

Danny J. Kaufer Ad. E.

Senior Counsel & Co-Chair, Sports & Gaming Law Group

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Employment Disputes
Labour & Employment
United States
Retail & Hospitality
Workplace Harassment
Grievances & Arbitrations
Labour Relations Board Advocacy Work
Human Rights
Collective Bargaining

Danny is widely recognized for his expertise in negotiation and arbitration and has been involved in many high-profile certification matters.

He represents employers before federal and provincial authorities as well as before various arbitration boards across Canada.

He is a Fellow of the College of Labor and Employment Lawyers.

Danny has spoken extensively at events hosted by the American Bar Association's Labour and Employment Section, more specifically its International Labour and Employment Committee, of which he is immediate past Management Chair.

He is also a member of the Planning Committee for the Section's Equal Employment Opportunity (EEO) Committee of the American Bar Association's Labour and Employment Law section.

Danny has taught labour law and contract administration at McGill University's Faculty of Management and is on the board of editors of the Federated Press journal *Management Rights*.

Experience

- BOX Technology group in its approximately US$2.3 billion strategic combination with MEMX into MEMX Group.

Insights & Events

- Author, "Smart glasses at work: Heads-up innovation, head-on compliance for Canadian HR & legal", BLG Article, January 2026
- Author, "The U.S. tariff effect: Ensuring the health and safety of a reduced workforce part I", BLG Article, February 2025
- Author, "Canada's Supply Chains Act (Modern Slavery Regulation) Resource Centre", BLG Article, December 2024
- Author, "What does the 'S' stand for?: Understanding the social pillar of ESG", BLG Article, June 2023
- Author, "Historic anti-strike-breaker legislation in the works for federally regulated workplaces", BLG Article, October 2022
- Author, "Mandatory vaccination in businesses: developments in Ontario and Québec – and the road ahead", BLG Article, March 2022
- Author, "Mandatory vaccine policy in the workplace: An overview for Canadian employers", BLG Article, August 2021
- Author, "The $15 question - How to prepare for the new federal minimum wage", BLG Article, July 2021
- Author, "Recent developments in U.S. labour and employment law", BLG Article, March 2021
- Author, "Implications of potential EFCA or PRO Act-type legislation for U.S. employers", BLG Article, February 2021
- Immigrating to Canada – Labour law in Canada, BLG Podcast, January 2021
- Speaker, BLG's Annual Labour and Employment Law Conference, November 2019 (Montréal, Québec)
- Author, "The Brave New World: NAFTA 2.0, BREXIT and Cross-Border Labor Migration," American Bar Association 13th Annual Section of Labor and Employment Law Conference, November 2019 (New Orleans, Louisiana)
- Speaker, "The Brave New World", American Bar Association 13th Annual Section of Labor and Employment Law Conference, November 2019 (New Orleans, Louisiana)
- Speaker, "Recent Changes in Canadian Employment and Labour Legislation", ACC Philadelphia, November 2019 (Philadelphia, Pennsylvania)
- Author, "The Gig Economy and Precarious Worker Issues", American Employment Law Council (AELC), October 2019.
- Speaker, "The Gig Economy and Precarious Worker Issues", American Employment Law Council (AELC), October 2019 (Ojai, California)
- Speaker, "Post-Deal Integration Issues on Global Transactions", Employment Lawyers Association/ABA Sixth Transatlantic Conference, September 2019 (London, England)
- Speaker, "The pitfalls and differences in Canadian Labour & Employment Law", Academy of Legal Studies in Business, August 2019 (Montréal, Québec)
- Author, "Tabling of a Draft Regulation on Personnel Placement Agencies and Temporary Foreign Worker Recruitment Agencies", BLG Article, May 2019
- Speaker, "Freedom of Association in Canada: An Ever-Changing Notion in an Ever-Changing Landscape", American Bar Association International, May 2019 (Buenos Aires, Argentina)
- Speaker, "Precarious Workers: Will the USA Follow Europe's Lead?" – American Bar Association Equal Employment Opportunity Conference, April 2019 (Coral Gables, Florida)

- Speaker, "From Academia to Reality – International Business and I.L.O. Convention/Translation Needed", CACE, September 2018 (Charlottetown, Prince Edward Island)
- Author, "New Legislation and Litigation of Gig Economy Issues Around the Globe", American Bar Association Section of Labor & Employment Law, International Labor and Employment Law Committee Midyear Meeting, May 2018 (Milan, Italy)
- Speaker, "International Lessons on Independent Contractors", National Retail Federation Committee on Employment Law, Spring 2018 Conference, April 2018 (Longboat Key, Florida)

Beyond Our Walls

Professional Involvement

- Member, American Bar Association
- Member, Canadian Association of Counsel to Employers (CACE)
- Member, Canadian Bar Association
- Member, International Bar Association
- Member, National Retail Federation
- Member, The College of Labor and Employment Lawyers
- Member, U.S. Chamber of Commerce

Community Involvement

- Co-President, Hadassah WIZO Golf Tournament

Awards & Recognition

- Recognized in the 2027, 2026, 2025 and 2021 editions (and since 2011) of *The Best Lawyers in Canada* (Labour and Employment Law)
- Recognized in the 2026 edition (and since 2015 and 2013) of *The Canadian Legal Lexpert Directory* (Employment Law, Labour Relations)
- Recognized in the 2027 edition (and since 2025) of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment & Labour: Québec & Business & Human Rights Law (Nationwide - Canada)) and from 2022-2016 (Employment & Labour: Nationwide), and also recognized in the 2016 edition (Employment & Labour: Ontario)
- Recognized in the 2025 edition (and since 2022) of *Lexology Index* (formerly known as *Who's Who Legal: Canada*) (Labour, Employment & Benefits) and in the 2016 and 2014 editions (Management Labour and Employment)
- Recognized in the 2027, 2026, 2023, 2022, 2019, 2017 and 2016 editions of *The Legal 500 Canada* as a "Leading Lawyer" (Labour & Employment)
- Recognized in the 2018 edition (and since 2015) of *Chambers Global – The World's Leading Lawyers for Business* (Employment & Labour)
- Recognized in the 2016 edition of *Who's Who Legal: Labour and Employment*
- Recognized in The International *Who's Who of Management Labour & Employment Lawyers 2013* (Among the top ten international labour and employment attorneys in the world)
- Recognized in the 2015 edition (Management Labour & Employment) and in the 2014 edition (and since 2005) of *Who's Who Legal* (Labour and Employment Law)
- Fellow at the College of Labor and Employment Lawyers

Bar Admission & Education

- Québec, 1979

- LLB, McGill University, 1978
- BCL, McGill University, 1977

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.

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