



Andrew McCreary, a lawyer in Hicks Morley's Ottawa office, devotes his practice to employment law. Andrew works particularly with employers in the financial services, technology and defence sectors as well as those in government outsourcing. This work has included the defence of numerous wrongful dismissal claims and human rights applications.

Andrew also frequently addresses departing employee issues including the successful pursuit of injunctions, *Anton Piller* relief, recovery of corporate data and damages awards at trial.

He has repeatedly appeared at the Court of Appeal for Ontario, in cases enforcing executive employment agreements, overturning wrongful dismissal damage awards, upholding findings of cause for dismissal and maintaining the award of damages against departing employees.

Andrew also provides regular and ongoing advice to clients to mitigate litigation risk.

Practice Areas

[Employment Law](#) [Human Rights](#) [Litigation](#)

Industries

[Education](#) [Financial Services](#) [Manufacturing](#) [Media & Communications](#) [Professional & Technical Services](#)

Awards & Recognition

Best Lawyers in Canada (2019-2020)

Labour and Employment Law

Canadian Legal Lexpert Directory (2019-2020)

Employment Law (Repeatedly recommended)

Memberships & Affiliations

Canadian Bar Association – Member

Ontario Bar Association – Member (Civil Litigation and Labour & Employment Law Sections)

Canadian Mental Health Association of Ottawa-Carleton – Past-President

Select Publications & Presentations

“Extraordinary Damages,” Six Minute Employment Lawyer, County of Carleton Law Association (September 19, 2019)

“Employment Law” HRPB Brockville and District Chapter – Eastern Ontario Legal Conference (April 12, 2019)

“Managing Acquisitions – Change Management” HRPB Ottawa: Breakfast (March 8, 2018)

“The Human Rights Code – How to do Human Rights right” HRPB Ottawa Law Conference (November 1, 2017)

“Employment Issues in Asset and Share Transactions,” Six Minute Employment Lawyer, County of Carleton Law Association (September 21, 2017)

“The Employee Life Cycle” 2016 HRPAA Ottawa Chapter Law Conference (October 27, 2016)

“Update on Notice Periods,” Six Minute Employment Lawyer, County of Carleton Law Association (September 22, 2016)

Employment Law Panel, County of Carleton Law Association Annual Civil Litigation Conference (November 22, 2014)

“Human Rights Claims in the Courts” Six Minute Employment Lawyer, Ottawa (September 18, 2014)

“New Accessibility Laws: What you Need to Know” *Ottawa HR Magazine, Ottawa Business Journal*, (May 23, 2011)

Contributing Author, “E-Discovery in Canada”, Todd Burke et al., Toronto (2008)

Education

Queen’s University, LL.B.