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SHAUNA FABRIZI

Employment, Labour & Contracts Lawyer

Shauna advises both employers and employees on the full spectrum of workplace law. She works with employers on employment standards compliance, contracts, workplace policies, internal investigations, and collective agreement interpretation. She also represents employees in wrongful and constructive dismissal claims, human rights matters, and harassment complaints.

Before joining SpringLaw, Shauna practised at a labour and employment boutique and served for five years as in-house counsel at one of Canada's largest private sector unions. In that role, she conducted grievance and interest arbitrations and appeared before the Ontario Labour Relations Board, Canada Industrial Relations Board, and Human Rights Tribunal of Ontario.

Earlier in her career, she worked as a Research Associate at a healthcare union, supporting complex collective bargaining and interest arbitration processes with long-term care sector employers. This experience, combined with her legal practice, gives her a well-rounded perspective on both unionized and non-unionized workplaces.

Shauna brings a steady, strategic approach to her work, informed in experience on both sides of the workplace relationship. Clients value her for being thoughtful, clear, and decisive when navigating challenging workplace issues.

Outside of work, Shauna spends her time outdoors, exploring hiking trails or planning spontaneous road trips. In quieter moments, she enjoys experimenting in the kitchen. She brings that same curiosity and hands-on mindset to her legal practice: practical, focused, and ready to move things forward.



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