



Marie-Pier Emery

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[Labour & Employment](#)
[Human Rights](#)
[Business Immigration](#)
[Employment Disputes](#)
[Workplace Harassment](#)
[Cannabis & Psychedelics](#)

Marie-Pier represents federally and provincially regulated organizations of all sizes in labour and employment matters, ranging from prevention to representation, including:

- disciplinary measures and dismissals
- drafting, interpreting and applying employment contracts
- workplace harassment and investigations
- human rights cases

Marie-Pier regularly appears before administrative and civil tribunals, including the Superior Court of Québec and the Québec Court of Appeal, to represent the best interests of clients in matters of wrongful or constructive dismissals, contract or collective agreement interpretation, workplace harassment and investigations, as well as other claims and civil litigation. She also advises and helps businesses in their recruitment of foreign workers, namely for all matters relating to the issuance of a work permit.

She was hired as a student and did her articling at BLG.

Experience

- Marie-Pier successfully participated in defending large organizations against claims for constructive dismissal and oppression of minority shareholder, and for wrongful dismissal before the Superior Court of Québec.

- She also successfully participated in defending an international organization before the Superior Court of Québec and before the Québec Court of Appeal against a contractual claim for particularly high severance amount.
- Marie-Pier has also drafted several factums in appeal and judicial review application cases relating, inter alia, to issues of labour and employment law, human rights, corporation law and constitutional law.

Insights & Events

- Legalization of Cannabis — What Employers Should Know
- The Socially Unacceptable Nature Of A Criminal Offence Does Not Automatically Justify The Dismissal Of The Convicted Employee
- Commission des normes du travail v. 1845 William Commandité: Employee Status and the Gig Economy
- Une première sentence arbitrale au Québec autorise la divulgation obligatoire du statut
- The right to bare arms: Considerations for COVID-19 vaccines in the workplace
- Into choppy waters – Canada’s highest court creates waves for employers
- Consequences for QC employers failing to provide their workers with a safe environment
- [Co-author, "Labour and Employment Law 2020, Chapter 1 \(Canada\) - International Comparative Legal Guides," 10th edition, Global Legal Group Ltd., April 2020](#)
- To ask or not to ask: Hiring foreign workers without discriminating
- New regulations for Québec’s placement and recruitment agencies in force
- Recreational Cannabis — Where Do We Stand One Year On?
- The Court of Appeal Has Spoken: Safety Must Come First at the Port of Montréal’s Terminals
- Bill 9 Has Passed – A First Glimpse into Québec’s New Immigrants Selection Process
- Excessive Absenteeism and Reasonable Accommodation: Where to Draw the Line?
- Co-Presenter, "Les accommodements raisonnables," BLG's Annual Conference on Labour and Employment Law, November 29-30, 2018.
- Author, "Le caractère socialement inacceptable d'une infraction criminelle ne justifie pas automatiquement le congédiement d'un employé reconnu coupable", BLG Publication, August 1, 2018.
- Co-Author, "Médias sociaux et nouvelles tendances en technologie de l'information en milieu de travail," L'Express Travail, November 24, 2017.
- Co-Presenter, "Trends to Watch in Human Rights Law," BLG's Annual Conference on Labour and Employment Law, October 27, 2017.
- Co-Presenter, "Médias sociaux et nouvelles tendances en technologie de l'information en milieu de travail," Journée de formation de l'ABC-Québec et SOQUIJ, October 26, 2017.

Beyond our Walls

Professional Involvement

- Member, Barreau du Québec
- Member, Young Bar Association of Montréal
- Member, Canadian Bar Association

Community Involvement

- Co-Chair of the Organizing Committee and spokesperson for the 2018 and 2019 Cystic Fibrosis Canada Juritour
- Member of the Honorary Committee and of the Organizing Committee for the 2017 Cystic Fibrosis Canada Juritour

Bar Admission & Education

- Québec, 2017
- LLM/M2 (French and comparative law), Université Paris 1 Panthéon-Sorbonne, 2016
- LLL, University of Ottawa, 2014
- B.Soc.Sc. (Globalization and international development), University of Ottawa, 2014

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