

# Alexis Renaud

## Partner

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Labour & Employment
Collective Bargaining
Grievances & Arbitrations
Employment Disputes
Human Rights
Workplace Harassment

Alexis Renaud advises and assists employers in all sectors, under provincial or federal jurisdiction, in all labour and employment law matters.

He regularly advises and represents employers in dispute prevention and resolution matters relating to:

- employment termination or allegations of harassment or discrimination before administrative tribunals, arbitration boards and civil courts
- complaints of interference or hindrance with union activities, of reprisals for taking part in union activities, or for use of strikebreakers
- applications for union certification
- injunctions for illegal picketing or breach of restrictive covenants
- the application of the Charter of the French Language and the Pay Equity Act.

He also regularly assists employers in negotiating collective bargaining agreements.

## Experience

- **In the dismissal of a senior manager for serious misconduct -** Rejection of complaints for dismissal without good and sufficient cause and for forced retirement, and confirmation that the plaintiff was in fact a senior manager: *Desaulniers c. Kleen-Flo Tumbler Industries Limited*, 2025 QCTAT 471 (CanLII)
- **In a complaint of discrimination and reprisals for filing an occupational injury claim** - Rejection of complaint and confirmation that preponderant evidence of another good and sufficient cause for

dismissal was demonstrated: *Fernandez Alcantara et Amazon Canada fulfillment Services*, 2024 QCCNESST 327 (CanLII)

- **In a grievance challenging an administrative reorganization -** Rejection of a grievance challenging a reorganization of the employer's operations, requesting cancellation of the reorganization and job cuts, and demanding that the employees affected be made whole and reinstated in their rights: *Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale, section locale 2468 c Rolls-Royce Canada*, 2024 CanLII 62540 (QC SAT)
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**In a grievance challenging a dismissal -** Rejection of a grievance challenging the dismissal of a union president for installing a geolocation device under the vehicle of one of the employer's managers: *Syndicat des travailleuses et travailleurs de Rolls-Royce Canada – CSN c. Rolls-Royce Canada Limitée* (May 30, 2023)

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**In a grievance challenging a disciplinary measure -** Rejection of a grievance challenging a disciplinary suspension arising from the employee's refusal to comply with workplace health and safety measures to minimize the risk of COVID-19 transmission: *Syndicat international des travailleurs et travailleuses de la boulangerie, confiserie, tabac et meunerie (FAT-CAI-CTC-FTQ), section locale 235T c JTI-Macdonald Corp.*, 2022 CanLII 100943 (QC SAT)

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**In a complaint regarding use of strikebreakers -** Rejection of applications for provisional and permanent orders compelling the employer to cease using unionized employees during a strike, on the grounds that their work consisted solely of conservation and necessary measures to avoid the destruction or serious deterioration of the employer's property:

  - *Syndicat des travailleuses et travailleurs de Rolls-Royce Canada - CSN c. Rolls-Royce Canada limitée*, 2022 QCTAT 2372
  - *Syndicat des travailleuses et travailleurs de Rolls-Royce Canada - CSN c. Rolls-Royce Canada limitée*, 2022 QCTAT 1701
- **In a psychological harassment complaint -** Rejection of a psychological harassment grievance filed in response to the employer's efforts to correct an employee's performance issues: *United Health Care Professionals v CIUSSS du Centre-Ouest-de-l'Île-de-Montréal*, *2020 CanLII 100056 (QC LA)*

## Insights & Events

- Author, "Passage of Bill 89: Giving greater consideration to the public's needs during strikes and lock-outs", BLG Article, September 2025
- Author, "The Administrative Labour Tribunal confirms the dismissal of a senior manager for serious misconduct", BLG Article, February 2025

- Speaker, “L’employé et son téléphone intelligent : faire face à l’enregistrement clandestin en milieu de travail,” Développements récents en droit du travail, March 2019.
- Co-author, “L’employé et son téléphone intelligent : faire face à l’enregistrement clandestin en milieu de travail,” Développements récents en droit du travail, volume 454, Barreau du Québec, Montréal, March 2019
- Author, "Court of Appeal Holds: Senior Manager Negligent in Performing His Leadership Duties Entitled to No Indemnity in Lieu of Prior Notice", BLG Article, November 2018

## Beyond Our Walls

### Professional Involvement

- Member, Québec Bar
- Member, New Brunswick Bar
- Member, Canadian Bar Association

### Community Involvement

- Member of the Board of Directors, La Dauphinelle, a non-for-profit organization providing shelter and support services to women and children who are victims of violence

## Awards & Recognition

- Recognized in the 2022 edition of *Best Lawyers in Canada* (Labour and Employment Law)

## Bar Admission & Education

- Québec, 2012
- New Brunswick, 2016

- JD (common law), Université de Montréal, 2012
- LLB (civil law), Université du Québec à Montréal, 2010

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