

Myriam Lavallée, CIRC

Partner

Ms. Myriam Lavallée focuses her practice on labour and employment law, administrative law, and human rights. She advises and represents companies in various sectors with respect to individual and collective labour relations. She also acts as a spokesperson for employers in the negotiation of collective agreements.

Ms. Lavallée has specific expertise in the field of childcare services and is frequently called upon to advise and represent childcare and day care centres and home childcare coordinating offices throughout Quebec before the courts.

Her recognized skills as a manager have led her to sit on the boards of directors of numerous organizations. She is currently the chair of the board of directors of *FestiVoix de Trois-Rivières*. Previously, she sat on the board of directors, among others, of the *Chambre de commerce et d'industries de Trois-Rivières*, *Femmessor Mauricie*, the *Jeune Barreau de la Mauricie*, *Les Petits Collégiens* childcare centre, and the *Jeune chambre de commerce de la Mauricie*, for which she was chair of the board of directors in 2009 and 2010. She also acts as an ambassador for, and is a member of the regional committee of, *La Ruche Mauricie*.

In 2009, Ms. Lavallée was awarded the *Prix d'Excellence* of the *Réseau de recherche en santé et en sécurité du travail du Québec* in recognition of a speech she delivered at a conference.

In the eight years before she joined Lavery, Ms. Lavallée worked for another national law firm. Prior to that, she worked for the *Ministère de la Justice*, more specifically for the Justices of the Superior Court of Quebec. She also coordinated the republication of a treaty for a legal publisher.



Representative mandates

- Represent and act as counsel to many businesses with respect to labour and employment law matters
- Acts as a spokesperson for employers in the negotiation of collective agreements
- Advise and represent various home childcare coordinating offices in connection with childcare management matters and proceedings initiated by the administrators of a home childcare centre before the *Tribunal administratif du Québec*
- Represent childcare centres and home childcare coordinating offices in connection with obstruction

complaints and applications for orders

Advise and represent businesses regarding the application and the decree of the *Loi sur les décrets de convention collective*

Represent companies before the *Tribunal administratif du travail*

Co-author a memorandum on the Act to tighten the regulation of educational childcare (November 2010)

Publications

“Constant supervision: how does the recent court decision impact CPEs, daycare centres and home childcare providers?”, article published in a legal information bulletin for child care managers, February 2020 edition (in collaboration with Guillaume Laberge)

Hiring an employee versus a self-employed worker: advantages, disadvantages and pitfalls to avoid, article published on www.laverygoinc.ca.

First-aid course required by the *Ministère de la Famille*: is the employer required to pay for the training time, article published in a legal information newsletter for operators of childcare and day care centres, January 2017.

Myriam Lavallée, “*Modification éventuelle au Règlement sur les services de garde éducatifs à l’enfance*”, article published in a legal newsletter for operators of child care centres, November 2015.

Myriam Lavallée (in collaboration) and Véronique Savoie, “The importance of good communication with one’s insurer: a childcare center is sued”, article published in a legal information newsletter for operators of childcare and day care centres, September 2015

Myriam Lavallée, “Verifying impediments”, article published in a legal information newsletter for operators of childcare and day care centres, March 2015

Conferences

COVID-19: mesures temporaires ou permanentes pour les employeurs et les employés?, webinar presented at the *Chambre de commerce et d’industrie de Shawinigan*, July 14, 2020

COVID-19 : Enjeux de droit du travail, webinar presented at the *Chambre de commerce et d’industrie du Cœur-du-Québec*, May 14, 2020

COVID-19 : Enjeux de droit du travail, webinar presented in collaboration with the *Formation continue et services aux entreprises du Cégep de Trois-Rivières*, May 6, 2020

COVID-19 : Droits et devoirs des manufacturiers - Enjeux commerciaux et de droit du travail, with Me Yves Rocheleau, webinar presented to the *Manufacturiers de la Mauricie et du Centre-du-Québec (MMCQ)*, March 19, 2020

Prévention de la violence et du harcèlement au travail, training given to senior managers and employees, March 10 and 11, 2020

