



# FERGUSON

## DISPUTE RESOLUTION

Meghan Ferguson B.A., LL.B., MIR

Meghan brings over 20 years of experience in labour, employment, and human rights law. She understands both the legal and human dimensions of dispute resolution.

She began her legal career at a prominent employment and labour law firm, representing a broad range of clients, including multinational corporations, public and private organizations, government, hospitals, and municipalities.

After leaving private practice, Meghan gained in-house labour and employment experience at the Hudson's Bay Company, Kellogg's, Giant Tiger, City of Vaughan, and Mount Sinai Hospital.

She previously worked in employment and labour policy for the Ontario Ministry of Labour on key legislative initiatives including the *Employment Standards Act, 2000*, the *Ambulance Services Collective Bargaining Act*, and the workplace harassment and workplace violence amendments to the *Occupational Health and Safety Act* under Bill 168 and Bill 132. She drafted the first *Code of Practice to address Workplace Harassment under the Occupational Health and Safety Act*.

Meghan has taught employment law at both the university and college level. While teaching, Meghan represented individuals in wrongful dismissal, harassment and sexual assault cases, receiving extensive trauma-informed training.

Meghan has appeared before the Ontario Court of Appeal, Superior Court of Justice, Divisional Court, WSIAT, labour boards, human rights tribunals, arbitrators, and privacy commissioners across Canada.

Meghan has managed class actions and appeared before the courts in more than 3000 civil claims – almost all settling at mediation.

### ADJUDICATIVE EXPERIENCE

Meghan's adjudicative experience is wide-ranging and sector-spanning. She conducts mediations and arbitrations in healthcare, retail, manufacturing, municipal, and emergency services.

In July of 2024, Meghan was appointed to the Human Rights Tribunal of Ontario where she reviews and mediates complex human rights and employment matters, and issues reasoned decisions involving discrimination, harassment and reprisal.

Meghan actively listens to the parties to fairly resolve disputes and integrates her trauma-informed, mental health training into mediations and hearings.

### EDUCATION

She obtained her undergraduate degree in Industrial Relations from the University of Toronto and graduated with a Baccalaureate of Laws (LL.B.) Cum Laude from the University of Ottawa.

Meghan obtained her Masters of Industrial Relations from Queen's University, completing her thesis on the impact of nursing shortages and the clinical workforce at Ontario hospitals.

She also completed the International Association of Privacy Professionals Certification IAPP/C, TMU's Health and Safety courses and intensive mediation at the Centre for Effective Dispute Resolution (CEDR).

### CONTACT

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## REPORTED CASES

### LABOUR/LABOUR BOARD

- *Vaughan Public Library Board v Canadian Union of Public Employees, Locals 905.17 (Part-time and Casual) and 905.18 (Full-time)*, 2022 CanLII 79947 (ON LA)
- *The Vaughan Professional Fire Fighters Association, IAFF Local 1595 v The Corporation of the City of Vaughan* 2021 CanLII 69414 (ON LRB)
- *Giuliano Figliomeni v CUPE Local 905*, 2020 CanLII 81810 (ON LRB)
- *Zellers Inc v United Food and Commercial Workers International Union, Local 1518*, 2012 CanLII 68305 (BC LRB)
- *Hastings and Prince Edward Counties Health Unit v. Ontario Nurse's Association*, 2009 CanLII 80083 (ON LRB)
- *Johnson v. Alcohol and Gaming Commission of Ontario*, 2009 CanLII 33866 (ON LRB)
- *Dennison v. Toronto District School Board*, 2008 CanLII 51374 (ON LRB)
- *Skyjack Inc. v. Ontario (Labour)*, 2007 CanLII 118 (ON LRB)
- *Kelly Services (Canada) Ltd. v. Ontario (Ministry of Labour)*, 2006 CanLII 499 (ON LRB)
- *Participating Hospitals v. Canadian Union of Public Employees*, 2007 CanLII 2090 (ON LA)

### OHSA

- *Hastings and Prince Edward Counties Health Unit v. Ontario Nurse's Association*, 2009 CanLII 80083 (ON LRB)
- *Johnson v. Alcohol and Gaming Commission of Ontario*, 2009 CanLII 33866 (ON LRB)
- *Dennison v. Toronto District School Board*, 2008 CanLII 51374 (ON LRB)
- *Ontario (Labour) v. Kelly Services (Canada) Ltd.* (2008), 91 O.R. (3d) 157
- *Skyjack Inc. v. Ontario (Labour)*, 2007 CanLII 118 (ON LRB)
- *Kelly Services (Canada) Ltd. v. Ontario (Ministry of Labour)*, 2006 CanLII 499 (ON LRB)

### HUMAN RIGHTS

- [Link to CanLII reported decisions](#)