

Maddie Axelrod

Partner

T 416.367.6168
F 416.367.6749
Toronto
MAxelrod@blg.com
LinkedIn

Labour & Employment
Human Rights
Employment Disputes
Human Resources & Labour Relations
Education
Universities and Colleges

Maddie Axelrod is trusted counsel to employers in all aspects of workplace law. She provides responsive, practical, and effective advice to various types of organizations that have personnel in Ontario.

Maddie's work includes managing day-to-day workplace issues, guiding foreign companies entering Canada, representing parties in corporate transactions and reorganizations, drafting and reviewing contracts and policies, advising on separations, assesing risk for personnel arrangements, and supporting employers with improving human rights and accommodations practices in their workplaces.

Employers in the broader public sector, including hospitals, school boards, and publicly-funded not-for-profits, turn to Maddie for advice regarding wage restraint and executive compensation laws.

Experience

- Conducting trademark infringement and domain dispute resolution.
- Assisting software developers in the negotiation, drafting and review of technology licenses and software development agreements.
- Acting as intellectual property counsel on a large oil sands development project with responsibility for all intellectual property matters including extensive negotiating and drafting of patent licenses.
- Financing transactions for numerous film and television projects, and providing legal advice to production companies in the media industries, including drafting and negotiating all production agreements.

- Reviewing packaging, labelling and advertising, drafting contest rules.
- Managing significant public authorities' and educational institutions' trademark portfolios, as well as a major amateur sport organization's trademark portfolio, brand licensing and protection actions and sponsorship agreements.
- Preparing franchise disclosure agreements and drafting, negotiating and reviewing franchise and distribution agreements for both franchisors and franchisees.
- Providing advice to litigation counsel on intellectual property matters, including infringement matters and ownership disputes.
- Negotiating, drafting and reviewing website and e-commerce-related policies and agreements including email- and Internet-use policies, website-use policies, privacy policies, blog and social networking site disclaimers and e-commerce sales agreements.
- Providing advice in the area of protection of trade secrets and confidential information and negotiating, drafting and reviewing confidentiality and non-disclosure agreements.
- Counsel to RFA Capital Holdings Inc. in its business combination with Artis Real Estate Investment Trust to form RFA Financial.

Insights & Events

- Author, "More Convenient Care Act, 2025: New obligations to come for health care facility staffing agencies", BLG Article, July 2025
- Author, "The strive for balance continues: HRTO releases 2025 proposed updates to Rules of Procedure", BLG Article, April 2025
- Author, "Balancing efficiency and fairness: Human Rights Tribunal of Ontario proposes changes to rules of procedure", BLG Article, December 2024
- Author, "Temporary help agency licensing: What healthcare facilities (and other employers) need to know", BLG Article, June 2024
- Author, "Bill 124: Wage restraint legislation confirmed unconstitutional for unionized employees; government responds", BLG Article, February 2024
- Author, "Bill 124: Wage-cap legislation declared unconstitutional by Ontario Superior Court", BLG Article, November 2022
- Author, "Legal implications of the hybrid work model", BLG Article, July 2022
- Author, "Fixing Long-Term Care Act, 2021: Considerations for employers in Ontario", BLG Article, April 2022
- Author, "Parts of employer vaccine policy found unreasonable in arbitration", BLG Article, November 2021
- Author, "The right to bare arms: Considerations for COVID-19 vaccines in the workplace ", BLG Article, February 2021
- Trends to watch in 2021 – Vaccines: key issues in Canada, BLG Perspective, January 2021
- Author, "Mandatory COVID-19 testing found reasonable in Ontario care home", BLG Article, December 2020
- Author, "Changes to COVID-19 safety requirements: Takeaways for Ontario employers & schools", BLG Article, October 2020
- Author, "Proposed Changes to School Board Executive Compensation", BLG Article, June 2019
- Author, "Proposed Changes to Broader Public Sector Executive Compensation", BLG Article, May 2019
- Author, "Supreme Court Of Canada Finds Teacher Guilty Of Voyeurism For Camera Pen Recordings", BLG Article, March 2019
- Author, "Not So Full and Final? Recent Decisions Permitting Release Leaks", BLG Article, March 2019
- Presenter, "Human Rights Update", BLG's Labour and Employment Symposium, November 2018

- Presenter, "Navigating the Employment Standards Act", Human Resources Professionals Association Seminar, October 2018 and November 2017
- Author, "Executive Salaries Frozen Effective August 13, 2018", BLG Article, September 2018
- Author, "Police Record Checks Legislation Comes Into Force November 1, 2018", BLG Article, September 2018
- Presenter, "Human Rights Update: Race, Creed, Addiction, and More", BLG's Labour and Employment Breakfast Club, September 2018
- Author, "Executive Compensation Freeze Returns To The Broader Public Sector", BLG Article, August 2018
- Author, "Arbitrator Rules That Teachers Are Not Entitled To Additional Paid Days For Religious Observances", BLG Article, March 2018
- Presenter, "Protecting Students from Concussion Related Injuries", Conference of Independent Schools Symposium, February 2018

Beyond our Walls

Professional Involvement

- Member, Ontario Bar Association
- Member, Advocates' Society

Community Involvement

- Board Member, Holy Blossom Temple Foundation

Awards & Recognition

- Recognized in the 2027 edition (and since 2023) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2027 edition of *Chambers Canada* (Employment & Labour (Ontario))

Bar Admission & Education

- Ontario, 2015

- JD, University of Toronto, 2014
- BA (Hons.) in Mathematics and Linguistics, Queen's University, 2011

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.