

Donna M. D'Andrea

Partner
Toronto

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Year of Call: Ontario, 1998



Donna D'Andrea is a management labour relations and employment lawyer in Hicks Morley's Toronto office. Donna provides practical and strategic advice to employers in all matters related to wrongful dismissal, human rights complaints, employment standards claims, union organizing campaigns, collective bargaining, grievance arbitration and occupational health and safety.

Donna leads the firm's Hospitality and Gaming Industry Practice Group and she serves as chief spokesperson for most major hotel chains in their negotiations with unions and is known for her expert negotiation skills. Donna regularly appears before the Human Rights Tribunal, the courts, grievance arbitrators and the Ontario Labour Relations Board. She participates in the employment and labour law aspects of business transactions including mergers, acquisitions and business restructurings.

In addition to speaking at employer organization and industry meetings, Donna conducts in-house seminars for clients on such topics as harassment, discrimination, accommodation, terminations, performance management and management/union relations.

Areas of Practice

Employment Law, Labour Relations, Litigation, Human Rights, Occupational Health and Safety

Industries

Arts and Sports, Financial Services, Hospitality and Gaming, Manufacturing, Media and Communications, Mining and Natural Resources, Retail and Wholesale Trade, Transportation and Warehousing

Awards and Recognition

The Best Lawyers in Canada™ (2014–2024) – Labour and Employment Law

Best Lawyers® – 2018 Global Business Edition – Labour and Employment Law

Canadian Legal Lexpert® Directory (2014–2023) – Employment Law, Labour Relations (Consistently Recommended)

Chambers Canada – Band 5 (2020–2024) – Employment & Labour, Ontario

Who's Who Legal – Global Leader (2022–2023) – Labour & Employment

Who's Who Legal – National Leader, Canada (2020–2023) – Labour, Employment & Benefits

Representative Work

Lead counsel to multinational and national hotel chains and to hotel management companies in connection with all matters related to the workplace and guest complaints under all provincial legislation. Instrumental in negotiating collective agreements that exert major influence on the hospitality industry across the country.

Counsel to a gaming facility in its first contract negotiations and in respect of all labour and employment matters.

Lead counsel in multiple Applications for Certification in the hospitality and gaming industry.

Counsel to a national media and communications company in respect of all labour and employment matters.

Counsel to financial services institutions in respect of all their dismissal-related matters including those that proceed to court.

Counsel to various companies in connection with the labour and employment aspects regarding the sales of their businesses.

Lead counsel to a client with a matter proceeding to the Human Rights Tribunal of Ontario related to transgender issues.

Select Publications and Presentations

“Employment Law for Hospitality Operators: A Crash Course in Employment Law and What Every Operator and Manager Should Know and Be Prepared For” Ontario Restaurant Hotel & Motel Association: Ontario Hospitality Conference 2023 (October 3, 2023)

“An Owner, GM, Management Company & Union Rep Walk into a Hotel Bar” Hotel Association of Canada Conference (February 8, 2018)

“Terminating an Employee: Best Practices for Managing the end of an Employment Relationship” Club Manager Quarterly, Canadian Society of Club Managers (Spring 2016)

Memberships and Affiliations

Canadian Bar Association – Member

Ontario Bar Association – Member (Alternative Dispute Resolution, Civil Litigation and Labour & Employment Law)

The Advocates' Society – Member

Notary Public

Humber College Program Advisory Committee, Graduate Certificate in Hospitality Operations Management and Bachelor of Commerce Degree in Hospitality and Tourism Management – Member

Education

University of Western Ontario, LL.B.

York University, B.A. (Hons.)