- *Les comportements des employés à l'extérieur du travail*, training given to elected officials and senior managers, December 5, 2019
- *Enjeux juridiques de ressources humaines lors d'un transfert d'entreprise*, conference presented at the *Chambre de commerce et d'industrie du Cœur-du-Québec*, May 7, 2019
- Key principles of a winning negotiation, conference presented to elected officials and senior executives, October 30, 2019
- *Éléments à analyser dans le cadre d'une vérification diligente – travail et emploi*, presentation given to the Club M&A Trois-Rivières, September 6, 2018
- Myriam Lavallée and Marie-Josée Héту, “*La surveillance et la filature des travailleurs absents : les bonnes pratiques et les pièges à éviter*” talk before the *Grand Symposium en droit du travail et de l'emploi de Drummondville*, June 12, 2018
- Myriam Lavallée and Marie-Josée Héту, “*Les incontournables de la dernière année en droit du travail et de l'emploi*” talk before the *Grand Symposium en droit du travail et de l'emploi de Trois-Rivières*, May 17, 2018
- “*La plaidoirie*”, customized training delivered to *Université de Sherbrooke*, March 1, 2018 and December 8, 2017
- “*Le contre-interrogatoire*”, customized training delivered at the *Université de Sherbrooke*, February 26, 2018 and September 28, 2017
- “*L'interrogatoire en chef*”, customized training delivered at the *Université de Sherbrooke*, February 22, 2018, November 14, 2016 and October 28, 2016
- “*Les décisions marquantes*”, talk delivered at the *Université de Sherbrooke*, February 15, 2018
- “*La production de pièces*”, customized training delivered at the *Université de Sherbrooke*, February 6, 2018
- “*La préparation d'un témoin*”, customized training delivered at the *Université de Sherbrooke*, October 12, 2017
- Collective bargaining: Is there a winning formula? with Jean Boulet, seminar presented as part of the annual Major Symposium on Labour and Employment Law, June 13, 2017
- “Preparing a defence for an arbitration tribunal,” customized training delivered in French for *Université de Sherbrooke*, February 10 and March 1 and 2, 2016
- Myriam Lavallée, “*L'exercice du droit de gérance et la gestion des dossiers disciplinaires et administratifs*”, talk delivered to members of the Corporation des concessionnaires d'automobiles de la Mauricie, March 23, 2016.
- Myriam Lavallée, “*Conduite et comportements à l'extérieur du travail: vie privée ou domaine de l'employeur*”, talk delivered to the *Regroupement des garderies privées du Québec*, October 17, 2015.
- Myriam Lavallée and Marie-Josée Héту, “*Développements récents en droit du travail et de l'emploi, ainsi qu'en santé et sécurité du travail*”, talk before the *Réseau RH de Drummondville*, May 6, 2015

- Myriam Lavallée, “*Le devoir d’accommodement de l’employeur en 2015: Jusqu’où faut-il aller?*” talk before the *Colloque annuel en droit du travail*, May 5, 2015
- Myriam Lavallée and Jean Boulet, “*Droit du travail québécois – Développements récents*”, talk given in connection with the Barreau du Québec’s Mandatory continuing education program, May 22, 2013
- Myriam Lavallée, “*Les politiques d’entreprises : Portée et limites*”, talk given at the annual Labour, Employment and Human Rights Law Conference, April 18, 2013
- Myriam Lavallée and Jean Boulet, “*Droit du travail québécois – Développements récents*”, talk given in connection with the continuing education program of the *Ordre des conseillers en ressources humaines agréés*, April 16, 2013
- Myriam Lavallée and Jean Boulet, “*Arbitrage de griefs: Développements récents 2011 - 2012*”, talk given in connection with the *Barreau du Québec*’s Mandatory continuing education program, February 20, 2013
- Myriam Lavallée, “*La protection des renseignements personnels*”, talk given to the members of the *Corporation des concessionnaires d’automobiles de la Mauricie*, May 29, 2012
- Myriam Lavallée, “*Préparation d’un dossier pour le Tribunal administratif du Québec*”, training session given to managers of home childcare coordinating offices, February 22, 2012
- Myriam Lavallée, “*Droits de la personne en milieu de travail: Où en sommes-nous?*”, talk given as part of the annual Labour, Employment and Human Rights Law Conference, February 16, 2012

Distinctions

- *Gala Radisson*, Female personality of the year, 2025
- *The Best Lawyers in Canada, Lawyer of the Year*, Labour and Employment Law, 2025
- The Canadian Legal LEXPERT® Directory in the field of Labour and Employment Law, 2022
- The Best Lawyers in Canada in the field of Labour and Employment Law, since 2022

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Education

Leadership and management skills Certificate, *Institut de leadership* and Concordia University, 2020

LL.B., *Université de Sherbrooke*, 2003

Boards and Professional Affiliations

Comité de gouvernance et déontologie de la Manufacturiers Mauricie Centre-du-Québec (MMCQ)

Chambre de commerce et d'industries de Trois-Rivières

FestiVoix

Jeune chambre de commerce de la Mauricie

Ordre des conseillers en ressources humaines agréés du Québec