



## Patrick Trent

### Partner

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[Education](#)  
[Health Care](#)  
[Human Resources & Labour Relations](#)  
[Labour & Employment](#)

Patrick advises and represents small to large private and public sector clients on labour and employment law and health law matters. Recognized as a Next Generation Lawyer (Labour and Employment) in the 2018 edition of the Legal 500 Canada, **Patrick's** experience and expertise allow him to provide creative, business-oriented solutions **tailored to clients' needs.**

Patrick advises employers on all matters related to:

- employment standards
- labour relations
- workplace human rights issues
- workplace health and safety

He regularly represents clients before Québec's Administrative Labour Tribunal, in grievance arbitrations, at the Court of Québec, the Superior Court of Québec and the Québec Court of Appeal.

Patrick also advises on labour and employment matters relating to:

- employment policies
- individual and collective dismissals
- harassment and workplace violence
- commercial transaction

- privacy and confidentiality issues

He also advises executives and senior managers in the context of constructive or wrongful dismissal matters. In addition, Patrick has represented clients in the context of injunctive proceedings pertaining to the enforcement of restrictive covenants, including non-solicitation and non-competition obligations.

Patrick has also developed expertise in matters concerning the health and social services sector, more specifically in providing advice to health establishments regarding physicians' privileges, physician management and in the context of disciplinary matters concerning physicians. He also advises hospitals on corporate, employment and labour matters.

Patrick has written a number of published articles and regularly gives presentations and training seminars. He also worked as a parliamentary intern in Ottawa prior to his career in law.

## Experience

- *Maxime Larouche/Gaétan Héroux/Métallurgistes Unis d'Amérique section locale 9414 and A&D Prévost Inc.* (2013): Provided representation in a collective agreement interpretation grievance.
- *Madame Marie-Géralda Malivert/Syndicat des employé(es) du Centre universitaire de santé McGill and le Centre universitaire de santé McGill* (2012): Provided representation in a wrongful termination grievance.
- *M. P. and Compagnie A* (2012 QCCLP 6017): Represented a large employer in a workers' compensation claim, which resulted in a denial of the employee's claim for benefits on account of depression.
- *Marie-Claude Caron and Robert Daigneault, Cabinet d'avocats* (2009 QCCRT 0290), *Marie-Claude Caron and Robert Daigneault, Cabinet d'avocats* (2011 QCCRT 0008), and *Robert Daigneault, Cabinet d'avocats and Marie-Claude Caron* (2012 QCSC): Represented a lawyer in the context of an unjust dismissal complaint and in a subsequent application for judicial review by the former employer.
- *Sylvie Béliveau and Motos Jean-François Hamel Ltée* (2011 QCCRT 0308): Provided representation in the context of an unjust dismissal complaint by a former employee.
- *L'union des employés de service, Local 800, F.T.Q. and Université McGill* (2011): Provided representation in the context of an interpretation grievance

## Insights & Events

- Author, "COVID-19: Superior Court confirms mandatory vaccination in maritime, air and rail transport", BLG Article, August 2022
- Author, "Government of Canada announces mandatory vaccination of federal public service and certain federally regulated employers", BLG Article, August 2021
- Author, "CERB and EI changes: What employers and workers need to know", BLG Article, August 2020
- Author, "Coming out of the COVID-19 lockdown: issues and challenges facing Canadian employers", BLG Article, April 2020
- Speaker, "Obligation de loyauté des salariés : portée plus large que les clauses de non-concurrence et de non-sollicitation," Labour and Employment Law Breakfast Seminar, May 16 and 17, 2019
- Legalization of Cannabis — What Employers Should Know, BLG Perspective, October 2018
- Author, "The 2.0 Approach to Sexual Harassment", BLG Article, November 2017

- Author, "Workplace Computers And Electronic Devices: Protecting Confidential Information And Preserving Evidence", BLG Article, July 2016

## Beyond our Walls

### Professional Involvement

- Member, Canadian Bar Association

### Community Involvement

- Board member, MAB-Mackay Rehabilitation Centre

## Awards & Recognitions

- Recognized in the 2024 edition (and since 2022) of *Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2018 edition of *The Legal 500 Canada* as a “next generation lawyer” (labour and employment)

## Bar Admission & Education

- Québec, 2004
- BCL/LLB, McGill University, 2003
- BA, University of Ottawa, 1998

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