



### Laura Sullivan

**Associate**

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### Toronto

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Laura Sullivan maintains a general practice in labour and employment law.

Laura assists clients with a wide variety of employment law issues, including: wrongful dismissal claims, constructive dismissal claims, workplace discrimination & harassment, and enforcement of non-competition/solicitation agreements.

Laura completed her BA, MA, and JD at the University of Western Ontario, where she was a member of the Labour Law Society and served on the Faculty of Law's Social Committee. Laura summered at Western Law's student legal clinic, where she appeared before a number of administrative tribunals and conducted trials before the Small Claims Court and the Ontario Court of Justice.

## LANGUAGES SPOKEN

- English

## CREDENTIALS

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### Admissions

- Ontario, 2018

### Recognitions

- Ontario Expropriation Association Award, 2017
- Lerner's Cup Top 40 Placement, 2016

### Education

- J.D., Western University, 2017
- M.A., Western University, 2014

## RELATED SERVICES

- Employment
- Employee and Labor Relations
- Employment Litigation and Dispute Resolution
- Human Rights

## LANGUAGES SPOKEN

English

- B.A. (Hons.), Western University, 2013

## Memberships

- Law Society of Ontario
- Canadian Bar Association
- Ontario Bar Association
- Toronto Lawyers' Association
- Advocates' Society

## Community Involvement

- Laura volunteers with Pro Bono Ontario's Free Legal Advice Hotline, where she answers calls concerning employment and housing issues

## INSIGHTS

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### Publications

#### **Common law reasonable notice of termination for independent contractors?**

7 MAY 2019

Canada in Focus

In the recent decision in *Cormier v 1772887 Ontario Limited*, an Ontario Superior Court judge stated that in some circumstances it would be reasonable to consider an employee's years of service as an independent contractor in calculating his or her common law reasonable notice period.

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#### **Bill amending the *Employment Standards Act, 2000* and *Labour Relations Act, 1995* receives Royal Assent**

6 MAY 2019

Canada in Focus

On April 3, 2019, the *Restoring Ontario's Competitiveness Act, 2019* received Royal Assent.

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#### **Compliant but not enforceable: beware of ambiguous language in termination clauses**

3 APR 2019

The recent decision in *Movati Athletic Group Inc. v. Bergeron* ("Movati") highlights how careful drafting is critical to ensuring employment agreements withstand judicial scrutiny.

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#### **Ontario's Bill 57 postpones the *Pay Transparency Act, 2018***

7 DEC 2018

Canada in Focus

On December 6, 2018 the Ontario Legislative Assembly passed the *Restoring Trust, Transparency and Accountability Act, 2018* (Bill 57), an omnibus bill that, among other things, postpones the coming into force of the *Pay Transparency Act, 2018*.

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## **Bill 66 proposes hours of work and overtime amendments to the *Ontario Employment Standards Act, 2000***

7 DEC 2018

Canada in Focus

On December 6, 2018 the Ontario Conservative Government introduced the *Restoring Ontario's Competitiveness Act, 2018* .

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## **Bill 47 repeals recent amendments to the *Employment Standards Act* and the *Labour Relations Act* in Ontario**

27 NOV 2018

Canada in Focus

On November 21, 2018 the *Making Ontario Open For Business Act, 2018* received Royal Assent and became law in Ontario. Bill 47 repeals many of the changes to the *Employment Standards Act, 2000* and the *Labour Relations Act, 1995* introduced last year by the *Fair Workplaces, Better Jobs Act, 2017*.

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- Author, "Comparative Limits on the Crown's Power to Expropriate Real Property in Canada and Australia: Does 'Public Purpose' Offer and Substantive Constraint?", Ontario Expropriation Association, 2017
- Co-author, "Litigation in Canada," *Transnational Litigation Guide, loose-leaf*, Salzburg: Thomson Reuters, 2018

## **NEWS**

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### **DLA Piper (Canada) LLP welcomes new associate Laura Sullivan**

9 OCT 2018

DLA Piper (Canada) LLP is pleased to welcome Laura Sullivan to the firm's Toronto office as an associate in the Employment group.

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