

Michael Grodinsky

Partner

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Indigenous Law
Labour & Employment
Grievances & Arbitrations
Workplace Harassment
Retail & Hospitality
Employment Disputes
Korea

Michael is a strong, practical and confident advocate for employers in Canada. He provides strategic guidance to clients in the areas of labour, employment, human rights and privacy law.

He regularly acts for employers that are engaged in the technology, media, financial services, transportation, retail, and life sciences industries. Michael interacts with clients in the United States and overseas on a regular basis. He manages sensitive employee matters, including the hiring, retention and departure of senior management, the restructuring and transformation of workforces across Canada and the development of key initiatives to attract and conserve talent.

Michael is frequently called upon to provide counsel on employee matters arising from corporate transactions and he is well known for having a steady hand in developing and defining compensation plans for senior management and key contributors.

He is active in employment litigation and appears regularly before courts and tribunals in the provincial and federal sectors.

Michael counsels employers on how to manage their workplaces effectively. This includes providing advice on:

- Dismissals and other disciplinary measures
- Compensation and benefit plans
- Employment agreements, workplace policies and workplace investigations

- Enforcement of non-competition, non-solicitation and other restrictive covenants
- Discrimination and harassment claims
- Collective bargaining
- Grievance arbitration
- Labour board proceedings
- Language issues
- Employee-related privacy law issues
- Employment-related liabilities applicable to officers and directors

Throughout his career, Michael has assisted Indigenous employers with labour relations issues affecting their workforces. He has traveled to Indigenous communities across Canada to present and consult on workforce matters.

Michael is a former member of the Board of Directors of the Sylvan Adams YM-YWHA (Ben Weider JCC).

Experience

- **Kiewit Construction** in various matters before the Superior Court of Québec and the Québec Labour Board.
- **Enterprise Rent-A-Car Canada Company** in various matters before the Québec Labour Board and in grievance arbitration.
- **Forever XXI ULC** in various matters before the Québec Labour Board.
- **Quality Hotel Dorval** regarding a dismissal complaint before the Québec Labour Board.
- **Innvest Hotels GP Ltd.** in various matters before the Québec Labour Board, the Québec Human Rights Tribunal and in grievance arbitration.
- **Ganotec Inc.** in connection with a complaint made under the Québec Labour Code.
- **BIC Inc.** before the Québec Labour Board with respect to dismissal, prohibited practice and psychological harassment complaints filed by a former employee.
- **PSB Boisjoli Inc.** regarding a successor employer application filed by the Québec Labour Standards Commission relating to PSB Boisjoli's appointment as a receiver pursuant to the *Bankruptcy and Insolvency Act.*
- The **Town of Hampstead** before the Québec Labour Board, the Superior Court of Québec and the Québec Court of Appeal, with respect to grievances arising out of the merger and demerger of the City of Montréal.
- **Various Indigenous Band Councils** in matters before the Canadian Industrial Relations Board and the Canadian Human Rights Commission
- **Listuguj Mi'gmaq Government** in various matters before the Canada Industrial Relations Board.
- **Long Point First Nation** in various matters before the Canada Industrial Relations Board.
- **Kitigan Zibi Anishinabeg Band Council** regarding a dismissal complaint filed by a former manager under the Canada Labour Code.
- Various National Hockey League clubs regarding the interpretation of the league-wide collective bargaining agreement and for salary arbitration purposes
- Various Canadian retailers in connection with labour standards investigations conducted by the Québec Labour Standards Commission.
- As employment counsel for **Phoenix Wrappers ULC** and its shareholders in its sale to Pacteon, a global leader in end-of-line packaging automation.
- As employment counsel for PE-backed Atlanta-based buyer, **East West Manufacturing, LLC** in its acquisition of all the assets of Groupe Varitron, Inc., a top five electronic manufacturing services (EMS) provider in Canada.

- As employment counsel for **Triple M Metal** in its joint venture with ArcelorMittal Long Products Canada to create Integrated Metal Recycling Inc.
- As employment counsel for **Bad Monkey Popcorn**, a maker and marketer of popcorn and other confectionery products, in its sale to Champlain Financial Corporation and a group of co-investors.

