



François Longpré CHRP

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François Longpré specializes in **labour and employment** law. He provides strategic advice to employers in union and non-union environments and represents them in labour relations **litigation** and penal prosecutions.

François negotiates **collective agreements** , for organizations in various sectors:

- health and social services
- agro-food
- light industry
- private education
- not-for-profit

François has seen over 300 cases through to judgment before administrative labour tribunals and civil courts, both in the first instance and on appeal.

He has held various senior management positions at BLG, including national leader and Montréal regional leader of the Labour and Employment Group.

Experience

- Represented Bell Media in its acquisition of Octane Racing Group, the exclusive promoter of the Formula 1 Canadian Grand Prix, the largest annual sports and tourism event in Canada.
- Acted for Groupe Daubigny and VetStrategy, Canada's leading and largest operator of veterinary clinics, in its sale to private equity firm Berkshire Partners.
- *Lu c. Gestion Palos inc.*, 2016 QCCS 3383.
- *Ge c. Canadian Federation of Students*, 2015 QCCS 19.
- *Nouvelle Autoroute 30 CJV, s.e.n.c. c. Nantel*, 2013 QCCS 2679.
- *Élitis Pharma Inc. c. Rx Job Inc.*, 2012 QCCA 1348.
- *Caisse c. Centre de réadaptation Lisette-Dupras*, 2006 QCCS 1351.
- *McCain Foods Ltd. c. Wong*, 2006 QCCA 46.
- *Jarry c. Centre hospitalier de Lachine*, D.T.E. 2005T-704 (CS).
- *Commission des droits de la personne et des droits de la jeunesse c. Provigo Distribution inc., division Maxi*, [2003] RJQ 22 (CA).
- *Srougi c. Lufthansa German Airlines*, [2003] RJQ 1757 (CA).
- *Srougi c. Lufthansa German Airlines*, [2003] RJQ 53 (CA).
- *Kawyna-Gagné c. Seigneurie d'Argenteuil inc.*, D.T.E. 2003T-407 (CS).
- *Hassoulas c. Bragg Photonics Inc.*, DTE 2002T-772 (CS).
- *Millete c. Syndicat des employés du Foyer Richelieu*, D.T.E. 2002T-566 (CS).
- *Plante c. Imperial Home Decor Group (Canada) U.L.C.*, D.T.E. 2002T-635 (CS).
- *Schacter c. Centre d'accueil Horizons de la jeunesse*, [1997] RJQ 1828 (CA).
- *Emballages Dawson inc. c. Béland*, [1994] RJQ 1613 (CS).
- *Association accréditée du personnel non enseignant de l'Université McGill (MUNACA)/Alliance de la Fonction publique du Canada (AFPC) et Institut de recherche du Centre universitaire de santé McGill*, 2017 QCTAT 1238.
- *Association des employés du Nord québécois (CSQ) et Conseil de la Nation Innu Matimekush Lac John*, 2016 CCRI 843.
- *Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ) et Comité patronal de négociation de la Commission scolaire Kativik*, 2016 QCTAT 5900.
- *Association accréditée du personnel non enseignant de l'Université McGill (MUNACA)/Alliance de la fonction publique du Canada et Institut de recherche du Centre universitaire de santé McGill*, 2016 QCTAT 2791.
- *Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ) et Comité patronal de négociation de la Commission scolaire Kativik*, 2016 QCTAT 2258.
- *Syndicat des professionnelles en soins infirmiers et cardiorespiratoires du CUSM (FIQ) c. Foisy*, 2015 QCCS 3240.
- *Syndicat québécois des employées et employés de service, section locale 298 (FTQ) et Institut de cardiologie de Montréal (collective grievance)*, 2015 QCTA 323.
- *Fabrique de la paroisse Notre-Dame de Montréal (Cimetière Notre-Dame-des-Neiges) c. Syndicat des travailleuses et travailleurs du Cimetière Notre-Dame des neiges (CSN)*, 2014 QCCA 758.
- *Syndicat des employées et employés professionnels et de bureau, section locale 575 (SEP) CTC-FTQ et Caisse populaire Desjardins Ahuntsic-Viel (Bertrand Autotte)*, DTE 2014T-14 (TA).
- *Syndicat des travailleuses et travailleurs de la Caisse populaire Châteauguay et Caisse populaire Châteauguay (union grievance)*, DTE 2013T-296 (TA).
- *Syndicat des travailleuses et travailleurs du Pavillon St-Joseph — CSN c. Laplante*, 2011 QCCS 3426.
- *Syndicat de l'enseignement de l'Ouest de Montréal et Commission scolaire Marguerite-Bourgeoys (S.L.)*, [2008] R.J.D.T. 1707 (TA).
- *Fleurant et Ultramar Itée*, 2004 QCCRT 0100.

