

Vanessa Lapointe

Partner

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Labour & Employment
Workplace Harassment
Human Rights
Grievances & Arbitrations
Employment Disputes
Labour Relations Board Advocacy Work
Collective Bargaining
Appellate Advocacy

Vanessa Lapointe provides strategic advice to unionized and non-unionized companies. Vanessa acts as a trusted partner on matters including:

- workplace investigations;
- human resources policies and procedures;
- collective bargaining, collective agreements and grievances;
- union-organizing campaigns;
- hiring, employment contracts, discipline and termination;
- human rights; and
- restrictive covenants.

Vanessa advises both federally and provincially-regulated companies and represents them before civil courts (wrongful dismissal, constructive dismissal and other civil litigation), and administrative tribunals (human rights tribunals and Administrative Labour Tribunal).

She also assists foreign companies, particularly American and French, with aspects of employment law pertaining to their Canadian and Québec operations.

Vanessa regularly works with BLG's Mergers and Acquisitions team as an employment law specialist in the context of due diligence processes.

Vanessa is an experienced speaker and trainer. She has given conferences and facilitated training nationally on topics including workplace harassment and discrimination prevention, investigation techniques and cognitive bias.

Vanessa is fluent in English and French and has a working knowledge of Italian and Spanish. She is admitted to both the Quebec and Ontario bar.

Experience

- Retained by employers to conduct workplace training on issues including union avoidance, discipline and termination, workplace investigations techniques, workplace harassment and human rights.
- Lead counsel for a top Montreal tech company with respect to various employment matters.
- Defended a company in the context of an appeal related to injunctive procedures before the Quebec Court of Appeal.
- Defended a company in the context of injunctive procedures before the Superior Court of Québec.
- Defended the confidentiality of a company's commercial agreements before the Administrative Labour Tribunal.
- Acted as lead investigator in multiple complex harassment complaints for federal and provincial employers.
- Acted as lead investigator sensitive systemic harassment and discrimination investigations.
- Participated in representing various employers in litigation governed by the *Act respecting labour standards,* the *Labour Code* and the *Canada Labour Code.*
- Drafted employment contracts and confidentiality, non-competition, non-solicitation and collective agreements.
- Regularly conducts internal workplace harassment training.
- Assisted the BLG Mergers and Acquisitions team in the context of various transactions.
- Advised a large U.S. company on the onboarding of its Québec employees as it expanded in Canada.
- Prepared lectures advising employers on recent developments in labour and employment law as well as how to prevent in-house fraud and enforce restrictive covenants in employment contracts.

Insights & Events

- Featured, "'It was the AI, not me'," Canadian HR Reporter, October 2026
- Author, "Canada's anti-strike-breaker legislation", BLG Article, July 2025
- Author, "Federal Pay Equity Act: Are you ready for the Sept. 3, 2024, deadline?", BLG Article, July 2024
- Author, "Psychological harassment and sexual violence: New obligations for Québec employers", BLG Article, April 2024
- Author, "Costlier goodbyes: Increased termination notice entitlements under the Canada Labour Code as of February 2024", BLG Article, January 2024
- Author, "Anti-strike breaking: Bill C-58 is forging ahead!", BLG Article, November 2023
- Author, "Virtual workplace investigations: The "next normal"- Credibility assessment in virtual settings", BLG Article, February 2023
- Author, "Historic anti-strike-breaker legislation in the works for federally regulated workplaces", BLG Article, October 2022
- Author, "Mandatory vaccine policy in the workplace: An overview for Canadian employers", BLG Article, August 2021
- Author, "The $15 question - How to prepare for the new federal minimum wage", BLG Article, July 2021

- Author, "New federal work place harassment and violence prevention regulations: Glossary and Q&A", BLG Article, February 2021
- Immigrating to Canada – Labour law in Canada, BLG Podcast, January 2021
- Author, "Virtual workplace investigations: The “next normal” – Best practices", BLG Article, November 2020
- Author, "28 days of restrictions for Québec employers", BLG Article, October 2020
- Author, "New harassment and violence obligations for federal employers as of January 1, 2021", BLG Article, July 2020
- Author, "Employers: Ready, set, remote work!", BLG Article, July 2020
- Author, "Virtual workplace investigations: The “next normal” - Postponing the investigation vs. proceeding by virtual means", BLG Article, June 2020
- Author, "Golden Rules of Internal Harassment Investigations", BLG Article, May 2019
- Co-author, “The Supreme Court Rules: Parliamentary Privilege Not a Carte Blanche for Termination,” BLG Bulletin, October 9, 2018.
- Author, “Loyalty vs. Freedom of Expression: Who Wins the Battle in the Social Media Ring,” BLG Labour and Employment News, August 1, 2018.
- Author, "Time Limit for Filing a Complaint of Psychological Harassment Increased from 90 Days to Two Years", BLG Article, June 2018
- Author, "Contentious Labour Relations a Factor in Evaluating Employer Decisions During a Strike", BLG Article, April 2018
- Author, "Introducing the Québec Labour Standards Reform Bill", BLG Article, March 2018

Beyond Our Walls

Community Involvement

- Member of the organizing committee, Element fundraising event benefiting the Multiple Sclerosis Society of Canada
- Member of the organizing committee, Wonder Race benefiting Shriners Hospitals for Children
- Volunteer, BLG Reads to Kids

Bar Admission & Education

- Québec, 2018
- Ontario, 2021

- Civil and Commercial Mediation Training, Université de Sherbrooke, 2019
- LLB (including an exchange student session at the Universitat Pompeu Fabra), Université de Montréal, 2015
- Certificate in Criminology, Université de Montréal, 2012
- Sociology and Languages Studies, McGill University, 2011

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