



## Maryse Tremblay

Partner

T 514.954.2648  
F 514.954.1905  
Montréal  
[MTremblay@blg.com](mailto:MTremblay@blg.com)

[Labour Relations Board Advocacy Work](#)  
[Grievances & Arbitrations](#)  
[Human Rights](#)  
[Workplace Harassment](#)  
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Maryse's practice encompasses advocacy and advisory work in the areas of **labour and employment law**, human rights and privacy. She focuses on:

- **labour relations**
- **grievance arbitration**
- collective bargaining
- personnel management

She has extensive expertise in advising and representing **federally-regulated employers**.

Maryse represents employers before various administrative tribunals, such as the Canada Industrial Relations Board, the Québec Labour Administrative Tribunal, labour arbitrators, human rights tribunals, and arbitrators and appeals officers under Part II and III of the *Canada Labour Code*. She also appears regularly before the Federal Courts of Canada and the Ontario and Québec superior courts.

Maryse also assists employers in their representations to government organizations in matters pertaining to labour law reforms. She is currently a member of the Federal Courts Liaison Committee on Labour Law, Human Rights, Pension Benefits, Privacy and Access Review.

She has been a member of the Client Consultation Committee of the Canada Industrial Relations Board from 2012 to 2015.

From 2007 to 2015, Maryse held the positions of Chair, Vice-Chair and Secretary-Treasurer of the National Labour and Employment Law section of the Canadian Bar Association. From 1999 to 2001, she was Chair of the Labour Law section of the Quebec Division of the Canadian Bar Association, and from 1995 to 2000, she sat on the executive committee of the Canadian Bar Association's National Labour and Employment Law section.

Maryse is a founding member and was a director of the Canadian Association of Counsel to Employers from 2003 to 2005.

She has also written numerous articles and given various conferences on labour and employment law.

## Experience

- Strategic advice and representation of employers in complex files before labour arbitrators, labour boards, human rights tribunals and superior courts.
- Strategic advice and representation of employers in multiple proceedings before the Canada Industrial Relations Board (CIRB) and related proceedings before the Federal Courts in respect of certifications, unlawful strikes, sale of business and single employer proceedings, unfair labour practice complaints, interim relief applications, applications for maintenance of activities during a strike, work jurisdiction disputes, reprisal complaints and change of constitutional status of businesses.
- Representation of employers under Part II of the *Canada Labour Code* in various occupational and health safety matters, including the structure and functioning of health and safety committees.
- Collective bargaining and arbitration of collective agreements.
- Representation of employers in interest and final offer selection arbitrations.
- Strategic advice and counsel in several discrimination and workplace harassment claims as well as in several matters pertaining to terminations and unjust dismissal claims.
- Representation of employers in judicial review applications.
- Strategic advice and representation in matters pertaining to corporate restructuring, workforce downsizing and group terminations.

## Insights & Events

- Co-author, "Le congédiement en droit québécois en matière de contrat individuel de travail," 3rd Ed., Cowansville (Qc), Éditions Yvon Blais (1991) loose-leaf, updated three times a year
- Co-Author, *Federal Labour Law and Practice*, Carswell, 2013.
- Author, "Anti-strike breaking: Bill C-58 is forging ahead!", BLG Article, November 2023
- Author, "Government of Canada announces mandatory vaccination of federal public service and certain federally regulated employers", BLG Article, August 2021
- Author, "Federal Employers: Prepare for a Wave of Change in Workplace Harassment Obligations", BLG Article, May 2019
- Co-Author, "Bill C-86 : Federal Government Proposes Significant Changes to Minimum Labour Standards of Canada Labour Code", *Canadian Corporate Counsel*, Vol. 27, no. 8, December 2018.
- Author, "Bill C-86: Federal Government Proposes Significant Changes to Minimum Labour Standards of Canada Labour Code", BLG Article, November 2018
- Author, "'Workplace' Under Part II Of The Canada Labour Code Includes Work Activities Performed In Workplaces Not Controlled By The Employer", BLG Article, September 2017
- Speaker and author, "Federal Workplace Update," conference at the Canadian Association of Counsel to Employers (CACE), Calgary, September 2017.

