



Maria Constantine

Partner

Contact Information

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Office

Toronto

Expertise

- Employment & Labour
- Litigation

Biography

Maria Constantine (she/her/hers) is a partner in Employment & Labour Group at Cassels. Maria helps employers navigate employment relationships, litigation, and corporate transactions to comply with applicable employment laws and ultimately mitigate potentially significant financial, regulatory, and reputational risk.

In particular, Maria advises on employee hiring, discipline and dismissal, employment standards compliance, disability management and accommodation, workplace investigations, and human rights issues. She regularly represents employers in litigation matters and has appeared as counsel at all levels of court in Ontario and at a variety of administrative tribunals, including the Human Rights Tribunal of Ontario and Ontario Labour Relations Board. Maria has particular expertise in written advocacy and extensive experience drafting complex employment contracts and workplace policies. She also provides strategic advice on employment issues arising in complex corporate reorganizations, mergers, and acquisitions.

Maria has written extensively on topics relating to employment and human rights law and is a frequent speaker at employment law seminars and conferences. She is a member of Cassels' Corporate Responsibility Committee and is actively involved in the firm's pro bono initiatives.

Maria attended law school at Dalhousie University's Schulich School of Law, where she received several academic awards and graduated in the top ten percent of her class. Prior to attending law school, Maria obtained a Bachelor of Arts in International Development from McGill University, where she graduated with First Class Honours and ranked on the Dean's List.

Achievements

- *Best Lawyers: Ones to Watch* (Labour & Employment Law)

Recent Representative Work

- Nighthawk and Moneta Complete At-Market Merger to Form

STLLR Gold

- Geotech Drilling Services Completes Sale to Soletanche Freyssinet SAS
- SupplyOne Expands Beyond the U.S. with Its Acquisition of Crownhill Packaging
- Valani Global Acquires Market Security Analysis & Research
- The Estate of Eugene Melnyk Completes Sale of the Ottawa Senators Hockey Club

Insights

- Ontario Court Upholds For-Cause Dismissal of Health & Safety Manager for Mishandling of Her Own WSIB Claim
- 2023: The Year in Review in Employment Law
- Ontario Government Initiates Public Consultations on Potential OHSa Amendments Relating to Outdoor Air Quality and Heat Stress

Education / Bar Admissions

- J.D., Dalhousie University, 2013
- B.A. (Hons.) (International Development), McGill University, 2009
- Ontario, 2014

Associations

- Canadian Bar Association
- Law Society of Ontario
- Ontario Bar Association