



Bérène François

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[Labour & Employment](#)
[Grievances & Arbitrations](#)
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[OHS & Workers' Compensation](#)
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Bérène François practices in labour and employment law, focusing mainly on labour relations and occupational health and safety matters. She advises and represents a wide range of employers, both in unionized and non-unionized workplaces, offering strategic solutions to the complex challenges they face.

She is particularly interested in various aspects of labour relations and employment, such as:

- disciplinary measures and dismissals
- human resource management, including hiring, performance and termination
- absenteeism management
- corporate policies
- occupational injury claims
- labour standards application
- human rights

Her excellent communication skills have earned her praise and recognition from her clients.

Prior to joining BLG, Bérène worked as legal counsel specializing in labour and employment disputes at a major Canadian company. She participated in its risk assessments, provided strategic advice on various matters, and appeared before the Administrative Labour Tribunal and arbitration courts.

Experience

- Advised a company on its obligations under the Charter of the French Language (constitutional law).
- Drafted a national Code of Ethics for a pan-Canadian organization.
- Advised companies on workers' compensation claims (occupational health and safety).

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association, since 2023
- Member, Canadian Association of Black Lawyers, since 2024

Community Involvement

- Chair and Founding Member, The Greater Montreal Legal Clinic, since 2021
- Founding Member, Association des étudiants noir.es, University of Québec in Montréal, 2017 to 2019
- Member, Jeune chambre de commerce haïtienne, since 2024
- Mentor, Association des étudiant.es noir.es en droit, University of Montréal, since 2024

Bar Admission & Education

- Québec, 2020
- Master of Laws (Common Law), Université de Sherbrooke, 2024
- JD, Université de Sherbrooke, 2019
- LL.B, Université du Québec à Montréal, 2019
- Certificate, Occupational Health & Safety, Université de Montréal, 2016

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