

Roxanne Cloutier-Peace

Associate

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Labour & Employment
Employment Disputes
Commercial Litigation
Workplace Harassment
Grievances & Arbitrations
Human Rights

Roxanne practises labour and employment law. She represents and advises large and small employers from various sectors, in both unionized and non-unionized environments.

She counsels her clients on matters including:

- hires
- terminations
- discipline management
- psychological harassment
- labour standards
- human rights and freedoms

With a focus on risk prevention and mitigation, Roxanne helps draft all kinds of internal policies and employment-related agreements, notably those with restrictive covenants and confidentiality clauses.

She also represents employers in disputes before various administrative tribunals and civil courts, which has led her to plead on several occasions before the Tribunal administratif du travail, the Court of Québec and the Superior Court of Québec.

Roxanne also conducts independent and thorough investigations into allegations of harassment, sexual harassment, discrimination, and other alleged misconduct.

Prior to joining BLG, Roxanne practised as a labour and employment lawyer in a Montréal firm. During her law studies at Université de Montréal, she worked on public-private partnerships at the Québec Ministry of Transport. In 2024, she began taking classes to join the Ordre des conseillers en ressources humaines agréés (CHRA).

Experience

- Represents employers before the Tribunal administratif du travail in complaints regarding dismissals without just and sufficient cause, prohibited practices and psychological harassment.
- Represents employers before the Superior Court of Québec in reasonable notice matters involving complex salary structures.
- Advises employers on individual and mass dismissals.
- Pleaded before the Tribunal administratif du travail with respect to a complaint under section 14 of the Labor Code.
- Pleaded before the Court of Québec to challenge the disclosure request of a psychological harassment investigation report.
- Settled several cases, including one before the Tribunal administratif du travail following a mass dismissal.
- Successfully advised clients on employment law issues related to various commercial transactions and the drafting of executive agreements.

Insights Rollup

- Author, "The U.S. tariff effect: A multi-part analysis of the impact on Canadian employers", BLG Article, February 2025

Beyond Our Walls

Professional Involvement

- Member, Young Bar of Montréal

Community Involvement

- Member, St. Andrew’s Society of Montréal

Bar Admission & Education

- Québec, 2022

- LL.B., Université de Montréal, 2020
- B.A., Political Science (minor in International Development), McGill University, 2017

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