



## Robert Bonhomme

### Counsel

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[Labour & Employment  
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[Employment Disputes](#)  
[Workplace Harassment](#)  
[Pensions & Benefits](#)  
[Grievances & Arbitrations](#)  
[Labour Relations Board Advocacy Work](#)  
[Human Rights](#)

Robert Bonhomme focuses his practice on **employment**, **labour**, administrative and civil law, and more particularly on all aspects of **labour relations**, both collective and individual, across Canada. He represents clients from both the private and public sectors, in federal and provincial jurisdictions. Through the years, he has developed an expertise in **compensation** and **benefits matters** (purchase option plan, retirement plan, etc.).

Robert has co-authored numerous specialized works. He has also written numerous articles on administrative, employment and labour law and is frequently invited to speak at conferences in Canada and abroad. For instance, in recent years, he has written on issues such as mandatory retirement, privacy legislation and transborder data flows of personal employee information, employers' duty to accommodate and the validity of settlements in labour and employment law.

Robert is a Fellow of the prestigious American College of Labor and Employment Lawyers. He also serves as Management Co-Chair of the American Bar Association Section of Labor and Employment Law's Employment Rights and Responsibilities International Subcommittee.

## Experience

- Acts for employers and, occasionally, for senior executives, and pleads before the civil courts and grievance arbitration and administrative tribunals. Most of the cases he handles deal with aspects of individual employment contracts, including hiring, termination of employment, restrictive covenants (e.g. non-competition clauses), benefits, as well as pension plans and incentive programs.
- Represented the Société de la Place des Arts and Hydro-Québec in the Supreme Court of Canada in cases involving, respectively, Quebec legislation on strike-breakers and on disability.
- Also represented several companies before the civil courts in cases dealing with restrictive covenants and the validity and financial assessment of stock purchase plans.

## Insights & Events

- Trends to watch in 2021 – U.S. election: impact on Canada, BLG Perspective, January 2021

## Beyond Our Walls

### Professional Involvement

- Member, American Bar Association
- Member, Canadian Bar Association
- Member, Québec Bar
- Member, International Bar Association
- Fellow, American College of Trial Lawyers
- Member, Advisory Board (Employment), Practical Law Canada

### Community Involvement

- Board Member of the Conseil du patronat du Québec

## Awards & Recognitions

- Recognized in the 2022 edition (and since 2006) of *Best Lawyers in Canada*® (Labour and Employment Law).
- Recognized in the 2022 edition (and since 2016) of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment and Labour [Nationwide], Employment and Labour [Québec]).
- Recognized in the 2022, 2019 edition (and since 2015) of *The Legal 500 Canada* as a "Leading Lawyer" (Labour & Employment).
- Recognized in the 2022 edition (and since 2015) as well as in the 2013 edition of *The Canadian Legal Expert*® *Directory* (Employment Law - Employer; Labour Relations - Management; Workplace Human Rights – Employer).
- Recognized in the 2022 edition (and since 2016) of *Benchmark Canada – The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* as a "Local Litigation Star: Québec" and a "Litigation Star: Labour/Employment".
- Fellow of the American College of Trial Lawyers.
- Fellow of The College of Labor and Employment Lawyers.

- Recognized as a 2019 and 2017 Acritas Star.
- Recognized in the 2018 edition (and since 2010) of *Chambers Global: The World's Leading Lawyers for Business* (Employment and Labour).
- Recognized in the 2016, 2015 and 2014 editions of *Who's Who Legal: Canada* (Management Labour and Employment).
- Recognized in the 2016 edition of *Who's Who Legal: Labour and Employment*.
- Recognized in the 2014 edition of *Who's Who Legal: The International Who's Who of Business Lawyers* (Labour & Employment)
- Recognized in the 2013 edition of the *Lexpert®/American Lawyer Guide to the Leading 500 Lawyers in Canada®* (Employment Law).
- Recognized in the 2013 edition of *The International Who's Who of Management Labour & Employment Lawyers* (Among the leading management labour and employment lawyers in the world).
- Martindale-Hubbell® AV® 5.0 out of 5.0 Preeminent™.

## Bar Admission & Education

- Québec, 1984
- LLB, McGill University, 1983

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