

Natalie Nicholson

Associate

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Practice Areas

HR Advice and Counsel
Labor Management Relations
Discrimination and Harassment
Handbooks and Policies
Leave and 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

24 Key Developments in Canadian Labour and Employment Law in 2024

Littler ASAP

January 9, 2025

Ontario court upholds provision limiting employee's termination rights

Canadian HR Reporter

December 16, 2024

Ontario, Canada Court Upholds Provision Limiting Employee's Termination Rights to Minimums Under Employment Standards Legislation

Littler ASAP

November 15, 2024

Ontario, Canada Court Reinforces Waksdale's Impact on Enforceability of Termination Provisions and Provides Guidance on Proving Failure to Mitigate

Littler ASAP

October 15, 2024

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

Littler ASAP

September 26, 2024

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

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