

HILARY COOK

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DEGREES AND PROFESSIONAL QUALIFICATIONS

Osgoode Hall Law School of York University and the Society of Ontario Adjudicators and Regulators, Certificate in Adjudication for Administrative Agencies, Boards & Tribunals, December 2022

Industrial Relations Centre, Queen's University, Dispute Resolution Skills Program, May 2004

Admitted to the Law Society of Upper Canada, February 2001

Admitted to the State Bar of California and U.S. District Court, December 1994

University of Western Ontario, LL.B., June 1994

University of Toronto, B.A. (honours), English and French Language and Literature

LANGUAGES

English and French Certificate: French Evaluation Services Inc. Advanced Plus in oral and written French. Strong written and oral French.

CURRENT POSITIONS

Hilary Cook Dispute Resolution / Hilary Cook arbitre et médiatrice, Toronto, Ontario. (January 2025 – present) *Arbitrator and Mediator*: Conduct arbitrations, mediations, and independent workplace investigations specializing in the areas of Employment, Labour, and Human Rights law. Fully bilingual in English and French.

Administrative Penalty Tribunal, City of Toronto, Member. (April 2026 – present)

PREVIOUS POSITIONS

Trent University, Peterborough, Ontario. (January 2025 – April 2025) Contract Faculty: Design and teach courses in Educational Law, Ethics, and Professional Conduct.

Ontario Tech University, Oshawa, Ontario (September 2023 – May 2024) Contract Faculty: Designed and taught courses in Employment and Labour Law, and Employment Mediation.

Ontario Public Service Employees Union (OPSEU/SEFPO), Toronto, ON. (December 2002 – December 2024)

- *In-House Counsel (bilingual)*, Arbitrations Unit: Represented the union and its members as counsel in hearings, mediations, and mediation/arbitrations of grievances (at the Grievance Settlement Board, under the Colleges Collective Bargaining Act, and private sector arbitration), in appeals of long-term disability and insured benefits, and the Ontario Labour Relations Board. From 2002 to 2010 and again in 2024, I conducted hearings and made oral and written submissions in both French and English. (December

2002 to June 2016, September 2018 to September 2022 and May 2024 to December 2024)

- *Senior Advisor, People Culture and Equity* (November 2023 to May 2024) Responsible for providing operational support and strategic advice to the management and staff for a wide range of HR matters, including employee and labour relations, interpretation and administration of the collective agreements, recruitment, learning and development, organizational and workforce planning, change management, employee engagement, talent management and succession planning, while advancing efforts towards diversity and equity within the organisation.

- *Contract and Enforcement Strategist*: Researched, designed and implemented a pilot project to streamline strategic communication. (May 2023 to November 2023)

- *Advisor to the President, Government and External Affairs (acting)*: One of three advisors to OPSEU/SEFPO's president. Liaised with all levels of government, as well as unions and other external organisations. (January to April 2023)

- *Director, Human Resources and Labour Relations (acting)*: Oversaw twelve direct reports and staff of 350 + unionised and non-unionised employees. Led a team of Employee Relations/Labour Relations and Human Resource professionals in all aspects of labour relations and human resources during a transition period. Led and oversaw the accommodation/return-to-work process, hiring process, training and development, benefits and pension administration, collective bargaining, performance development and management, onboarding and orientation, career development, mentorship, policy development and implementation, workplace investigations, succession planning and collective agreement interpretation. (October 2022 to January 2023)

- *Legal Counsel (acting), Legal Services Division*: Working with OPSEU's General Counsel, I provided legal advice to leaders, members and staff on matters including collective bargaining, human rights, pension and benefits, administrative law, and civil litigation. Represented the union with respect to Duty of Fair Representation complaints and matters before the Human Rights Tribunal of Ontario. Represented members in regulated health professions before the Colleges of Social Work, Dieticians, Medical Laboratory Technologists, Respiratory Therapists, Physiotherapists, and Nurses. Reviewed and advised on the Changing Workplaces Review and Lobbyists Registration Act. (June 2016 to August 2017)

Office of the Worker Adviser (Ministry of Labour), Toronto, ON. (May 2001 - Dec. 2002)

- *Bilingual Worker Adviser*: Prepared and presented cases orally and by written submission at the Workplace Safety and Insurance Board, at the appeals review level, and at the Workplace Safety and Insurance Appeals Tribunal (WSIAT). (September to December 2002)

- *Legislative Interpretation Specialist*: Researched and analysed workers' compensation legislation, policy and caselaw. Advised agency staff on complex cases, legal and policy matters. Drafted submissions and acted as co-counsel on lead cases before the WSIAT.

