

# 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

- [June 23, 2025](#)  
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](#)  
Author, Employment Update: Enforcing Employment Contracts After Substantial Changes
- [March 28, 2023](#)  
Author, 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