



## Michael Grodinsky

Partner

T 514.954.3143  
F 514.954.1905  
Montréal  
[MGrodinsky@blg.com](mailto:MGrodinsky@blg.com)  
[LinkedIn](#)

[Indigenous Law](#)  
[Labour & Employment](#)  
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[Workplace Harassment](#)  
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Michael's practice encompasses all aspects of labour, employment, human rights and privacy law. He counsels employers on effective human resources management and workplace matters, including:

- hirings, dismissals and disciplinary measures
- employment agreements, workplace policies and workplace investigations
- electronic communications and social media issues
- discrimination and harassment claims
- covenants and confidentiality agreements
- workplace restructurings
- language issues
- access to information and privacy law issues
- bankruptcy or insolvency proceedings

Michael provides Indigenous businesses and band councils with counsel and representation for labour relations issues affecting their workforces.

He has appeared before courts and tribunals in Québec and is regularly involved in employment litigation, collective bargaining and grievance arbitration.

## Experience

- **Long Point First Nation** regarding a dismissal complaint filed by a former manager under the Canada Labour Code.
- **Kitigan Zibi Anishinabeg Band Council** regarding a dismissal complaint filed by a former manager under the Canada Labour Code.
- **Innvest Hotels GP Ltd.**, regarding a grievance filed pursuant to the applicable collective agreement.
- **Ganotec Inc.**, regarding a complaint under the Québec Labour Code.
- **BIC Inc.** before the Québec Labour Relations Commission with respect to dismissal, prohibited practice and psychological harassment complaints filed by a former employee.
- **PSB Boisjoli Inc.** regarding a successor employer application filed by the Québec Labour Standards Commission relating to PSB Boisjoli's appointment as a receiver pursuant to the *Bankruptcy and Insolvency Act*.
- The **Town of Hampstead** before the Québec Labour Board, the Superior Court of Québec and the Québec Court of Appeal, with respect to grievances arising out of the merger and demerger of the City of Montréal.
- **Enterprise Holdings** regarding a dismissal grievance filed by the Teamsters union.
- Co-counsel for professional sports teams with respect to the interpretation of the league-wide collective bargaining agreement and for salary arbitration purposes
- A Canadian retailer with respect to an investigation into the application of overtime rules by the Québec Labour Standards Commission.

## Insights & Events

- Don't Go Out Of Bounds! A Commentary On The Supreme Court Of Canada's Decision In Bruce V. Cohon
- Commission des normes du travail v. 1845 William Commandité: Employee Status and the Gig Economy
- The 2.0 Approach to Sexual Harassment
- The Superior Court Applies a Penal Clause to Sanction an Employees Solicitation
- You're So Vain, You Probably Think This Song Is... About You?
- Author, "Employers Question Jurisdiction After SCC Rulings," The Lawyers Weekly, May 2016
- Speaker, "Drug and Alcohol Issues in the Workplace," May 2016
- Speaker, "The Employment Law Primer – Understanding the Canada Labour Code," First Nations Human Resources Management Conference, February 2016
- Speaker, "Workplace Harassment and Workplace Violence," January-February 2016
- Co-author, International Labor and Employment Laws, 4th edition (volumes IA and IB), ABA Section of Labor and Employment Law, 2014-2016
- Co-author, "Repudiating a Contract of Employment in Québec? The Québec Court of Appeal Repudiates that Notion!" Executive Employment Journal,

## Beyond our Walls

### Professional Involvement

- Member, Barreau du Québec
- Member, Canadian Bar Association

- Member, The Lord Reading Law Society

## Awards & Recognitions

- Recognized in the 2021 edition of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2019 edition of *Benchmark Canada - Canada's Leading Litigation Law Firms and Attorneys* as a Future Star.

## Bar Admission & Education

- Québec, 2007
- LLB, Université Laval, 2006
- JD, Queen's University, 2006
- BA, University of British Columbia, 2001

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