

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
- *Améliorer 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 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)*, favorite 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'employeur 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 Montréal
- *Reflection sur le droit d'un employeur de fermer son entreprise*, lecture presented to the Canadian Bar Association
- *L'obligation d'accommodement en milieu syndical*, 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 Infosex conferences
- *La Loi sur les normes du travail : dispositions produisant 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 Employment Law, since 2022
- *The Canadian Legal LEXPERT® Directory* in the field of Labour relations, since 2015
- *Best Lawyers in Canada* in the area of labour and employment law, since 2013



2025 LEXPERT® RANKED LAWYER

Education

- International Business Negotiation Program, American Institute for Legal Education
- LL.B., University of Montréal, 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)

Industries

- Sports and Entertainment