# André Royer

## Partner

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Labour & Employment
Fraud
Human Resources & Labour Relations
Health Care & Life Sciences
Employment Disputes
Workplace Harassment
Grievances & Arbitrations
Labour Relations Board Advocacy Work
Collective Bargaining

André has over 35 years of experience in the fields of labour and employment law and human rights, as well as administrative law. He gives practical advice to his clients on risk management in disputes and the strategic settlement of legal issues.

André advises and represents employers on all questions relating to labour relations, as well as occupational health and safety disputes, employment contracts and collective labour agreements; he offers his services for any issue dealing with legislation affecting labour relations.

More particularly, André acts for employers and pleads before civil courts and judicial and administrative tribunals in cases dealing with:

- unlawful dismissal
- conditions of employment
- occupational health and safety
- industrial accidents and occupational diseases
- labour relations
- human rights
- privacy in the workplace
- negotiation of collective agreements
- grievance arbitration

André advocates for his clients before the *Commission des relations du travail*, the *Commission des lésions professionnelles* and, in penal cases, before the Criminal and Penal Division of the Court of Québec.

André is the National Business Leader of our Labour & Employment Group and has occupied various management positions in our firm. He is also an active member of our Fraud Group.

## Experience

- **Employment Law**
  - Acts as advisor, does mediation/conciliation and pleads regularly before the *Commission des relations du travail* on complaints filed under the *Labour Standards Act*
  - Practices before civil courts, in both first instance and in appeal
- **Labour Relations**
  - Negotiates collective agreements
  - Pleads grievances and also pleads before civil courts in judicial review proceedings
- **Occupational Injuries**
  - Practices before the *Commission des lésions professionnelles* in matters relating to compensation, classification and financing
  - Pleads penal complaints before the Criminal and Penal Division of the Court of Québec
- **Commercial Transactions**
  - Advises contracting parties on issues related to workforce and employment in the context of commercial transactions

## Insights & Events

- Author, "Doit-on rester joignable en vacances ?," La Presse, September 2026
- Speaker, "Inclusivity in an Increasingly Polarized Workplace," International Forum of Senior Executive Advisers, June 25, 2024
- Author, "Ronald Carrière v. Copap inc.: A case of employee perceptions blown out of proportion", BLG Article, March 2023
- Trends to watch in 2021 – Vaccines: key issues in Canada, BLG Perspective, January 2021
- Author, "Into choppy waters – Canada's highest court creates waves for employers", BLG Article, October 2020
- Author, "Bill 148: What Could It Mean to the Retail, Service and Hospitality Sectors", BLG Article, June 2017
- Interview, Canal argent, June 13, 2013 (in French), BLG Video, June 2013
- Author of several articles for CCH Canadian Limited published in Focus on Employment and Equality Rights
- Co-author of a book published by Wilson and Lafleur entitled Loi sur les normes du travail au Québec
- Has lectured on various subjects connected with labour law and has written articles on different labour and employment law issues
- Regularly provides training to businesses on various subjects concerning labour relations
- Speaker for the Association des professionnels en ressources humaines, Insight, Infonex and different associations active in the business community

## Beyond Our Walls

### Professional Involvement

- Member Canadian Bar Association
- Instructor, École du Barreau du Québec Labour and Employment Law Section since 2005
- Trainer in courses provided to businesses dealing with various issues connected with labour relations

## Awards & Recognition

- Recognized in the 2027 edition (and since 2019) of *Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2026 edition (and since 2022) of *The Canadian Legal Lexpert Directory* (Employment Law) and in since 2019 (Labour Relations).

## Bar Admission & Education

- Québec, 1987

- LLB, Université de Montréal, 1986

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