

DIRECTOR, LABOUR AND EMPLOYMENT

Company: CN

Location: Montreal

CN is a world-class transportation leader and trade-enabler. Essential to the economy, to the customers, and to the communities it serves, CN safely transports more than 300 million tons of natural resources, manufactured products, and finished goods throughout North America every year. As the only railroad connecting Canada's Eastern and Western coasts with the Southern tip of the U.S. through a 19,500 mile rail network, CN and its affiliates have been contributing to community prosperity and sustainable trade since 1919. CN is committed to programs supporting social responsibility and environmental stewardship. CN works as ONE TEAM, focused on safety, sustainability and customers, providing operational and supply chain excellence to deliver results.

SUMMARY

The Director, Labour and Employment is responsible for advising on Labour Relations (LR) and Human Resources (HR) legal issues in Canada and the United States (U.S.). This includes collective bargaining, grievances and arbitration, human rights, occupational health and safety, workers' compensation, accommodation, privacy, performance management, terminations, Diversity, Equity, and Inclusion (DEI) and litigation. The position leads the Counsel, Labour and Employment (Canada), the Counsel, Labor and Employment (U.S), the Counsel, Privacy (U.S. and Canada) and the Workers Compensation Group (Canada). Furthermore, the position works closely with HR and LR teams, as well as other internal stakeholders to support CN's strategic objectives.

ROLES AND RESPONSIBILITIES

- Ensure internal clients receive timely and strategic advice on labour or employment-related legal matters under Canadian and the U.S. employment and labour legislation
- Develop and implement strategies to minimize legal risks and ensure compliance with labour and employment laws and regulations
- Oversee representation of labour and employment matters before various courts, tribunals, and arbitrators, as well as in mediations and negotiations
- Research and monitor developments in labour and employment law and best practices as well as provide training and updates to internal clients and colleagues
- Review and draft policies, procedures, and agreements related to labour and employment matters
- Manage external counsel and legal fees in accordance with CN's policies and budget
- Collaborate with other members of the Legal department and external stakeholders on cross-functional projects and initiatives

- Delegate and oversee the work of the Labour, Employment and Privacy Counsel teams in the U.S. and Canada
- Lead the Workers' Compensation team in Canada
- Develop a team, including identifying and addressing skill gaps, providing mentorship and coaching, and creating opportunities for professional development

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 and applicable statutes in the U.S.
- Experience advising on internal complaints and complaints to third-party agencies
- Experience advising a federally regulated entity with a large, unionized population (an asset)
- Experience working in the transportation, trucking, or railroad industry (an asset)
- Bachelor's Degree in Law (LLB) or Juris Doctor (JD)
- Member of good standing of a provincial Law Society
- Considers environmental impacts in every decision and action
- Collaborates with others and shares information
- Sets direction and inspires others
- Communicates with impact
- Demonstrates agility and drives change
- Knows the business and stays current on industry needs
- Deals with pressure and change by staying calm to quickly adapt to changes
- Seeks and values all perspectives
- Demonstrates active listening
- Fluently bilingual, both written and verbal (English, French)
- This position requires an office presence with a regular workweek (Monday to Friday)
- 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.