

## Natalie Nicholson

Associate

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### Focus Areas

Hiring, Performance Management and Termination  
Labor Management Relations  
Discrimination and Harassment  
Policies, Procedures and Handbooks  
Leaves of Absence and Disability Accommodation

### Overview

Natalie Nicholson provides strategic advice and solutions to employers on a wide range of labour and employment issues, with a particular emphasis on:

- Employment contracts and workplace policies
- Performance management, discipline, and dismissals
- Human rights and accommodation
- Wrongful and constructive dismissal litigation
- Collective bargaining and agreement administration
- Grievance arbitration
- Workplace investigations

Natalie is an Association of Workplace Investigators – Certificate Holder (AWI-CH). She regularly conducts workplace investigations and delivers training to employers with respect to best practices.

Natalie is a passionate and skilled advocate with experience representing employers before a variety of courts and tribunals, including the Ontario Superior Court of Justice, the Ontario Labour Relations Board, the Human Rights Tribunal of Ontario, the Canada Industrial Relations Board.

Prior to joining Littler, Natalie practiced at one of Canada’s leading labour and employment law firms. During articling, she was seconded to the Ontario Labour Relations Board. During law school, Natalie volunteered as a student caseworker for Queen’s Legal Aid. Natalie played on the varsity volleyball team at Queen’s University while completing her undergraduate degree.

## Professional and Community Affiliations

- Member, Ontario Bar Association
- Member, Canadian Bar Association

## Education

J.D., Queen’s University, 2019

B.Com., Queen’s University, 2013, *with Honours*

## Bar Admissions

Ontario, Canada

## Courts

Ontario Superior Court

Ontario Divisional Court

Ontario Labour Relations Board

Human Rights Tribunal of Ontario

## Publications & Press

### **Ontario, Canada Human Rights Tribunal Establishes That Employers’ Duty to Accommodate Family Status with Shift Changes Is not Unlimited**

*Littler Insight*

September 26, 2024

### **Littler Continues Robust Canadian Expansion with Five New Additions to Toronto Office**

*Littler Press Release*

July 2, 2024

### **Calculating length of service in Ontario 4 different way**

*Canadian HR Reporter*

March 4, 2024

**The future of remote work: Practical considerations for employers**

*Canadian HR Reporter*

October 3, 2022

**Ontario worker's discrimination complaint dismissed for lack of evidence**

*Canadian HR Reporter*

April 20, 2022