



### Matthew Demeo

**Associate**

matthew.demeo@dlapiper.com

**Toronto**

T: +1 416 941 5394

F: +1 416 777 7411

Matthew is a practical and strategic labour and employment lawyer who advises employers on complex workplace issues and advocates for them in negotiations and legal disputes.

Matthew routinely assists organizations navigate a broad range of human resources issues, including employee recruitment, discipline and termination, executive employment arrangements, labour relations, organizational change and business reductions and closures. He also advises private and public sector employers on their rights and obligations relating to employment standards, human rights, workplace bullying and harassment and occupational health and safety. His experience includes working with clients throughout Canada, the United States, and abroad.

His practice includes the representation of employers at labour arbitrations, before administrative tribunals and at the Ontario and Federal courts. He has acted as lead spokesperson in collective bargaining negotiations and assisted employers in crises, including in response to union organizing campaigns and strikes.

Matthew is frequently called upon to provide strategic employment and labour law advice on corporate transactions, draft and enforce employment agreements and restrictive covenants, including non-competition, non-solicitation and confidentiality agreements, conduct workplace investigations and deliver training on a wide-range of workplace topics.

Before pursuing his career in law, Matthew was a Human Resources Manager in the manufacturing industry.

- Corporate
- Employment
- Human Rights
- Occupational Health and Safety
- Litigation, Arbitration and Investigations

English

## LANGUAGES SPOKEN

- English

## Admissions

- Ontario, 2013

## Recognitions

- Vincent Principi Memorial Award in Labour Law, 2012
- David Sabbath Prize in Collective Agreement and Arbitration, 2012

## Education

- J.D., Queen's University, 2012
- M.I.R.H.R., University of Toronto, 2008
- B.M.O.S., University of Western Ontario, 2007

## Memberships

- Law Society of Ontario
- Canadian Bar Association
- Ontario Bar Association
- Canadian Association of Counsel to Employers

---

## Publications

### **Non-compete agreements out, right-to-disconnect policies in: Ontario Government tables first non-pandemic related workplace legislation in months**

27 October 2021

In a move surprising many employers, the Ontario Government introduced Bill 27, *Working for Workers Act, 2021*, signalling that the post-pandemic era may not be 'business as usual' for many Ontario employers.

---

## Events

- Speaker, "Vaccines in the Workplace: Rights and Limitations on Requiring Vaccination", DLA Piper Webinar, February 2021
- Speaker, "Leave and Benefit Entitlements: Avoiding Costly Mistakes", Preparing for Further Changes to The Canada Labour Code, Infonex Virtual Conference, March 2021

## NEWS

---

### **DLA Piper advised Webjet on acquisition of Trip Ninja**

26 November 2021

On November 24, 2021, Webjet Limited (ASX: WEB) announced their agreement to acquire Canadian travel technology company Trip Ninja Inc.

---

### **DLA Piper Canada advised Hush Blankets on its acquisition by Sleep Country**

22 October 2021

On October 22, 2021, Canada's leading omni-channel specialty sleep retailer, Sleep Country Canada Holdings Inc. (TSX: ZZZ), acquired a majority share of Hush Blankets Inc.

---

### **DLA Piper (Canada) LLP welcomes associate Matthew Demeo**

30 November 2020

DLA Piper (Canada) LLP is pleased to welcome Matthew Demeo to the firm's Toronto office as an associate in the Employment and Labour group.

---