

François Longpré CHRP

Partner

T 514.954.2543
F 514.954.1905
Montréal
FLongpre@blg.com
LinkedIn

Employment Disputes
Collective Bargaining
Grievances & Arbitrations
Human Rights
Labour Relations Board Advocacy Work
OHS & Workers' Compensation
Workplace Harassment
Labour & Employment

François Longpré specializes in **labour and employment law** . He offers strategic advice to employers in unionized and non-unionized environments and represents them in **disputes** related to labour relations or in penal matters.

François negotiates **collective agreements**, for organizations in various sectors, including:

- pharmaceutical
- agri-food
- industrial
- private education
- non-profit

In his career, François has handled over 300 cases before administrative labour tribunals and civil courts, in first instance or in appeal, seeing them through to judgment.

He has held major management positions at the firm, including National and Montréal Regional Leader of the Labour & Employment Group.

Experience

- **Employment law and civil litigation**
  - *Lu c. Gestion Palos inc.,* 2016 QCCS 3383.
  - *Ge c. Canadian Federation of Students*, 2015 QCCS 19.
  - *Nouvelle Autoroute 30 CJV, s.e.n.c. c. Nantel*, 2013 QCCS 2679.
  - *Élitis Pharma Inc. c. Rx Job Inc.*, 2012 QCCA 1348.
  - *Caisse c. Centre de réadaptation Lisette-Dupras*, 2006 QCCS 1351.
  - *McCain Foods Ltd. c. Wong*, 2006 QCCA 46.
  - *Jarry c. Centre hospitalier de Lachine*, D.T.E. 2005T-704 (CS).
  - *Srougi c. Lufthansa German Airlines*, [2003] RJQ 1757 (CA).
  - *Srougi c. Lufthansa German Airlines*, [2003] RJQ 53 (CA).
  - *Hassoulas c. Bragg Photonics Inc.*, DTE 2002T-772 (CS).
  - *Plante c. Imperial Home decor group (Canada) U.L.C.*, D.T.E. 2002T-635 (CS).
  - *Emballages Dawson inc. c. Béland*, [1994] RJQ 1613 (CS).
  - *Association accréditée du personnel non enseignant de l'Université McGill (MUNACA)/Alliance de la Fonction publique du Canada (AFPC) et Institut de recherche du Centre universitaire de santé McGill*, 2017 QCTAT 1238.
  - *Association accréditée du personnel non enseignant de l'Université McGill (MUNACA)/Alliance de la fonction publique du Canada et Institut de recherche du Centre universitaire de santé McGill*, 2016 QCTAT 2791.
  - *Fleurant* et *Ultramar ltée*, 2004 QCCRT 0100.
  - *Poitras* et *Ultramar ltée*, 2003 QCCRT 0382.
  - *Séguin* et *Alizé, gestion technique d'immeubles inc.*, 2003 QCCRT 0379.
- **Labour Law**
  - *Commission des droits de la personne et des droits de la jeunesse c. Provigo Distribution inc., division Maxi*, [2003] RJQ 22 (CA).
  - *Kawyna-Gagné c. Seigneurie d'Argenteuil inc.,* D.T.E. 2003T-407 (CS).
  - *Millette c. Syndicat des employés du Foyer Richelieu*, D.T.E. 2002T-566 (CS).
  - *Schacter c. Centre d'accueil Horizons de la jeunesse*, [1997] RJQ 1828 (CA).
  - *Association des employés du Nord québécois (CSQ) et Conseil de la Nation Innu Matimekush Lac John*, 2016 CCRI 843.
  - *Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ) et Comité patronal de négociation de la Commission scolaire Kativik*, 2016 QCTAT 5900.
  - *Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ) et Comité patronal de négociation de la Commission scolaire Kativik*, 2016 QCTAT 2258.
  - *Syndicat des professionnelles en soins infirmiers et cardiorespiratoires du CUSM (FIQ) c. Foisy*, 2015 QCCS 3240.
  - *Syndicat québécois des employées et employés de service, section locale 298 (FTQ) et Institut de cardiologie de Montréal* (collective grievance), 2015 QCTA 323.
  - *Fabrique de la paroisse Notre-Dame de Montréal (Cimetière Notre-Dame-des-Neiges) c. Syndicat des travailleuses et travailleurs du Cimetière Notre-Dame des neiges (CSN*), 2014 QCCA 758.
  - *Syndicat des employées et employés professionnels et de bureau, section locale 575 (SEPB) CTC-FTQ et Caisse populaire Desjardins Ahuntsic-Viel (Bertrand Autotte),* DTE 2014T-14 (TA).
  - *Syndicat des travailleuses et travailleurs de la Caisse populaire Châteauguay et Caisse populaire Châteauguay* (union grievance), DTE 2013T-296 (TA).
  - *Syndicat des travailleuses et travailleurs du Pavillon St-Joseph – CSN c. Laplante*, 2011 QCCS 3426.

