

# 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**

## Recent Insights

### EMPLOYMENT AND LABOUR

**Ring in 2025 With an Internal HR Compliance Audit**

Article

### EMPLOYMENT AND LABOUR

**Employers Take Notice: Updates to the Employment Standards**

## 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**

## Awards & Recognition

**The Best Lawyers™ in Canada**  
[Labour and Employment Law](#)

**Act**

Article

**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

**EMPLOYMENT AND LABOUR**

**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

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