

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, Audrey Gibeault and Noémie Rochette, "Clarifications regarding the application of mandatory disclosure rules to severance agreements", November 2023
- Guy Lavoie, Audrey Gibeault and Noémie Rochette, "Termination agreements: New reporting requirements apply!", October 2023
- Guy Lavoie and Romeo Aguilar Perez, "Minimal! - Court of Appeal Reduces the Post-Employment Duty of Loyalty", November 2021
- Camille Rioux, Guy Lavoie and Kébrina Péroin, "Abuse of the grievance arbitration process: Arbitrators rule in favour of employers", October 2021
- Guy Lavoie and Élodie Brunet, "Conclusion of the Supravac 2000 saga: Dismissal is part of the inherent risks of a workplace", August 2019
- Guy Lavoie, Véronique Morin and Jean-Sébastien Massol, "Personnel placement and recruitment agencies : what are the constraints of the new regulation?", 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 Chloé 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 Grümich, "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 Élodie Brunet, New Perspectives on Canadian Employment Law, under the direction of Malcolm MacKillop and Christine Thonillon LexisNexis, 2014 (Chapter 16: Employment Law and Practice: Current Issues)
- Élodie Brunet and Guy Lavoie, "Dionne et 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 Asphahie Desjarlais matter: the Supreme Court of Canada overturns the decision of the Quebec Court of Appeal", Need to Know Express - December 2014
- Valérie Kozus, Guy Lavoie, and Martin Bédard, "Employer or Self-employed Worker? The Court of Appeal of Quebec", 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 Duroillon, François Parent, Loïc Bertheloff 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 2011
- 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 EXPERT® Directory in the field of worker's compensation, since 2016
- The Canadian Legal EXPERT® Directory in the fields of labour relations law, since 2014
- The Canadian Legal EXPERT® Directory in the fields of employment law, since 2020
- Who's Who Legal: Labour, Employment and Benefits, since 2021



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Education

■ LL.B., Université de Sherbrooke, 1985

Boards and Professional Affiliations

■ Canadian Association of Counsel to Employers (CACE)