



## Michael Grodinsky

### Partner

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[Indigenous Law](#)  
[Labour & Employment](#)  
[Grievances & Arbitrations](#)  
[Workplace Harassment](#)  
[Retail & Hospitality](#)  
[Employment Disputes](#)  
[Korea](#)

Michael provides strategic guidance to clients in the areas of labour, employment, human rights and privacy law.

He regularly acts as employment counsel on corporate transactions on issues such as executive compensation, employee liabilities, employee retention, workplace restructuring, group benefit plans and equity and non-equity-based incentive compensation plans. Michael often interacts with clients in the United States and overseas.

Michael counsels employers on how to manage their workplaces effectively. This includes:

- dismissals and disciplinary measures
- compensation and benefit plans
- employment agreements, workplace policies and workplace investigations
- collective bargaining
- arbitration grievances
- labour board proceedings
- language issues
- non-competition, non-solicitation and other restrictive covenants
- discrimination and harassment claims
- employee-related privacy law issues
- bankruptcy or insolvency proceedings

Throughout his career, Michael has assisted Indigenous employers with labour relations issues affecting their workforces. He has traveled to Indigenous communities across Canada to present and consult on workforce matters.

Michael sits on the Board of Directors of the Sylvan Adams YM-YWHA (Ben Weider JCC).

## Experience

- **Kiewit Construction** in various matters before the Superior Court of Québec and the Québec Labour Board.
- **Enterprise Rent-A-Car Canada Company** in various matters before the Québec Labour Board and in grievance arbitration.
- **Forever XXI ULC** in various matters before the Québec Labour Board.
- **Quality Hotel Dorval** regarding a dismissal complaint before the Québec Labour Board.
- **Innvest Hotels GP Ltd.** in various matters before the Québec Labour Board, the Québec Human Rights Tribunal and in grievance arbitration.
- **Ganotec Inc.** in connection with a complaint made under the Québec Labour Code.
- **BIC Inc.** before the Québec Labour Board with respect to dismissal, prohibited practice and psychological harassment complaints filed by a former employee.
- **PSB Boisjoli Inc.** regarding a successor employer application filed by the Québec Labour Standards Commission relating to PSB Boisjoli's appointment as a receiver pursuant to the *Bankruptcy and Insolvency Act*.
- The **Town of Hampstead** before the Québec Labour Board, the Superior Court of Québec and the Québec Court of Appeal, with respect to grievances arising out of the merger and demerger of the City of Montréal.
- **Various Indigenous Band Councils** in matters before the Canadian Industrial Relations Board and the Canadian Human Rights Commission
- **Listuguj Mi'gmaq Government** in various matters before the Canada Industrial Relations Board.
- **Long Point First Nation** in various matters before the Canada Industrial Relations Board.
- **Kitigan Zibi Anishinabeg Band Council** regarding a dismissal complaint filed by a former manager under the Canada Labour Code.
- Various National Hockey League clubs regarding the interpretation of the league-wide collective bargaining agreement and for salary arbitration purposes
- Various Canadian retailers in connection with labour standards investigations conducted by the Québec Labour Standards Commission.
- As employment counsel for **Phoenix Wrappers ULC** and its shareholders in its sale to Pacteon, a global leader in end-of-line packaging automation.
- As employment counsel for PE-backed Atlanta-based buyer, **East West Manufacturing, LLC** in its acquisition of all the assets of Groupe Varitron, Inc., a top five electronic manufacturing services (EMS) provider in Canada.
- As employment counsel for **Triple M Metal** in its joint venture with ArcelorMittal Long Products Canada to create Integrated Metal Recycling Inc.
- As employment counsel for **Bad Monkey Popcorn**, a maker and marketer of popcorn and other confectionery products, in its sale to Champlain Financial Corporation and a group of co-investors.

## Insights & Events

- Author, "Modern slavery and supply chain transparency in Canada: How to report", BLG Article, December 2023
- Speaker, "Understanding the Changing Landscape of Perks, Rewards, Compensation and Benefits," Canadian Bar Association (Skilled Lawyer Series), May 2023
- Co-Author, Canada Chapter, International Labor and Employment Laws, ABA Section of Labor and Employment Law (since 2014)
- Author, International Financial Institutions, International Labor and Employment Laws, ABA Section of Labor and Employment Law (since 2014)
- Co-Author, OECD and NAFTA/USMCA Chapters, International Labor and Employment Laws, ABA Section of Labor and Employment Law (since 2014)
- Speaker, "Understanding recent changes to Québec language laws: What every business should know," BLG Webinar, July 14, 2022.
- Co-author, "Employment and Employee Benefits in Canada" Thomson Reuters Practical Law, May 2022.
- Speaker, Vavilov and the Standard of Review – Why Should We Care? (The Impact That The SCC Has Had On Labour & Employment In The Last Year), Canadian Association of Counsel to Employers, November 4, 2021.
- Speaker, "Reflections on Global Standards For Modern Slavery Legislation (Setting the Stage for a Fair Fashion System)", Fashion Takes Action WEAR Webinar Series (ESG, Impact Measurement & Reporting), October 20, 2021.
- Speaker, "Did Workers Held in Forced Labor Make Your Client's Cotton Shirts? A Remedial and Enforcement Primer for Advocates and Corporate Counsel Whose Goods Involve Problematic Labor Force Supply Chains", Labor and Employment Law Section of the American Bar Association, September 28th, 2021.
- Co-Author, "Discontinuing employment in Canada," Lexology, March 11, 2020.
- Author, "Don't Go Out Of Bounds! A Commentary On The Supreme Court Of Canada's Decision In Bruce V. Cohon", BLG Article, July 2018
- Author, "Commission des normes du travail v. 1845 William Commandité: Employee Status and the Gig Economy", BLG Article, April 2018
- Author, "The 2.0 Approach to Sexual Harassment", BLG Article, November 2017
- Author, "The Superior Court Applies a Penal Clause to Sanction an Employees Solicitation", BLG Article, November 2017
- Author, "You're So Vain, You Probably Think This Song Is... About You?", BLG Article, October 2017
- Author, "Employers Question Jurisdiction After SCC Rulings," The Lawyers Weekly, May 2016
- Speaker, "Drug and Alcohol Issues in the Workplace," May 2016
- Speaker, "The Employment Law Primer – Understanding the Canada Labour Code," First Nations Human Resources Management Conference, February 2016
- Speaker, "Workplace Harassment and Workplace Violence," January-February 2016
- Co-author, "Repudiating a Contract of Employment in Québec? The Québec Court of Appeal Repudiates that Notion!" Executive Employment Journal,

## Beyond our Walls

### Professional Involvement

- Member, American Bar Association (Labor and Employment Law Section)
- Member, Canadian Association of Counsel to Employers (CACE)
- Member, Canadian Bar Association

- Member, Barreau du Québec
- Member, The Lord Reading Law Society
- Member, BLG Abilities Action Committee

## Awards & Recognitions

- Recognized in the 2024 edition (and since 2021) of *The Best Lawyers in Canada* (Labour and Employment Law).
- Recognized in the 2024 edition (and since 2022) of *The Canadian Legal Lexpert® Directory* (Employment Law) and in 2024 (Labour Relations).
- Recognized in the 2023, 2022, 2021 and 2019 editions of *Benchmark Canada - Canada's Leading Litigation Law Firms and Attorneys* as a Future Star.

## Bar Admission & Education

- Québec, 2007
- LLB, Université Laval, 2006
- JD, Queen's University, 2006
- BA, University of British Columbia, 2001

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