



## Maria Gergin Phillips

### Counsel

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[Employment Disputes](#)  
[Labour & Employment](#)  
[Workplace Harassment](#)  
[Human Rights](#)

Maria practises labour, employment and education law. She advises employers on a wide range of issues, including:

- employment advice for start-ups and entrepreneurs
- workplace harassment investigations
- employment standards, policies and contracts
- wrongful dismissal claims
- health and safety issues
- human rights issues

Maria has particular expertise in workplace mental health. This includes accommodating mental health conditions, investigating and managing workplace conflict and promoting employee psychological health in the workplace.

## Insights & Events

- Author, "Ontario Passes The Pay Transparency Act, 2018, Setting Out New Obligations for Employers", BLG Article, April 2018
- Author, "Ontario Court of Appeal Provides New Guidance in Assessing Dependent Contractor Status", BLG Article, December 2019
- Author, "Federal Employers: Prepare for a Wave of Change in Workplace Harassment Obligations", BLG Article, May 2019

- Panelist, BLG Professionalism Series: Resiliency and Wellness in the Workplace, May 2019.
- Author, "Ontario Labour Relations Board Sheds Light on Severance Pay Calculation Rules", BLG Article, April 2019
- Speaker, "Doing Business in Canada: Current Key Employment Issues," American Association of Corporate Counsel, April 2018
- Presenter, "Accommodating Employees with Mental Health Issues" HRD Employment Law Masterclass, September 2018.
- Co-speaker, "Managing Harassment Allegations in the #MeToo Era and Gender Wage Gap Developments," BLG Breakfast Club, May 2018
- Author, "Closing the Gender Pay Gap: Ontario's Proposed Pay Transparency Act, 2018", BLG Article, April 2018
- Author, "Tackling the Gender Pay Gap: Ontario's New Pay Transparency Act, 2018," HR Inside, April 2018
- Speaker, "Harassment Investigations in the #MeToo Era," Portfolio Management Association of Canada, February 2018
- Co-speaker, "Human Rights and Mental Health Update," BLG's Annual Labour and Employment Symposium, November 2017
- Author, "Support Team Releases A Suicide Prevention Framework For Ontario School Boards", BLG Article, June 2017
- Author, "Court of Appeal Affirms That Moral Damages May Be Awarded for Employer Misconduct Causing Mental Distress", BLG Article, April 2017
- Author, "Mental Health Commission of Canada findings set a 'new normal' in the workplace," The Globe and Mail, April 2017
- Author, "Understanding and employing Bill 132 in the workplace," Globe and Mail, October 2016
- Speaker, "Cannabis in the workplace: what does it mean for you?," Sector Update for Charities and Not-for-Profit Organizations, October 2017
- Speaker, "Employment law hot topics in Canada," Best Western Annual Convention, October 2016
- Speaker, "Current Workplace Issues Affecting Employee Retention," Surety Association of Canada Conference, September 2016
- Author, "Human Rights Tribunal Dismisses Discrimination Claim Against School Board Relating to Language Proficiency Job Requirement", BLG Article, May 2016
- Co-Presenter, "Top Human Rights Decisions of 2015," BLG's 18th Annual Labor and Employment Law Symposium, November 2015.
- Presenter, "Hot Employment Topics in Canada," Best Western National Convention, September 2015.
- Author, "Reminder of New Ontario Employment Requirements Effective May 20, 2015," BLG Labour and Employment Alert, May 2015.
- Presenter, "Top Ten Labour and Employment Legal Developments", Labour and Employment Breakfast Club (April 2015), with Matthew Certosimo.
- Presenter, "You'll Be Hearing From My Lawyer": Problem Parents At School", with Ron McNamara, Canadian Association for the Practical Study of Law in Education Annual Conference (April 2015).

## Beyond our Walls

### Professional Involvement

- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Instructor, Osgoode Certificate, Workplace Mental Health Law, Osgoode Hall Law School, November 2017

## Community Involvement

- Past-member, Advocacy Committee, Toronto Arts Council
- Past-member, board of directors, Canadian Association for the Practical Study of Law in Education

## Bar Admission & Education

- Ontario, 2012
- JD, University of Ottawa, 2011
- MA, Carleton University, 2008
- BA, University of Toronto, 2006

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