



Christopher Sinal
Partner - Labour & Employment

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Chris practices management-side labour and employment law.

Education
Western University
University of Alberta

Called to the Bar in 2012

About

Whether negotiating a settlement or arguing a case, Chris is a forceful and effective advocate for his clients. He exclusively represents employers in managing their relationships with employees and labour unions, and works primarily with clients in the construction, manufacturing, and broader-public sectors.

Chris' practice is focused particularly on helping clients in human rights matters, WSIB appeals, responding to Occupational Health and Safety charges, as well as wrongful dismissal claims. He also regularly advises clients in addressing union organizing drives, as well as union applications for certification. He advocates for clients in a variety of settings, including administrative tribunals, before labour arbitrators, in collective bargaining, and the courts.

Awards and Recognition

Christopher Sinal has been selected by his peers for inclusion in *The Best Lawyers™ in Canada* 2025

Memberships and Associations

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



Christopher Sinal
Associate - Labour & Employment

Notable Work and Decisions

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

Community Involvement

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

In the News

- Christopher has appeared in the following news articles, segments, and publications:
- July 25, 2024 - Canadian HR Reporter, “Should AI be used to draft employment agreements or HR policies?” Chris discusses the ethical and practical considerations of using AI in drafting employment agreements and HR policies.