

Carole McAfee Wallace

Partner

Get in touch

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Executive summary

Carole represents domestic and international trucking and bus companies on a wide range of transportation matters, including regulatory compliance, defending provincial offences, contract drafting, and commercial litigation. She works closely with clients to help them navigate complex regulatory requirements and protect their business interests.

In addition to her transportation practice, Carole advises both federally and provincially regulated employers – as well as employers based outside Canada – on all aspects of employment law. Her work includes guiding clients on employment standards compliance, managing human rights issues and accommodation obligations, and supporting occupational health and safety compliance, including responses to workplace harassment complaints. She also prepares employment contracts, independent-contractor agreements, non-disclosure, non-competition, and non-solicitation agreements, as well as workplace policies, procedures, and employee handbooks. Carole regularly assists with termination packages and represents employers in wrongful dismissal claims, unjust dismissal complaints, and human rights applications.

Carole appears on behalf of her clients before a broad range of administrative tribunals and courts, including the Ontario Court of Justice, the Superior Court of Justice, the Court of Appeal, the Licence Appeal Tribunal, the Ontario Labour Relations Board, the Canada Industrial Relations Board, and both the Ontario and Canadian Human Rights Tribunals.

EDUCATION

Osgoode Hall Law School, LLB, 1992
University of Toronto, BA (Hons), 1983

BAR ADMISSION

Ontario, 1994

Expertise

Expertise

Transportation & Logistics

Employment & Labour Litigation & Dispute Resolution

Representative work

- *Carscallen v. FRI Corporation*, 2006 CanLII 31723 (ONCA)

Gardiner Roberts

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- *Carscallen v. FRI Corporation*, 2006 CanLII 20815 (ONSC)
- *10168 v. Registrar of Motor Vehicles*, 2016 CanLII 50120 (ON LAT)

Insights

Publications

Will 2026 See the End of Driver Inc.?, Employment and Labour Law Reporter - 13
February 2026

Driver Inc. challenges triggered by complaints, audits, and questionnaires, Today's
Trucking - 23 February 2023

Blogs

**Lights, Camera Infractions: A Review of Ontario's Automatic Enforcement System
Offence Regime, the Risks to Commercial Vehicle Carriers and How Operators Can
Protect Themselves**
2 July 2026

Will 2026 see the end of Driver Inc.?
2 January 2026

Memberships and recognition

Board memberships

- Canadian Transport Lawyers Association (Past President)
 - Transportation Lawyers Association
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Recognition

- *Lexpert* leading practitioner – Road and Rail
 - Best Lawyers in Canada – 2026 (Transportation Law, Lawyer of the Year)
 - Best Lawyers in Canada – 2008-2025 (Transportation Law)
 - Best Lawyers in Canada – 2026 (Labour and Employment Law)
 - Doyle's Guide TM Leading Transport Lawyers – Canada: Recommended Lawyer
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