



Stephanie Jeronimo is a labour and employment lawyer at Hicks Morley's Toronto office. Stephanie advises and represents both public and private sector employers on a wide range of labour and employment matters, including labour relations and collective bargaining, human rights matters, wrongful dismissal litigation, employment standards, workplace safety and insurance and pay equity issues.

Stephanie regularly works with municipal and hospital employers, and has developed a particular expertise in the healthcare, paramedic and fire sectors. Stephanie provides strategic advice and representation with respect to collective bargaining and human rights issues to a range of broader public sector employers, including municipalities. In addition, Stephanie regularly represents employers, including hospitals and municipalities, in both interest arbitrations and rights arbitrations. She also negotiates reasonable settlements of wrongful dismissals on behalf of hospitals, social service agencies, community legal clinics, municipalities and private companies.

Stephanie appears before labour arbitrators, the Superior Court of Justice, the Small Claims Court, the Pay Equity Hearings Tribunal, the Ontario Labour Relations Board, the Workplace Safety and Insurance Board and the Human Rights Tribunal of Ontario. She is also a frequent speaker on human resources law, particularly with respect to collective bargaining and human rights issues.

Practice Areas

[Employment Law](#) [Human Rights](#) [Labour Relations](#) [Litigation](#) [Pay Equity](#) [Workplace Safety & Insurance](#)

Industries

[Colleges](#) [Education](#) [Healthcare](#) [Hospitality & Gaming](#) [Municipalities & Municipal Agencies](#) [Nursing Care Facilities](#) [Retail & Wholesale Trade](#) [School Boards](#) [Social Services](#) [Transportation & Warehousing](#)

Memberships & Affiliations

Canadian Bar Association – Member

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

The Advocates Society – Member

Young Women in Law – Member

Select Publications & Presentations

“Dealing with Intoxicants in the Workplace,” “Bill 148 ESA Update – Are You Complaining or Not?” and “EMS Bargaining Landscape – What’s Happening and Where are We Headed?” Ontario Association of Paramedic Chiefs (OAPC) Education Symposium (May 8-9, 2019)

“Suburban/Rural Roundtable and Hot Topics” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 24, 2019)

“Meet the Arbitrator” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 24, 2019)

“Bargaining Update” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 23, 2019)

“OMHRA Fall Conference 2018” Ontario Municipal Human Resources Association (September 19-21, 2018)

“N6 Human Resources Meeting: Legal Hot Topics” The Corporation of the Town of East

Gwillimbury (June 20, 2018)

“Ontario Association of Paramedic Chiefs (OAPC) 2018 Spring Conference” Ontario Association of Paramedic Chiefs (May 9-10, 2018)

“Labour Relations 2.0 Workshop – Mock Arbitration” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 2017 and 2018)

“Fire, Police & Emergency Services Bargaining Trends” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 17 & 18, 2018)

“Bill 148 Is Now the Law – Make Sure You’re Prepared!” *OMHRA Echo Newsletter* (Winter 2017)

“Combating Benefits Fraud: Case Law Update” OMHRA Labour Relations Workshop, King City (December 2017)

“Bill 148 – Are You Prepared?” Region 3 Hospitals Meeting, Toronto (November 2017)

“Bill 148 and Changes to the ESA – Are you Prepared?” *OMHRA Echo Newsletter* (Fall 2017)

“Bargaining in Good Faith – What Does That Mean and Where is the Invisible Line?”, “Negotiations 101 – The Legal Forum of Bargaining, Bargaining Mandates and a Review of the Full Bargaining Process”, “What Really Happens During a Strike/Lockout and the Legal Side of Communications During Bargaining – what can you say when and to who?” and “Medical Marijuana”, OMHRA Labour Relations Workshop, King City (June 2017)

“The Challenges of Accommodating Psychological Disabilities” and “ESA Terminations – An Update” H RPA Durham Chapter: An Employment & Labour Law Update, Ajax (June 9, 2017)

“EMS Bargaining Update”, “Case Law Update: Anything Interesting You Need to Know?” and “Medical Marijuana: Hashing Out Your Accommodation Obligations”, Ontario Association of Paramedics Chief (OAPC) Conference, Toronto (May 2017)

“Let’s Talk About Employment Contracts!” and “Addiction as a Defence to Wrongdoing? Not necessarily!” *OMHRA Echo Newsletter* (March 2017)

“Legal Update: Case Law, Legislative Changes & Recent Arbitrations” and “Urban Breakout: Managing Disabilities & Accommodating the Pregnant Employee”, Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 2017)

“Pay Equity and Collective Bargaining” University of Toronto Collective Bargaining Program (January 2017)

“Attendance Management: The Divisional Court Sheds Further Light on the Limits of the Duty to Accommodate” and “Preparing for the Reduced EI Waiting Period Effective January 1, 2017” (*OMHRA Echo Newsletter*, Winter 2017)

“Medical Marijuana and the Workplace: Consideration for Employers” *OMHRA Echo Newsletter* (Summer 2016)

“Legal Update: What Do You Need To Know?” Ontario Association of Paramedic Chiefs (OAPC) Conference (May 2016)

“Mental Health and the Workplace” Ontario Regulatory Authorities CPD Conference, Toronto (May 2016)

“Another New Privacy Tort” and “Minor Car Accident in Safety Sensitive Worksite Doesn’t Warrant Drug or Alcohol Testing” *OMHRA Echo Newsletter* (Spring 2016)

“Breastfeeding: A Personal Choice or a Legal Requirement that Needs to Be Accommodated?” and “Consideration: Forget It and You’ll Regret It!” *OMHRA Echo Newsletter* (Winter 2016)

“Legal Update: Case Law, Legislative Changes & Recent Arbitrations” and “Urban/Suburban Breakout” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar, Toronto (January 2016)

Education

Osgoode Hall Law School, J.D.

York University, M.E.S., B.A. (Hons.)