Catherine Pronovost CRHA

Partner

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Labour & Employment
OHS & Workers' Compensation
Grievances & Arbitrations
Human Rights
Workplace Harassment
Employment Disputes

Catherine Pronovost practises employment and labour law, focusing primarily on **occupational health and safety** and **labour relations** . Such duality gives her an interesting edge, as often health and safety matters have an impact on labour relations, and vice versa. She has a practical approach to workplace challenges and commits to finding simple and efficient solutions, keeping in mind her clients' particular approach and goals with respect to **management of human resources** .

Catherine acts frequently in litigation matters for clients in both unionized and non-unionized environments, particularly regarding:

- the management of employment injury claims
- health and safety prevention mechanisms
- interpretation of collective agreements
- disciplinary management
- the application of labour standards

In addition to advising clients of the firm on human resources management and labour law matters generally, she provides in-house training on the following topics:

- employer's duty to accommodate
- psychological harassment
- the hiring process

- social media
- managing employee leaves
- employment terminations
- workplace health and safety
- management of fitness for duty

Catherine was part of the BLG labour and employment team from 2006 to 2010. She then joined another major Canadian law firm. She has been back at BLG since October 2018.

Insights & Events

- Co-Author, "An Employer Convicted of Manslaughter Following the Death of his Employee on the Job," April 2018.
- Co-author, “Vers une nouvelle pondération du critère de la volonté des salariés dans le cadre du fractionnement d'une unité d’accréditation?,” CRHA, June 2017
- Author, "Passage of Bill 89: Giving greater consideration to the public’s needs during strikes and lock-outs", BLG Article, September 2025
- Author, "Occupational health and safety Five new provisions to the AIAOD effective October 6 2022", BLG Article, October 2022
- Author, "Ebola virus What to do when an employee is about to travel to Uganda or another affected country", BLG Article, October 2022
- Author, "The end of the third round in the dispute over right of managers to unionize", BLG Article, February 2022
- Author, "Une première sentence arbitrale au Québec autorise la divulgation obligatoire du statut", BLG Article, November 2021
- Author, "An act to modernize the occupational health and safety regime", BLG Article, January 2021
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020
- Author, "Coming out of the COVID-19 lockdown: issues and challenges facing Canadian employers", BLG Article, April 2020

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association
- Member, Ordre des conseillers en ressources humaines et en relations industrielles agréés (CRHA, CHRP)

Awards & Recognition

- Recognized in the 2027 (and since 2025) edition of *The Best Lawyers in Canada* (Labour & Employment Law)
- Recognized in the 2026 edition of *The Canadian Legal Lexpert Directory* (Employment Law)

Bar Admission & Education

- Québec, 2006

- LLB, Université de Montréal, 2003

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