



## Justine B. Laurier

### Partner

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[Employment Disputes](#)  
[Grievances & Arbitrations](#)  
[Workplace Harassment](#)  
[Human Rights](#)  
[Cannabis](#)

Justine's practice focuses on all areas of labour and employment law for both federally- and provincially-regulated undertakings. She specializes in complex litigation and is trusted by clients to handle their most sensitive matters.

Justine provides strategic advice on collective labour relations to numerous companies. She acts on their behalf before civil and administrative law courts and tribunals, including, but not limited to, the Administrative Labour Tribunal, the Superior Court, the Québec Court of Appeal, the Federal Court of Appeal and the Supreme Court of Canada.

Clients look to Justine for strategic counsel on their most high-stake issues, including non-competition and non-solicitation obligations, hiring and dismissing employees, managers, directors and executives, and allegations of discrimination and psychological or sexual harassment and human rights.

Justine also has extensive experience with **workplace harassment investigations and in conflicts prevention**. She accompanies clients throughout the process and conducts investigations on their behalf. She also acts as a lead workplace investigator.

Justine is a prolific author on changing employment laws, regulations and jurisprudence. She has co-authored numerous specialized works and is frequently invited to speak at conferences in Canada and abroad. She also teaches at the Québec Bar School.

## Experience

- Lead Counsel for Technicolor Canada Inc. with respect to employment matters.
- Lead Counsel for Rolls-Royce Canada Ltd. with respect to various labour and employment matters.
- Lead Counsel for The CSL Group Inc. with respect to various labour and employment matters.
- Lead Counsel for Greenfield Global Inc. with respect to various labour and employment matters.
- Acted for CiToxLAB Group Inc. in connection with its acquisition of AccelLAB Inc.
- Represented Montréal Gateways Terminals (“MGT”) in the case of [Singh et al. v. Montréal Gateways Terminals et al](#) before the Supreme Court of Canada. The plaintiffs, who were of the Sikh religion, were alleging that a mandatory health-and-safety-related policy implemented by MGT, requiring all individuals entering its terminal in the Port of Montréal to wear a protective helmet, infringed their rights of freedom of religion and equality. The Superior Court, Court of Appeal and Supreme Court of Canada confirmed that MGT was entitled to require that persons of the Sikh religion wear such hard hats over their turbans, despite their religious beliefs prohibiting them from doing so.

## Insights & Events

- COVID-19 vaccination policies: New record of employment guideline for employers
- Mandatory vaccine policy in the workplace: An overview for Canadian employers
- [Co-Author, "From constructive dismissal to constructive resignation", Talent Canada, February 2021](#)
- Interview, TVA News, «Un employeur peut-il offrir des primes vaccin», January 2021
- Du-harcèlement-psychologique-qui-coute-cher-a-l'employeur
- Recreational Cannabis — Where Do We Stand One Year On?
- The Court of Appeal Has Spoken: Safety Must Come First at the Port of Montréal’s Terminals
- The Employer’s Duty To Make Reasonable Efforts To Reassign Employees Before Dismissing Them For Incompetence... Continued
- Co-Author, “Obligation de loyauté : source de protection viable ou peau de chagrin?”, Développements récents en droit de la non-concurrence, Service de la formation continue du Barreau du Québec, May 2019.
- Co-Author, “The Economic Cost of Over-Protection,” Canadian HR Reporter, Thomson Reuters Canada Ltd., February 1, 2019.
- Interview, Jean-François Venne. "L'immigration d'affaires en plein essor." Les Affaires, Droit des affaires 2018, September 22, 2018.
- Cannabis Transitional Period Granted To Prohibit Smoking Under Leases
- 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
- Co-author, "La Loi sur les normes du travail : Mieux s'outiller pour négocier le meilleur règlement possible", Alternative Dispute Resolution (ADR) Institute of Canada, February 22, 2018.
- Is an Employer Legally Bound to Accept an Employee’s Notice of Resignation, No Matter How Early it is Given?
- Co-Author, “Médias sociaux et nouvelles tendances en technologie de l’information en milieu de travail,” SOQUIJ, L’Express Travail, November 24, 2017.
- Author, "Les personnes transgenres au travail," RH, la revue des CHRA et CRIA, November-December 2017.
- Author, “Preventing and ending discrimination and harassment of transgender employees,” The Globe and Mail Report on Business, October 5, 2017.

- Co-Author, "Avoiding the pitfalls of misleading appraisals," Canadian HR Reporter, April 17, 2017.
- Speaker, "La diversité sexuelle et de genre : ses enjeux et ses impacts en milieu de travail," Canadian Bar Association, Quebec Branch, Labour & Employment and Sexual Orientation and Gender Identity Community Sections, Montréal, May 4, 2017.
- Co-Author, "Decision justifies safety over religious rights," The Lawyers Weekly, December 9, 2016. (This article originally appeared in the Dec. 9, 2016, issue of The Lawyers Weekly published by LexisNexis Canada Inc.)
- Co-Author, "Singh et al. c. Société Terminaux Montréal Gateway et al. : La santé et la sécurité priment sur la liberté de religion," The Canadian Bar Association, Québec Branch, October 18, 2016.
- Health and safety trump religious freedom
- Interview, "Des sikhs devront troquer leur turban pour un casque, selon un jugement," L'actualité, September 22, 2016.
- Author, "May a Québec Employer Require that a Candidate Undergo a Pre-Hiring Medical Examination Without Making a Conditional Offer of Employment?" Lexology, July 4, 2016.

## Beyond our Walls

### Professional Involvement

- Chair of the Canadian Bar Association – Québec Branch, Labour and Employment Law Section
- Member, Mediation and Arbitration Institute of Québec
- Member, Employment Rights and Responsibilities Committee – American Bar Association (ABA)
- Member, Canadian Association of Counsel to Employers
- Member, Canadian Bar Association
- Member, Québec Bar

### Community Involvement

- Member, Board of Directors of Make-A-Wish Québec
- Member, Board of Directors of CPE Le Pitchounet

## Awards & Recognitions

- Recognized in the 2022 edition of *Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2021 edition (and since 2019) of *Benchmark Canada - Canada's Leading Litigation Law Firms and Attorneys* as a Future Star.
- Recognized in the 2021 edition (and since 2020) of the *Benchmark Litigation Canada's "40 & Under Hot List"*
- Finalist at the 11<sup>th</sup> "Les Leaders de demain" (The Leaders of Tomorrow) Gala of the Young Bar Association of Montréal in the civil and commercial litigation category

## Bar Admission & Education

- Québec, 2009
- LLB, Université de Montréal, 2004
- MA, Political Science, Université de Montréal, 2007

- Graduate, Microprogram in Law and Labour, Université de Montréal, 2012

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