



Jessica Toldo is a labour and employment lawyer in Hicks Morley's Toronto office. She provides advice to employers and management in both the private and public sectors on labour, employment and human rights issues. This includes labour disputes, grievance arbitrations and human rights and accommodation.

Jessica obtained her Juris Doctor from Queen's University. While at Queen's University, she was a student editor with the Canadian Labour and Employment Law Journal and volunteered with Pro Bono Students Canada. She also successfully implemented an educational labour rights presentation for high schools in the Kingston area. She has a Bachelor of Arts (Honours with Distinction) in Labour Studies and Psychology from the University of Windsor. Jessica both summered and articulated at the firm before returning in 2017 as an associate.

## Practice Areas

[Employment Law](#) [Human Rights](#) [Information, Data Security & Privacy](#) [Labour Relations](#) [Litigation](#)  
[Occupational Health](#) [Pay Equity](#) [Workplace Safety & Insurance](#)

## Industries

[Arts & Sports](#) [Colleges](#) [Construction](#) [Education](#) [Energy & Utilities](#) [Financial Services](#) [Government Ministries & Agencies \(Federal and Provincial\)](#) [Healthcare](#) [Hospitality & Gaming](#) [Long-Term Care and Home Care](#) [Manufacturing](#) [Media & Communications](#) [Membership Associations](#) [Mining & Natural Resources](#) [Municipalities & Municipal Agencies](#) [Non-profit Organizations](#) [Professional & Technical Services](#) [Retail & Wholesale Trade](#) [School Boards](#) [Social Services](#) [Transportation & Warehousing](#) [Universities](#)

## Memberships & Affiliations

Ontario Bar Association – Member (Labour & Employment and Education Section)

Canadian Bar Association – Member

## Select Publications & Presentations

“Urban Breakout Session” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 29, 2020)

“Annual Legal Update” Ontario Municipal Human Resources Association (OMHRA) Fall Conference 2019 (September 11, 2019)

“Medical Cannabis: WSIB and Benefits Considerations” and “End of Bill 148 Era – What’s Changed?” *OMHRA Echo Newsletter* (Spring 2019)

“Urban Chiefs – Managing Your Service” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 24, 2019)

“Labour Relations 101” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 22, 2019)

“Proposed Legislative Amendments in the Fire Sector” *OMHRA Echo Newsletter* (Winter 2018)

“Social Media in the Workplace” Ontario Municipal Human Resources Association (OMHRA) Fall Conference 2018 (September 21, 2018)

“Considerations for Municipal Employers When Drafting Termination Clauses in Employment Contracts” and “HRTO Determines Requiring Proof of Eligibility to Work in Canada on a Permanent Basis is Discriminatory” *OMHRA Echo Newsletter* (Fall 2018)

“Landmark Decision Finds FIPPA’s Delay / Block of Public Access to Adjudicative Records of

Administrative Tribunals Unconstitutional” and “Hashing Out Employer Responsibilities: Consideration for the Legalization of Marijuana and Accommodation of Medical Marijuana” *OMHRA Echo Newsletter* (Summer 2018)

“Bargaining Update” Ontario Association of Fire Chiefs (O AFC) Conference (May 3, 2018)

“Harassment in the Workplace: Considerations for Employers” and “The WSIB Chronic Mental Health Policy: What Municipal Employers Need to Know and How it Will Impact Them” *OMHRA Echo Newsletter* (Spring 2018)

“Labour Relations Seminar” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 17-18, 2018)

## Education

Queen’s University, J.D.

University of Windsor, B.A. (Hons.)