



Pierre G. Hébert

Legal counsel

Labour and employment law Litigation

EDUCATION : LL.L. Licentiate in Law, Université de Montréal in 1979

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After a number of years as attorney and assistant director of labour law with the Société de transport de Montréal's legal department, Me Hébert joined the firm Guy & Gilbert first as a lawyer in the labour department and then as partner. He is one of the founding partners of Dufresne Hébert Comeau.

For more than 30 years, Me Hébert has acted exclusively as a litigator, negotiator and advisor in labour relations and is one of the leaders of the labour and employment law group. He acts as attorney and legal advisor for employers in both the private, public and parapublic sectors. He offers professional services of consultation and representation before the civil, penal and administrative courts as well as in matters of negotiation, implementation and interpretation of collective agreements, individual employment contracts, and in matters of arbitration or complaints before the labour law organizations which are now grouped under the new *Commission des normes, de l'équité et de la santé et sécurité du travail*.

Me Hébert has also developed an expertise in training foremen and first-line managers in unionized environments in order to familiarize them with the concepts found in a collective agreement and their application.

Presentations and conferences

- Recognized training provider since 1990; presentation of numerous training sessions in labour law for entities within the municipal, associative and institutional sectors.
- Principles of negotiation in the context of collective agreements.
- Foremen and first-line managers vs. collective agreements: a conflict?
- Disciplinary measures and the management of problematic behaviour.
- Framework for intervention and representation before a CSST inspector.
- The penal liability of organisations (Bill C-21 and An act respecting occupational health and safety).
- Exercising the right of refusal – applicable principles.
- The legality of drug and alcohol testing.
- Controlling the personal appearance of employees.
- The obligation of loyalty and impartiality of municipal civil servants.
- Termination, recourses and reintegration orders.
- Legal aspects relating to harassment in the workplace.
- Past psychological harassment, what about bad faith complaints?
- The confidentiality of an investigation report following a harassment complaint.