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TIFFANY THOMAS

Employment, Labour &
Contracts Lawyer | Legal Skills
Development Portfolio Lead



Tiffany is a labour and employment lawyer and SpringLaw's Legal Skills Development Portfolio Lead, with a passion and natural predisposition for practical problem-solving.

Tiffany articulated with the country's largest school board. During this time, she gained a specialized understanding of labour and employment, human rights, and family law within the education field. After completing her articles, Tiffany spent the next three years in the labour department of the Board, focusing on problem-solving and litigating issues arising in the Board's very large and diverse unionized workforce. She dealt with a large volume of workplace issues, including health and safety, employee accommodations, discipline and termination, harassment and discrimination complaints and investigations, job competitions and posting disputes, collective agreement interpretation and policy issues within the context of several of the Board's collective agreements. Tiffany also assisted with the negotiation of collective agreements.

Tiffany's goal is to provide legal services in an approachable and accessible way. She aims to ensure that, whatever the legal problem, her client understands the legal complexities and nuances and the solution to the problem. Tiffany enjoys working with clients and assisting them in identifying their legal rights and creating, fostering and maintaining effective workplaces. While Tiffany seeks practical answers to legal questions, she will stand her ground when it is necessary.

As SpringLaw's Legal Skills Development Portfolio Lead, Tiffany leads training initiatives across the firm, including monthly SLUni sessions, internal CPD programs, and skills development at team MeetUps and retreats. She also supports junior lawyers through peer check-ins and ad hoc mentoring to strengthen legal practice across the team.

Tiffany generally splits her time between London, Ontario and Toronto. She spends her time outside of work with her family, friends and her beloved rescue dog, Penny. While on her long morning walks, Tiffany regularly stops other dogs on the street to tell them how cute they are. She is a massive Toronto Raptors fan, enjoys fashion, live music and cliché mystery novels and is an avid Wheel of Fortune Watcher.

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