Alex Lemoine is a labour and employment lawyer practising out of Hicks Morley's Toronto office. He provides timely, strategic and practical advice to assist employers with maximizing the potential of their workplaces, including through the development, review and amendment of agreements, plans, policies and procedures related to labour and employment matters.

Alex also assists employers with workplace reductions and restructurings as well as the resolution of current or potential workplace disputes through both informal procedures and formal proceedings (such as wrongful dismissal actions or human rights applications, including matters before the Ontario's courts as well as various administrative tribunals).

Alex advises clients throughout Canada as well as international and U.S.-based clients with operations in Canada. He has extensive experience with clients in a variety of industries, including financial services, manufacturing, retail and wholesale trade, and technology.

Alex is well-regarded for his practical approach to client advice. He works closely with his clients to develop a thorough understanding of their business operations to tailor effective strategies that meet their unique circumstances. Alex strives to deliver unparalleled client service, including by being highly responsive and accommodating clients' busy schedules.

Prior to his time at Hicks Morley, Alex worked at a large full-service firm in downtown Toronto and in the legal department of a well-known multi-national corporation. These experiences gave him greater insight into practical client needs and further heightened his commitment to client service.

Outside of his busy practice, Alex is equally busy at home with his wife, son and daughter. He is an ardent supporter of charities for children and adults with exceptionalities.

Practice Areas

Employment Law Human Rights Labour Relations Litigation Litigation - Injunctions Litigation - Wrongful & Unjust Dismissals

Industries

Energy & Utilities Financial Services Hospitality & Gaming Manufacturing Mining & Natural Resources Retail & Wholesale Trade Technology Transportation & Warehousing

Memberships & Affiliations

Ontario Bar Association – Member (Labour & Employment Law)

Canadian Bar Association – Member

The Advocates' Society – Member

Select Publications & Presentations

"Factors Applied in Determining Independent/Dependent Contractor" *Canadian Corporate Counsel*, Volume 31, No. 3 (April/May 2022)

"Alex Lemoine on how to navigate fixed-term employment relationships" *HRD Canada* (October 11, 2023)

Education

Osgoode Hall Law School, J.D.

Carleton University, B.A. (Hons.)