

Rose Massicotte

Partner

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Grievances & Arbitrations
Human Rights
Labour Relations Board Advocacy Work
Labour & Employment
Employment Disputes

In her practice, Rose Massicotte represents the interests of businesses of all sizes, both unionized and non-unionized, and she handles all aspects of **labour and employment law**. In particular, she advises employers with respect to pre-hiring and hiring procedures, employee management, dismissals, individual and group layoffs, and human rights, as well as labour relations.

Rose completed her civil law and common law studies at McGill University. She was first hired by BLG as a student in 2015, then completed her articling period with the firm before joining our Labour and Employment Law Group.

Experience

- Grupa Kęty, as Canadian counsel, in its proposed €645 million acquisition of Metra, an Italy-headquartered manufacturer of extruded aluminum products, from KPS Capital Partners.
- COSCIENS Biopharma Inc., a publicly traded biopharmaceutical company, in its US$15-million acquisition of Nualtis Corp., a specialty pharmaceutical business focused on proprietary oral thin-film drug delivery technologies.
- The Gryphin Advantage, a Canadian managing general agency (MGA), in its acquisition of Groupe Financier Boulos, a Québec MGA with a long-standing client base of independent financial advisors.
- Advises employers on labour and employment law issues
- Drafts, reviews and updates corporate policies, employment and services contracts, as well as confidentiality, non-solicitation and non-competition clauses

- Supports colleagues and acts in disputes before civil courts, administrative tribunals and arbitration boards
- Provides training sessions to businesses and their employees on various aspects of labour and employment law

Insights & Events

- Author, "Adoption of Bill 96 modifying the Charter of the French Language: Impacts on employers", BLG Article, May 2022
- Author, "Bill 96: New French language obligations affecting workplaces, business, contracts and more", BLG Article, May 2022
- Speaker, « Le télétravail en 2020 : une nouvelle réalité », Labour & Employment Annual Symposium, Montréal, November 2020
- Author, "The Employer's Duty To Make Reasonable Efforts To Reassign Employees Before Dismissing Them For Incompetence… Continued", BLG Article, July 2019
- Speaker, "Obligation de loyauté des salariés : portée plus large que les clauses de non-concurrence et de non-sollicitation," Labour and Employment Law Breakfast Seminar, May 16 and 17, 2019
- Author, "Tabling of a Draft Regulation on Personnel Placement Agencies and Temporary Foreign Worker Recruitment Agencies", BLG Article, May 2019
- Author, "Denunciation by Whistleblowers: was the Ex-Employee's Defamation Suit Abusive?", BLG Article, April 2019
- Author, "Bill C-86: Federal Government Proposes Significant Changes to Minimum Labour Standards of Canada Labour Code", BLG Article, November 2018
- Author, "Labour and Employment News", BLG Article, October 2018
- Author, "The Court of Appeal Rules on an Action for Damages for Breach (or Not!) of a Non-Solicitation Covenant", BLG Article, October 2018
- Author, "Salaries Paid To Student Employees: An Important Decision by the Québec Human Rights Tribunal Regarding Discrimination Based on Social Condition and Age", BLG Article, May 2018
- Co-author, "L'obligation de l'employeur de déployer des efforts raisonnables pour réaffecter un salarié avant de le congédier pour incompétence," The Canadian Bar Association, Québec Branch, April 17, 2018
- Author, "Introducing the Québec Labour Standards Reform Bill", BLG Article, March 2018
- Author, "The Employer's Obligation To Make Reasonable Efforts To Reassign An Employee Prior To Dismissal For Incompetence", BLG Article, March 2018
- Speaker, "Sexual and Gender Diversity : Challenges and Impacts in the Workplace," BLG's Annual Labour and Employment Law Symposium, November 2, 2017.
- Author, "The Superior Court Applies a Penal Clause to Sanction an Employees Solicitation", BLG Article, November 2017
- Speaker, "Tendances à surveiller en matière de droits de la personne," BLG's Annual Labour and Employment Law Symposium, October 27, 2017.
- Author, "The Legality of Temporary Layoffs In Light of Decisions Recently Rendered In Québec and In Ontario", BLG Article, April 2017
- Speaker, "Facebook, Twitter, LinkedIn : Quand les réseaux sociaux envahissent le milieu de travail," Labour and Employment Law Breakfast Seminar, September 14 and 21, 2018.

Beyond Our Walls

Professional Involvement

- Member, Barreau du Québec

Awards & Recognition

- Recognized in the 2026 edition (and since 2023) of *Best Lawyers: Ones to Watch* in Canada (Labour and Employment Law).

Bar Admission & Education

- Québec, 2017

- BCL / LL. B., McGill University
- Minor in French Language and Literature, McGill University
- Exchange student in Law, Charles University

BLG | Canada's Law Firm

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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