



# STUART S. ARONOVITCH

Partner

T 514.954.2549

F 514.954.1905

Montréal

[SAronovitch@blg.com](mailto:SAronovitch@blg.com)

[Labour and Employment](#)

[Litigation and Arbitration](#)

## Education / Bar Admissions

B.C.L./LL.B., McGill University, 1993

B.A., McGill University, 1989

Québec, 1994

## Professional Involvement

Member, Barreau du Québec

Member, The Lord Reading Law Society

## Community Involvement

Member of the Board of Directors of Centennial Academy

Past Member of the Board of Directors, and Chair of the Human Resources Committee of Mount Sinai Hospital (2012-2015)

Past Director of the Lord Reading Law Society

## EXECUTIVE SUMMARY

Stuart S. Aronovitch is a partner in our Labour and Employment Law group in Montréal.

His practice involves most areas of labour, employment and human rights law, with a particular emphasis on employment law, employment standards and related litigation.

Stuart provides strategic advice to a variety of small, medium and large businesses with respect to the management of their human resources, including advising on workplace restructuring, discipline and performance management.

Stuart is an experienced litigator, who has represented clients before a wide range of courts and administrative tribunals, including the Tribunal administratif du travail, grievance arbitrators, the Superior Court of Quebec and the Court of Appeal of Quebec. Among others, he has litigated cases relating to wrongful dismissal, constructive dismissal, psychological harassment, privacy issues and injunctions to enforce restrictive covenants and confidentiality agreements.

Stuart also regularly advises clients on the labour and employment aspects of commercial transactions.

## REPRESENTATIVE WORK

- Ongoing strategic advice to employers with regard to employment law and employment standards matters, including discipline, dismissals and restructuring;
- Representing employers before the Tribunal Administratif du travail with respect to employment standards litigation, including unjust dismissal, prohibited practice and psychological harassment complaints;
- Representing employers before the Civil Courts with respect to wrongful dismissal actions;
- Representing employers and employees in injunction proceedings pertaining to restrictive covenants and the protection of confidential information;
- Representing employers before the Quebec Human Rights Commission with respect to human rights matters;
- Drafting of complex employment agreements, including Executive Employment

- Agreements, Change-of-Control Agreements and Bonus Agreements;
- Representing employers before grievance arbitrators in cases pertaining to discharge and discipline and collective agreement interpretation;
- Acting as lead labour and employment law counsel in various commercial transactions.

## **PUBLICATIONS & PRESENTATIONS**

- Presenter, "Recording in the Workplace and Managing Meetings with Employees," BLG's Annual Conference on Labour and Employment Law, October 27, 2017.
- Presenter, "Settling Employment Disputes: Finding a Win-Win Solution," BLG's Labour and Employment Breakfast Seminar, November 18, 2016.
- Presenter, "Fraud and Embezzlement in the Workplace: How to avoid the pitfalls," BLG's Annual Conference on Labour and Employment Law, October 21, 2016.
- Presenter, "Employment and Labour Law Landmark Developments in 2015," BLG's Annual Labour and Employment Law Conference, October 2, 2015.
- Presenter, "Punching the Clock: How Off-Duty Conduct Affects the Employment Relationship," BLG's Labour and Employment Breakfast Seminar, May 1, 2015.
- Presenter, "Drafting an Employment Contract: The Do's and Don'ts," BLG's Annual Labour and Employment Law Conference, October 14, 2014.
- Author, "Employment Law – Recent Developments," Quebec Bar Association continuing education, December 2013.
- Author, "Employment Law – Recent Developments," CRHA, December 2013.
- Author, "Employment Law – Recent Developments," Quebec Bar Association continuing education, November 2010.
- Co-Author, "Labor and Employment Law in Canada" in International Labor and Employment Law, American Bar Association, 2006.
- Co-Author, "Union Certification Process" in 14 Questions Frequently Asked in Quebec Labour and Employment Law, Carswell, 2002.
- Co-Author, "Executive Compensation Issues for Americans Transferring into Canadian Jurisdiction" in Metropolitan Corporate Counsel, November 2000.

## **ABOUT BORDEN LADNER GERVAIS LLP**

Borden Ladner Gervais LLP (BLG) is a leading, national, full-service Canadian law firm focusing on business law, commercial litigation and arbitration, and intellectual property solutions for our clients. BLG is one of the country's largest law firms with more than 700 lawyers, intellectual property agents and other professionals in five cities across Canada. We assist clients with their legal needs, from major litigation to financing to trademark and patent registration.