Marie-Pier Emery

Partner

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Labour & Employment
Human Rights
Business Immigration
Employment Disputes
Workplace Harassment

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

- Author, "The Socially Unacceptable Nature Of A Criminal Offence Does Not Automatically Justify The Dismissal Of The Convicted Employee", BLG Article, August 2018
- Author, "Commission des normes du travail v. 1845 William Commandité: Employee Status and the Gig Economy", BLG Article, April 2018
- Author, "Une première sentence arbitrale au Québec autorise la divulgation obligatoire du statut", BLG Article, November 2021
- Author, "The right to bare arms: Considerations for COVID-19 vaccines in the workplace ", BLG Article, February 2021
- Author, "Into choppy waters – Canada's highest court creates waves for employers", BLG Article, October 2020
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020
- Co-author, "Labour and Employment Law 2020, Chapter 1 (Canada) - International Comparative Legal Guides," 10th edition, Global Legal Group Ltd., April 2020
- Author, "To ask or not to ask: Hiring foreign workers without discriminating", BLG Article, March 2020
- Author, "New regulations for Québec's placement and recruitment agencies in force", BLG Article, February 2020
- Author, "The Court of Appeal Has Spoken: Safety Must Come First at the Port of Montréal's Terminals", BLG Article, October 2019
- Author, "Bill 9 Has Passed – A First Glimpse into Québec's New Immigrants Selection Process", BLG Article, July 2019
- Author, "Excessive Absenteeism and Reasonable Accommodation: Where to Draw the Line?", BLG Article, May 2019
- 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

- Board Member (secretary), Fondation Famijeunes
- Board Member, Cystic Fibrosis Canada

Awards & Recognition

- Recognized in the 2027 edition (and since 2026) of *Chambers Canada* (Labour & Employment (Québec))
- Recognized in the 2026 edition (and since 2023) of *Best Lawyers: Ones to Watch* in Canada (Labour & Employment Law)
- Recognized in the 2026 edition of *The Legal 500* (Labour & Employment)

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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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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