

**RICHARD J. CHARNEY** is a Toronto-based senior partner in the law firm of Norton Rose Fulbright Canada LLP, where he generally acts for employers and employers' organizations in labour relations and employment matters. He served as Global Head of Employment and Labour for Norton Rose Fulbright worldwide for over ten years.

Mr. Charney is counsel to a variety of employers and employers' organizations, and appears before tribunals and courts including the Ontario Labour Relations Board and the Canada Industrial Relations Board. Mr. Charney's practice also includes judicial review and constitutional matters before provincial and federal superior and appellate courts. In addition to his role as advocate, he assists clients in collective bargaining and strategic advice. An active labour relations practitioner in a variety of industries including construction, energy, media, municipal and transportation, Mr. Charney has a Master of Law degree from the University of Cambridge, England, is co-author of the award-winning Canada-wide publication, *Judicial Review in Labour Law*, and frequently lectures to groups and at the university level. He was an Adjunct Professor at the University of Toronto Faculty of Law.

Mr. Charney is recognized in legal publications, such as *Chambers Global*, *The Legal 500*, *International Who's Who*, *Best Lawyers*, and *Lexpert*. He has been listed in *The Lexpert/American Lawyer Guide to the Leading 500 Lawyers in Canada* as one of the leading labour lawyers in Canada, named in 2021 as the Chambers Canada Employment Lawyer of the Year, and ranked by The Legal 500 in its top ranking "Hall of Fame" category.

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