



Christopher Sinal

Associate

Phone: 519 672 2121

Fax: 519 672 2121

Email: christopher.sinal@siskinds.com

Chris practices management-side labour and employment law.

Called to the bar of Ontario, 2012

About

Christopher A. Sinal is an associate with Siskinds' Labour and Employment Group, with a practice focused exclusively on representing employers. Chris and the L&E Group favour a collaborative and team-oriented approach, working with clients to develop pragmatic and cost-effective solutions to workplace issues.

Chris' practice primarily focuses on assisting unionized clients in a variety of labour relations matters, such as grievance arbitration, collective bargaining, and managing day-to-day workplace issues. Chris works with clients throughout the broader public sector, particularly rural hospitals and Children's Aid Societies. He also has experience in construction labour relations, assisting clients in responding to certification applications and grievances before the Ontario Labour Relations Board.

Chris also works with both unionized and non-unionized clients to address Occupational Health and Safety and WSIB matters, human

rights concerns, and employee discipline and termination issues.

Education

Western University

University of Alberta

Memberships and Associations

- Law Society of Upper Canada, Member
- Middlesex Law Association, Member
- Canadian Bar Association, Member
- Ontario Bar Association, Member

Notable Work and Decisions

- **Venables v. Glen White Industries Ltd., 2017 HRTO 1220 (CanLII)**

Successfully argues that the Human Rights Tribunal should not set aside a full and final release signed by an employee upon his termination of employment. As a result, the Tribunal dismissed the employee's human rights complaint.

- **Chambers v. Lamprea Building Materials Ltd. o/a Home Hardware Building Centre, 2016 HRTO 1585 (CanLII)**

Employer found not to have engaged in age-discrimination where it had terminated a 58-year-old employee and replaced her with an individual in her 20's.

- **Carroll v. AFTT Development Inc., 2016 HRTO 534**

Application dismissed by the Human Rights Tribunal on the basis that it had no chance of success.

- **Tesseris v. Pellark Dental Centre, 2014 HRTO 101 (CanLII)**

Succeeded in having the Human Rights Tribunal dismiss the majority of the allegations against the employer without the need for a full hearing.

Publications and Speaking

Chris is an active contributor to the Siskinds blog, found at www.siskinds.com/labour-employment-blog/. His articles include:

- Uber Decision Calls into Question Arbitration Clauses in Commercial Agreements
- Back to the Future – Public Holiday Changes Reversed
- New Changes to the Employment Standards Act, 2000 Will Affect Calculation of New Year's Day Holiday Pay
- Federal Government Releases Report on Harassment and Sexual Violence in the Workplace
- Public Hearings Regarding the Fair Workplaces, Better Jobs Act, 2017, in London on July 17

- Up in Smoke: An Update on Marijuana in the Workplace
- Unionizing Franchise Locations Could Become Easier Under Proposed Changes to Ontario Law
- Court Allows Employer to Continue Random Drug Testing over Union's Legal Objections
- Potential Changes to Employment Legislation May Mean Increased Liability for Franchisors
- Unproven Complaints Against Employers Could Soon be Released to the Public

Community Involvement

Chris is actively involved in the London community. He currently sits as a member of the Children's Aid Society of London & Middlesex Board of Directors and is a member of the Huron University College Corporation. He is a past Vice-Chair of the Board of Directors of Addictions Services of Thames Valley, and is a past member of the Board of Governors of Western University. Chris is also the Vice Chancellor of the Anglican Diocese of Huron.