



Sophia Duguay is a labour and employment lawyer in Hicks Morley's Kingston office. Sophia provides the full range of labour relations and employment law advice to both public and private sector employers, regularly conducting negotiations and representing employers at interest arbitrations.

Sophia brings a practical and solution-focused approach to her advice and representation. She regularly provides proactive and strategic advice to assist employers in managing their human resources and workplace issues. Sophia has assisted numerous municipalities and other employers in addressing restructuring issues and/or sale of business transactions involving the transfer of union and non-union employees. Sophia's practice also focuses on human rights advice and advocacy, and includes rights arbitration and wrongful dismissal litigation.

Sophia is fluently bilingual and can provide legal services in both English and French.

Practice Areas

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

Industries

[Healthcare](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Non-profit Organizations](#) [Social Services](#) [Transportation & Warehousing](#)

Awards & Recognition

Canadian Legal Lexpert Directory (2017-2019)

Labour Relations

Memberships & Affiliations

Frontenac Law Association – Member

Association des juristes d'expression française de l'Ontario – Membre

Canadian Bar Association – Member

Ontario Bar Association – Member (Labour & Employment Law Section)

Select Publications & Presentations

“HRPA Quinte and District Chapter” 21st Annual HR Employment and Labour Law Conference (October 29, 2019)

“Employment Law” HRPA Brockville and District Chapter – Eastern Ontario Legal Conference (April 12, 2019)

“HRPA Quinte and District Chapter” 20th Annual HR Employment and Labour Law Conference (October 30, 2018)

“HRPA Kingston and District Chapter” Legal Dine and Learn (Oct 18, 2018)

“Family Status Refresher”, “Overtime Traps” and “Employee vs. Employee: When Do You Referee?” HRPA Quinte Chapter – 17th Annual Employment and Labour Law Conference, Cobourg (October 26, 2015)

“Tort Claims in Employment Law” and “Winning a Case at Arbitration” HRPQ Quinte Chapter – 16th Annual Employment and Labour Law Conference, Cobourg (October 29, 2014)

“Bill 160: Recent OHSQ Amendments” and “Performance Management: Common Pitfalls and Strategies” HRPQ Quinte Chapter – 15th Annual Employment and Labour Law Conference, Cobourg (October 8, 2013)

“When Bad Things Happen: Effective Communication Strategies for Difficult Situations” OANHSS Annual Meeting and Convention, Toronto (April 29, 2013)

Education

Queen’s University, LL.B.

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