



Myriane Le François

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Myriane's practice focuses on labour and employment law, serving unionized and non-unionized employers in English and French.

She provides strategic direction on **human resources**, **labour relations** and planning matters, including:

- reorganization
- hiring and pre-hiring
- performance management
- discipline and dismissal
- workplace investigation
- disability management
- human rights
- harassment and discrimination
- compensation plans
- collective agreement, employment agreements and workplace policies

She also takes part in **collective bargaining** negotiations and handles **labour disputes** (including contingency plans and injunctions relating to picketing and strikebreakers).

Myriane frequently represents employers in connection with grievances and claims brought before civil and administrative tribunals.

She also trains managers in a range of organizations by providing tailored professional development programs to employers.

Insights & Events

- Author, "Mandatory masks and face coverings: What Québec employers need to know", BLG Article, July 2020
- Author, "Tabling of a Draft Regulation on Personnel Placement Agencies and Temporary Foreign Worker Recruitment Agencies", BLG Article, May 2019
- Speaker, "Update on Drugs & Alcohol in the Workplace: Highs & Lows", National Retail Federation HR and Employment Law Spring Meeting, April 17, 2019
- Co-speaker, "Nouveauté en matière de congédiement," Editions Yvon Blais, November 15, 2018
- Speaker, "What's next? Technological Developments in Retail", National Retail Federation HR and Employment Law Fall Meeting, October 22 2018
- Speaker, "Développements récents en matière de congédiement et d'indemnités de fin d'emploi au Québec," Barreau du Québec, February 24, 2017
- Speaker, "Violence in the Retail Industry: Does an Employee's Right to Bear Arms Override An Employer's Right to a Firearm-Free Workplace?," National Retail Federation's HR and employment law fall meeting, October 27, 2016
- Author, "Measuring the Level of Independence of Your Independent Contractors Beyond the Written Contract", BLG Article, June 2016
- Speaker, "General Units and Micro-Units in Canada: Where We Stand in the Retail Sector," National Retail Federation's committee on employment law, April 21, 2016
- Co-author, "Le congédiement en droit québécois en matière de contrat individuel de travail," 3rd Ed., Cowansville (Qc), Éditions Yvon Blais (1991) loose-leaf, updated three times a year

Beyond Our Walls

Professional Involvement

- Member, American Bar Association
- Member Canadian Association of Counsel to Employers
- Member, Canadian Bar Association
- Member, National Retail Federation

Community Involvement

- Member, school mentorship services committee, Bar of Montréal
- Board member, La Compagnie Jean Duceppe
- Member, Board of Directors of La Fondation Jean Duceppe
- Board member, National Theatre School of Canada

Bar Admission & Education

- Québec, 2004
- LLB, Université de Montréal, 2003

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