

## Guy Lavoie, CIRC

### Partner

Guy Lavoie is a partner with the Labour and employment law group. His clients' business concerns are always a priority when he proposes strategies and alternatives designed to resolve their problems. With over 30 years' experience in labour relations, employment law, and occupational health and safety, he appears regularly before various administrative tribunals. He also works with the firm's Business law group on the labour and employment law aspects of mergers and acquisitions.

A journalist before embarking on his legal career, Mr. Lavoie also helped found a company dedicated to transporting people with restricted mobility and an adapted work centre for adults with disabilities. His strong communication skills were honed during his years as a journalist and through his business ventures.

### Publications

- Guy Lavoie and Élodie Brunet, « Conclusion of the Supervac 2000 saga: Dismissal is part of the inherent risks of a workplace », August 2019
- Guy Lavoie, Véronique Morin and Jean-Sébastien Massol, "Agences de placement et de recrutement: quelles seront vos nouvelles contraintes?", Need to Know, - April 2019
- Guy Lavoie and Jean-Sébastien Massol, "The award of moral damages following a collective dismissal", Need to Know, July 2017
- Élodie Brunet and Guy Lavoie, "Put that perimeter in your pipe and smoke it: the imminent broadening of the prohibition on smoking within a nine-meter radius", Need to Know - November 2016
- Élodie Brunet, Nicolas Joubert and Guy Lavoie, "The Canadelle case and the importance of contesting certain CNESST decisions promptly", Need to Know – August 2016
- Nicolas Joubert, Guy Lavoie and Cloé Potvin, "The lack of conclusive scientific evidence is not necessarily a fatal bar to proving causation in relation to an occupational disease, according to the Supreme Court of Canada , Need to Know, July 2016
- Guy Lavoie and Rhonda Grintuch, "Hiring in the New Year? What to do when a new recruit overpromises and underdelivers ?", Need to Know - February 2015
- Guy Lavoie, Brittany Carson, and Elodie Brunet, New Perspectives on Canadian Employment Law, under the direction of Malcolm MacKillop and Christine Thomlison LexisNexis, 2014 (Chapter 16: Employment Law and Practice: Current Issues)
- Élodie Brunet and Guy Lavoie, "Ditomene c. Boulanger, the next round: the Court of Appeal holds that procedural fairness rules need not be followed in the context of an employer's investigation into alleged harassment", Need to Know Express - December 2014
- Élodie Brunet and Guy Lavoie, "The Asphalte Desjardins matter: the Supreme Court of Canada overturns the decision of the Québec Court of Appeal", Need to Know Express - December 2014
- Valérie Korozs , Guy Lavoie, and Martin Bédard, "Employee or Self-employed Worker? The Court



### Partner, Lawyer Montréal

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#### Languages

English  
French

#### Practice areas

**Labour and Employment**

of Appeal of Québec” Need to Know Express - July 2014

Élodie Brunet, Guy Lavoie, and Luc Pariseau, Quarterly legal newsletter intended for accounting, management, and finance professionals, Number 20, Ratio – June 2013

Élodie Brunet and Guy Lavoie, “ An analysis of constructive dismissal in the context of a business acquisition”, Need to Know – February 2013

Josée Dumoulin , François Parent , Loïc Berdnikoff and Guy Lavoie, Bulletin d'information juridique à l'intention des entrepreneurs et des décideurs, Number 3, Lavery Business – December 2009

## Distinctions

*Chambers Canada in the field of labour and employment, since 2018*

*The Best Lawyers in Canada in the fields of labour and employment law and worker's compensation law, since 2013*

*Lawyer of the Year, Workers' Compensation Law, 2020, The Best Lawyers in Canada*

*Lawyer of the Year in Workers Compensation, August 2019*

*Fellow to The American College of Labour and Employment Lawyers, 2017*

*Who's Who Legal Canada in the fields of labour relations law and worker's compensation, 2017*

*The Canadian Legal LEXPERT® Directory in the field of worker's compensation, since 2016*

*The Canadian Legal LEXPERT® Directory in the fields of labour relations law, since 2014*





**Guy Lavoie**

### Education

- Member of the *Barreau du Québec* since 1986
- Quebec Bar School, 1986
- LL.B., *Université de Sherbrooke*, 1985

### Boards and Professional Affiliations

- Certified Industrial Relations Counsellor (CIRC)
- Canadian Association of Counsel to Employers (CACE)