



## Samuel Roy

### Associate

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[Labour & Employment](#)  
[Workplace Harassment](#)  
[Grievances & Arbitrations](#)  
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Samuel specializes in labour and employment law, with a focus on dispute resolution.

He advises both unionized and non-unionized employers, for federally regulated and provincially regulated undertakings.

While articling at BLG, he was involved in complex litigation matters presented to the Tribunal administratif du travail, grievance arbitrators and the Superior Court of Québec.

As Samuel worked for a firm specializing in workplace investigations during his studies, he was already knowledgeable about workplace harassment matters and conflict prevention when he joined BLG in the summer of 2021.

He is fluent in both French and English, and also speaks some Spanish.

## Insights & Events

- Author, "Pension plans in unionized workplaces: Grievance arbitrators are not plan custodians!", BLG Article, July 2024
- Author, "Psychological harassment: The extent of employers' obligations in handling complaints", BLG Article, June 2024

- Author, "Overtime pay: An employment class action authorized in *Madden c. Nordia Inc.*", BLG Article, May 2024
- Author, "Psychological harassment and sexual violence: New obligations for Québec employers", BLG Article, April 2024
- Author, "Costlier goodbyes: Increased termination notice entitlements under the Canada Labour Code as of February 2024", BLG Article, January 2024
- Author, "Anti-strike breaking: Bill C-58 is forging ahead!", BLG Article, November 2023
- Author, "*Couture v. Kleen-Flo Industries Ltd.*: Confirmed dismissal of a senior executive for gross misconduct and harassment", BLG Article, July 2023
- Author, "*Rolls-Royce Canada Ltd. and Labelle*: When the use of AirTags is not protected by freedom of association and expression", BLG Article, June 2023
- Author, "COVID-19: Superior Court confirms mandatory vaccination in maritime, air and rail transport", BLG Article, August 2022
- Author, "New rights for trainees in the workplace – Passage of Bill 14", BLG Article, March 2022
- Author, "Mandatory vaccination in businesses: developments in Ontario and Québec – and the road ahead", BLG Article, March 2022
- Author, "Une première sentence arbitrale au Québec autorise la divulgation obligatoire du statut", BLG Article, November 2021

## Bar Admission & Education

- Québec, 2023
- LL.B., Université du Québec à Montréal, 2022
- Certificate in Law, Université de Montréal, 2018
- BA in Applied Political Studies, Université de Sherbrooke, 2017

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