

Matthew Badrov

Partner

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Practice Areas

Litigation and Trials
Arbitration
Labor Management Relations
Occupational Safety and Health

Overview

Matthew Badrov is a highly skilled and versatile lawyer with experience in a broad range of employment, labour and human resources matters. Matthew has particular skill in traditional labour matters, which include applications for certification, collective bargaining, grievance arbitration and Ontario Labour Relations Board proceedings. Matthew also regularly assists employers with wrongful dismissal, constructive dismissal and human rights litigation. He has extensive experience in workplace health and safety matters and defending employers charged under the Occupational Health and Safety Act.

Widely published, Matthew is regularly asked to speak on a range of topics related to his practice and has taught labour law at Conestoga College.

Professional and Community Affiliations

- Member, Law Society of Ontario
- Member, Canadian Croatian Chamber of Commerce
- Member, Legal and Legislative Affairs Committee, Canadian Franchise Association
- Member, Canadian Bar Association
- Member, Ontario Bar Association

Recognition

- Recipient, Distinguished Franchise Support Service Award, *Canadian Franchise Association*
- Named, Five-Star Safety Lawyer, *Canadian Occupational Safety®*

Education

LL.B., The University of Windsor, 2011

B.A., University of Guelph, 2008, *with Honours*

Bar Admissions

Ontario, Canada

Languages

Croatian

Publications & Press

Legal hurdles of safety harmonization

Canadian Occupational Safety

August 21, 2025

Canada: Ontario Government Introduces Significant Changes to Key Workplace Legislation

Littler ASAP

June 2, 2025

Ontario Court of Appeal dismisses employer's appeal of \$1.8-million damage award to retired VP

Canadian HR Reporter

March 3, 2025

Ontario, Canada Appeal Court Dismisses Employer's Appeal of \$1.8 Million Damage Award to Retired VP

Littler ASAP

February 18, 2025

The Fundamentals of Canadian Labor Law: Construction and Successorships

Littler Podcast

February 6, 2025

The Fundamentals of Canadian Labor Law: Strikes and Lockouts

Littler Podcast

January 30, 2025

24 Key Developments in Canadian Labour and Employment Law in 2024

Littler ASAP

January 9, 2025

Fundamentals of Canadian Labor Law: Collective Bargaining in Canada

Littler Podcast

January 9, 2025

Fundamentals of Canadian Labor Law: The Certification Process in Canada

Littler Podcast

January 2, 2025

Fundamentals of Canadian Labor Law: Maintaining a Non-Union Workforce in Canada

Littler Podcast

December 19, 2024

Fundamentals of Canadian Labor Law: An Overview of Labor Law in Canada

Littler Podcast

December 12, 2024

Ontario, Canada Announces Effective Date and New Regulations Governing OHSA Changes Related to Washroom Facility Maintenance

Littler ASAP

December 11, 2024

Ontario, Canada Announces Effective Date and New Regulations Governing ESA Changes to Publicly Advertised Job Postings and Accompanying Recordkeeping Obligations

Littler ASAP

December 10, 2024

Ontario, Canada Human Rights Tribunal Distinguishes Between Discrete Acts of Discrimination and “Continuing Effect” of Previous Act

Littler ASAP

November 21, 2024

Ontario, Canada Court Orders Independent Medical Examination of Employee Claiming Indefinite Inability to Mitigate Due to Mental Health Condition

Littler ASAP

October 29, 2024

Ontario, Canada: Digital Platform Workers’ Rights Act, 2022 Coming into Force on July 1, 2025

Littler ASAP

September 11, 2024

Canada: Bill C-58’s Ban on Use of Replacement Workers in Strikes or Lockouts in Federally Regulated Workplaces to Become Effective on June 20, 2025

Littler ASAP

August 5, 2024

Three in a Row! Littler Adds Third Partner in Just Two Months to Growing Toronto Office

Press Release

June 17, 2024

Events & Speaking Engagements

Collective Bargaining Essentials – Hard Bargaining or Bad Faith? Where Do You Draw the Line

Osgoode Professional Development

December 8, 2025

Labour and Employment Law Update

International Warehouse and Logistics Association

December 4, 2025

Administrative Law, and Labour and Employment Law Conference – Unionization of Gig and Platform Workers

Canadian Bar Association, Administrative Law, and Labour and Employment Law Conference

November 28-29, 2025

Panelist

2025 Midwest Regional Employer Conference

November 13, 2025

2025 Canada Regional Employer Conference

Toronto, ON

October 30, 2025

Co-Chair

Canadian Franchise Association Law Day

September 18, 2025

What Every American or Global Employer Needs To Know About Doing Business in Canada

March 26, 2025

Labour and Employment Law in Canada – 2024 in Review & Trends for 2025

December 4, 2024

2024 Rocky Mountain Regional Employer Conference

Denver, CO

October 18, 2024

Protecting Your Brand While Growing Your System: Legal and Operational Insights for Franchisors

Canadian Franchise Association – Law Day

September 19, 2024