

IOANA PANTIS



Categories: People, Lawyers

Ioana is an accomplished employment lawyer with experience in all areas of management side-employment and human rights law. Her practice involves providing advice and representation to employer clients on a broad range of issues, including employment agreements, employment standards, termination advice and strategy, wrongful dismissal litigation, human rights, and accommodation.

In addition, Ioana is able to assist clients on matters relating to workplace safety and workplace investigations.

Email: ioana.pantis@mcmillan.ca

Expertise: Automotive, Employment & Labour Relations, Executive Compensation



Language Spoken: English, French, Romanian, Spanish

LinkedIn: www.linkedin.com/in/ioanapantis

Location: Toronto **Phone:** 416.865.7815

Position/Title: Partner, Employment & Labour Relations

Community Involvement:

• Mentor, First Generation Network (2021 – 2022)

Publications:

- "Singular Belief on Vaccination is Not Discrimination", co-author with David Fanjoy, Health Law Matters by LexisNexis, No 302 (January 2024)
- "Singular Belief on Vaccination is Not Discrimination", co-author with David Fanjoy, Labour Notes by LexisNexis, No 1721 (September 29, 2023)
- "Legal Risks Associated with Automated Hiring Tools in Canada", co-author with Robbie Grant and David Adjei, Internet and E-Commerce Law in Canada by LexisNexis, Volume 24, Number 5 (September 2023)
- "Substratum What Now?! Employee Promotions May Undermine Your Written Contracts", co-author with Paul Boshyk, Labour Notes by LexisNexis, No 1710 (April 17, 2023)
- "<u>Unmasking Employer Accommodation Obligations and Mutual Frustrations</u>", co-author with David Fanjoy, Labour Notes by LexisNexis, No 1681 (December 27, 2021)
- "Political discourse in the workplace: Risking discrimination and alienation", Canadian HRReporter (Feb 20, 2019)
- "Rollercoaster ride of 2020 re-enforces need for employer preparedness", co-author with Laura Williams, Canadian HRReporter (Feb 9, 2021)

Education & Admissions:

Degree: Called to the Ontario bar

Year: 2017

Degree: JD, French Common Law Program

University: University of Ottawa

Year: 2016



Degree: Master of Arts, Translation Studies **University:** York University, Glendon College

Year: 2013

Degree: Honour Bachelor of Arts, Political Science, French, and Spanish **University:** University of Toronto and University of British Columbia

Year: 2011

Media Mentions:

- "Does the use of independent contractors save costs?", HRD (March 15, 2024)
- "Employer ordered to pay retired VP \$2M including \$93,000 in unused vacation time", Canadian HR Reporter (February 15, 2024)
- "The Etiquette of Terminations: Sales Exec Confronts HR Professionals in Viral TikTok Video", HRD (January 16, 2024)
- "Stay-or-Pay Clauses in Canada? Experts Weigh in on the U.S. Trend of Charging Employees who Quit", HRD (December 1, 2023)
- "Job Offer from Successor Employer before Termination Not Opportunity to Mitigate", Canadian HRReporter (November 28, 2023)

Representative Matters: Corporate Transactions

• Acted for Xerox Canada Holdings V Ltd. in connection with its acquisition of Powerland Computers Ltd.

Industries: Automotive

Practices: Employment & Labour Relations, Executive Compensation