

VICTOR KIM



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Victor Kim is a litigation lawyer who provides counsel in all areas of employment and labour law. He assists startups and established businesses in a range of industries, including the automotive, and construction and infrastructure sectors. He provides guidance on the management of unionized and non-unionized workforces, with a particular focus on advising contractors of all sizes on their relationships with Ontario's construction trade unions.

Acting for employers at the provincial and federal levels, Victor advances the interest of his clients in labour arbitrations, collective bargaining, labour board proceedings, wrongful dismissal and human rights litigation, and occupational health and safety proceedings.

In his advisory practice, Victor counsels vendors and purchasers in connection with the employment and labour implications of complex corporate transactions. He also coaches employers on workplace investigations

and the development of workplace policies. Licensed to practise in both Ontario and New York, Victor excels at explaining the intricacies of Canadian workplace laws in plain language to non-lawyers, as well as to American and foreign audiences.

Victor is chair and president of the Korean Legal Clinic and an active member of the firm's South Korea Group. He is fluent in Korean.

Prior to studying law, Victor worked as a frontline manager at a unionized automotive factory in Ontario's Rust Belt, where he developed a keen interest in labour relations.

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Expertise: Automotive, Construction & Infrastructure, Employment & Labour Relations, Litigation & Dispute Resolution, Startups & Emerging Companies

Language Spoken: English, Korean

LinkedIn: <https://www.linkedin.com/in/victorkimtoronto/>

Location: Toronto

Phone: 416.865.5501

Position/Title: Associate, Employment & Labour Relations

Community Involvement:

- Employment Counsel to HanVoice

Directorships & Affiliations:

- Korean Legal Clinic; President / Chairperson
- Korean Canadian Lawyers Association; member
- International Association of Korean Lawyers; member
- Federation of Asian Canadian Lawyers; member
- Ontario Bar Association; member
- Canada Bar Association; member

Publications:

- "[Mandatory COVID-19 Vaccine Policy Primer for General Contractors](#)," The Generals, Spring/Summer 2021, p.27
- "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)

Education & Admissions:

Degree: Called to the New York bar

Year: 2020

Degree: Called to the Ontario bar

Year: 2018

Degree: JD

University: University of Toronto

Year: 2017

Degree: BA

University: University of Washington

Year: 2010

Media Mentions:

- "[New Toronto legal clinic offers Korean-language services](#)" by Anita Balakrishnan, Law Times News (October 16, 2019)

Representative Matters:

- *Unite Here! Local 75 v Fairmont Royal York Hotel*, [2020 CanLII 11579](#) (ON LA)
- *Nuria Mohammed Abdosh v Ontario Nurses' Association*, [2018 CanLII 54132](#) (ON LRB)
- *Carpenters and Allied Workers, Local 27, United Brotherhood of Carpenters and Joiners of America v Labourers' International Union of North America*, [2018 CanLII 14243](#) (ON LRB)

- *Labourers' International Union of North America, Local 183 v Crosstown Obayashi Technicore Constructors Ltd.*, [2016 CanLII 63498](#) (ON LRB)

Industries: Automotive, Construction & Infrastructure, Startups & Emerging Companies

Practices: Employment & Labour Relations, Litigation & Dispute Resolution