

## SENIOR COUNSEL, LABOUR AND EMPLOYMENT

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**Company:** CN

**Location:** Montreal

As a leader in transportation and logistics in North America, CN is a true pillar of the economy. With a team of approximately 25,000 railroaders, CN's priority is to move the business and the economy forward. CN moves US\$200 billion worth of goods annually for a wide range of sectors, such as natural resources, manufactured and consumer goods, on a 20,000-mile network that covers Canada and the central United States. CN is the only Canadian company to be listed in the transportation and transportation infrastructure sector category of the Dow Jones Sustainability World Index (DJSI). Created in 1999, the DJSI is the benchmark index for sustainable development. CN works as ONE TEAM focused on safety and putting customers first, delivering operational and supply chain excellence to deliver results.

### SUMMARY

The Senior Counsel, Labour and Employment is responsible for advising on all Labour Relations (LR) and Human Resources (HR) legal issues in Canada. The position provides general and strategic advice on labour and employment law as well as drafts policies and handles litigation and complaints to third-party agencies. Moreover, the incumbent leads the Workers Compensation Group.

### ROLES AND RESPONSIBILITIES

- Advise and oversee third-party investigations of complaints
- Advise internal clients on any other employment-related legal matters as requested, including internal investigations, performance management, discipline, leaves, occupational health and safety matters, and requirements under the Canada Labour Code
- Review and draft employment policies
- Oversight of Complaints and Litigation
- Advise on the company's response to complaints and lawsuits
- Instruct external counsel handling CN's response
- Assist external counsel in collecting relevant documentation from inside CN
- Make decisions on strategy including settlements
- Collaborate with executives and managers from other functions to ensure alignment

## QUALIFICATIONS

- Minimum 8 years of labour and employment law experience, either as in-house or external counsel
- Experience providing general labour and employment law advice including advice related to the Canada Labour Code
- Experience advising on internal complaints and complaints to third-party agencies
- Experience advising a federally regulated entity with a large, unionized population
- Experience working in the transportation, trucking, or railroad industry
- Bachelor's Degree in Law (LLB) or Juris Doctor (JD)
- Member of good standing of a provincial Law Society
- Leads by example for the safety and security of all
- Delegates and empowers others to create accountability
- Sets direction and inspires others
- Communicates with impact
- Knows the business and stays current on industry needs
- Demonstrates agility, active listening, and stimulates change
- Fluently bilingual both written and verbal (English, French)
- This position requires some travel (10%) across Canada

## 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.***

