



Darryl Hiscocks

COUNSEL

From day-to-day employment matters to critical scenarios, Darryl's comprehensive employment experience cuts quickly to the heart of a matter and keeps the longer-term business impact for clients in view.

CONTACT

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Overview

Darryl practises in all areas of human resources and labour law, advising clients on the interpretation and application of all labour, employment, human rights, pay equity, privacy, employment standards, workers' compensation, workplace safety and insurance, accessibility and occupational health and safety (OHS) legislation in both the private and public sectors.

Darryl assists clients with all manner of human resources matters, including employee recruiting and hiring, executive compensation, discipline, drug and alcohol issues, individual and mass terminations, discharge, wrongful dismissal, unjust dismissal, departing employees (including with respect to employee common law and restrictive covenant obligations), workplace investigations, grievances, arbitrations, human rights applications, unfair labour practice complaints, workers' compensation, OHS issues, and statutory complaints and applications. He also drafts and revises a wide variety of labour and employment documents, including employment contracts, employment policies and procedures, collective agreements and human rights documents (including discrimination, harassment and accommodation policies).

Darryl has extensive experience advising employers in the labour and employment implications of corporate transactions, including mergers and acquisitions, reorganizations, and restructurings. He has worked with clients in a wide variety of industries and contexts, including service, retail, wholesale, pharmaceuticals, medical, technology, publishing, banking, finance, securities, insurance, automotive and others.



He is one of the best labour lawyers I've had the pleasure of working with.

—CHAMBERS CANADA, 2026

Featured Work

TotalEnergies C\$4.03 billion sale of the Surmont oil sands project

Torys acted as counsel to TotalEnergies in the C\$4.03 billion sale of its interest and associated midstream commitments in the Surmont oil sands project located in northeastern Alberta to ConocoPhillips

Carta acqui-hire agreement with the developer of freeware instant messaging mobile app

Torys acted as counsel to eShares (doing business as Carta, Inc.), a developer of financial software, in the establishment of its first Canadian office and the negotiation of its acqui-hire agreement with Kik Interactive Inc. for over 50 of its employees

TotalEnergies in the C\$1.468 billion sale of its Canadian operations, including its 31.23% interest in the Fort Hills oil sands project in northern Alberta, to Suncor Energy Inc.

Sun Life in its C\$365 million acquisition of Dialogue Health Technologies Inc., Canada's premier health and wellness virtual care platform

BroadStreet Partners, a portfolio company of Ontario Teachers' Pension Plan, in its partnership with Westland Insurance Group Ltd., one of the largest independent insurance brokers in Canada

Triple Flag in its US\$606 million business combination with Maverix Metals Inc., to create the leading emerging gold streaming and royalty company

George Weston in its C\$370 million sale of Weston Foods ambient bakery business to affiliated entities of Hearthside Food Solutions, LLC

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Recognition and Awards

2018-2020, 2023-2027 *Chambers Canada*—Leading lawyer in employment and labour (Ontario)

2024-2026 *Best Lawyers in Canada*—Leading lawyer in labour and employment law, and employee benefits law

2022 *The Canadian Legal Lexpert Directory*—Leading lawyer in employment law

Insights

[A tale of two conclusions: Ontario Court of Appeal hands down significant decisions on the interpretation of employment agreements](#)

[24th Annual Current Issues in Employment Law, OBA](#)

[What's new in HR law for 2026?](#)

[Employment law trends, risks, and updates for your 2026 radar screen](#)

[M&A Skills Boot Camp, Osgoode](#)

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News

83% of Torys' Canadian partners are recognized in *Chambers Canada* 2027

Congratulations to our ranked lawyers and practice groups on earning industry-leading recognition, including 19 Band 1 rankings.

[Best Lawyers recognizes 177 Torys lawyers in its 2027 guide](#)

[Chambers Canada ranks 81% of Torys' Canadian partners in its 2026 guide](#)

[176 Torys lawyers recognized in the 2026 Best Lawyers guide](#)

[81% of Torys' Canadian partners ranked by Chambers Canada](#)

[179 Torys lawyers recognized in the 2025 Best Lawyers guide](#)

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Professional Involvement

Darryl is the Chair of the Labour and Employment Law Executive of the Ontario Bar Association. He is the Past Chair of the National Labour and Employment Law Section of the Canadian Bar Association and is a member of The Advocates' Society, the Toronto Lawyers Association, the Canadian Association of Counsel to Employers and the Ontario Bar Association.

Education and Bar Admissions

Education

LLB, 1994	University of British Columbia
BA (Honours), 1989	University of Western Ontario

Bar Admissions

Ontario, 1996	Alberta, 2024
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