

Stephanie N. Jeronimo

Partner
Toronto

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416.864.7350

Year of Call: Ontario, 2011



Stephanie Jeronimo is a labour and employment lawyer at Hicks Morley's Toronto office and the chair of the firm's Municipal Practice Group. 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 and pay equity issues.

Stephanie regularly works with municipal and hospital employers and has particular expertise in the healthcare, paramedic and fire sectors. She provides strategic advice and representation to a range of employers—including hospitals, municipalities, libraries, long-term-care homes and social service agencies—with respect to collective bargaining and human rights issues as well as employment standards and pay equity matters. In addition, Stephanie regularly represents employers in both interest arbitrations and labour arbitrations.

Stephanie works closely with her clients and provides day-to-day human resources and workplace consulting. She is a frequent speaker on human resources law, particularly with respect to collective bargaining and human rights issues. She takes the time to understand, connect and collaborate with her clients and she uses an interest-based approach to resolve issues.

Outside of her legal practice, Stephanie is a busy mom of two who enjoys singing, cross-stitching, reading, baking and gardening.

Areas of Practice

Labour Relations, Employment Law, Pay Equity, Human Rights

Industries

Municipalities and Municipal Agencies, Healthcare, Long-Term Care and Home Care, Mining and Natural Resources, Social Services, Retail and Wholesale Trade, Technology

Awards and Recognition

Canadian Legal Lexpert® Directory (2023) – Labour Relations (Repeatedly Recommended)

Ontario Association of Fire Chiefs – Leading Labour Lawyer 2020

Representative Work

Successfully argued on behalf of a hospital that the occupational health and safety assistant job classification should be excluded from the bargaining unit.

Arbitrated multiple job evaluation disputes for a police services board.

Received positive decisions from the Human Rights Tribunal of Ontario on behalf of several private-sector employers dismissing applications on the basis of no reasonable prospect of success and/or delay.

Successfully defended a hospital's management rights to determine the number of employees and the full-time/part-time mix of employees required to provide a service.

Ongoing representation of municipalities (all sizes) in their inside/outside, fire and EMS collective bargaining and interest arbitrations.

Select Publications and Presentations

“Bargaining with Inside/Outside Workers – Current Trends and Strategies” Ontario Municipal Human Resources Association: 2022 Fall Conference and Annual General Meeting (September 14, 2022)

“The Importance of Proper Documentation in Administering the Employment Relationship – Hiring, Constructive Dismissal, Performance Management and Accommodation” Human Resources Professionals Association, Durham Chapter: Labour and Employment Law Conference (June 4, 2021)

“EMS Bargaining Update” Ontario Association of Paramedic Chiefs 2021 Virtual Labour Relations Symposium (May 6, 2021)

“Bargaining Update” and “Suburban/Rural Breakout Session” Ontario Association of Fire Chiefs Labour Relations Seminar (January 19–January 21, 2021)

“Employment Contracts & The Termination Clause” Human Resources Professionals Association, Durham Chapter: An Employment and Labour Law Update Conference (June 5, 2020)

“Municipal Labour Relations during COVID-19” Association of Municipalities of Ontario COVID-19 Webinars Series (April 22 and May 13, 2020)

“Labour & Employment Relations during COVID-19: A Public Library Board Discussion” Federation of Ontario Public Libraries (April 24, 2020)



“Bargaining Update” and “Suburban/Rural Breakout Session” Ontario Association of Fire Chiefs Labour Relations Seminar (January 29, 2020)

“Social Media and the Workplace” and “Pay Equity Update and Maintenance Obligations” Human Resources Professionals Association, Durham Chapter: An Employment and Labour Law Update, Ajax (June 7, 2019)

“Drug Theft, Addiction and Accommodation of Healthcare Workers Workshop” Hicks Morley 2019 Healthcare Conference (May 23, 2019)

“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 Education Symposium (May 8–9, 2019)

“Bargaining Update,” “Meet the Arbitrator” and “Suburban/Rural Roundtable and Hot Topics” Ontario Association of Fire Chiefs Labour Relations Seminar (January 23–24, 2019)

“Labour Relations/Legal Update” Local Health Integration Network 3 & 4 Meeting (November 9, 2018)

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

“Bill 148 Smorgasbord” and “Pay Equity Update” Human Resources Professionals Association, Durham Chapter: An Employment and Labour Law Update, Ajax (June 8, 2018)

“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 Labour Relations Seminar, Toronto (January 2017 and 2018)

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

Memberships and Affiliations

Canadian Bar Association – Member

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

The Advocates’ Society – Member

Education

Osgoode Hall Law School, J.D.

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