



### Alexis Radojcic

**Associate**

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Alexis Radojcic has a general management-side labour and employment law practice.

Alexis advises clients on a broad range of labour and employment law issues including wrongful dismissal, contracts, workplace policy and procedure, accommodation, human rights, and employment standards compliance.

Alexis has assisted employers with allegations of wrongful dismissal and applications for certification before the Ontario Labour Relations Board, as well as claims of discrimination under the *Ontario Human Rights Code*.

During law school, Alexis competed in the Philip C. Jessup International Law Moot Court Competition, where her team placed first overall in Canada to become the 2015 Canadian National Champions. They went on to compete at the Jessup international rounds in Washington D.C., finishing in the top 16 out of over 100 teams. While completing her Bachelor of Commerce Alexis spent a semester abroad at Bocconi University. She also participated in a law school exchange with the University of Hong Kong.

#### RELATED SERVICES

- Employment
- Human Rights
- Litigation, Arbitration and Investigations

#### LANGUAGES SPOKEN

English

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- English

#### CREDENTIALS

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##### Admissions

- Ontario, 2017

##### Education

- J.D., (*cum laude*) University of Ottawa, 2016
- B.Com., McGill University, 2012

## Memberships

- Member, Law Society of Ontario
- Member, Canadian Bar Association

## INSIGHTS

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### Publications

#### Ontario launches “Stop the Spread” COVID-19 information hotline

26 MAR 2020

Canadian Employment Law Updates - COVID-19

Canada in Focus

The Office of the Premier of Ontario announced the launch of a toll-free phone line to respond to inquiries from businesses concerning the Province’s emergency order requiring all “non-essential” / “at-risk” workplaces to close, effective March 24, 2020 at 11:59 p.m.

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#### The rubber hits the road: the Ontario Labour Relations Board holds that Foodora couriers are dependent contractors

11 MAR 2020

Canada in Focus

In the Ontario Labour Relation Board’s first decision concerning workers in the “gig economy”, the OLRB held that Foodora Inc. couriers are “dependent contractors” under the *Labour Relations Act, 1995*. As dependent contractors, Foodora’s couriers are entitled to organize and be represented by a trade union.

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#### Round-up of the Ontario Court of Appeal’s employment decisions in 2019

19 FEB 2020

In 2019, the Ontario Court of Appeal provided us with invaluable guidance on matters of employment law.

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#### An employer’s guide for what NOT to do: *Ruston v. Keddco Mfg. (2011) Ltd.*

7 OCT 2019

Canada in Focus

In *Ruston v. Keddco Mfg. (2011) Ltd.*, 2019 ONCA 125, the Ontario Court of Appeal affirmed that an employer’s improper conduct in the course of terminating an employee’s employment and during the course of the ensuing litigation warranted a significant punitive damages award against the employer. The decision provides some helpful reminders for employers.

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#### Ontario Court of Appeal provides fresh guidance on capped notice periods and post-termination bonus entitlements

31 JUL 2019

Canada in Focus

On June 19, 2019, the Ontario Court of Appeal released its decision in *Dawe v. Equitable Life Insurance Company*, 2019 ONCA 512. The decision provides insight on the level of precision and detail needed to draft an “actively employed” precondition that

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clearly restricts post-termination bonus entitlements.

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