



## IN-HOUSE LAWYER

The Canadian Office and Professional Employees Union (COPE) is a dynamic and progressive labour union dedicated to advocating for the rights and interests of workers across Canada. With a rich history of activism and a commitment to social justice, we represent a diverse membership and strive to create positive change in the workplace and beyond.

### **JOB DESCRIPTION:**

We are seeking a highly skilled and motivated in-house lawyer to join our team in our Toronto office. As our in-house lawyer, you will play a crucial role in providing legal counsel and representation to our union, its locals and members. You will be responsible for advising on a wide range of legal matters related to labour and employment law, including collective agreements, grievances, arbitrations, unfair labor practices, and regulatory compliance.

### **RESPONSIBILITIES:**

- Provide legal advice and guidance to union leadership, staff, and members on various legal issues affecting the union and its members.
- Represent the union in grievance arbitration hearings and at the Ontario Labour Relations Board, the Human Rights Tribunal of Ontario and other regulatory and administrative bodies.
- Monitor and analyze changes in labour and employment law and provide recommendations to ensure compliance and protect the interests of the union and its members.
- Collaborate with external legal counsel as needed and manage outside litigation and legal matters on behalf of the union.
- Conduct legal research and analysis to support union initiatives and advocacy efforts.
- Work closely with other departments within the union to advance organizational goals and priorities.
- Evening and some weekend work and overnight travel will be required.

### **Qualifications:**

- Juris Doctor (J.D.) degree from an accredited law school.
- Member in good standing of the Law Society of Ontario.
- Minimum of 5 years of experience practicing law, with a focus on labour and employment law.
- Strong knowledge of labour law, collective bargaining, and union organizing principles.
- Excellent analytical, communication, and negotiation skills.
- Ability to work independently and collaboratively in a fast-paced environment.
- Commitment to social justice, worker empowerment, and the labor movement.
- Valid drivers' licence.
- Ability to work in both English and French would be an asset.

### **Benefits:**

- Competitive salary commensurate with experience.
- Comprehensive benefits package.
- Opportunities for professional development.
- A supportive and inclusive work environment dedicated to promoting diversity, equity, and solidarity.

COPE Ontario is a diverse, progressive membership-driven collective of Union locals that protects members' rights and empowers them to unite for better workplaces and communities.

**Starting date: Immediately**

Interested candidates should submit a resume, cover letter and writing sample to: [careers@copeontario.ca](mailto:careers@copeontario.ca) **no later than July 5, 2024**. Please include "In-House Lawyer Application" in the subject line of your email.

Only those candidates selected for an interview will be contacted.

*Diversity is a core value at COPE Ontario and our COPE Locals. We are passionate about building and sustaining inclusive and equitable working and learning environments for all our staff, members and applicants. We believe every member enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and discover, design and deliver solutions.*

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