



## Stéphanie Desjardins

### Senior Associate

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[Labour & Employment](#)  
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[Labour Relations Board Advocacy Work](#)  
[Employment Disputes](#)  
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Stéphanie Desjardins practices in the field of labour and employment law, focusing mainly on workers' compensation and occupational health and safety.

She provides clients with strategic support and advises them in matters related to health and safety prevention and inspection programs, workers' compensation and management of occupational injuries as well as financing of the CNESST's compensation regime (scheme).

Stéphanie also provides advisory support to employers in both unionized and non-unionized workplaces on employment-related issues in relation to hiring, employee management, dismissals, layoffs, company policies and labour relations.

Stéphanie frequently acts as legal counsel and litigator for employers in the construction, manufacturing, food and retail sectors in Québec. She has appeared numerous times before the Tribunal administratif du travail (TAT) health and safety division. She has also appeared in matters before the Court of Québec, the Superior Court of Québec, Arbitration Court, the Canada Industrial Relations Board and the Worker's Compensation Appeals Tribunal of New Brunswick.

In addition, Stéphanie provides in-house training and seminars on workplace health and safety and assists employers with the implementation of new legal requirements under the *Act to Modernize the occupational health and safety regime*.

## Experience

- Managed multiple CNESST claims for various clients and represented clients before the Tribunal administratif du travail (TAT) on numerous occasions
- Appeared in hearings of CNESST penal offence prosecutions before the Criminal and Penal Division of the Court of Québec
- Give a lecture and cowrote an article for the Québec Bar on recent developments in occupational health and safety for 2023

## Insights & Events

- Author, "Québec labour standards: The definition of personnel placement agency upheld by the Court of Appeal", BLG Article, October 2025
- Author, "Québec's Act respecting occupational health and safety: New provisions in force as of Oct. 1, 2025", BLG Article, September 2025
- Author, "The Administrative Labour Tribunal rejects a worker's claim for a workplace injury in a remote work setting", BLG Article, April 2023
- Author, "Occupational health and safety: Three new provisions to the AIAOD, effective April 6, 2023", BLG Article, April 2023
- Author, "What is a Québec employer's duty to intervene when family violence makes its way into the office?", BLG Article, March 2023
- Author, "Occupational health and safety Five new provisions to the AIAOD effective October 6 2022", BLG Article, October 2022
- Author, "Ebola virus What to do when an employee is about to travel to Uganda or another affected country", BLG Article, October 2022
- Author, "Summary of the new legal requirements in the workplace under the Act to Modernize the occupational health and safety regime", BLG Article, February 2022
- Author, "CNESST adopts flexible measures regarding cost allocations for occupational injuries", BLG Article, February 2021
- Author, "The right to bare arms: Considerations for COVID-19 vaccines in the workplace ", BLG Article, February 2021
- Author, "Mandatory masks and face coverings: What Québec employers need to know", BLG Article, July 2020
- Author, "Employers: Ready, set, remote work!", BLG Article, July 2020
- Author, "COVID-19 and an employee's right to refuse work ", BLG Article, July 2020
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020

## Awards & Recognition

- Recognized as 'Ones to Watch' in the 2026 edition of *Best Lawyers in Canada* (Labour & Employment Law).

## Bar Admission & Education

- Québec, 2018
- LL. L., University of Ottawa, 2015

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