Danielle Rawlinson

Senior Associate

T 416.367.6014
F 416.367.6749
Toronto
DRawlinson@blg.com
LinkedIn

Labour & Employment
Employment Disputes
Human Rights
Labour Relations Board Advocacy Work
Grievances & Arbitrations
Human Resources & Labour Relations
Workplace Harassment

Danielle is a management side labour and employment lawyer. In her practice, she advises both unionized and non-unionized employers, while keeping their interests centered throughout the process, on matters including:

- Terminations;
- Litigation of wrongful dismissal and human rights applications;
- Grievance arbitrations; and
- Employment standards and contracts

She represents employers in proceedings before courts, labour arbitrators, labour relations boards and human rights tribunals.

Prior to joining BLG, Danielle worked as in-house counsel at a leading North American trucking and logistics company and a boutique employment law firm in Toronto.

Insights & Events

- Author, "Ontario Court of Appeal rules on ESA termination clauses: The Baker and Li decisions", BLG Article, August 2026
- Author, "The U.S. tariff effect: Mass terminations in Ontario – Rights, risks and responsibilities", BLG Article, April 2025

- Author, "New deadlines announced for Ontario employers", BLG Article, March 2025
- Author, "Swift action needed – New employment legislation changes for Ontario employers", BLG Article, November 2024
- Speaker, "How to Advise Your Labour and Employment Clients in the Artificial Intelligence Age," Professional Development Program, Ontario Bar Association, November 2024
- Speaker, “Case Study on Family Status and Accommodation,” HR Professionals Association’s 32th Annual HR Law Conference, May 2024
- Panelist, “Mastering the In-House Legal Counsel Role,” BLSA Canada Conference, February 2024
- Training workshop, "A Complete Guide to Employment Law", Human Resources Professionals Association (HRPA)
- Speaker, “Workwise Labour and Employment Clinic," The Clinic, January 2024
- Speaker, “Terminations: Updates and Best Practices," HR Professionals Association’s 30th Annual HR Law Conference, October 2022
- Speaker, “Critical Issues in Employment Law," Ontario Bar Association’s Employment Law Fundamentals Webinar, April 2022

Beyond Our Walls

Professional Involvement

- Member, Law Society of Ontario
- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Member, Employment Lawyers Association of Ontario
- Member, Canadian Association of Black Lawyers

Community Involvement

- Committee Member, Black Law Students’ Association Alumni Advisory Committee
- Volunteer Speaker, “Career Day”, Success Beyond Limits
- Board Member, ETIO Public Health Consultants
- Selection Committee Member, JD Bridges Bursary

Bar Admission & Education

- Ontario, 2020

- JD, University of Ottawa, 2019
- Professional Certificate in Human Resources Management, Toronto Metropolitan University, 2012
- BA (Hons), York University, 2010

BLG | Canada’s Law Firm

As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 800 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

blg.com

© 2026 Borden Ladner Gervais LLP. Borden Ladner Gervais LLP is an Ontario Limited Liability Partnership.