



**Caroline (Nini) Jones** B.A. (Hons.), LL.B.  
**Partner**

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Nini Jones is a partner at Paliare Roland Rosenberg Rothstein LLP. The focus of her practice is employment and union-side labour law. In addition, Nini has a special interest and expertise in human rights matters.

Nini is recognized for her resolute and effective representation of her clients' interests, and her ability to achieve results in keeping with their objectives and interests.

Nini's practice includes a substantial amount of work in the police sector, where she represents Police Associations in labour relations, human rights issues, collective bargaining, discipline, and other work-related disputes. She frequently works with private sector executives to ensure that they receive comprehensive and fair severance packages on termination, and in the negotiation of their new employment contracts.

Nini provides comprehensive advice to her clients about all aspects of labour and employment law, including human rights, employment standards, pay equity, and health and safety.

Prior to practicing law, Nini worked for a number of years, including as an organizer and representative for a private sector trade union and as an assistant to the Minister of Economic Development and Trade.

Nini also teaches Trial Advocacy at the University of Toronto, Faculty of Law.

**Education:**

University of Toronto, Faculty of Law, LL.B., 1999

Queen's University at Kingston, B.A. (Hons.), Economics

**Bar Admissions:**

Ontario, 2001

**Professional Affiliations:**

Canadian Association of Labour Lawyers

Canadian Bar Association

Ontario Bar Association

The Advocate's Society

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## Representative Work

- Nini was lead counsel to the Waterloo Regional Police Association in a class action brought against it, and successfully had the class action dismissed: *Rivers v. Waterloo Regional Police Services Board et al*, 2019 ONCA 267 (aff'g *Rivers v. Waterloo Regional Police Services Board*, 2018 ONSC 4307).
- Nini regularly represents union clients in collective bargaining and interest arbitration. Some examples include: *Ontario (Treasure Board Secretariat) v. OPSEU (Correctional Bargaining Unit)*, 2019 CanLII 24936 (ON LA), *Midland (Police Services Board) v. Midland Police Association*, 2018 CanLII 64925 (ON LA), *Brantford Police Association v. Brantford Police Services Board*, 2017 CanLII 47739 (ON LA), *Ontario v. Ontario Provincial Police Association*, 2016 CanLII 64875 (ON LA), *Guelph Police Services Board v. Guelph Police Association*, 2016 CanLII 63431 (ON LA), *Durham Regional Police Association v. Regional Municipality of Durham Police Services Board*, 2007 CanLII 27333 (ON LA), and *Durham Regional Police Association v. Durham Regional Police Services Board*, 2007 CanLII 45400 (ON LA).
- Nini acts for clients in all manners of grievance arbitrations, including, *Ontario Provincial Police Association v. Ontario (Provincial Police)*, 2018 CanLII 82193 (ON LA), *Windsor Police Services Board v. Windsor Police Association*, 2018 CanLII 34673 (ON LA), *Ontario Public Service Employees Union v. Ontario (Community Safety and Correctional Services)*, 2016 CanLII 48167 (ON GSB), *Brantford Police Association v. Brantford Police Services Board*, 2015 CanLII 60924 (ON LA), and *Toronto Police Association v. Toronto Police Services Board*, 2009 CanLII 45437 (ON LA).
- Similarly, Nini was counsel to the Sault Ste. Marie Police Association in a grievance regarding the Chief's discretion to schedule vacation, and its subsequent judicial review: *Sault Ste. Marie Police Services Board v. Sault Ste. Marie Police Services Association*, 2016 ONSC 7175. Nini was also counsel in a challenge to the limits of the Chief's discretion in *Cobourg Police Association v. Cobourg (Police Services Board)*, 2018 CanLII 84803 (ON LA).
- Nini has represented union clients in duty of fair representation cases, in courts and before administrative law tribunals, such as, *Cumming v. Peterborough Police Association*, 2013 ONCA 670 (aff'g *Cumming v. Peterborough Police Association*, 2013 ONSC 1544), *DaCosta v. Brantford Police Association*, 2019 CanLII 61927 (ON LA), *Leslie Butler v. Ontario Public Service Employees Union*, 2016 CanLII 10396 (ON LRB), and *Ronald Franklin v. Ontario Public Service Employees Union (OPSEU)*, 2015 CanLII 49869 (ON LRB).
- Nini regularly represents clients at the Human Rights Tribunal of Ontario and at the Canadian Human Rights Tribunal. Examples include: *Krieger v. Toronto Police Services Board*, 2010 HRTO 1361, *Emmons v. Brantford Police Services Board*, 2019 HRTO 573, *Worley v. Ontario Cycling Association*, 2016 HRTO 952 (CanLII), *James v. The Regional Municipality of Waterloo Police Services Board*, 2016 HRTO 206 (CanLII), *Adamson Estate v. Toronto Police Services Board*, 2013 HRTO 1983, and *Shallow v. Toronto Police Services Board*, 2013 HRTO 834 and *Thompson v. Royal Canadian Mounted Police*, 2007 FC 119.

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## Awards and Honours

- Recognized in the *2019 Canadian Legal Lexpert® Directory*:
  - *Repeatedly Recommended* – Workplace Human Rights – Employee
  - *Consistently Recommended* – Labour Relations - Labour
- Recognized as recipient of the Lexpert Zenith Award for Mid-Career Excellence in the practice area of labour relations
- Recognized by *Best Lawyers®* in Labour and Employment Law since 2013
- *Repeatedly Recommended* in the legal community by Lexpert Directory since 2015
- Previous recipient of a number of academic and extra-curricular awards, including the Dean Cecil A. Wright Key

## Publications/Presentations

Nini regularly speaks, provides workshops, papers, and continuing legal education to other lawyers, organizations, adjudicators, and clients on a range of issues, including administrative law, workplace discipline, addressing workplace criminal conduct, privacy and electronic communications, human rights, the duty to accommodate, grievance handling, labour and employment damages, not-for-profit board governance, and collective bargaining strategy.