

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

- [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
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- [April 16, 2025](#)
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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"?
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Canada Labour Code

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, Employment Update: Enforcing Employment Contracts After Substantial Changes
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, 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