

Sean M. Reginio

Associate
Toronto

sean-reginio@hicksmorley.com
416.864.7300

Year of Call: Ontario, 2019



Sean Reginio is a labour and employment lawyer in Hicks Morley's Toronto office. He specializes in human rights law, pay equity, education law, and equity, diversity and inclusion in the workplace. Sean frequently supports social services, non-profit, and school board clients.

Sean collaborates with clients as they navigate complex issues involving workplace accommodation, mental health law, union organizing drives, disciplinary investigations and *Education Act* obligations for trustees and administrators. He regularly delivers training sessions and presentations regarding a variety of workplace issues including workplace harassment, management/union relations, employee terminations and attendance management.

Sean frequently provides guidance to employers seeking to maintain their obligations under the *Human Rights Code* and he conducts policy reviews for clients with respect to equity, diversity and inclusion. He provides a framework for clients to understand the dynamic legal rights of both employers and employees in the context of family status, mental health, gender, race, sexual orientation, disability, religion and other grounds protected under the *Code*.

Sean provides legal representation to clients in a variety of areas including collective bargaining and grievance arbitration. He appears regularly at the Human Rights Tribunal and Ontario Labour Relations Board. Sean also has experience litigating workers' compensation, civil litigation and student disciplinary matters.

Sean serves on the Board of Directors for the ONE City Scholarship Fund, which provides post-secondary education scholarships for high school graduates who demonstrate resilience and ambition in the face of financial need and other challenges.

Areas of Practice

Labour Relations, Human Rights, Employment Law, Pay Equity, Litigation

Industries

Arts & Sports, Colleges, Education, Government Ministries & Agencies (Federal and Provincial), Healthcare, Hospitality & Gaming, Long-Term Care and Home Care, Manufacturing, Media & Communications, Membership Associations, Municipalities & Municipal Agencies, Non-profit Organizations, Professional & Technical Services, Retail & Wholesale Trade, School Boards, Social Services, Transportation & Warehousing, Universities

Representative Work

Successfully represented a manufacturing-sector client in summary dismissal of a claim before the Ontario Human Rights Tribunal.

Negotiated a settlement regarding a complex labour certification dispute involving complex constitutionality considerations on behalf of a non-profit organization.

Assisted in successfully defending a school board client against union grievances alleging that the employer had breached its duty to accommodate an employee's physical disability.

Negotiated a creative settlement agreement for a police services board with regard to a family status discrimination claim.

Regularly represents social services and non-profit clients in various employment and labour relations matters.

Successfully represented a private-sector client at the Federal Court of Appeal with respect to a human rights-related appeal.

Successfully represented a small business employer in a complaint before the Ministry of Labour regarding a termination on a without cause basis.

Advised a series of municipal and non-profit sector clients on the applicability of various considerations related to the COVID-19 pandemic as well as human rights law.

Renegotiated and drafted executive employment agreements for large public-sector institutions.

Select Publications and Presentations

"The Legal Corner" Ontario Council of Administrators of Special Education Symposium (November 23, 2023)

Moderator, "Employment Law: Adapting to the New World of Work: Navigating Trends and Challenges" Canadian Association of Black Lawyers Annual Conference (October 12, 2023)

“An Education Professional's Guide to Navigating a Unionized Workplace” Osgoode Human Resources Law for Education Professionals (May 1, 2023)

“Showing Your Work: Meeting the Procedural Duty to Accommodate” Ontario Public School Boards’ Association: 2023 Education Labour Relations and Human Resources Symposium (April 28, 2023)

“Career in Law” Black Future Lawyers, Western University Chapter (November 10, 2022)

“The Legal Corner” Ontario Council of Administrators of Special Education Virtual Symposium (November 10, 2022)

“Post-Pandemic Return to Work – What Should We Think About?” The Canadian Association of Black Lawyers Annual Conference (November 4, 2022)

“Human Rights Update” Ontario Association of Paramedic Chiefs: 2022 Spring Education and Labour Relations Symposium (May 5, 2022)

“Racial Discrimination in the Workplace: Prevention, Identification, and Response” Ontario Public School Boards’ Association Education Labour Relations and Human Resources Symposium (April 28, 2022)

“Mental Health Law for Children and Youth” Osgoode Professional Development (April 6, 2022)

Panelist, “Networking with Black Lawyers from Diverse Backgrounds” Black Law Students’ Association of Canada, National Conference (February 17, 2022)

“Putting Together a Compelling Application – Associate Perspectives on OCIs and Interview Tips” Canadian Association of Black Lawyers and Black Law Students Association of Canada, Third Annual OCI and Interview Prep Workshop Series (July 24, 2021)

“Recent Employment Law and Labour Law Case Update” and “Managing Medical Information” Human Resources Professionals Association, Durham Chapter, Labour and Employment Law Conference (June 4, 2021)

“Workers’ Rights in the Pandemic Era” Queen’s Human Rights Law Club Conference (February 24, 2021)

Memberships and Affiliations

Canadian Association of Black Lawyers – Member

Canadian Bar Association – Member

Filipino Canadian Lawyers Network – Member

ONE City Scholarship Fund – Board Member

Ontario Bar Association – Member (Labour & Employment Law)



Education

University of Windsor, J.D.

McGill University, B.A.