



Wade Poziomka

Human Rights Law Group

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Wade has dedicated his legal career to ensuring that the voices of marginalized members of our communities are heard. The law is an instrument of social change and when the law does not protect those who need it the most, the law needs to change. Wade passionately advocates for his clients and his practice is dedicated to human rights, union-side labour law and employment law.

Wade obtained law degrees from the University of Toronto (Juris Doctor) and Cornell University (Masters of Law). Wade placed within the top 3 students in his program at Cornell University and graduated with high honours. During his academic studies, Wade interned with Guido Raimondi at the International Labour Organization in Geneva, Switzerland. Mr. Raimondi is currently the Vice-President of the European Court of Human Rights. While studying at Cornell, Wade traveled to Buenos Aires, Argentina where he took part in a human rights fact-finding mission focusing on the causes, consequences and conditions of women in prison. Wade worked closely with the United Nations Special Rapporteur for violence against women and this study resulted in the publication of a comprehensive report calling for reform in Argentina. Following law school, Wade worked for Justice Robert Sharpe at the Ontario Court of Appeal and Professor Stephen Waddams at the University of Toronto. Wade joined Ross & McBride LLP in 2010.

Wade believes that the law is only one of many tools to enhance the voices of the most marginalized. In 2016, Wade accepted a position as Acting Director of Policy and General Counsel to CARP, where he was able to focus on reform through policy, lobbying and media. CARP is a seniors' advocacy non-profit with approximately 300,000 members across Canada. While at CARP Wade continued to fight for seniors – focusing on elder abuse, the elimination of mandatory retirement and poverty for seniors. He lobbied all levels of government, frequently appeared in local and national media on behalf of CARP's members, and drafted and implemented CARP's policies on elder abuse, financial security, healthcare reform and investor protection. He made submissions to committees of the House of Commons and Senate in Ottawa. Wade's service to CARP ended in 2017, when he became a partner at Ross & McBride LLP.

Recently, Wade has increased his focus on providing representation to unions in grievances, policy grievances and collective bargaining. He also teaches labour history, government regulation of workplaces and workplace issues for the McMaster University and UNIFOR Certificate Program, designed for union members in the automotive manufacturing sector.

Wade is heavily involved in our local community, sitting on a number of boards of directors and committees. He has been recognized for his commitment to the community and legal profession by being awarded the Ontario Volunteer Service Award, the Top 40 Under Forty Achievement Award and being nominated in the area of human rights for the Top 25 Most Influential Lawyers in Canada. Wade has been recognized by the Hamilton Spectator for the past two years as the top lawyer (platinum award winner) in the area of employment and human rights law in the City of Hamilton.

Areas of Expertise

- Human Rights
- Charter Litigation
- Labour Law (Union-Side)
- Employment Law
- WSIB
- Occupational Health and Safety

Organizations and Activities

- Human Rights Tribunal of Ontario Applicant-side Representative Practice Advisory Committee
- Ontario Bar Association Section Executive Member Constitutional, Civil Liberties & Human Rights

Board of Directors

- United Way of Burlington and Greater Hamilton - Member of the Board of Directors
- ARCH Disability Law Centre - Member of the Board of Directors
- Volunteer Hamilton - Vice-Chair of the Board of Directors
- Grimsby Affordable Housing Partnership - Former Member of the Board of Directors
- Opening Hearts - Former Member of the Board of Directors