



Shreya Patel

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Shreya is an associate in our Employment & Labour Group.

Shreya's practice covers a broad range of labour and workplace human resources law. Shreya works with clients to identify pragmatic and creative solutions to workplace issues with a complete understanding of the clients' business and requirements.

She regularly advises employers in both unionized and non-unionized workplaces. Her experience extends to strategically advising clients on day to day human resources issues and advocating for them in front of arbitration boards, labour board proceedings, human rights tribunal and court proceedings. Shreya also has experience in workplace investigations, workers' compensation and occupational health and safety and assists clients with regulatory compliance, responding to Ministry of Labour orders and defending employers in health and safety prosecutions.

Prior to joining Torkin Manes, Shreya summered and articulated at a boutique management-side labour and employment firm. During law school, Shreya was the Co-Chair of the Advocacy Committee and competed in the Laskin Moot as a member of the Windsor Law team.

Expertise

- ▶ Employment & Labour

Publications & Presentations

- ▶ [Feb 17, 2022 | Torkin Manes LegalPoint](#)
Statutory Ban On Non-Competition Clauses Does Not Apply To Agreements Entered Into Prior to October 25, 2021
- ▶ [Feb 08, 2022 | Torkin Manes LegalPoint](#)
Arbitrator Strikes Down Employer's Automatic Termination Provision In A Mandatory Vaccination Policy
- ▶ [Jan 14, 2022 | Torkin Manes LegalPoint](#)
Being Placed On An Unpaid Leave of Absence Is Not A Denial of Seniority Rights
- ▶ [Nov 29, 2021 | Torkin Manes LegalPoint](#)
Are Employees Entitled to Sick Pay When Self-Isolating? Arbitration Award Provides Guidance

- ▶ [Nov 25, 2021 | Novel Coronavirus \(COVID-19\)](#)
When is a Mandatory Vaccination Policy Reasonable? Arbitration Award Provides Additional Guidelines
- ▶ [Jun 08, 2021 | Novel Coronavirus \(COVID-19\)](#)
"COVID-19 Period" Extended Again Under the ESA
- ▶ [Apr 23, 2021 | Novel Coronavirus \(COVID-19\)](#)
Business Closure Order for Peel and Toronto
- ▶ [Apr 07, 2021 | Novel Coronavirus \(COVID-19\)](#)
Mandatory Mask or Face Covering By-Law Not a Clear Violation of Human Rights
- ▶ [Dec 18, 2020 | Novel Coronavirus \(COVID-19\)](#)
Ontario Government Further Extends the "COVID-19 Period" Under the ESA
- ▶ [Dec 10, 2020 | Novel Coronavirus \(COVID-19\)](#)
Arbitrator Upholds Employer's Right to Impose Mandatory COVID Testing on Employees
- ▶ [Dec 01, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
Increased Web Page Accessibility Requirements for Private and Non-Profit Organizations in Ontario Come into Effect in 2021 and AODA Accessibility Report Due Date Extended
- ▶ [Oct 22, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
If Employees Work Overtime, Employers Must Pay Despite Overtime Policies
- ▶ [Oct 02, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
Temporary Wage Enhancements for PSWs and Direct Support Workers and Increase to Minimum Wage in Ontario
- ▶ [Sep 11, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
Ontario Government Extends Lay-Off Periods and Provides Further Temporary Relief Under the ESA
- ▶ [Jul 20, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
A Future and Remote Violation of the *Employment Standards Act* is Enough to Render an Employment Agreement Unenforceable
- ▶ [Jun 19, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
Court of Appeal Rules that "Cause" Existed to Invalidate Without Cause Termination Provision
- ▶ [Jun 02, 2020 | \[Novel Coronavirus \\(COVID-19\\)\]\(#\)](#)
Temporary Pandemic Pay Order Issued Pursuant to Ontario Regulation 241/20
- ▶ [May 22, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
Demoted Long Service Employee Receives 28 Month Notice Period and Aggravated Damages
- ▶ [May 04, 2020 | \[Novel Coronavirus \\(COVID-19\\)\]\(#\)](#)
Ontario Provides Employers With Workplace Safety Guidelines As Workplaces Prepare To Re-Open
- ▶ [May 01, 2020 | \[Novel Coronavirus \\(COVID-19\\)\]\(#\)](#)
Single-Employer Order Issued for Congregate Care Settings
- ▶ [Mar 04, 2020 | \[Torkin Manes LegalPoint\]\(#\)](#)
Labour Board Clears The Road For Food Couriers to Unionize
- ▶ [Jan 17, 2020 | \[Article\]\(#\)](#)
Workplace Policies That All Businesses Need
- ▶ [Oct 31, 2019](#)
Accommodating Service Animals and Emotional Support Animals in the Workplace
E-Alert
- ▶ [Jun 06, 2019 | \[Torkin Manes LegalPoint\]\(#\)](#)
Province of Ontario Introduces New Legislation to Cap Public Sector Wages
E-Alert

- ▶ [Apr 08, 2019 | Torkin Manes LegalPoint](#)
The Ontario Government Eliminates Certain Ministry of Labour Approvals
Torkin Manes LegalPoint
- ▶ [Feb 20, 2019 | Torkin Manes LegalPoint](#)
WSIB's New Policy On Medical Cannabis Will Be In Effect From March 1, 2019
E-Alert
- ▶ [Nov 23, 2018 | Torkin Manes LegalPoint](#)
Ontario Government Overturns Previous Labour Reforms
E-Alert
- ▶ [Oct 31, 2018 | Torkin Manes LegalPoint](#)
New Signs Required To Be Posted At Your Workplace Are Now Available
Torkin Manes LegalPoint

Memberships

- ▶ Canadian Bar Association
- ▶ Ontario Bar Association
- ▶ South Asian Bar Association

Credentials

- ▶ Called to the Ontario Bar, 2018

Education

- ▶ J.D., University of Windsor, 2017
- ▶ J.D., University of Detroit Mercy, 2017
- ▶ B.A. Honors, Political Science, York University, 2014