

Labour Law

Avoiding Costly Pitfalls

Regardless of the size of a business, it is always preferable to avoid labour problems. But with the multitude of labour-related laws and regulations, it is easy to encounter pitfalls that can have costly consequences. We advise clients in all employment matters, with particular emphasis on the representation of management and employers. Our attorneys are recognized experts who know their specialty and are noted for their negotiation expertise. Moreover, they take the necessary time to familiarize themselves with a client's corporate culture and propose solutions that are best adapted to their needs.

A Diverse Clientele

Our labour law group primarily represents corporate clients in connection with every aspect of the employment relationship, especially collective bargaining. We serve a diverse group of clients, ranging from small employers to major corporations in a variety of industries, including manufacturing, pharmaceuticals and the resources sectors. We represent Canadian, U.S. and European clients in dealings with unions in collective bargaining and arbitration, and in defence of unfair labour practice charges. We represent them in the courts and before various employment related administrative tribunals.

While our attorneys are experienced in all aspects of federal and provincial labour laws and handle labour issues for clients across Canada, we are especially adept with the issues related to the jurisdiction of Quebec. The labour law issues are unique in Quebec as this province has the most liberal legislation in Canada, particularly as regards union rights.

Recognized Expertise

We have a long history of representing a primarily corporate clientele in all aspects of labour law. Our expertise is extensive. We provide clients with strategic and tactical advice and represent them before arbitration boards, provincial labour boards and the Canada Industrial Relations Board. Our niche is collective bargaining. We are also recognized experts in the area of worker's compensation and occupational health and safety.

Mergers and Acquisitions

Taxation and Estate Planning

Intellectual Property

International Trade Law

Labour Law

Civil and Commercial Litigation

Banking & Finance



Dedicated to Excellence

- A long history of representing clients in all aspects of labour law
- Practical and defensible advice, not theories
- Specialists in collective bargaining
- Expertise in Quebec's unique labour laws
- Innovative solutions that help clients achieve business objectives

Our Expertise extends to:

- Employment legislation
- Collective and individual dismissals
- Contestation of petitions for union certification
- Collective bargaining
- Grievance arbitration
- Collective labour relations and management in a unionized environment
- Management in a non-unionized environment
- Health and safety issues
- Contestation of worker's compensation claims
- Civil and administrative litigation of labour disputes
- Contestation of complaints before the Human Rights Commission
- Representation before the Labour Commissioner, the Canada Industrial Relations Board, the Labour Relations Commission and the Human Rights Tribunal
- Restructuring and/or rationalization programs

Our Approach – Avoid Litigation

We provide clients with the day-to-day counselling that assists them in maintaining compliance with applicable laws. We urge them to avoid litigation by dealing with their employees effectively and fairly within the bounds of the law.

Our approach is to emphasize advice and planning in order to minimize time and costs associated with litigation. By regularly planning and guiding employers through situations such as reductions in workforce or individual termination or disciplinary actions, our clients are able to administer and implement policies that comply with federal and provincial laws. We give clients practical and defensible advice, not merely theoretical recommendations. We provide innovative solutions that help our clients to achieve their business objectives.

For more information contact:

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Staying One Step Ahead: Our vertically integrated Sector Teams address the highly specialized needs of the corporate finance and securities, venture capital, life sciences, licensing and technology, energy, franchising and real estate sectors.

