

COUNSEL, LABOUR & EMPLOYMENT

Company: transportation industry

Location: Montreal

SUMMARY

Our client is currently looking to add to its labour and employment team. The selected candidate will represent the company before tribunals and governmental authorities and in negotiations to resolve grievances and other proceedings. He or she will advise on the application of collective agreements, support collective bargaining, support internal investigations, conduct legal research and deliver training to a wide range of clients, from front line employees to senior management on a wide range of labour and employment matters.

ROLES AND RESPONSIBILITIES

- Representing the company in labour arbitration (both in traditional and expedited formats), before the Canada Industrial Relations Board and the Canadian Human Rights Tribunal or their provincial counterparts, and in litigation before the Courts.
- Drafting and reviewing correspondence and hearing documents (briefs, witness statements, written arguments, motion records, settlement documents, etc.) and ensuring comments and sign-off on these documents from various internal branches.
- Investigating the background to inquiries, complainants and grievances.
- Advising the company on collective bargaining and supporting collective bargaining teams in reaching advantageous agreements.
- Preparing training materials and delivering training to internal clients on labour, employment, and human rights matters.
- Maintaining and updating the tools and templates used by the Labour and Employment team.

QUALIFICATIONS

- Member of the Bar in at least one of the Canadian provinces or territories
- Minimum of 5-10 years of labour and employment practice in a law firm or in a large, corporate environment with a track record of success serving in a labour and employment law practice requiring legal advice and counsel on a broad range of issues.
- Knowledge of federal labour law and procedure.
- Strong business sense.
- Strong communication skills, both verbal and written, in English and French.
- Strong customer service skills.
- Strong negotiation and advocacy skills and experience in collective bargaining, grievance arbitration, and labour board proceedings; experience in human rights tribunal and judicial proceedings preferred.
- Willingness to ask questions and to seek information as needed to complete projects and tasks.
- Strong attention to detail and a rigorous approach to legal work.

CONTACT INFORMATION

Please forward your CV/résumé, in confidence, to SHORE & Associates:
Michel Ohayon: mohayon@shoreassoc.com – 514-878-4777

Please note that only candidates selected for interviews will be contacted.