

# Sarah Mills

## Partner

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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 maintains a comprehensive practice spanning employment, labour and human rights law. She represents clients across a broad spectrum of workplace matters, including wrongful dismissal, employment standards, human rights applications, grievance arbitrations and occupational health and safety. Sarah is a skilled advocate who regularly appears before private arbitrators, administrative tribunals and courts at various levels.

Beyond litigation, Sarah provides strategic counsel on accommodation issues, employment contracts, workplace policies and severance packages. Holding both Canadian and American law degrees, Sarah brings a distinctive perspective to complex cross-border and domestic employment matters.

Prior to entering practice, Sarah developed a strong foundation through work with the Ontario Court of Justice, Community Legal Aid and Pro Bono Students Canada, which deepened her commitment to effective client advocacy and delivering practical solutions.

## EXPERIENCE

- *Frankson v. Whitby Chamber of Commerce*, 2026 HRTO 174
- *Bax v. CultureWorks English as a Second Language Inc.*, 2025

HRTO 1773

- *Ostojic v. Bogart Creek Cooperative Homes*, 2025 HRTO 1719
- *Hamill v. Harbridge + Cross Limited*, 2025 HRTO 1408
- *Thompson v. Birmingham Homes Co-operative Inc.*, 2025 HRTO 886
- *Miranda v. Respiratory Services Limited.*, 2022 ONSC 6094
- *Corporation of the Municipality of Leamington v Leamington Firefighters' Association*, 2019 CanLII 135015 (ON LA)
- *Kautex Textron v Unifor*, Local 195, 2019 CanLII 78855 (ON LA)

## MEMBERSHIPS

- Law Society of Ontario
- Ontario Bar Association

## RELATED PUBLICATIONS

- [March 31, 2026](#)  
Employment Update: Canada Labour Code - Key Changes to Prepare For in 2026
- [February 24, 2026](#)  
Employment Update: Bill 77 – Proposed OHS/A Amendments Would Expand Reprisal Protections and Impose Healthcare Reporting Requirements
- [December 23, 2025](#)  
Employment Update: Changes to Ontario Job Posting Requirements: What Employers Need to Know for 2026
- [December 18, 2025](#)  
Employment Update: Long-Term Illness / Sick Leave in Canada: What Employers Need to Know
- [November 27, 2025](#)  
Employment Update: Restrictions on Employer Sick Note Requests in Canada - Nov 2025
- [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