

Employment Lawyer

Firings, severance, harassment and human rights at work. You pick a side: employers or employees.

TYPICAL PAY

\$110,000

a year, full time

PAY RANGE

\$65k to \$300k

starting to experienced

TIME TO QUALIFY

7 to 8 years

after high school

DEMAND

Good

job outlook

LICENCE NEEDED

Yes

regulated job

WHERE YOU WORK

**Big firms (employer side),
boutiques (employee side), tribun...**

How you get there

- 1 High school** Grades 11 and 12
English, business and law courses.
- 2 Bachelor's degree** 3 to 4 years
Business, industrial relations, psychology and political science are common. Any subject works. Write the LSAT (law school admission test).
- 3 Law school (JD, juris doctor)** 3 years
Take employment law, labour law, human rights and administrative law. Many schools have a workers' rights clinic.
- 4 Articling** About 1 year
8 to 10 months in the labour and employment group of a big firm, at a boutique on either side, or at a legal clinic, plus the barrister and solicitor licensing exams. Ontario's Law Practice Program is the alternative.
- 5 Called to the bar** Ceremony
Pick a side. Switching from employer to employee side later is possible, but firms on each side are wary of the other.

Pros and cons

- + Every workplace generates work, in good times and bad
- + Human stories, not just documents
- + Clear choice between big-firm pay and boutique independence
- Employee-side clients are often broke and furious
- Employer-side work means being the one who fires people
- Harassment and discrimination files are emotionally hard

Optional boosts

Workplace investigations. Executive employment. Occupational health and safety. Pensions and benefits.

Good to know

Canada has no at-will employment

In most of the US an employer can fire you for any reason with no notice. In Canada a non-union employee fired without cause is owed reasonable notice or pay instead, often months of salary. Arguing ove...

24 months is the usual ceiling

Courts generally treat 24 months of pay as the upper limit of reasonable notice for a long-serving employee, though they have gone higher in exceptional cases. Provincial employment standards l...

Where these numbers come from

Job Bank: Lawyers and Quebec notaries, wages (updated Nov 2025)
Law Society of Ontario: Becoming a lawyer
Tribunals Ontario (Human Rights Tribunal)
Canadian Bar Association

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/employment-lawyer>



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