



Jamie Burns is a labour and employment lawyer in Hicks Morley's Toronto office. Her practice involves providing strategic advice and representation to employers and management in both the private and public sectors on a wide range of labour, employment and human rights issues. This includes grievance arbitrations, collective bargaining, labour disputes, occupational health and safety, human rights and accommodation and employment standards.

Jamie received her Juris Doctor from Queen's University. While studying at Queen's, Jamie was the managing editor of production of the Queen's Law Journal. She was actively involved in student government and worked as a student caseworker for the Queen's Family Law Clinic where she assisted self-represented litigants prepare their documentation and navigate the family court process. She was a teacher's assistant for various courses—such as entrepreneurship—at the Queen's Smith School of Business.

Before attending law school, Jamie received her Honours Bachelor of Commerce degree from Queen's University's Smith School of Business. Jamie summered and articulated at the firm before returning as an associate in 2021.

Practice Areas

[Employment Law](#) [Human Rights](#) [Labour Relations](#) [Occupational Health](#)

Industries



[Arts, Entertainment & Sports](#) [Colleges](#) [Education](#) [Government Ministries & Agencies \(Federal and Provincial\)](#) [Healthcare](#) [Municipalities & Municipal Agencies](#) [Non-profit Organizations](#) [Retail & Wholesale Trade](#) [School Boards](#) [Social Services](#) [Universities](#)

Memberships & Affiliations

Canadian Bar Association – Member

Ontario Bar Association – Member (Labour & Employment Law)

Select Publications & Presentations

“Legal Update on Case Law and Legislation” Ontario Municipal Human Resources Association Fall Conference (September 12, 2024)

“Preparing for Bargaining,” “Bullying and Harassment in Volunteer/Composite Fire Departments” and “Bargaining Trends” Ontario Association of Fire Chiefs Labour Relations Seminar (January 23–25, 2024)

“Bargaining Update,” “Urban Breakout Session” and “Labour Relations 201 – Mock Arbitration” Ontario Association of Fire Chiefs Labour Relations Seminar (January 24–26, 2023)

“Gender Identity and Expression in the Workplace” *The OMHRA ECHO* (Summer 2022)

“Case Law Update – A Quick Review of Recent Issues” Ontario Association of Paramedic Chiefs: 2022 Spring Education and Labour Relations Symposium (May 5, 2022)

Education

Queen’s University Faculty of Law, J.D.

Queen’s University Smith School of Business, B. Comm (Hons.)

Ryerson University, Chang School of Continuing Education, Occupational Health and Safety Certificate