

Andrea M. Marsland

Partner

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Andrea's practice focuses on employment law.

As a partner in the Employment and Labour Group, Andrea represents employers in wrongful dismissal actions and provides advice to employers in all facets of employment law including negotiating and drafting employment agreements, severance packages, confidentiality agreements, non-competition agreements, non-solicitation agreements, termination letters and human resource policies.

Andrea also provides advice to employers regarding employment standards, human rights and human resource issues. Andrea frequently attends the workplace itself to provide training seminars and to conduct workplace investigations. She has significant experience in injunctive proceedings as they relate to the enforcement of restrictive covenants contained in employment contracts.

Andrea publishes a newsletter entitled *Employment Matters* and is bilingual in English and French.

PRACTICE AREAS

Employment and Labour

Occupational Health Safety

Employment Litigation

Human Rights Law

Workplace Safety and Insurance

Litigation and Dispute Resolution

Education & Memberships

EDUCATION

University of Ottawa, LL.B., 2001

University of Western Ontario, B.A., 1998
[History and Political Science](#)

MEMBERSHIPS

**Association des juristes d'expression
française de l'Ontario**

Advocates' Society

Law Society of Ontario

Ontario Bar Association

Canadian Bar Association

Recent Insights

EMPLOYMENT AND LABOUR

Superior Court Finds Employers Cannot Terminate "At Any Time"

Article

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Ring in 2023 With an Internal HR Compliance Audit

Article

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Mandatory Vaccinations in the Workplace

Article, COVID-19 Resource

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Deemed IDEL Extended to January 2, 2021

COVID-19 Resource

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Termination Clauses Update: Your “For Cause” Provision Might Now Invalidate Your “Without Cause” Provision

Article

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Is Your Organization Ready for the Coronavirus?

COVID-19 Resource

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Can I Date My Colleague?

Article

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Are You in Compliance With Your HR Obligations Going Into 2020?

Article

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Bill 148 Received Royal Assent: Significant Changes To The Employment Standards Act

Article

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Bill 148: Proposed Changes to The Employment Standards Act

Article

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Bonuses During The Notice Period Case Law Update

Article

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When Going AWOL Can Mean Job Abandonment

Article

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Limit Your Liability to Pay Bonuses During Notice Period

Article

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Recent Decision on Severance Pay

Article

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New Leaves of Absence Added to the Employment Standards Act (Bill 21)

Article

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Update on “Family Status”

Article

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Should Employers Provide References for Departing Employees?

Article

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Human Rights Update

Article
