Labour Lawyer – Permanent, Toronto

Unifor is Canada's largest private sector union. Unifor is committed to social unionism, which seeks to advance the interests of workers of all backgrounds at their workplaces and in their communities.

Our members work in many economic sectors across Canada. Our diverse membership provides exciting opportunities for labour lawyers to do a variety of interesting work.

Unifor is hiring an experienced lawyer in its Legal Department in Toronto. This job posting is for an existing vacancy. The ideal candidates will have acquired 3 to 5 or more years of litigation experience in a law firm or trade union. Qualified candidates with less experience may also be considered.

The Unifor Legal Department provides legal services to Unifor and its members across Canada. The Department's core work involves litigation and advice in these areas:

- Collective bargaining.
- Labour board applications, responses and interventions.
- Labour arbitrations.
- Civil litigation including picketing injunction cases, judicial reviews, and appeals.
- Bankruptcy, CCAA and other insolvency proceedings.
- Human rights commission applications, responses and interventions.
- Legal compliance with lobbying, election financing, and other relevant regulatory schemes.

Our lawyers also participate in training Unifor members, staff and leaders; draft policy papers, submissions and briefs; and contribute to strategic planning about legislation and policy.

Knowledge, Skills and Abilities

The ideal candidate will have these qualifications:

- Proficiency in English is essential.
- Demonstrated litigation experience in relevant areas.
- Strong advocacy and relationship-building skills.
- Detailed knowledge of relevant labour relations and employment laws.
- Ability to work in a fast-paced environment with short timelines.
- Lawyer membership (or eligibility for lawyer membership) in the Law Society of Ontario.
- Ability to travel occasionally in Canada.

Salary and Benefits

Current salary range depending on experience is up to $148,096.78 (in 2027, $151,058.70) plus additional allowances, benefits and pension plan.

Applicants selected for an interview will be asked to provide two or more references. Contact information for references may accompany the application or be provided later.

Applications will be reviewed as they are received. In alignment with our values, AI is not being used in the recruitment process.

Applications should be sent to Anthony.Dale@Unifor.org. Applications will be considered as they are received beginning on November 30, 2026.

We thank all candidates for their interest, but we will only contact those persons selected for an interview.