

Stephanie Young

Partner

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Labour & Employment
Employment Disputes
Education
Human Resources & Labour Relations
Employment Disputes
Grievances & Arbitrations
Human Rights
Universities and Colleges

Stephanie practices labour and employment and human rights law. She advises public and private sector employers on a variety of employment and labour relations matters, including employment standards, policy development and revision, contracts, health and safety, accommodations and discrimination, severance packages and terminations, collective agreements, workplace harassment investigations and discipline.

Stephanie represents employers in employment and labour-related litigation, including wrongful and constructive dismissals, employment class actions, human rights applications and grievance arbitrations.

In addition to her employment practice, Stephanie advises and represents health sector clients and other service providers in human rights cases pertaining to patient care or customer service. She is also experienced in accessibility legislation and accessibility compliance audits.

Stephanie has appeared as employer counsel before the Superior Court of Justice, the Divisional Court, the Ontario Court of Appeal, the Ontario Human Rights Tribunal, the Ontario Labour Relations Board and labour arbitrators.

Experience

- St. Joseph's Health System in the sale of its Group Purchasing Organization, a provider of capital equipment and food and nutrition procurement services for the health sector, to Mohawk Medbuy Corporation.

Insights & Events

- Author, "Temporary help agency RPNs are subject to a hospital's collective agreement", BLG Article, June 2024
- Author, "Bill 124: Wage-cap legislation declared unconstitutional by Ontario Superior Court", BLG Article, November 2022
- Author, "Ontario workers can now access paid COVID-19 sick days", BLG Article, May 2021
- Speaker, "Returning to the Workplace: Considerations for Employers During COVID-19," BLG Webinar presented to RBC, May 2020
- Author, "Time for Large Ontario Employers to Review their Multi-Year Accessibility Plans", BLG Article, September 2019
- Author, "Bill 66 Receives Royal Assent — Changes To The Employment Standards Act, 2000 And The Labour Relations Act, 1995", BLG Article, April 2019
- Author, "Nurse Who Misappropriated Narcotics Reinstated", BLG Article, February 2019
- Speaker, "Equity in the Workplace: A Conversation About Gender Biases," CIS Ontario Women's Network, February 2019
- Co-speaker, "Labour Law 2018: Here We Go Again," BLG Labour & Employment Symposium, November 2018
- Author, "AODA Compliance Update", BLG Article, August 2018
- Author, "Ontario Superior Court Upholds Principles of New Employment Agreement for Existing Employee", BLG Article, May 2018
- Co-speaker, "Managing Harassment Allegations in the #MeToo Era and Gender Wage Gap Developments," BLG Breakfast Club, May 2018
- Co-speaker, "Supporting Transgender Students in Your Schools," Canadian Association for the Practical Study of Law in Education Conference, April 2018
- Speaker, "Life After Bill 148," Toronto Region Developmental Services Human Resources Network, February 2018
- Co-speaker, "Discipline and Discharge – Making it Stick!," BLG Labour and Employment Symposium, November 2017
- Author, "Deadline for 2017 AODA Compliance Report is Coming Up", BLG Article, October 2017
- Author, "New Regime For Marijuana Will Impact Canadian Schools", BLG Article, June 2017
- Speaker, "The Duty to Accommodate Trans Individuals," Human Resources Professional Association, June 2017
- Author, "Court Dismisses Union's Application For An Injunction Restraining Random Drug/Alcohol Testing", BLG Article, May 2017
- Speaker, "Health and Safety – A Conversation about the Duty to Accommodate Student Disabilities," HAT/CDAC Symposium, May 2017.
- Co-speaker, "Medical Marijuana in Schools," –Canadian Association for the Practical Study of Law in Education Conference, April 2017
- Author, "Ontario Court of Appeal Holds "Active Employment" Requirements Insufficient to Displace Entitlements to a Bonus", BLG Article, September 2016
- Speaker, "Workplace Sexual Harassment & Violence: The Changing Legal Landscape," BLG Breakfast Club, September 2016
- Author, "Are you in Compliance with the Aoda?", BLG Article, June 2016
- Speaker, "The Duty to Accommodate Trans Individuals: A conversation about legal obligations and best practices for in-house counsel and HR professionals," Pride at BLG, June 2016

Beyond Our Walls

Professional Involvement

- Member, Ontario Bar Association

Awards & Recognition

- Recognized in the 2027 edition of *Chambers Canada* (Employment & Labour (Ontario))

Bar Admission & Education

- Ontario, 2013

- JD, Osgoode Hall Law School, 2012
- BSocSc, University of Ottawa, 2009

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