



Rose Massicotte

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

In her practice, Rose Massicotte represents the interests of businesses of all sizes, both unionized and non-unionized, and she handles all aspects of **labour and employment law**. In particular, she advises employers with respect to pre-hiring and hiring procedures, employee management, dismissals, individual and group layoffs, and human rights, as well as labour relations.

Rose completed her civil law and common law studies at McGill University. She was first hired by BLG as a student in 2015, then completed her articling period with the firm before joining our Labour and Employment Law Group.

Experience

- Advises employers on labour and employment law issues
- Drafts, reviews and updates corporate policies, employment and services contracts, as well as confidentiality, non-solicitation and non-competition clauses
- Supports colleagues and acts in disputes before civil courts, administrative tribunals and arbitration boards
- Provides training sessions to businesses and their employees on various aspects of labour and employment law

Insights & Events

- The Employer's Duty To Make Reasonable Efforts To Reassign Employees Before Dismissing Them For Incompetence... Continued
- Speaker, "Obligation de loyauté des salariés : portée plus large que les clauses de non-concurrence et de non-sollicitation," Labour and Employment Law Breakfast Seminar, May 16 and 17, 2019
- Tabling of a Draft Regulation on Personnel Placement Agencies and Temporary Foreign Worker Recruitment Agencies
- Denunciation by Whistleblowers: was the Ex-Employee's Defamation Suit Abusive?
- Bill C-86: Federal Government Proposes Significant Changes to Minimum Labour Standards of Canada Labour Code
- The Court of Appeal Rules on an Action for Damages for Breach (or Not!) of a Non-Solicitation Covenant
- Salaries Paid To Student Employees: An Important Decision by the Québec Human Rights Tribunal Regarding Discrimination Based on Social Condition and Age
- Co-author, "L'obligation de l'employeur de déployer des efforts raisonnables pour réaffecter un salarié avant de le congédier pour incompétence," The Canadian Bar Association, Québec Branch, April 17, 2018
- Introducing the Québec Labour Standards Reform Bill
- The Employer's Obligation To Make Reasonable Efforts To Reassign An Employee Prior To Dismissal For Incompetence
- Speaker, "Sexual and Gender Diversity : Challenges and Impacts in the Workplace," BLG's Annual Labour and Employment Law Symposium, November 2, 2017.
- The Superior Court Applies a Penal Clause to Sanction an Employees Solicitation
- Speaker, "Tendances à surveiller en matière de droits de la personne," BLG's Annual Labour and Employment Law Symposium, October 27, 2017.
- The Legality of Temporary Layoffs In Light of Decisions Recently Rendered In Québec and In Ontario
- Speaker, "Facebook, Twitter, LinkedIn : Quand les réseaux sociaux envahissent le milieu de travail," Labour and Employment Law Breakfast Seminar, September 14 and 21, 2018.
- Labour and Employment News

Beyond our Walls

Professional Involvement

- Member, Barreau du Québec

Bar Admission & Education

- Québec, 2017
- BCL / LL. B., McGill University
- Minor in French Language and Literature, McGill University
- Exchange student in Law, Charles University



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