Insights & Events

- Featured, "'AI can't replace judgment' — risks, best practices for HR in using AI for hiring, performance management," Canadian HR Reporter, July 2026
- Author, "Navigating AI in the workplace: Legal Considerations for Canadian Employers", BLG Article, June 2026
- Speaker, "Navigating AI in the Workplace", BLG National Webinar, June 2026
- Speaker, "Occupational Health and Safety – What Every Employer Needs to Know", 2026 Annual Meeting of First Nations Directors-General (Wendake, Québec), April 2026
- Speaker, "Workplace Surveillance Issues in the Transportation Industry: The Canadian Perspective," Transportation Law Association Webinar, March 2026
- Co-Author, "Too Quick to Settle? Barriers to Enforceable Settlement Agreements in Canada Remain a Concern", The Transportation Lawyer, January 2026
- Speaker, "Global Shifts in Supply Chain Regulations: Navigating New International Regulations on Forced Labor and Workers' Rights" American Bar Association, 19th Annual ABA Section of Labor and Employment Law Conference (Denver, Colorado), November 2025
- Speaker, "Key Employment Law Issues in the Province of Québec", Accountants Study Group, November 2025
- Speaker, "On-Board Cameras and Privacy: Insights into Locomotive Voice and Video Recorder Regulations", Canadian Transportation Law Association – Annual Conference (Victoria, British Columbia), September 2025
- Co-author, "Employment and Employee Benefits in Canada: Overview," Thomson Reuters Practical Law, February 2024
- Author, "Modern slavery and supply chain transparency in Canada: How to report", BLG Article, December 2023
- Speaker, "What is Artificial Intelligence and How Does it Impact the Workplace?", BLG Employment Law Symposium, November 2023
- Speaker, "Understanding recent changes to Québec language laws: What every business should know," BLG Webinar, July 14, 2022.
- Co-author, "Employment and Employee Benefits in Canada" Thomson Reuters Practical Law, (2022-2024)
- Speaker, Vavilov and the Standard of Review – Why Should We Care? (The Impact That The SCC Has Had On Labour & Employment In The Last Year), Canadian Association of Counsel to Employers, November 4, 2021.
- Speaker, "Reflections on Global Standards For Modern Slavery Legislation (Setting the Stage for a Fair Fashion System)", Fashion Takes Action WEAR Webinar Series (ESG, Impact Measurement & Reporting), October 20, 2021.
- Co-Author, Canada Chapter, International Labor and Employment Laws, ABA Section of Labor and Employment Law (2014-2019)
- Author, International Financial Institutions, International Labor and Employment Laws, ABA Section of Labor and Employment Law (2014-2019)
- Co-Author, OECD and NAFTA/USMCA Chapters, International Labor and Employment Laws, ABA Section of Labor and Employment Law (2014-2019)

- Author, "Don’t Go Out Of Bounds! A Commentary On The Supreme Court Of Canada’s Decision In Bruce V. Cohon", BLG Article, July 2018
- Author, "Commission des normes du travail v. 1845 William Commandité: Employee Status and the Gig Economy", BLG Article, April 2018
- Author, "The 2.0 Approach to Sexual Harassment", BLG Article, November 2017
- Author, "The Superior Court Applies a Penal Clause to Sanction an Employees Solicitation", BLG Article, November 2017
- Author, "You’re So Vain, You Probably Think This Song Is... About You?", BLG Article, October 2017
- Speaker, "The Employment Law Primer – Understanding the Canada Labour Code," First Nations Human Resources Management Conference, February 2016

Beyond Our Walls

Professional Involvement

- Member, American Bar Association (Labor and Employment Law Section)
- Member, Transportation Law Association
- Member, Canadian Transportation Law Association
- Member, Canadian Association of Counsel to Employers (CACE)
- Member, Canadian Bar Association
- Member, Barreau du Québec
- Member, The Lord Reading Law Society
- Member, BLG Abilities Action Committee

Awards & Recognition

- Recognized in the 2027 edition (and since 2021) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2026 edition (and since 2022) of *The Canadian Legal Lexpert Directory* (Employment Law) and in 2024-2026 (Labour Relations).
- Recognized in the 2026 edition of *Benchmark Litigation* as a Litigation Star.
- Recognized in the 2025, 2024, 2023, 2022, 2021 and 2019 editions of *Benchmark Canada - Canada's Leading Litigation Law Firms and Attorneys* as a Future Star.

Bar Admission & Education

- Québec, 2007

- LLB, Université Laval, 2006
- JD, Queen's University, 2006
- BA, University of British Columbia, 2001

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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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