

Sarah Mills

Associate

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CALLED TO THE BAR OF ONTARIO, 2018

EDUCATION

- J.D., University of Windsor, 2017
- J.D.,Cum Laude,University of Detroit Mercy, 2017
- B.A. (Honours), University of Alberta, 2012

PRACTICE AREAS

Employment & Labour

Sarah has developed a broad practice in all areas of employment, labour and human rights law. She is a passionate advocate for her clients and regularly appears before private arbitrators, various levels of courts and tribunals. Sarah provides representation on a wide range of workplace matters, including wrongful dismissal, employment standards, human rights applications, grievance arbitrations and occupational health and safety. In addition to her litigation practice, Sarah also provides practical and strategic advice on accommodation, employment contracts, workplace policies and severance packages.

Sarah holds Canadian and American law degrees. Throughout law school, she gained valuable experience working for the Ontario Court of Justice, Community Legal Aid and Pro Bono Students Canada.

EXPERIENCE

Miranda v. Respiratory Services Limited., 2022 ONSC 6094

MEMBERSHIPS

Law Society of Ontario

Ontario Bar Association

RELATED PUBLICATIONS

September 30, 2025

Employment Update: Protecting Your Employment Contracts from Costly Mistakes

August 27, 2025

Employment Update: Ontario Immigrant Nominee Program and Express Entry

• July 30, 2025

Author, Employment Update: Ontario Introduces the Working for Workers Seven Act, 2025

June 23, 2025

Author, Employment Update: Reminder to Employers Regarding Imminent Changes to Ontario Workplace Legislation

• April 16, 2025

Author, Employment Update: Expansion of Canada's Work-Sharing Program in Response to Tariffs

March 12, 2025

Author, Employment Update: Enforceability of Termination Clauses in Ontario: The Saga Continues

December 06, 2024

Author, Premium Cuts and \$2.5 Billion in Employer Rebates: Not Your Parents' WSIB!

November 01, 2024

Author, Ontario's Fifth Working for Workers Act Receives Royal Assent

June 13, 2024

Author, Ontario Introduces the Working for Workers Five Act, 2024

April 04, 2024

Author, Ontario Working for Workers Four Act, 2023, Receives Royal Assent

• February 13, 2024

Author, CRA Clarifies the Province of Employment for Full-Time Remote Workers

December 15, 2023

Co-Author, Employment Update: Construction Safety in Ontario: Is an "Owner" also an "Employer"?

November 09, 2023

Co-Author, Employment Update: Pay Transparency, the Use of AI in the Hiring Process, and More

October 10, 2023

Co-Author, Employment Update: The WSIB's New 3–Business Day Deadline for Reporting Accidents

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

• April 17, 2023

, Employment Update: Enforcing Employment Contracts After Substantial Changes

March 28, 2023

, Employment Update: Ontario Introduces Bill 79, The Working For Workers Act, 2023

February 13, 2023

Author, Employment Update: What Employers Need to Know About Recent Legal Developments Relating to Employment Contracts

IN THE MEDIA

March 21, 2024

Sarah Mills and Sunita Doobay speak to Benefits Canada about determining remote workers' province of employment