

Frédéric Massé

Partner

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Disputes
Appellate Advocacy
Administrative and Public Law
Health Law
Human Resources & Labour Relations
Pensions & Benefits
Labour & Employment
Employment Disputes
Education
Grievances & Arbitrations
Labour Relations Board Advocacy Work
Human Rights
Collective Bargaining

Frédéric has developed a specialized expertise in collective labour relations and administrative law matters, particularly judicial reviews. He is also very active in the area of collective labour relations between producers and artists and in collective bargaining negotiations.

Frédéric has served as both lead negotiator and external counsel in connection with numerous collective bargaining negotiations in a variety of industries, from film and television production, to the private education and industrial manufacturing sectors, at both the provincial and federal levels.

He has been called upon to make several representations before numerous administrative tribunals (Tribunal administratif du travail, Tribunal administratif du Québec, Access to Information Commission), as well as before the Québec Superior Court, the Court of Appeal of Québec and the Supreme Court of Canada.

Frédéric also possesses in-depth experience in specialty practice areas, including pay equity, pension plan management and educational law. He frequently assists clients with the development and implementation of

complex strategies involving a number of different law sectors and those having significant multidisciplinary facets.

Insights & Events

- Author, "Pension plans in unionized workplaces: Grievance arbitrators are not plan custodians!", BLG Article, July 2024
- Author, "Adoption of Bill 96 modifying the Charter of the French Language: Impacts on employers", BLG Article, May 2022
- Author, "Government of Canada announces mandatory vaccination of federal public service and certain federally regulated employers", BLG Article, August 2021
- Author, "Bill 96: What about the workplace?", BLG Article, May 2021
- Author, "Ratification of The International Convention on The Right to Organise and Bargain Collectively", BLG Article, June 2017
- Author, "A First Step On The Road To Unionizing Managers?", BLG Article, December 2016
- Author, “L'arrêt APASQ de la Cour d'appel du Québec : le débat salarié vs. Artiste est-il vraiment clos?” Développements récents en droit du divertissement 2013, 2013
- L'arrêt APASQ de la Cour d'appel du Québec : le débat salarié vs. artiste est-il vraiment clos?

Beyond Our Walls

Professional Involvement

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

Awards & Recognition

- Recognized in the 2027 edition (and since 2025) of *The Best Lawyers in Canada* (Entertainment Law). Also recognized since 2016 (Labour and Employment Law) and since 2018 (Employee Benefits Law)
- Recognized in the 2027 edition (and since 2022) of *Chambers Canada* (Labour and Employment Law (Québec)).
- Recognized in the 2026 edition (and since 2019) in the *Benchmark Canada - Canada's Leading Litigation Law Firms and Attorneys* as a Future Star.
- Recognized in the 2026 edition (and since 2023) of *The Canadian Legal Lexpert® Directory* (Employment Law), since 2017 (Labour Relations) and in the 2020 edition (Workplace Human Rights).
- Recognized in the 2025 edition (and since 2023) of *Lexology Index* (formerly known as *Who's Who Legal: Canada*) (Labour, Employment & Benefits).

Bar Admission & Education

- Québec, 2000

- LLB, Université du Québec à Montréal, 1999

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