

Audrey Belhumeur CHRP

Counsel

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Labour & Employment
Grievances & Arbitrations
Workplace Harassment

Audrey Belhumeur represents the interests of employers in all sectors of activity with regard to a full range of labour and employment law issues.

In addition to being a member of the Barreau du Québec, Audrey is:

- a member of the Ordre des conseillers en ressources humaines agréés (CRHA);
- a certified investigator to conduct workplace harassment investigations; and
- a certified mediator.

Audrey guides employers and offers them complete and effective solutions adapted to their reality, particularly with regard to the following issues:

- Hiring and employment contracts;
- Harassment and workplace investigations;
- Day-to-day employee management (*e.g.*, performance and attendance management);
- Disciplinary measures and dismissal of employees;
- Individual and collective layoffs;
- Labour relations; and
- Human rights.

Audrey also assists employers in connection with recourses before civil courts, administrative tribunals and grievance arbitrators. Audrey also represents employers in connection with mediations and conciliations.

She frequently conducts investigations as an external and independent investigator on behalf of employers under provincial and federal jurisdiction.

Prior to joining BLG, Audrey practiced labour and employment law at an international law firm.

Experience

- Advises employers on a range of labour and employment law issues
- Conducts investigations in response to workplace harassment complaints
- Drafts judicial review and appeal factums
- Intervenes in litigation before civil courts, administrative tribunals and arbitration tribunals
- Reviews and updates corporate policies
- Advises and trains businesses on various aspects of labour and employment law

Insights & Events

- Author, "Couture v. Kleen-Flo Industries Ltd.: Confirmed dismissal of a senior executive for gross misconduct and harassment", BLG Article, July 2023
- Author, "How and When May Employees be Tailed?", BLG Article, December 2019
- Author, "Federal Employers: Prepare for a Wave of Change in Workplace Harassment Obligations", BLG Article, May 2019
- Author, "Labour and Employment News", BLG Article, October 2018
- Author, "Saddled With An Incompetent Employee? Are You Really Obliged To Reassign Him To Another Job Before Terminating His Employment?", BLG Article, October 2018
- Author, "Significant Changes to the Act Respecting Labour Standards Now In Effect", BLG Article, June 2018
- Co-author, "La Loi sur les normes du travail : Mieux s'outiller pour négocier le meilleur règlement possible", Alternative Dispute Resolution (ADR) Institute of Canada, February 22, 2018.
- Author, "Employment Law: Key Decisions From 2017", BLG Article, February 2018
- Author, "Employment Law: Key Decisions From 2017", BLG Article, February 2018
- Author, "Is an Employer Legally Bound to Accept an Employee’s Notice of Resignation, No Matter How Early it is Given?", BLG Article, December 2017
- Author, "Delgadillo c. Blinds To Go, 2017 QCCA 818: The Concept of "Senior Managerial Personnel" Revisited by the Court of Appeal", BLG Article, September 2017
- Author, "Ratification of The International Convention on The Right to Organise and Bargain Collectively", BLG Article, June 2017

Beyond Our Walls

Professional Involvement

- Member, Barreau du Québec
- Member, Young Bar of Montréal
- Member, Ordre des conseillers en ressources humaines agréés (CRHA)

Awards & Recognitions

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

Bar Admission & Education

- Québec, 2015
- LLB, Université de Montréal, 2014

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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