



Seann D. McAleese
Partner

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Expertise
Employment, Labour and Executive Compensation

Bar Admissions
Ontario, 2001

Seann strategizes with clients' business goals in mind, helping to mitigate risk and find optimal solutions to their employment challenges.

Known for his in-depth employment knowledge and business-minded focus, Seann advises clients on the full spectrum of employment challenges, from restrictive covenants and employment standards to workplace policies, successor rights and executive compensation. A trusted adviser to clients across the public and private sectors, he offers strategic counsel on employment issues arising from all types of commercial transactions, including mergers and acquisitions, private equity deals, restructurings and outsourcings.

Based in Toronto, Seann works closely with the Employment, Labour and Executive Compensation team and collaborates across practices to deliver tailored solutions to complex employment matters. He brings high-level expertise to the management of employment law matters which intersect with the growing prevalence of ESG investor criteria, including through advice on corporate governance, compensation practices, employee engagement, diversity and human rights.

Before joining Davies, Seann practised at a national law firm and a leading labour and employment boutique.

REPRESENTATIVE WORK

RelationShop Inc.

Acted as Canadian counsel for RelationShop Inc. in its acquisition of all of the issued and outstanding shares of Mercatus Technologies, a leading provider of eCommerce solutions for regional grocers and independents.

Blackstone Inc.

Acting for Blackstone in its US\$3.5-billion take-private acquisition of Tricon Residential Inc., an owner, operator and developer of a portfolio of approximately 38,000 single-family rental homes in the U.S. Sun Belt and multi-family apartments in Toronto.

Allstate Insurance Company of Canada

Acting as co-counsel to Allstate Insurance Company of Canada in defence of a class action seeking statutory overtime, vacation and holiday pay on behalf of thousands of current and former Allstate employees.

Atlas Holdings, LLC

Acting for Atlas Holdings in its US\$120-million acquisition of West Fraser Timber Co. Ltd.'s Quesnel River pulp mill in British Columbia and Slave Lake pulp mill in Alberta.

Beanfield Metroconnect

Acted for Beanfield Metroconnect, a portfolio company of DigitalBridge, in securing a strategic equity investment from OMERS Infrastructure.

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BMS Group

Acted for BMS Group in its acquisition of Smith & Reid Insurance Brokers and O'Neil Insurance Brokers.

Atlas Holdings LLC

Acted for Atlas Holdings LLC in its acquisition of Resolute FP Canada Inc.'s pulp, newsprint, and directory paper mill operations in Thunder Bay, Ontario.

Sleep Country Holdings Inc.

Acted for Sleep Country Canada Holdings Inc. in its acquisition of the Canadian assets of Casper Sleep Inc.

GreenV B.V.

Acted for Green V B.V. in its acquisition of JV Energy Solutions Inc., a provider of customer-specific heating, electrical engineering and insulation for the greenhouse horticulture industry.

Sleep Country Canada Holdings Inc.

Acted for Sleep Country Canada Holdings Inc., Canada's leading omnichannel specialty sleep retailer, in its acquisition of Silk & Snow Inc., a Canadian-based direct-to-consumer sleep retailer.

RECOGNITIONS

Chambers Canada: Canada's Leading Lawyers for Business—Employment and Labour: Ontario

The Canadian Legal Lexpert Directory—Employment Law: Employer

The Best Lawyers in Canada—Labour and Employment Law

INSIGHTS

Doing Business in Canada 2023, contributor
Nov. 14, 2023

THINK, Annual Client Conference, "The Hybrid Work Environment – Is it the New Normal?"; Milton, ON
Nov. 01, 2023

Ontario Legislation Prohibits Non-Competition Provisions and Introduces Employees' Right to Disconnect
Dec. 06, 2021

Ontarians Told to Stay at Home
Jan. 15, 2021

Law Society of Ontario, The Six-Minute Labour Lawyer, "Personal Identity and Employee Privacy at Arbitration"; Toronto, ON
June 21, 2018

Twenty-Sixth Annual Police Employment Conference, Emerging Issues and Legal Developments, "Use of Force, Accommodation, and Undue Hardship"; Toronto, ON
Feb. 27, 2017

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Contracting Out in Policing

June 15, 2015

EDUCATION

Osgoode Hall Law School, LLB, 1999

York University, BA (Hons), 1996

PROFESSIONAL AFFILIATIONS

Canadian Association of Counsel to Employers

BOARD MEMBERSHIPS

YMCA of Three Rivers

Human Resources Professionals Association, Grand Valley Chapter, former president

COMMUNITY INVOLVEMENT

Ayr Minor Hockey Association, Discipline Director