



Andrew McCreary, a lawyer in Hicks Morley's Ottawa office, devotes his practice to labour and employment law. He predominantly works with employers in the financial services, technology, medical 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 in addition to union organizing campaigns, grievance arbitrations and labour board proceedings.

Andrew frequently addresses departing employee issues including the successful pursuit of injunctions, *Anton Piller* relief, recovery of corporate data and damages awards at trial. He takes the time to build an intimate understanding of his clients, their businesses and their organizational cultures and he customizes his advice to reflect this. He is practical and assertive in his approach to developing unique solutions to his clients' problems and he provides regular guidance to mitigate litigation risk.

Andrew has repeatedly appeared at the Court of Appeal for Ontario as well as 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.

Practice Areas

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



Industries

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

Awards & Recognition

The Best Lawyers in Canada™ (2019–2022)

Labour and Employment Law

Canadian Legal Lexpert® Directory (2019–2022)

Employment Law (Consistently 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

County of Carleton Law Association – Member

Select Publications & Presentations

“Waksdale: Back to the Drawing Board?” County of Carleton Law Association Annual Civil Litigation Conference (November 26, 2020)

“Employment Litigation Arising from COVID-19” Kingston and the 1000 Islands Legal Conference (September 25, 2020)

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

“Employment Law” Human Resources Professional Association, Brockville and District Chapter – Eastern Ontario Legal Conference (April 12, 2019)

“Managing Acquisitions – Change Management” Human Resources Professionals Association, Ottawa Chapter, Breakfast (March 8, 2018)

“The Human Rights Code – How to do Human Rights Right” Human Resources Professionals Association, Ottawa Chapter, 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 Human Resources Professionals Association, 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.

University of Western Ontario, B.A.