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University of New Brunswick, Bachelor of Laws & Bachelor of Education

Michael is recognized as one of Canada's leading employment and labour lawyers by Chambers Global®, Who's Who Legal®, Legal 500®, Best Lawyers® and Lexpert®. He is former Chair of the National Labour and Employment Law Section of the Canadian Bar Association, and the Labour and Employment Law Section of the Ontario Bar Association. He represents public and private sector employers operating in all industries.

Acclaimed for his broad range of expertise and strategic excellence, Chambers Global® says "Michael draws praise for satisfying the needs of even the most demanding clients and his specialist knowledge of union contract and negotiation issues where he is described as "exceptional" and impresses with his "phenomenal" work."

Michael is frequently published and asked to chair or speak at international and national conferences. He is the recipient of several awards including the Construction Institute of Canada's Chancellor's Award of Excellence, University of New Brunswick Alumni Award of Distinction, USports Lester B. Pearson Award, and Canadian Franchise Association Volunteer Leadership Excellence Award. Michael is bilingual - English/French.

Michael is a past executive member of the Leukemia & Lymphoma Society of Canada (LLSC), Past Corporate Chair of the LLSC's Light The Night, and Past Chair of the Yves Landry Foundation. He is a member of the following organizations:

- American Bar Association (Administrative & Regulatory Practice and Labour & Employment)
- · American Seniors Housing Association
- Automotive Parts Manufacturers Association
- Canadian Association of Counsel to Employers
- · Canadian Manufacturers and Exporters
- · Council of Ontario Construction Associations

- Ontario Bar Association (Labour and Employment, Corporate Counsel, Construction, Constitutional, Civil Liberties and Human Rights, Class Action, and Education)
- · Ontario Retirement Communities Association
- · Retail Council of Canada
- Support Ontario Youth (Board of Directors)
- · Toronto Board of Trade
- · Toronto Construction Association
- · U.S. Chamber of Commerce

Areas of Focus:

- · Advising the Multinational and Multi-Jurisdictional Employer
- · Attendance Management
- Collective Agreement Administration
- Collective Bargaining
- Compensation and Benefits Plans
- Construction Labour Relations
- Employee Relations
- · Employment Contracts
- Employment and Labour Issues in Corporate Restructuring and Transactions
- · Employment Standards
- · Executive Employment Agreements and Compensation
- Grievance Arbitration

- · Human Rights and Accommodation
- Injunctive Court Proceedings and Judicial Review
- Interest Arbitration
- Labour Relations Board Proceedings and Canada Industrial Relations Board Proceedings
- · Management Training
- · Mediation and Alternative Dispute Resolution
- · Occupational Health and Safety
- Responding to Union Organizing and Applications for Certification
- · Sale or Closure
- Strike or Lock-Out Preparation and Business Continuity Planning