



Stephanie Kay

Associate

Contact Information

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Office

Toronto

Expertise

- Litigation
- Employment & Labour

Biography

Stephanie Kay is an associate in the Employment & Labour Group at Cassels. Stephanie maintains a broad practice in all areas of employment and labour law, including employment standards, occupational health and safety, human rights and terminations. Prior to joining Cassels as an associate, Stephanie was both a summer and articling student with the firm.

Stephanie graduated from the joint BCL/JD program at McGill University's Faculty of Law, where she completed a student clerkship at the Tribunal administratif du Québec. At McGill, Stephanie volunteered as a senior caseworker at the Legal Information Clinic at McGill and worked as a research assistant in privacy, technology and artificial intelligence. Stephanie also served as president of McGill OutLaw and VP Communications of the McGill Law Students' Association.

Before law school, Stephanie graduated with a Bachelor of Health Sciences (Honours) from McMaster University. She has previous work experience managing communications at a healthcare research institute as well as drafting workplace policies at a global technology company.

Outside of work, Stephanie is involved with Nightwood Theatre's annual Lawyer Show and is an avid swimmer.

Recent Representative Work

- Ferguson Completes Acquisition of FloWorks
- Avantus Aerospace acquires Shimco
- Riverside Partners Acquires Certified Collision Group

Insights

- The Proof is in the Paperwork: Ontario Court Upholds Termination for After-Acquired Cause
- A Smooth Exit: Best Practices for Offboarding Employees and Managing Risk (Webinar)
- A Degree in Deception: Alberta Court Upholds Termination For

Cause

Education / Bar Admissions

- BCL/J.D., McGill University
- Ontario, 2025