



Katherine Poirier CIRC

Partner

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[Cannabis & Psychedelics](#)
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[Human Rights](#)
[Labour Relations Board Advocacy Work](#)
[OHS & Workers' Compensation](#)
[Workplace Harassment](#)
[Crisis Management](#)

Katherine maintains a dynamic labour and employment practice, with a focus on **workers' compensation** and **health and safety**. She provides guidance and representation to organizations facing sensitive issues and crisis, including severe **workplace accidents** and complex **harassment** matters.

She advises clients on a range of issues, including:

- company policies and employment contracts
- labour relations and collective agreements
- administrative law and fraud
- unfair dismissal complaints and non-competition injunctions
- grievances before labour arbitrators

Katherine is the only Canadian member of the National Workers' Compensation Defence Network (NWCDN). She has pleaded nearly 200 cases, including the decade-long landmark human rights case regarding Québec-based employers' obligations regarding pre-hire medical examinations.

Katherine is adept in identifying how social change affects the workplace, while her unparalleled ability to simplify complex legal issues makes her a sought-after media commentator on sexual harassment and of psychological

harassment in the workplace. She has also presented training sessions on the subject for employees in a range of industries.

She is a member of BLG's Recruitment and Professional Development Committee, and chaired the Montréal office's Pro Bono Committee from 2013 to 2017.

Experience

- Conducted workplace psychological harassment investigations and provided appropriate training to employees.
- Represented an influential employers' association before a parliamentary commission holding consultations on pay equity.

Insights & Events

- Author, "Ebola virus What to do when an employee is about to travel to Uganda or another affected country", BLG Article, October 2022
- Author, "Mandatory vaccination in businesses: developments in Ontario and Québec – and the road ahead", BLG Article, March 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, "COVID-19 vaccination policies: New record of employment guideline for employers", BLG Article, November 2021
- Author, "Mandatory masks and face coverings: What Québec employers need to know", BLG Article, July 2020
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020
- [Droit à la déconnexion : Québec solidaire déposera un projet de loi](#)
- Author, "Coming out of the COVID-19 lockdown: issues and challenges facing Canadian employers", BLG Article, April 2020
- Author, "Are Canadian Employees Concerned About The Right To Disconnect?", BLG Article, October 2018
- Co-Author, « Human Resources Guide to Social Media in the Workplace: A Canadian Perspective », Éditions Yvons Blais, october 2018.
- Author, "Supreme Court of Canada Confirms That the Duty to Accommodate Applies to Workers Injured at their Workplace", BLG Article, February 2018
- Author, "Deconstructing Industry-Based Prejudices: Sexual Harassment in 2017", BLG Article, November 2017
- Author, "The 2.0 Approach to Sexual Harassment", BLG Article, November 2017
- Author, « 2017 : six tendances à surveiller en droit du travail québécois, » Magazine Facteur H, January 2017
- Author, « Obligation d'accommodement en milieu de travail : les employés transgenres, » Magazine Facteur H, December 2016
- Author, "Office Parties: Some Recommendations To Avoid Unwanted Consequences", BLG Article, December 2016
- Author, « L'obligation d'accommodement envers un salarié handicapé, » Magazine Facteur H, November 2016

- Author, « Accommodements religieux en milieu de travail, » Magazine Facteur H, October 2016
- Author, « Devoir d'accommodement : comment et jusqu'où?, » Magazine Facteur H, September 2016
- Author, "The Tribunal administratif du travail Rules on the Application of a CNESST Policy", BLG Article, July 2016
- Author, « Qui a peur de l'engagement à durée déterminée?, » Magazine Facteur H, June 2016
- Author, « La filature : solution-miracle ou mirage?, » Magazine Facteur H, May 2016
- Author, « Marihuana et travail : le milieu de travail à travers un écran de fumée », Magazine Facteur H, April 2016
- Co-author, "Medical Marijuana and the Workplace," Globe and Mail, March 27, 2016
- Author, « Les conséquences du regroupement des tribunaux administratifs québécois, » Magazine Facteur H, March 2016

Beyond Our Walls

Professional Involvement

- Chair, Workers' Compensation Committee, American Bar Association 2019-2020
- Elected as an administrator on the board of directors of the Théâtre de la Ligue Nationale d'improvisation
- Member, National Workers' Compensation Defence Network
- Vice-Chair, Workers' compensation committee, American Bar Association 2016-2019
- Vice-Chair, Cannabis Task Force and Women Trial Lawyers Task Force, American Bar Association
- Member, WISTA (Women International Shipping and Trade Association)
- Monthly Contributor, FacteurH Magazine
- Member, Ordre des conseillers en ressources humaines et en relations industrielles
- Past Vice-Chair and Chair, Canadian Bar Association, Labour & Employment Section, Québec Division

Community Involvement

- Past Secretary of the Board of Suicide Action Montréal, École de Cirque de Verdun, Carpe Diem Emmanuel Jouthe and the Jeune Chambre de Commerce Foundation
- Past Vice-President and Secretary of the Board, Jeune Chambre de commerce de Montréal

Awards & Recognitions

- Recognized in the 2022 edition (and in 2019) of *The Legal 500 Canada* as a "Next Generation Lawyer" (Labour & Employment)
- Recognized in the 2021 edition of the *Canadian Legal Lexpert Directory* (Workers' Compensation)
- Recipient, 2020 Women in Law Leadership Stronger Together Award for Quebec
- Recognized in the 2022 edition (and since 2017) of *The Best Lawyers in Canada*® (Labour and Employment Law) and in the 2022 edition (and since 2020) (Workers' Compensation Law)
- Recipient, Claude-Masson Hommage Bénévolat Québec award, Government of Québec, 2006

Bar Admission & Education

- Québec, 2003
- BCL/LLB (Hons.), McGill University, 2001



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