

Stéphanie Desjardins

Senior Associate

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

Stéphanie Desjardins practises labour and employment law, advising employers on the day-to-day and strategic management of workplace relations. Her practice includes hiring, workforce management, dismissals and layoffs, internal policies, as well as disciplinary and organizational matters, in both unionized and non-unionized environments.

In parallel, Stéphanie has developed a recognized subspecialty in occupational health and safety, which strengthens and complements her employment law practice. She advises employers on prevention, the management of workplace accidents, workers' compensation claims, and issues relating to the financing and cost allocation of the CNESST compensation regime.

Stéphanie's practice is distinguished by the intersection of employment law and occupational health and safety, allowing her to provide employers with a comprehensive and consistent approach to their files, both upstream (workforce management, prevention, internal policies) and downstream (workplace accidents, claims, litigation, and financial impacts). This integrated approach represents a strategic advantage, particularly in complex matters where disciplinary, organizational, and OHS issues overlap.

An experienced litigator, Stéphanie regularly represents employers before the Administrative Labour Tribunal (ALT) in both labour standards and occupational health and safety matters. She has also appeared before the Court of Québec, the Québec Superior Court, arbitration tribunals, the Canada Industrial Relations Board, and the Workers' Compensation Appeals Tribunal of New Brunswick.

In addition, Stéphanie delivers practical training sessions and seminars for management teams, including on the Act to modernize the occupational health and safety regime, helping employers integrate new legislative requirements into their operations in a pragmatic and operationally focused manner.

Experience

- Has managed numerous workers' compensation claims before the CNESST and frequently represented employers before the Administrative Labour Tribunal (ALT) in both labour standards and occupational health and safety matters.
- Has acted in CNESST penal prosecutions heard before the Criminal and Penal Division of the Court of Québec, notably in relation to alleged occupational health and safety violations.
- Delivered a conference and co-authored an article for the Barreau du Québec on 2023 developments in occupational health and safety law, reflecting an ongoing commitment to legal thought leadership and knowledge sharing.

Insights & Events

- Author, "Québec labour standards: The definition of personnel placement agency upheld by the Court of Appeal", BLG Article, October 2025
- Author, "Québec's Act respecting occupational health and safety: New provisions in force as of Oct. 1, 2025", BLG Article, September 2025
- Author, "The Administrative Labour Tribunal rejects a worker's claim for a workplace injury in a remote work setting", BLG Article, April 2023
- Author, "Occupational health and safety: Three new provisions to the AIAOD, effective April 6, 2023", BLG Article, April 2023
- Author, "What is a Québec employer's duty to intervene when family violence makes its way into the office?", BLG Article, March 2023
- Author, "Occupational health and safety Five new provisions to the AIAOD effective October 6 2022", BLG Article, October 2022
- Author, "Ebola virus What to do when an employee is about to travel to Uganda or another affected country", BLG Article, October 2022
- Author, "Summary of the new legal requirements in the workplace under the Act to Modernize the occupational health and safety regime", BLG Article, February 2022
- Author, "CNESST adopts flexible measures regarding cost allocations for occupational injuries", BLG Article, February 2021
- Author, "The right to bare arms: Considerations for COVID-19 vaccines in the workplace ", BLG Article, February 2021
- Author, "Mandatory masks and face coverings: What Québec employers need to know", BLG Article, July 2020
- Author, "Employers: Ready, set, remote work!", BLG Article, July 2020
- Author, "COVID-19 and an employee's right to refuse work ", BLG Article, July 2020
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020

Awards & Recognition

- Recognized in the 2027 edition (and since 2026) of *The Best Lawyers in Canada* as one of the “Ones to Watch in Canada" (Labour & Employment Law).

Bar Admission & Education

- Québec, 2018
- LL. L., University of Ottawa, 2015

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