



ROBERT BONHOMME

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[Labour and Employment](#)
[Litigation and Arbitration](#)
[United States](#)

Education / Bar Admissions

LL.L., McGill University, 1983

Québec, 1984

Professional Involvement

Member, American Bar Association

Member, Canadian Bar Association

Member, Québec Bar

Member, International Bar Association

Fellow, American College of Trial Lawyers

Community Involvement

Board Member of the Conseil du patronat du Québec

EXECUTIVE SUMMARY

Robert Bonhomme focuses his practice on employment, labour, administrative and civil law, and more particularly on all aspects of labour relations, both collective and individual, across Canada. He represents clients from both the private and public sectors, in federal and provincial jurisdictions. Throughout the years, he has developed an expertise in compensation and benefits matters (purchase option plan, retirement plan, etc.).

Mr. Bonhomme is an assistant editor of *Canadian Cases on Employment Law*. He has co-authored numerous specialized works in the field including *Wrongful Dismissal in Quebec*, *Le congédiement en droit québécois en matière de contrat individuel de travail*, *Le contrat de travail en vertu du Code civil du Québec*, *The Employment Contract under the Civil Code of Quebec*, *14 Questions Frequently Asked in Quebec Labour & Employment Law* and *More Questions Frequently Asked in Quebec Labour & Employment Law*. He has also written numerous articles on administrative, employment and labour law and is frequently invited to speak at conferences in Canada and abroad. For instance, in recent years, he has written or spoken on issues such as mandatory retirement, privacy legislation and transborder data flows of personal employee information, employers' duty to accommodate and the validity of settlements in labour and employment law.

A Fellow of the prestigious American College of Trial Lawyers and The College of Labor and Employment Lawyers, Mr. Bonhomme ranks amongst lawyers most frequently recommended by peers in the annual survey conducted for the *Canadian Legal Lexpert® Directory* and, for several years now, has appeared in the annual *Guide to the Leading 500 Lawyers in Canada*, published by *Lexpert®/American Lawyer*. He is rated as a "Leading Lawyer" in labour law and employment benefits by *Practical Law Company's Which Lawyer? Yearbook*. He is also listed as a pre-eminent lawyer in the 2018 edition, and since 2010, of *Chambers Global: The World's Leading Lawyers for Business*. Moreover, since 2011, Mr. Bonhomme has been recognized as a leading lawyer in the areas of Labour and Employment Law in Woodward/White's *The Best Lawyers in Canada®*, which also named him Montreal Lawyer of the Year in Labour and Employment in 2011. He is also listed as one of Canada's leading lawyers in management labour and employment law in *Who's Who Legal 2011, 2012, 2013, 2014, 2015 and 2016*. Mr. Bonhomme also serves as Management Co-Chair of the American Bar Association Section of Labor and Employment Law's Employment Rights and Responsibilities International Subcommittee. Lastly, he is AV® Preeminent™ Peer Review Rated by Martindale-Hubbell®, the highest peer review rating awarded to a

lawyer for his legal skills and sense of ethics.

REPRESENTATIVE WORK

- Mr. Bonhomme acts for employers and, occasionally, for senior executives, and pleads before the civil courts, grievance arbitration and administrative tribunals. Most of the cases he handles deal with aspects of individual employment contracts, including hiring, termination of employment, restrictive covenants (e.g. non-competition clauses), fringe benefits, as well as pension plans and incentive programs.
- Mr. Bonhomme has represented the Société de la Place des Arts and Hydro-Québec in the Supreme Court of Canada, in cases involving, respectively, Quebec legislation on strike-breakers and on disability.
- He has also represented several companies before the civil courts in cases dealing with restrictive covenants and the validity and financial assessment of stock purchase plans.

