



Jeffrey Mitchell

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Jeff has a broad labour and employment practice, serving as “go-to” external counsel to a wide variety of organizations. He advises on issues such as:

- discipline and dismissals
- human rights issues (such as discrimination and harassment) and workplace investigations
- the human resources implications of workplace restructuring
- sales and acquisitions of businesses
- employment standards and occupational health and safety
- employment policies

He also provides training for clients on all aspects of labour and employment law.

In non-unionized work environments, Jeff acts for employers in high-stakes employment-related litigation, such as wrongful dismissal claims, restrictive covenant injunction proceedings and human rights applications. Jeff drafts and advises on employment contracts, including non-competition, non-solicitation and confidentiality agreements. He also provides strategic guidance for proactive union prevention and real-time assistance during union organizing drives.

For employers in unionized workplaces, Jeff litigates significant cases, including grievance arbitrations, picketing injunctions and proceedings before the Ontario Labour Relations Board. He advises on collective agreement interpretation issues, such as contracting out and terminations/layoffs. He also offers expertise on collective bargaining, advising on strategic approaches, drafting proposals, and acting as a spokesperson for clients during negotiations.

Experience

- Successfully defended Ensemble Travel Ltd. in a wrongful dismissal action in *Scull v. Ensemble Travel Ltd.*
- BNY Mellon Wealth Management, Advisory Services, Inc. in its sale to Guardian Capital Group (TSX: GCG).
- Retail industry: Commencing picketing injunction applications before the Superior Court, resulting in limitations on the right of unionized employees to engage in such activities during a lawful strike/lockout. Defending constructive/wrongful dismissal claims, including just cause cases, allegations of discrimination, and claims for post-employment bonuses.
- Manufacturing industry: Acting as counsel at arbitrations related to drug and alcohol policy issues and advising on labour and employment issues arising from the sale of a business.
- Information technology industries: Defending against claims of wrongful dismissal, including ones involving disabled employees and for disability benefits, allegations of harassment/discrimination and just cause cases.
- Professional services/Financial services industries: Defending against claims of wrongful dismissal, including claims involving negligent misrepresentation, claims for post-employment bonuses, discrimination, denial of overtime pay and loss of pension benefits. Acting on injunctions involving the restraint of former employees from competition and solicitation. Defending against claims by trade unions involving the sale of business/related employer.
- Public sector/Broader public sector: Conducting collective bargaining, acting as counsel at arbitrations and providing strategic advice regarding unionization. Defending overtime claims and wrongful dismissal claims.

Insights & Events

- Auteur, « The U.S. tariff effect: Mass terminations in Ontario – Rights, risks and responsibilities », article de BLG, avril 2025
- Auteur, « Working for Workers Six Act, 2024: New obligations on Ontario employers », article de BLG, décembre 2024
- Auteur, « Bill 124: Wage-cap legislation declared unconstitutional by Ontario Superior Court », article de BLG, novembre 2022
- Auteur, « Ontario introduces sexual abuse legislation for Ontario colleges and universities », article de BLG, octobre 2022
- Auteur, « Nouvelles exigences gouvernementales pour les employeurs ontariens », article de BLG, octobre 2021
- Auteur, « Ontario workers can now access paid COVID-19 sick days », article de BLG, mai 2021
- Auteur, « Employers get it Right: Court Upholds Contractual Termination Provisions », article de BLG, mars 2019
- Auteur, « Holiday Parties in the Cannabis Age », article de BLG, décembre 2018

- Auteur, « Faire du neuf avec du vieux : l'adoption du projet de loi 47 pourrait retarder celle de la loi sur la transparence salariale », article de BLG, novembre 2018
- Canada's Labour Market: The True North, Strong and Free, vidéo de BLG, septembre 2018
- Auteur, « Un arbitre conclut que le régime de congé de maladie d'un employeur est un « meilleur avantage » », article de BLG, juin 2018
- Speaker, "The State of Collective Bargaining," Ontario Public Transit Association Northern Regional Conference, October 2016.
- Speaker, "Update on Non-Competition and Non-Solicitation Covenants," Human Resources Professionals Association (HRPA) webinar, June 2016.
- Author, "Canadian Outlook for 2013," (white paper for the Bureau of National Affairs), 2013.
- Author, "Wrongful Dismissal Claims and Summary Judgement," Employment Law Manual.

Beyond Our Walls

Professional Involvement

- Member, Ontario Bar Association
- Teacher, "Blueprints to Buildings: Occupational Health and Safety and Labour Organization in the Construction Industry," University of Toronto Law School, October 2017
- Teacher, "Health and Safety, Labour and Unionization in the Construction Industry," Osgoode Hall Law School LLM Program, June 2016
- Teacher, "Blueprints to Buildings: Occupational Health and Safety in the Construction Industry," University of Toronto Law School, February 2016

Community Involvement

- Board member, Turning Point Youth Services, 2013-present

Awards & Recognition

- Selected by peers for inclusion in the 2026 edition (and since 2011) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2026 edition (and since 2021) of *Chambers Canada* (Employment & Labour (Ontario)).
- Recognized in the 2024 edition (and since 2023) of *The Canadian Legal Lexpert Directory* (Employment Law).

Bar Admission & Education

- Ontario, 1998
- LLB, Faculté de droit Osgoode Hall de l'Université York, 1996

BLG | Vos avocats au Canada

Borden Ladner Gervais S.E.N.C.R.L., S.R.L. (BLG) est le plus grand cabinet d'avocats canadien véritablement multiservices. À ce titre, il offre des conseils juridiques pratiques à des clients d'ici et d'ailleurs dans plus de domaines et de secteurs que tout autre cabinet canadien. Comptant plus de 725 avocats, agents de propriété intellectuelle et autres professionnels, BLG répond aux besoins juridiques d'entreprises et d'institutions au pays comme à l'étranger pour ce qui touche les fusions et acquisitions, les marchés financiers, les différends et le financement ou encore l'enregistrement de brevets et de marques de commerce.

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