- *Syndicat de l'enseignement de l'Ouest de Montréal et Commission scolaire Marguerite-Bourgeoys (S.L.),* [2008] R.J.D.T. 1707 (TA).
- *Syndicat des salariés de TEMCO électriques (C.S.D.) et Hubbell Canada inc. (TEMCO, compagnie de produits électriques inc.),* DTE 2003T-951 (TA).
- *Travailleuses et travailleurs unis de l'alimentation et du commerce, section locale 500 et Maxi & Cie, Provigo Distribution inc., division Maxi (St-Jérôme*), [2002] R.J.D.T. 380 (TA).
- *Travailleuses et travailleurs unis de l'alimentation et du commerce, section locale 500 c. Handman*, DTE 2002T-543(CS).

- **Employment injury**
  - *Gosselin et Algoma Central Marine (Division)*, 2015 QCCLP 5699.
  - *Cassivi et Société maritime CSL inc.*, 2013 QCCLP 5805.
  - *Soucy et Services Ultramar inc.,* 2009 QCCLP 3207.
  - *Soeurs Missionnaires De l'Immaculée Conception et Francine Lambert (C.L.P., 2004-11-19)*, SOQUIJ AZ-50282371.
  - *Jacot et Sécuritas Québec (C.L.P., 2004-05-21)*, SOQUIJ AZ-50254021.
  - *PTR inc. et Perlman-Blair (C.L.P., 2003-06-11)*, SOQUIJ AZ-50178694.
- **Transactional support**
  - Represented Bell Media in its acquisition of Octane Racing Group, the exclusive promoter of the Formula 1 Canadian Grand Prix, the largest annual sports and tourism event in Canada.
  - Advised Groupe Daubigny and VetStrategy, Canada's leading and largest operator of veterinary clinics, in its sale to private equity firm Berkshire Partners.

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, "Pension plans in unionized workplaces: Grievance arbitrators are not plan custodians!", BLG Article, July 2024
- Several interventions on Radio-Canada (radio and television) and TVA
- Author, "Particularités de la réforme de la Loi sur la santé et la sécurité du travail : les comités de santé et de sécurité sous le régime intérimaire", BLG Article, July 2022
- Author, "New rights for trainees in the workplace – Passage of Bill 14", BLG Article, March 2022
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020
- Author, ""Priority commercial enterprises": What should you do if employees exercise their right of refusal on account of COVID-19?", BLG Article, March 2020
- Author, "Non-Disparagement Clauses in Québec: A Case Study", BLG Article, December 2018
- Author, "Significant Changes to the Act Respecting Labour Standards Now In Effect", BLG Article, June 2018
- Author, "Time Limit for Filing a Complaint of Psychological Harassment Increased from 90 Days to Two Years", BLG Article, June 2018
- Author, "The Consequences of Fixed-Term Employment Contracts: A Reminder – Vissa c AECOM Consultants Inc.", BLG Article, November 2017
- Author, "A New Québec Regulation on the Use of Ladders and Stepladders", BLG Article, November 2016
- Author, "Case Note: Maison St-Patrice inc. v. Cusson, 2016 QCTAT 482: Exclusion of Facebook Snooping Evidence in Québec — a minority view", BLG Article, March 2016
- Assurance-emploi bonifiée

- La notion d'accident du travail
- L'embauche de réfugiés syriens

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association
- Course lecturer in employment law, McGill University (5 years)
- Member, subcommittee on grievance arbitration, Comité consultatif du travail et de la main-d'oeuvre du ministère du Travail, 2014-current
- Coach, moot court competition, McGill University, 2023

Awards & Recognition

- Recognized in the 2027 edition (and since 2011) of *The Best Lawyers Canada* (Labour and Employment Law).
- Recognized in the 2026 edition of *The Canadian Legal Lexpert Directory* (Employment Law and Labour Relations)

Expertise

- Québec, 1989

- BCL/LLB, McGill University, 1988
- B.Comm., Concordia University, 1984

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As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 800 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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