- *Poitras et Ultramar Itée*, 2003 QCCRT 0382.
- *Séguin et Alizé, gestion technique d'immeubles inc.*, 2003 QCCRT 0379.
- *Syndicat des salariés de TEMCO électriques (C.S.D.) et Hubbell Canada inc. (TEMCO, compagnie de produits électriques inc.)*, DTE 2003T-951 (TA).
- *Travailleuses et travailleurs unis de l'alimentation et du commerce, section locale 500 et Maxi & Cie, Provigo Distribution inc., division Maxi (St-Jérôme)*, [2002] R.J.D.T. 380 (TA).
- *Travailleuses et travailleurs unis de l'alimentation et du commerce, section locale 500 c. Handman*, DTE 2002T-543(CS).
- *Gosselin et Algoma Central Marine (Division)*, 2015 QCCLP 5699.
- *Cassivi et Société maritime CSL inc.*, 2013 QCCLP 5805.
- *Soucy et Services Ultramar inc.*, 2009 QCCLP 3207.
- *Soeurs Missionnaires De l'Immaculée Conception et Francine Lambert (C.L.P., 2004-11-19)*, SOQUIJ AZ-50282371.
- *Jacot et Sécuritas Québec (C.L.P., 2004-05-21)*, SOQUIJ AZ-50254021.
- *PTR inc. et Perlman-Blair (C.L.P., 2003-06-11)*, SOQUIJ AZ-50178694.

Insights & Events

- Author, "Particularités de la réforme de la Loi sur la santé et la sécurité du travail : les comités de santé et de sécurité sous le régime intérimaire", BLG Article, July 2022
- Author, "New rights for trainees in the workplace – Passage of Bill 14", BLG Article, March 2022
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020
- Author, "'Priority commercial enterprises': What should you do if employees exercise their right of refusal on account of COVID-19?", BLG Article, March 2020
- Author, "Non-Disparagement Clauses in Québec: A Case Study", BLG Article, December 2018
- Author, "Significant Changes to the Act Respecting Labour Standards Now In Effect", BLG Article, June 2018
- Co-author, "Time Limit for Filing a Complaint of Psychological Harassment Increased from 90 Days to Two Years," BLG Bulletin, June 20, 2018.
- Author, "The Consequences of Fixed-Term Employment Contracts: A Reminder – Vissa c AECOM Consultants Inc.", BLG Article, November 2017
- Author, "A New Québec Regulation on the Use of Ladders and Stepladders", BLG Article, November 2016
- Author, "Case Note: Maison St-Patrice inc. v. Cusson, 2016 QCTAT 482: Exclusion of Facebook Snooping Evidence in Québec — a minority view", BLG Article, March 2016
- Assurance-emploi bonifiée, BLG Video, January 1999
- La notion d'accident du travail, BLG Video, January 1999
- L'embauche de réfugiés Syriens, BLG Video, January 1999

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association
- Instructor, Employment Law, McGill University

Awards & Recognitions

- Recognized in the 2024 edition (and since 2011) of *The Best Lawyers in Canada*® (Labour and Employment Law)

Expertise

- Québec, 1989
- BCL/LLB, McGill University, 1988
- B.Comm., Concordia University, 1984

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