789 (ON LRB)
- Ontario Public Service Employees Union v St. Elizabeth Health Care and Canadian Mental Health Association, 2016 CanLII 6536 (ON LRB)

Industries: Construction & Infrastructure, Life Sciences

Practices: Administrative & Public Law, Employment & Labour Relations, Litigation & Dispute Resolution