Christopher McClelland

Partner

He/Him
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CALLED TO THE BAR OF ONTARIO, 2008

EDUCATION

- LL.B.,University of Victoria
- B.A.,University of Calgary
- B.Com.,University of Calgary

PRACTICE AREAS

- Employment & Labour
- Privacy
- Cyber, Information and Privacy Risk

Christopher takes a thoughtful, practical and confident approach to his practice, always aiming to earn the loyalty of his clients. He focuses on developing long-term, ongoing relationships, from which to create people-oriented solutions. He is articulate and knowledgeable, using logic and a thorough understanding of the law relating to employer-employee relations to solve problems.

Acting on behalf of both employers and employees, Christopher's practice focuses on all aspects of labour, employment and human rights law. He has also developed an expertise in privacy law, particularly with respect to its application in the workplace. In providing this advice, Chris is able to draw upon the experience he gained through a six month secondment working as in-house counsel for one of Canada's largest retailers.

Christopher has a wide range of litigation experience in nearly every type of forum in Ontario involving employment and labour law. He has appeared as lead counsel before all levels of court in Ontario (including the Ontario Court of Justice in quasi-criminal matters), the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board and the Canada Industrial Relations Board, and numerous arbitration boards.

Christopher has a track record of success before appellate courts on behalf of both appellants and respondents. Cases he has

argued have been reported in major Canadian law reports, such as the *Ontario Reports* and the *Business Law Reports*, and referred to in employment and labour law textbooks. In one widely-cited decision (*Devaney v. ZRV*), he successfully represented the applicant in a human rights case that addressed the scope of an employer's obligation to accommodate an employee's needs related to care of an elderly parent. The case represented the first instance in Canada of a tribunal recognizing that eldercare needs are protected under human rights legislation.

In addition to his litigation practice, Christopher also provides clients with strategic advice and assistance on various workplace matters. He is involved in drafting and negotiating employment agreements, advising clients on all aspects of organizational restructurings, developing and reviewing policies and privacy policies, and providing training to employees on new developments in the law. He also provides his clients with practical and straightforward advice on complying with their obligations under privacy laws.

EXPERIENCE

- *Niang v Lakeshore Gardens Co-operative Homes Inc*, 2016 HRTO 189
- *Murray v G4S Secure Solutions (Canada) Ltd*, 2015 HRTO 940
- *Lewis v Lavern Heideman & Sons Ltd*, 2015 ONSC 3752
- *Qamar v G4S Secure Solutions (Canada) Ltd*, 2015 HRTO 386
- *Knox v Niagara Falls Taxi Ltd*, 2014 ONCA 140
- *International Union of Operating Engineers, Local 793 v 1476247 Ontario Limited (DeGrandis Concrete Pumping)*, 2014 CanLII 53384 (ON LRB)
- *Whitfield v Steckley*, 2014 ONSC 1742
- *Gill v CPNI Inc*, 2014 ONSC 6500, aff'd 2015 ONCA 833
- *Ali v Fruci*, 2014 ONCA 596
- *Ram v Celco Inc*, 2014 CanLII 74839 (ON LRB)
- *United Brotherhood of Carpenters and Joiners of America, Local 27 v Diamond Aluminum Inc*, 2013 CanLII 21008 (ON LRB)
- *Devaney v ZRV Holdings Ltd*, 2012 HRTO 1590
- *G4S Secure Solutions (Canada) Ltd v UFCW, Local 333* (2012), 218 LAC (4th) 313 (ON LA)
- *G4S Secure Solutions (Canada) Ltd v UFCW Canada Local 333*, 2011 CanLII 26532 (CA LA)
- *St. Croix v Terceira*, 2009 CanLII 32264 (Ont Sup Ct J)
- *St. Croix v Terceira*, 2009 CanLII 66613 (Ont Div Ct)

RECOGNITION

- Recipient of the *Mondaq Thought Leadership Award* 2025 in the Employment and HR category

MEMBERSHIPS

- Law Society of Ontario
- Ontario Bar Association
- The Advocates' Society

RELATED SPEAKING ENGAGEMENTS

- September 28, 2021
  Speaker, COVID-19 - Returning to Work During the 4th Wave in Ontario

RELATED PUBLICATIONS

- May 29, 2026
  Employment Update: Ontario Introduces Bill 105, the Protecting Ontario's Workers and Economic Resilience Act, 2026
- December 18, 2025
  Employment Update: Long-Term Illness / Sick Leave in Canada: What Employers Need to Know
- November 27, 2025
  Employment Update: Restrictions on Employer Sick Note Requests in Canada - Nov 2025
- October 30, 2025
  Employment Update: Guidance from the Court on the Forfeiture of Equity Incentives Upon Dismissal
- June 23, 2025
  Author, Employment Update: Reminder to Employers Regarding Imminent Changes to Ontario Workplace Legislation
- March 12, 2025
  Author, Employment Update: Enforceability of Termination Clauses in Ontario: The Saga Continues
- December 18, 2024
  Author, New Ontario ESA requirements regarding pay transparency, job postings and more coming in 2025 and 2026
- November 01, 2024
  Author, Ontario's Fifth Working for Workers Act Receives Royal Assent
- June 13, 2024
  Author, Ontario Introduces the Working for Workers Five Act, 2024
- April 04, 2024
  Author, Ontario Working for Workers Four Act, 2023, Receives Royal Assent

- November 09, 2023
  Co-Author, Employment Update: Pay Transparency, the Use of AI in the Hiring Process, and More
- April 17, 2023
  , Employment Update: Enforcing Employment Contracts After Substantial Changes
- March 28, 2023
  , Employment Update: Ontario Introduces Bill 79, The Working For Workers Act, 2023
- February 13, 2023
  Author, Employment Update: What Employers Need to Know About Recent Legal Developments Relating to Employment Contracts
- March 16, 2022
  Author, Employment Update: New guidance - Ontario's "disconnecting from work" policy and non-competes

IN THE MEDIA

- January 23, 2026
  Christopher McClelland Speaks with Canadian HR Reporter on Compliance Considerations for Extended Job-Protected Sick Leaves