



# Jennifer Costin

## Partner

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Jennifer advises clients on labour and employment law matters.

Called to the Bar of Ontario, 2003

### About

Jennifer is a partner in our London office and practices exclusively in the area of management-side labour and employment law. In this role, Jennifer advises organizations on matters related to hiring, discipline, human rights issues, and particularly accommodation, policies, procedures, terminations, wrongful dismissal lawsuits, grievance and arbitration matters, and administrative complaints.

Jennifer is attuned to clients' needs and goals and works with employers to craft the best approach to workplace issues.

### Education

University of Ottawa

### Memberships and Associations

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

### Awards and Recognition

Jennifer was selected by her peers to receive the 2011 Middlesex Law Association Rising Star award.

### Publications and Speaking

Jennifer speaks regularly to various groups on employment and labour topics and is always happy to do so. She speaks annually to various districts of the Excellence in Manufacturing Consortium and at Siskinds' annual client conference.

Jennifer was also an instructor at Fanshawe College for the Labour and Employment Course.

Jennifer is an active contributor to the Siskinds blog, found at [www.siskinds.com/labour-employment-blog/](http://www.siskinds.com/labour-employment-blog/). Her articles include:

- Is Bill 148 being scrapped in its entirety?
- Legalization of marijuana, set to take effect by October 17, 2018

- Do Employers Have Human Rights Obligations to Former Employees?
- Bill 148 Poised to Pass Today
- A Costly Lesson in How Not to Conduct a Workplace Harassment Investigation
- Accessibility Obligations for Employers with Under 50 Employees
- First Fines Are Issued Under The Violence Provisions Of The OHSA
- UP, UP, AND AWAY: What's new with Notice periods?
- A Break for Employers on Termination Clauses
- The Virtual Office: Working From Home Considerations

### **Community Involvement**

- Golf Committee, Big Brothers Big Sisters of London & Area, Co-Chair
- Cooking for Kids Program, Past Member
- Fundraising Committee, Childreach, Past Member
- Southwest Optimist Soccer, Past Volunteer
- Board of Directors, Alzheimer Society of London and Middlesex, Past Member
- Human Resources Committee of the Board of Directors of St. Joseph's Health Care, Past Member,
- Board of Directors, Association for the Elimination of Hate, Past Member