



MYRIANE LE FRANÇOIS

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Education / Bar Admissions

LL.B., Université de Montréal, 2003

Québec, 2004

Professional Involvement

Member, American Bar Association

Member, Canadian Association of Counsel to Employers (CACE)

Member, Canadian Bar Association

Member, National Retail Federation

Community Involvement

Member, Montreal Bar School Mentorship Services Committee

Member, Board of Directors of La Compagnie Jean Duceppe

Member, Board of Directors of La Fondation Jean Duceppe

Member, Board of Directors of the National Theatre School of Canada

EXECUTIVE SUMMARY

Myriane Le François is a partner at BLG's Montréal office. She practises mainly in the area of labour and employment law for both unionized and non-unionized employers. She practises law in both French and English.

REPRESENTATIVE WORK

Strategy – advice and prevention

Myriane acts as a strategic advisor in matters relating to prevention, planning, and labour relations and human resources management. She advises employers in connection with all types and levels of employees. In addition, she has notably acquired in-depth experience in the public, manufacturing, transportation, services, financial services and retail sectors.

She advises employers regarding the reorganization of their activities, the pre-hiring and hiring of employees, employee management (which includes questions related to performance, workplace investigation, disciplinary measures and disability), labour relations, individual and collective dismissals, human rights, harassment and discrimination, as well as compensation plans (including pension plans, group insurance plans, incentive compensation, commissions and bonuses).

Furthermore, Myriane has developed leading expertise in the areas of disability management and employees returning to work following a sick leave, for both insured and self-insured employers.

She also advises employers in connection with the application, interpretation and review of their collective agreements, employment agreements and workplace policies.

Litigation – representations and negotiation

Myriane frequently represents employers in connection with grievances and claims brought before civil and administrative tribunals (Arbitration and Tribunal administratif du travail).

Myriane also takes part in collective bargaining negotiations, both in support as well as at the bargaining table, and she handles labour disputes, including contingency plans and injunctions relating to picketing and strike breakers.

Professional development and teaching

Myriane teaches labour and employment law at the Montréal Bar School and is regularly invited as a guest speaker to various events organized by the legal and business communities.

She acts as a trainer for managers working in every type of organization. Accordingly, she collaborates with employers in order to provide training programs tailored to their specific needs.

PUBLICATIONS & PRESENTATIONS

- Author, "Le congédiement en droit québécois en matière de contrat individuel de travail," 3rd ed. Cowansville, Québec: Éditions Yvon Blais, (loose-leaf, updated three times a year), 1991.
- Co-speaker, "Nouveauté en matière de congédiement," Editions Yvon Blais, November 15, 2018.
- Speaker, "What's next? Technological Developments in Retail," National Retail Federation HR and Employment Law Fall Meeting, October 22, 2018.
- Speaker, "Développements récents en matière de congédiement et d'indemnités de fin d'emploi au Québec," Barreau du Québec, Rouyn-Noranda, February 24, 2017.
- Speaker, "Violence in the Retail Industry: Does an Employee's Right to Bear Arms Override An Employer's Right to a Firearm-Free Workplace?," National Retail Federation HR and Employment Law Fall Meeting, October 27, 2016.
- Speaker, "General Units and Micro-Units in Canada: Where We Stand in the Retail Sector," National Retail Federation Committee on Employment Law, April 21, 2016.
- Speaker, "International Employment Law – Canada Update," National Retail Federation 2015 Fall Workforce Joint Committee Meeting, October 29, 2015.
- Speaker, "Nouveautés en matière de congédiement," Formation Éditions Yvon Blais, September 17, 2015.
- Speaker, "Les décisions récentes qui changent notre regard sur les indemnités de départ et de fin d'emploi au Québec," Congrès annuel du Barreau du Québec 2015, June 11, 2015.
- Speaker, "International Employment Law – Canada Update," National Retail Federation Committee on Employment Law, April 16, 2015.
- Speaker, "Les développements récents en matière de cessation d'emploi et d'indemnités de départ (2014)," Barreau du Québec, Montréal, October 24, 2014.
- Speaker, "International Employment Law – Canada Update," National Retail Federation Committee on Employment Law, Chicago, October 15, 2014.
- Speaker, "La gestion de l'embauche : éviter les pièges et gérer les risques," the Young Bar Association of Montréal's 69th Annual Convention, Montréal (Québec), May 30, 2014.
- Speaker, "International Employment Law – Canada Update," National Retail Federation Committee on Employment Law, April 24, 2014.
- Speaker, "Spreading to a City Near You – Paid sick leave laws around the country and the impact on retail," National Retail Federation Committee on

Employment Law, April 24, 2014.

- Speaker, "Cross-Canada Employment Update – Québec," Canadian Association of Counsel to Employers, 10th Annual Conference, Banff (Alberta), October 5, 2013.
- Speaker, "Regard sur le futur du droit du travail : productivité versus accommodements," 68th Annual Conference of the Young Bar Association of Montreal, Montréal, Québec, May 10, 2013.
- Co-Author, "L'absentéisme vous rend malade? Trucs et astuces pour gérer l'absentéisme relié à la maladie," *Premières en affaires*, October-November 2012.

ABOUT BORDEN LADNER GERVAIS LLP

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 725 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