Presented on workers' compensation issues at internal and external conferences. (May 2001 to August 2002)

Egale Canada, Toronto, ON. (1999 - 2013)

- *President* (August 2009 to November 2011).
- *Chair*: Legal Issues Committee. Egale works to advance equality for Canadian lesbian, gay, bisexual and transgender people and their families through political action, public education, and legal interventions. As Chair of the Legal Issues Committee I guided the choice of cases, selected and instructed counsel, and assisted in the drafting of facta etc. I represented Egale at French and English-language press conferences, media interviews, talk shows, and fundraisers. (September 1999 to November 2011)
- *Member*, Legal Issues Committee (September 1999 to 2013).

Ryder Wright Blair & Doyle, Toronto, ON. Student-At-Law: Articled with this firm which specializes in labour, employment, human rights, and workers' compensation law. (July 1999 to July 2000)

American Civil Liberties Union, San Diego, CA. Intern: Researched and wrote on a variety of civil rights cases including the use of force by the U.S. Border Patrol, prison overcrowding, a challenge to San Diego's juvenile curfew law, Republican Convention free speech court challenge, free speech hotline. (September 1994 to August 1996)

TEACHING AND PRESENTATIONS

Trent University Peterborough ON. Contract Faculty: Designed and taught EDUC 4190H Educational Law, Ethics and Professional Conduct. (Winter 2025)

Ontario Tech University. Contract Faculty: Designed and taught LGLS 3410 Employment and Labour Law, and LGLS 3610 Employment and Mediation. (2023 to 2024)

Trent University Durham GTA. Course Developer: Developed CHYS 2001H: Child and Youth Rights and Legal Issues, Child and Youth Studies. (2017)

Grievance Settlement Board Conference, Remedies – Ensuring They are Truly Remedial, Panel presentation with Michelle Flaherty, Deborah Layton, and Lisa Campagnone. (March 1, 2017)

OPSEU/SEFPO Provincial Human Rights Committee, Disability Rights in the Workplace, and Accommodation, (May 2, 2016)

Trent University School of Education, Guest lecture: Human Rights in Education (April 2016)

National Gay and Lesbian Task Force: Creating Change Conference. "The View From Here: LGBT legal rights in Canada", Milwaukee, November 10, 2001.

Office of the Worker Advisor. In-service trainings to all staff on Workers Compensation Topics: Earnings Basis and Workplace Stress.

PUBLICATIONS

Journal article: Bohorquez, P., Cook, H., Kamen, D., & Pendleton Jiménez, K. (accepted). Writing mothers: Cuentos from the playground. *Voces: A Journal of Chicana/Latina Studies*.

Book chapter: Cook, H. (2007). When schools aren't safe: The courts set the standard. In I. Killoran, & K. Pendleton Jiménez (Eds.), "Unleashing the unpopular": Talking about sexual orientation and gender diversity in education (pp. 7-14). Olney, MD: Association for Childhood Education International.

Lancaster House, Toronto, ON. Legal Editor/Writer: Wrote articles, analyses, and summaries of English and French language decisions for this publisher of labour, employment, and human rights law materials. (May 2001 to May 2002)

Law Society of Upper Canada: Connecting Communities with Counsel, Toronto, ON. *Contributor:* Wrote the Lesbian, Gay, Bisexual, Trans section for the lawyers' training manual for this program which aims to link under-served populations with pro bono legal services via existing community agencies. (March 2001)

Same-Sex Domestic Violence Taskforce, San Diego, CA. Established Domestic Violence Training and compiled training manual. (November 1995 to August 1996)

COMMUNITY SERVICE

Kensington-Bellwoods Community Legal Services, Toronto, Ontario. Board of Directors, Member (July 2001 to December 2011)

Lesbian and Gay Men's Community Center, San Diego, CA. Board of Directors, *Secretary:* Also *Chair,* program and personnel committee and *Chair,* nominations committee. *Chair* ad hoc mission statement, strategic plan, and retreat committee. (September 1996 to October 1998)

Same-Sex Domestic Violence Taskforce, San Diego, CA. *Member:* Legal and Shelter/Direct Services Sub-Committees. (November 1995 to August 1996)

Domestic Violence Prevention Project, San Diego, CA. *Counselor:* San Diego Volunteer Lawyer Program. (January 1994 to June 1994)

San Diego AIDS Foundation, San Diego, CA. *Legal Clerk:* AIDS Home Visit Program. (January 1994 to June 1994)

Community Legal Services, London, ON. *Caseworker.* (September 1991 to December 1993)

MEMBERSHIPS

AJEFO, l'Association de juristes d'expression française de l'Ontario. (Intermittent 2002 to present)

Association of Workplace Investigators. (April 2025 to present)

Canadian Bar Association. (Intermittent 2002 to present)

Law Society of Ontario. (2000 to present)

Ontario Bar Association. CPD Liaison: Labour and Employment Law section; Member-at-large: Alternative Dispute Resolution and Education Law sections. (2025 to present)