PUBLICATIONS & PRESENTATIONS

Mr. Bonhomme's publications and conferences include:

- *Le congédiement en droit québécois en matière de contrat individuel de travail*, 3rd ed. Cowansville, Québec: Éditions Yvon Blais, (loose-leaf, updated three times a year), 1991.
- Speaker, "Litiges possibles dans le contexte d'une terminaison d'emploi," Séminaire PLUS: Les pratiques d'emploi de A à Z, May 31, 2011.
- Speaker, "Nouveautés en matière de congédiement," Éditions Yvon Blais, March 15, 2011.
- Speaker, "Revisiting Genetic Discrimination Issues in 2010: Is Canada on the Right course?" Genome Canada 2009-2010 Series on Genetic Information, April 16, 2010.
- Speaker, "La défense de contrainte excessive dans le secteur public : le retour du congédiement administratif ?" Canadian Bar Association, Québec division, February 24, 2010.
- Speaker, "Le contrat de travail et le Code civil du Québec : 15 ans plus tard," Quebec Bar Association conference, October 1-2, 2009.
- Speaker, "Le « Top 5 » des décisions rendues en droit du travail et de l'emploi 2008- 2009," Canadian Bar Association Conference, Labour & Employment section, February 17, 2009.
- *Even More Questions Frequently Asked in Québec Labour & Employment Law*, Cowansville, Québec: Éditions Yvon Blais/Carswell, 2008.
- Speaker, "L'obligation d'accommodement de l'employeur : une notion revue mais surtout corrigée," Le point sur les normes du travail conference, Conseil du patronat du Québec, Montréal, November 6, 2008.
- Speaker, "Invalidité : La « Malcommode » obligation d'accommodement," 10th Human Resources Management Conference, Conférence des centres hospitaliers universitaires (CHU), Quebec City, Québec, September 12, 2008.

- Speaker, "Une partie au grief se présente seule à l'arbitrage," Apparent et réel conflit de droits individuels et de droits collectifs, Journée de formation de la Conférence des arbitres du Québec, Mont-St-Hilaire, Québec, April 12, 2008.
- Co-Author, "Recent Developments of Importance - Employment Law," *The 2008 Lexpert / American Guide to the Leading 500 Lawyers in Canada*, p. 318-22.
- *14 Questions Frequently Asked in Québec Labour & Employment Law*, Cowansville, Québec: Éditions Yvon Blais/Carswell, 2002.
- Co-Author, "The Termination of the Employment of Non-Unionized Employees," *14 Questions Frequently Asked in Québec Labour & Employment Law*, Cowansville, Québec: Éditions Yvon Blais/Carswell (2002) 2:1-34.
- "The Closure or Partial Reduction of the Operations of a Business: What to know," *14 Questions Frequently Asked in Québec Labour & Employment Law*, Cowansville, Québec: Éditions Yvon Blais/Carswell (2002) 3:1-10.

RANKINGS & RECOGNITIONS

- Recognized as a 2017 Acritas Star.
- Recognized in the 2017 and 2016 edition of *Benchmark Canada – The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* as a "Local Litigation Star: Québec" and a "Litigation Star: Labour/Employment".
- Recognized in the 2019 edition (and since 2006) of *Best Lawyers in Canada®* (Labour and Employment Law).
- Recognized in the 2019 edition (and since 2016) of *Chambers Canada – Canada's Leading Lawyers for Business* (Employment and Labour [Nationwide], Employment and Labour [Québec]).
- Recognized in the 2019 edition (and since 2015) of *The Legal 500 Canada* as a "Leading Lawyer" (Labour & Employment).
- Recognized in the 2018 edition (and since 2015) as well as in the 2013 edition of *The Canadian Legal Lexpert® Directory* (Employment Law - Employer; Labour Relations - Management; Workplace Human Rights - Employer).
- Recognized in the 2018 edition (and since 2010) of *Chambers Global: The World's Leading Lawyers for Business* (Employment and Labour).
- Recognized in the 2016, 2015 and 2014 editions of *Who's Who Legal: Canada* (Management Labour and Employment).
- Recognized in the 2016 edition of *Who's Who Legal: Labour and Employment*.
- Recognized in the 2014 edition of *Who's Who Legal: The International Who's Who of Business Lawyers* (Labour & Employment)
- Recognized in the 2013 edition of the *Lexpert®/American Lawyer Guide to the Leading 500 Lawyers in Canada®* (Employment Law).
- Recognized in the 2013 edition of *The International Who's Who of Management Labour & Employment Lawyers* (Among the leading management labour and employment lawyers in the world).
- Fellow of the American College of Trial Lawyers.

- Fellow of The College of Labor and Employment Lawyers.
- Martindale-Hubbell® AV® 5.0 out of 5.0 Preeminent™.

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.