



Hugh A. Christie

Counsel | Toronto

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Hugh Christie is the founding managing partner of Ogletree Deakins (Canada), having started the firm in 2016 and been its managing partner until 2024. Hugh provides commercial and public sector clients with advice on all elements of employment law, from pre-hiring through recruitment, drafting agreements, benefit plans and policies, discipline, promotion, succession planning, termination and post-employment obligations. Hugh deals with employment issues arising out of restructuring of the workplace as a result of corporate transactions and trans-border employment issues.

Hugh is co-chair of the Advisory Board at the Centre for Law in the Contemporary Workplace (CLCW) at Queen's University, Faculty of Law. The CLCW is the first of its kind in Canada.

Hugh has lectured at the Law Society of Ontario, instructed at its Bar Admission Course, and lectured at the Canadian Bar Association, The Advocates' Society, the Human Resources Professionals Association of Ontario, the Canadian Corporate Counsel Association, and various universities across Canada, including the Joseph L. Rotman School of Management, University of Toronto, and the Faculty of Law at Queen's University. In 2020, Hugh was recognized for his lifetime contributions to the legal profession and, in particular, labour and employment law in Canada, by the Queen's University Alumni Association with their award of highest honour, the Alumni Achievement Award.

EDUCATION

- LL.M., *Mark of Distinction*, London School of Economics, 1987
- LL.B., Queen's University, 1981

ADMITTED TO PRACTICE

- Ontario, 1983
- Hong Kong, 1989
- England & Wales, 1988

PRACTICE AREAS

Arbitration and Alternative
Dispute Resolution
Cross-Border
Employment Law
Global Reorganizations
Mergers and Acquisitions
Unfair Competition and
Trade Secrets

INDUSTRY GROUPS

Financial Services

HONORS AND AWARDS

- Fellow, College of Labor and Employment Lawyers
- *Legal 500 Canada* (2016)
- Recognized in [*The Best Lawyers in Canada*](#)® for Labour and Employment Law (2013-2025)
- *Canadian Legal Lexpert Directory* (2011, 2012, 2014, 2015, 2016, 2018, 2019, 2020, 2022, 2024, 2025)
- *Chambers Global Guide* (2010)

PROFESSIONAL ACTIVITIES

- Fellow, Chartered Institute of Arbitrators
- Past board member, The Advocates' Society
- Past Vice Chair of the Board of Trustees, Queen's University
- Past Chair, Queen's University - Audit Committee
- Past Chair, Algonquin Forestry Authority

SPEECHES

- Corporate Labor and Employment Counsel Exclusive - "Pandemic Recovery: Round 4-Cross-Border COVID Conundrums" - Amelia Island - November 12, 2021
- Ogletree Deakins Podcast - "Quarantine Restrictions in Canada: A Very Welcome Break" - July 19, 2021
- Ogletree Deakins Webinar - "Canada Update: Managing the Next COVID-19 Wave and Critical Developments From 2020" - January 20, 2021
- Corporate Labor and Employment Counsel Exclusive - "PTI Worldwide: Key Developments Around the Globe" - November 11, 2020
- TLOMA Human Resources SIG Event - "COVID-19 and Employment Law" - September 30, 2020
- Ogletree Deakins Webinar - "Canada Update: Reopening Canadian Workplaces and Recent Decisions Affecting Termination and Arbitration Clauses" - August 19, 2020
- Ogletree Deakins Webinar - "Reopening Workplaces in Canada: An Update for Employers" - June 17, 2020
- Ogletree Deakins Webinar - "COVID-19 Update for Canadian Employers - Part 2" - April 22, 2020
- Ogletree Deakins Webinar - "COVID-19: Managing Your Canadian Workforce" - March 31, 2020
- Ogletree Deakins Workplace Strategies Seminar - "So Close, Yet So Far: The Employment Laws of Canada and Mexico" - Las Vegas - May 3, 2019
- Ontario Bar Association's 17th Annual Current Issues in Employment Law Seminar - "Executive Contracts and Complex Compensation" - Toronto - May 9, 2019

- Labor and Employment Counsel Exclusive - "One Problem, One Continent, Three Countries: Employment Solutions for North America" - Boca Raton - November 9, 2017

MEDIA QUOTES

- September 5, 2023 - [The Globe and Mail](#) - "Global firms are hiring Canadian talent to work remotely"
- May 31, 2022 - [Canadian Lawyer](#) - "Legal considerations for in-house counsel navigating the return-to-work phase"
- August 17, 2021 - [CBC Radio](#) - "Remote working could cause jurisdictional headaches for some employers"
- May 12, 2021 - [Canadian HR Reporter](#) - "5 key questions about employees working in another jurisdiction"
- January 19, 2016 - [The Globe and Mail](#) - "Goodwill workers in Ontario left in 'legal limbo' union says"

PUBLISHED WORKS

- June 22, 2023 - Ogletree Deakins Blog Post - "Three Options for Non-Canadian Employers Hiring Remote Employees in Canada"
- June 19, 2023 - Ogletree Deakins Blog Post - "New Canada Labour Code Regulatory Amendments: What Employers Need to Know"
- November 15, 2022 - Ogletree Deakins Blog Post - "Canada Introduces Legislation to Combat Modern Slavery in Supply Chains"
- October 13, 2022 - Ogletree Deakins Blog Post - "Canada Temporarily Lifts International Students' Off-Campus Work Limits"
- September 27, 2022 - Ogletree Deakins Blog Post - "Canada Announces Removal of COVID-19 Border Entry Requirements"
- July 19, 2021 - Ogletree Deakins Blog Post - "Quarantine Restrictions in Canada: A Very Welcome Break"
- May 3, 2021 - Ogletree Deakins Blog Post - "Does the Ontario Employment Standards Act, 2000 Apply? The Implications of Employees Relocating to Work Remotely in Another Jurisdiction"
- April 22, 2021 - Ogletree Deakins Blog Post - "Does the Ontario Employment Standards Act, 2000 Apply? The Implications of Employees Relocating to Work Remotely in Another Jurisdiction"
- April 6, 2020 - Ogletree Deakins Blog Post - "Delay the USMCA? Business Leaders Call for Postponing Implementation of the 'New NAFTA'"
- February 23, 2017 - Ogletree Deakins Blog Post - "Employing Minors in the Entertainment Industry: A Primer for Employers Doing Business in Canada"

QUEEN'S OFFICES AND AWARDS

- President of the Alma Mater Society 1977-1978
- Rector of the University 1978-1980
- Member of the Board of the Association of Universities and Colleges of Canada 1979-1980
- President of the Alumni Association 1988-1989
- Founding board member of the Ontario Federation of Students

AWARDS

- ASUS Award (1978)
- Tricolour Award (1979)
- AE Macrae Award (1981)
- Toronto Branch Award (1995)
- Distinguished Service Award (1997)
- HRS Ryan Law Alumni Award of Distinction (2011)
- Alumni Achievement Award (2020)
- Appointed Trustee Emeritus by the Board of Trustees

OTHER

- Board member Canada's National History Society