

## Jessica M. Toldo

**Associate**  
London

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519.931.5601

**Year of Call:** Ontario, 2017



Jessica Toldo is a labour and employment lawyer in Hicks Morley's London 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, human rights and accommodation.

Jessica works closely with her clients and provides day-to-day human resources and workplace consulting. She takes the time to understand, connect and collaborate with her clients and she uses an interest-based approach to resolve issues.

Jessica obtained her Juris Doctor from Queen's University. While at Queen's, she was a student editor with the Canadian Labour and Employment Law Journal and volunteered with Pro Bono Students Canada. She received the Alternative Dispute Resolution course prize and graduated with the Vincent Principi Memorial Award in Labour Law. 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, where she graduated with the Board of Governors' Medal in Labour Studies. Jessica both summered and articulated at the firm before returning in 2017 as an associate.

### **Areas of Practice**

Employment Law, Human Rights, Information, Data Security and Privacy, Labour Relations, Litigation, Occupational Health, Pay Equity, Workplace Safety and Insurance

### **Industries**

Arts and Sports, Construction, Education (Colleges, School Boards, Universities), Energy and Utilities, Financial Services, Government Ministries and Agencies (Federal and Provincial), Healthcare, Hospitality and Gaming, Manufacturing, Media and Communications, Membership Associations, Mining and Natural Resources, Municipalities and Municipal Agencies, Non-profit Organizations, Nursing Care

Facilities, Professional and Technical Services, Retail and Wholesale Trade, Social Services, Transportation and Warehousing

## **Representative Work**

Successfully represented a municipality in a fire services interest arbitration involving a complex staffing issue.

Successfully represented a school board in a labour arbitration involving the interpretation of a paid leave under the collective agreement.

Routinely advises a number of municipalities on their emergency services departments including fire services.

## **Select Publications and Presentations**

“Business Practicalities of Lifting of Vaccine Mandates” Ontario Municipal Human Resources Association Spring Conference (April 21, 2022)

“Labour Relations 201,” “Urban Breakout Session” and “WSIB Session” Ontario Association of Fire Chiefs Virtual Labour Relations Seminar (January 18–20, 2022)

“Vaccination Policies in the Staffing Services Industry” Association of Canadian Search, Employment and Staffing Services (November 24, 2021)

“Labour Relations 101” Ontario Association of Fire Chiefs Virtual Labour Relations Seminar (January 19–21, 2021)

“Managing Your Fire Department During COVID-19” Ontario Association of Fire Chiefs Webinar” (April 29, 2020)

“Labour Relations 101” and “Urban Breakout Session” Ontario Association of Fire Chiefs Labour Relations Seminar (January 28–30, 2020)

“Annual Legal Update” Ontario Municipal Human Resources Association 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 Labour Relations Seminar (January 24, 2019)

“Labour Relations 101” Ontario Association of Fire Chiefs 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 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 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 Labour Relations Seminar (January 17–18, 2018)

## **Memberships and Affiliations**

Ontario Bar Association – Member (Labour & Employment, Education)

Canadian Bar Association – Member

## **Education**

Queen’s University, J.D.

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