

Richard Gaudreault

Partner

Richard Gaudreault is a partner in the Labour and Employment Law Group. He frequently acts as a negotiator in the negotiation of collective agreements and a strategic advisor in the planning and reorganization of human resources for large private corporations, as well as public and parapublic institutions.

In his practice, Mr. Gaudreault has developed specific skills in managing complex cases involving crisis management issues and developing internal communication plans.

An experienced litigator, he has acted before various administrative tribunals, the Tribunal *administratif du travail*, the Superior Court, as well as the Court of Appeal and the Supreme Court.

Over the course of his career, he has taught many classes on the subject of collective agreement negotiation and labour relations, in particular at the *École des hautes études commerciales (HEC)*, the *École nationale d'administration publique* and the *Université de Montréal* School of Industrial Relations.

Lectures

- Training series on best practices in collective bargaining for executives and management committees of large corporations
- Training series on how to keep employees motivated and improve leadership for executives and management committees of large corporations
- *Améliorez vos performances en négociation*, 2016 (in Montréal, Québec City, Saguenay, Val-d'Or and Sept-Îles)
- *Négocier et réussir l'implantation de changements majeurs : comment s'y préparer ? ou comment augmenter l'acceptabilité en relations du travail ?*, lecture



Partner, Lawyer Montréal

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Bar Admission

Québec, 1993

Languages

English
French

given at the *Rendez-vous des relations du travail* 2016, *Ordre des conseillers en ressources humaines agréés (CPHR)*

L'acceptabilité en négociation collective, 2015 (in Montréal, Québec City and Saguenay)

Human resources crisis management, May 2018 (in Montréal, Québec City, Saguenay, Val-d'Or and Sept-Îles)

Comment créer de la valeur par la négociation collective ?, CCH-Wolters Kluwer conference, November 2013 (Québec City) and December 2013 (Montréal)

Comment résoudre les défis d'aujourd'hui en négociation collective ?, participation in the round-table discussion, CCH Symposium chaired by Me Louis Leclerc, November 2013 (Québec City) and December 2013 (Montréal)

Plus de stratégie et moins de tactiques en négociation collective, *Rendez-vous des relations du travail* 2013, *Ordre des conseillers en ressources humaines agréés (CPHR)*

Plus de stratégie et moins de tactiques en négociation collective, *Congrès international francophone des ressources humaines* 2012, *Ordre des conseillers en ressources humaines agréés (CPHR)*, favourite lecture of the 2012 conference

La négociation concertée, *Comité de négociation patronal et syndical d'une grande entreprise du secteur manufacturier*, 2012

Revue annuelle de jurisprudence en droit du travail et de l'emploi, lecture given at the Centre de formation patronale-syndicale

La sous-traitance et la concession partielle d'entreprise, lecture given as part of the Insight conferences

Les obligations de l'employé après la cessation de l'emploi, lecture given as part of the Lorman Education Services program

De Place des Arts à Wal-Mart : le droit d'un employeur

de fermer son entreprise, lecture presented to the Young Bar of Montreal.

Réflexion sur le droit d'un employeur de fermer son entreprise, lecture presented to the Canadian Bar Association

L'obligation d'accommodement en milieu syndiqué, lecture given at the *Centre de formation patronale-syndicale*

La gestion du milieu de travail pendant la durée d'une enquête suivant une plainte de harcèlement sexuel et les recours de la victime, lecture given as part of the Infonex conferences

La Loi sur les normes du travail : dispositions prohibant les disparités de traitement fondées sur la date d'embauche, lecture given as part of the Lorman Education Services program

Publications

Droit du travail, volume published in *Collection de droit*, Éditions Yvon Blais, *École du Barreau du Québec* (2007 and 2008)

Distinctions

The Canadian Legal LEXPERT® Directory in the field of Labour relations, since 2021

Canadian Lawyer in the area of labour and employment law since 2015

Best Lawyers in Canada in the area of labour and employment law since 2013



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Education

International Business Negotiation Program, American Institute for Legal Education

LL.B., University of Montreal, 1992

Boards and Professional Affiliations

Member of the Canadian Bar Association

Member of the Board of Directors of *Fondation Jean Duceppe* (formerly)

Member of the Board of Directors of *La Maison du Père* (formerly)

Member of the Board of Directors of *Festival international de la littérature* (formerly)