Blaney McMurtry LLP



Maria Kotsopoulos

Partner

She/Her
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CALLED TO THE BAR OF ONTARIO, 2003

EDUCATION

- LL.B.,University of Ottawa, 2002
- M.A.,University of Toronto, 1999
- B.A.,(Honours),University of Waterloo, 1998

PRACTICE AREAS

- Employment & Labour
- Police Liability
- Cyber, Information and Privacy Risk
- Health Law

Dedicated to responsive and proactive client service, Maria provides common sense advice in all matters of workplace law and workplace disputes. Collaboration and understanding are hallmarks of Maria's approach to assisting clients effectively navigate legal challenges. Clients feel that Maria is a member of their team. She knows their businesses, understands their goals and works efficiently to find solutions.

Maria's employment, human rights and labour practice is broad and wide-ranging, advising employers, employees and unions in all manner of workplace and human resources matters from the inception of the employment relationship to its conclusion and issues that arise in between. Maria provides advice on negotiating agreements and severance packages, drafting workplace policies, advising on human rights obligations and the duty to accommodate and litigates wrongful dismissal claims, labour and human rights related matters. Maria's practice also includes representing various health professionals in professional regulation matters, including College complaints, investigations, and discipline hearings.

Relationship Builder

Maria is Chair of Blaneys' Professional Development Committee, she acts as a mentor to students and associates, and she is also a

member of Blaney's recruitment committee. A dedicated community builder both within the firm and out, Maria commits time, energy and enthusiasm to organizations she is passionate about.

Maria currently sits on the Board of the Toronto Art Therapy Institute, is an honourary member of the Board of Directors of Family Services of Peel, and a member of the OBA Labour and Employment executive. Maria enjoys working collaboratively with members of these and other groups to foster dialogue and a more inclusive community.

RECOGNITION

- Recognized by *Best Lawyers® in Canada* 2026 in the area of Health Care Law
- Recognized by *Best Lawyers® in Canada* 2025 in the area of Health Care Law
- Recipient of the *Mondaq Thought Leadership Award* 2025 in the Employment and HR category

MEMBERSHIPS

- Law Society of Ontario
- Ontario Bar Association
- The Advocates' Society
- Hellenic Canadian Lawyers Association

RELATED PUBLICATIONS

- April 22, 2026
  Employment Update: WSIB in Ontario - What Employers Need to Know
- February 24, 2026
  Employment Update: Bill 77 – Proposed OHSA Amendments Would Expand Reprisal Protections and Impose Healthcare Reporting Requirements
- September 30, 2025
  Employment Update: Protecting Your Employment Contracts from Costly Mistakes
- July 30, 2025
  Author, Employment Update: Ontario Introduces the Working for Workers Seven Act, 2025
- April 16, 2025
  Author, Employment Update: Expansion of Canada's Work-Sharing Program in Response to Tariffs
- December 18, 2024
  Author, New Ontario ESA requirements regarding pay

transparency, job postings and more coming in 2025 and 2026

- December 13, 2024
  Author, Ontario Introduces Working for Workers Six Act, 2024
- June 13, 2024
  Author, Ontario Introduces the Working for Workers Five Act, 2024
- February 13, 2024
  Author, CRA Clarifies the Province of Employment for Full-Time Remote Workers
- November 09, 2023
  Co-Author, Employment Update: Pay Transparency, the Use of AI in the Hiring Process, and More
- October 03, 2023
  Co-Author, Employment Update: Important Changes to the Canada Labour Code
- August 24, 2023
  Author, Employment Update: Ontario Court of Appeal: Silence is Not Condonation of Temporary Layoff