



Nancy Shapiro^{*}
Partner

Practice Area
Civil Litigation

Expertise
Employment Law, Employment Law:
Services For Employees, Employment
Law: Services for Employers, Appellate
Court Practice, Privacy and Compliance

T: 416-595-2108
F: 416-204-2884

nshapiro@kmlaw.ca

Called to the Bar
Ontario, 1998

Nancy Shapiro's practice is devoted exclusively to the area of employment law.

Nancy has been recognized by Best Lawyers™ as the 2023 “Lawyer of the Year” for Labour and Employment Law in addition to other distinguished professional rankings including The Best Lawyers in Canada and Chambers Canada, which she has held since 2022. In 2022 Nancy received the Canadian HR Reporter 5 - Star employment ranking. Nancy was also ranked for three straight years as one of the top 500 lawyers in Canada by the Lexpert/American Lawyer Guide to the Leading 500 Lawyers in Canada and has been recognized in the Canadian Legal Lexpert Directory as a leading practitioner in the area of employment law (both for employer and employee side work), since 2017.

Nancy represents non-unionized employers and employees in a wide variety of sectors. Nancy is thoroughly versed in issues surrounding all aspects of the employment relationship from hiring, discipline, disability management, performance management and human rights through to termination. She is frequently engaged on the preparation and negotiation of employment contracts, manuals and policies, legislative compliance, restructuring, workplace investigations as well as litigation and appellant work. Nancy focuses on working with her clients in an effort to proactively minimize risks and cost while being a zealous advocate.

As a member of the firm's litigation department, Nancy also acts on cases of wrongful dismissal, breach of contract, discrimination, constructive dismissal, director and officer liability and errors and omissions issues and partnership/shareholder disputes in the employment context. Nancy is also a frequent speaker at industry conferences and author of many employment related articles.

*practising through a Professional Corporation

Experience

Hakim v. North Bay Regional Health Centre 2020 HRTO 798

Manastersky v. Royal Bank of Canada et al., 2018 ONSC 966 (CanLII)

Cain v. Pfizer, 2018 ONSC 297 (CanLII)

Mikhail Kushevsky v. Michael Tulman, 2014 ONSC 1734 (CanLII)

Qubti v. Reprodex Ltd., 2011 ONCA 651 (CanLII)

Peoples Trust Company v. Paragon Health Care Inc.

Soulos v. Leitch

Education

LL.B., 1996, Osgoode Hall Law School

Member/Affiliations

Member, American Bar Association

Member, Ontario Bar Association

Member, Women's Law Association

Member, Advocates' Society

Past-Member, Canadian Association of Women Executives and Entrepreneurs (CAWEE)

Past-Board Member, Canadian Association of Women Executives and Entrepreneurs (CAWEE)

Past Elected CLE Liaison, Labour and Employment Law Executive Committee, Ontario Bar Association

Past-Chair, Ontario Bar Association, Continuing Legal Education Committee

Past-Member, Human Resources Professionals Association of Ontario (HRPAO)