



H l ne Bussi res

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H l ne Bussi res is a partner in the Employment and Labour Group. H l ne provides advice to major corporations on all aspects of Canadian employment and labour law at both federal and provincial levels. Her diverse practice includes acting for clients before civil courts and administrative tribunals, negotiating collective agreements, drafting executive employment agreements and policies, and providing guidance on governance and executive compensation matters.

H l ne also has considerable experience coordinating employee-related matters in commercial transactions, such as asset and share acquisitions. She has developed extensive expertise in strategic human resources planning for her clients across Canada and maintains a successful advisory employment practice.

Accolades

- *Chambers Canada 2020* as a leading lawyer in Employment & Labour and Employment & Labour – Qu bec (recognized since 2016).
- *The Best Lawyers in Canada 2020* in Labour and Employment (recognized since 2013).
- *The Legal 500 Canada 2020* as a leading lawyer in Labour and Employment (recognized since 2018).
- *The Canadian Legal Lexpert Directory 2019* as a leading lawyer in Employment Law.
- *The Martindale-Hubbell Peer Review Ratings*, awarded a CV rating by her peers in recognition of her highly regarded legal skills and professional ethics.

Representative Work

- On behalf of employers, negotiating and drafting executive employment agreements for Presidents & Chief Executive Officers of public and private corporations such as Yellow Media Limited, Imvescor Restaurant Group Inc., Metro Logistics, l'Ar na des Canadiens Inc., Soci t  G n rale, DAVIDsTEA, RONA Inc. and Industrielle Alliance.
- Negotiation of collective agreements on behalf of Electrolux, a company with more than 1,200 employees, including the termination of a defined benefits pension plan.
- Providing counsel to some of Canada's most prominent insurance companies with operations throughout Canada, on all aspects of their human resources operations, ranging from employee hiring, legislative compliance, strategic litigation support and supervision of workplace investigations.

- Coordination of all employment-related matters related to the friendly acquisition by Lowe's Companies of RONA Inc. for C\$3.2B by way of a plan of arrangement under the *Business Corporations Act* (Québec).
- Successfully defending a large insurance company against a lawsuit by a former member of its senior management team who was alleging that he was discriminated against based on his age and forced to retire.
- Advising Yellow Pages, a major public company involved in digital and marketing solutions, on legal issues and prevailing market practices with respect to severance and change of control arrangements for its named executive officers (NEOs).
- Together with *Ernst & Young*, acting for one major Canadian bank in the investigation of allegations to the effect that some union membership cards or resignation notices were falsified.
- Representing Investissement Québec in its restructuring by the Government of Quebec, in the context of the adoption of Bill 27, whereby hundreds of employees of the Minister of Economy will be transferred to Investissement Québec and the *Centre de Recherche Industrielle du Québec* will be merged with Investissement Québec, including as it relates to the integration of the unionized and non-unionized employees, the determination of the seniority ranks, salary integration, etc.
- Coordination of an investigation into allegations of illegitimate expense reimbursements and approvals by senior executives, and successfully defending against a lawsuit filed in connection thereof, acting for a national security services provider.

Publications

- "Executive Employment Law", loose-leaf edition, Butterworths Canada / LexisNexis Canada (contributing-author and co-editor).
- "Executives and Managers: Contracts, Accountability and Termination", Butterworths Canada (co-editor).
- "Employment & Labour in Canada" Quebec chapter, *Lexology Getting The Deal Through*, 2019, (co-author).
- "Canada" chapter, *The International Comparative Legal Guide to: Employment & Labour Law*, Global Legal Group Ltd., 2012 to 2018 (co-author).
- "The Executive Employment Contract", Lexis Nexis Canada, 2012 (contributing-author).
- "*Les dirigeants : leurs droits et leurs obligations*", Les Éditions Yvon Blais Inc., 1995 (contributing-author).
- "*Exécution du travail avec prudence et diligence, obligation de loyauté et de discrétion en cours et après la fin de l'emploi*", "*Rapports individuels et collectifs du travail*", JurisClasseur Québec, LexisNexis.

Legal Posts

The following posts are available on Stikeman.com:

- [Understanding Employment and Labour Law in Quebec: A New Guide](#)

- [Still Not Worth the Paper It's Written On: Release Won't Oust Canada Labour Code Unjust Dismissal Complaints](#)
- [Termination for Cause in Quebec: Key Principles and Best Practices](#)

Speaking Engagements

- “Recording and surveillance at work”, Stikeman Elliott Employment and Labour Law Group annual conference, October 2019.
- “Top issues and trends in employment law”, Annual conference of the Canadian Association of Counsel to Employers (CACE), September 2019.
- “Romantic relationships at work in the #MeToo era”, Stikeman Elliott Employment and Labour Group annual conference, November 2018.
- “Crisis management and investigations”, Stikeman Elliott Employment and Labour Group annual conference, September 12, 2017.
- “Executive succession planning”, Stikeman Elliott Employment and Labour Group annual conference, September 15, 2016.
- “Workplace Ethics”, Stikeman Elliott Employment and Labour Group annual conference, October 22, 2015.
- “Legal trends shaping the future of employers”, Stikeman Elliott Employment and Labour Group annual conference, October 2, 2014.
- “Cross Canada Employment Law Check-Up - Quebec”, Canadian Association of Counsel to Employers (CACE) annual conference, September 13, 2014.
- “Review of 2013 Developments in Employment and Labour Law”, Association of Corporate Counsels (ACC) Quebec, January 30, 2014.
- “Recent Developments in Employment and Labour Law”, Stikeman Elliott CLE Seminar, October 24, 2013.
- “Restrictive covenants in Contracts of Employment, Agreements for the Sale of a Business, and other Commercial Agreements”, Association of Corporate Counsels (ACC) Quebec, December 4, 2012.
- “Employment & Labour Law in 2012: Lessons learned”, Stikeman Elliott CLE Seminar, October 18, 2012.
- “Privacy, Protection of Personal Information and Surveillance of Employees – What are the Employer’s Rights and Obligations?”, Stikeman Elliott CLE Seminar, September 13, 2012.
- “Internet and Social Media: New Challenges for Employers” and “Psychological Harassment”, *Grands rendez-vous de la formation juridique training session*, Quebec Bar, February 16, 2012.
- “Blogs, Youtube, Facebook and Internet” and “Psychological Harassment”, Employment and Labour Law, training sessions for the Young Bar Association of Montreal training session, March 9, 2011.

Professional Activities

Hélène is a member of the Quebec Bar, the Canadian Bar Association and the American Bar Association.

She is a member of the Finance Committee, and the lawyer responsible for privacy and data protection in the Montréal office.

In addition to her practice at the firm, Hélène teaches employment and labour law at the Quebec Bar School. She is regularly a guest professor at the MBA class of the MBA Desautels Faculty Management, McGill University.

She also served on the Bar of Québec's Liaison Committee with the *Tribunal administratif du travail* (Labour Relations Commission).

Hélène is President of the Board of Directors of Solomon Schechter Academy and co-chair of its Human Resources Committee. She is also a member of the Board of Directors of *Atelier le Fil d'Ariane*.

Background

During her legal studies, Hélène spent a semester at Université de Poitiers, France, and one semester at Dalhousie University, Halifax (with scholarships).

Education

Université de Montréal (LL.B. 1992).

Bar Admission

Québec, 1993