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Mr. Andree is a partner at Gowling Lafleur Henderson LLP's Waterloo region office, and is the Waterloo region office and national practice group leader—employment and labour law. He focuses his practice in the area of employment law and human rights. Mr. Andree assists clients in many areas including employment agreements; absenteeism and leaves of absence management; pretermination advice and strategy; wrongful dismissal and other types of employment-related litigation; enforcing fiduciary duty, confidentiality, noncompetition and nonsolicitation obligations; and ensuring compliance with workplace privacy law obligations. He represents clients before courts and administrative tribunals including the Court of Appeal for Ontario, Ontario Labour Relations Board and the Human Rights Tribunal of Ontario. Mr. Andree advises both owner-operated businesses and multinational organizations in many sectors of the economy including technology, manufacturing, health care, professional services, retail, not-for-profit and temporary employment. He has often made presentations to foreign companies with operations in Canada regarding differences in Canadian employment law and practices. Mr. Andree is a graduate of the College of Law, University of Saskatchewan with distinction, and has been called to the bar in both Alberta and Ontario.