- Speaker, "Advancing Human Rights in the Workplace," 2017 National Industrial Relations Conference, Ottawa, September 2017.
- Author, "Labour Dispute at the Société de transport de l'Outaouais: No Essential Services and a Valid Strike Notice", BLG Article, May 2017
- Author, "Wilson v. Atomic Energy of Canada Limited: No Right to Dismiss Non-Unionized Employees Without Cause for Federally-Regulated Employers", BLG Article, July 2016
- Author, "Workplace Violence under Federal Law: The Employer's Duty to Appoint A Competent Person to Investigate," Employment and Labour Law Reporter (2016), 26 E.L.L.R., April 2016
- Author, "Federal Court Limits Definition of "Workplace" Under Part II of the Canada Labour Code to Workplaces Controlled by Employer", BLG Article, March 2016
- Author, "Update on Wilson v. Atomic Energy of Canada Limited : Supreme Court of Canada Heard Appeal on January 19, 2016", BLG Article, February 2016
- Author, "Workplace Violence Under Federal Law: The Employer's Duty To Appoint A Competent Person To Investigate", BLG Article, February 2016
- Author, "Supreme Court Of Canada Decision On The Right To Strike Could Have An Impact On The Education Sector", BLG Article, March 2015
- Author, "Right to Strike Now Constitutionally Protected," American Bar Association International Labour and Employment Law Committee Newsletter, February/March 2015;
- Speaker, "Labour Relations: Repercussions from the Ruling in B.C. Health Services," Canadian Council of Administrative Tribunals' 5th annual conference, May 2010.
- Speaker and author, "Fin d'emploi résultant d'un acte discriminatoire : Évaluation de la jurisprudence en matière de redressements dans le secteur fédéral," in ABC des cessations d'emploi et des indemnités de départ, Éditions Yvon Blais, Barreau du Québec, April 2010.
- Speaker on "Global Economy and Labour Markets in the Americas," RIAL on Labour Migration, Organization of American States, February 2009.
- Speaker and co-author, "Human Rights Issues in Labour Law: Recent Developments on Substance Testing and Mandatory Retirement," conference at the Canadian Bar Association, Ottawa, November 2008.
- Speaker and author, "Recent Developments at the Canada Industrial Relations Board," conference at the Canadian Association of Counsel to Employers (CACE) in St. Andrews-by-the-Sea, September 2007.
- Speaker, "Expedited Arbitration Process," Ontario Labour Arbitrators' Annual Conference, November 2006.
- Speaker, "Recent Developments in Quebec Labour and Employment Law," presented at the Canadian Association of Counsel to Employers (CACE) in Whistler, September 2006.

## Beyond our Walls

### Professional Involvement

- Member, Barreau du Québec
- Member, Canadian Bar Association
- Member, American Bar Association
- Member, Canadian Association of Counsel to Employers (CACE)
- Management representative, Canadian delegation to represent Canadian employers at the meeting of the civil aviation sector of the International Labour Organization in Geneva, 2002
- Representative, management lawyers on the advisory committee of the Canadian Industrial Relations Board, established to elaborate the amendments to the Board's Regulations in 2000

## Awards & Recognitions

- Fellow of The College of Labor and Employment Lawyers.
- Recognized in the 2024 edition (and since 2020) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2024 edition (and since 2021) of *Chambers Canada* – Canada's Leading Lawyers for Business (Employment & Labour - Québec).
- Recognized in the 2023 Canadian Legal Lexpert® Directory (Labour Relations and Employment), in the 2022 edition of *Canadian Legal Lexpert® Directory* (Labour Relations and Workplace Human Rights), in 2021 and in 2020 (Labour Relations) and in the 2019 edition (and since 2015) for Workplace Human Rights, Labour Relations.
- Recognized by Lexology/WWL as Leading Practitioner in Labour, Employment and Benefit 2023.
- Recognized in the 2023 edition (and since 2021) *Who's Who Legal Canada* (Labour, Employment and Benefits).
- Recognized in the 2022 and 2020 editions of *Who's Who Legal: Thought Leaders* (Labour & Employment).
- Recognized in the 2019 edition (and since 2016) of *Who's Who Legal* (Labour, Employment and Benefits).
- Recognized in the 2019 edition (and since 2016) of *Who's Who Legal – Canada* (Labour, Employment and Pensions).

## Bar Admission & Education

- Québec, 1992
- MBA, University of Ottawa, 1991
- LL.L (Silver Medal), University of Ottawa, 1991, (Magna Cum Laude)
- B.A. (Music), University of Ottawa, 1987

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