

Philippe Larochelle

Associate Counsel

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Industries & Expertise

EXPERTISE

Labour & Employment

Biography

BAR ADMISSION

Quebec, 2014

EDUCATION

Master in law – labour law (LL.M.), University of Quebec in Montreal, 2024.

Licentiate in Civil Law (LLL), University of Ottawa, *magna cum laude*, 2012.

LANGUAGES SPOKEN

English, French

Philippe Larochelle practices Quebec and Federal employment and labour law. He advises employers on managing employee relations at every stage; from contracts to disciplinary measures or termination of employment. He collaborates frequently with our national team to meet the needs of our clients who operate in multiple Canadian provinces.

Philippe dedicates a significant part of his practice to employment litigation. He represents employers before the Labour Administrative Tribunal, the Court of Quebec and the Superior Court of Quebec, whether in relation to complaints filed with the CNESST or claims based on the *Civil Code of Quebec*. Philippe has extensive experience with disputes involving breaches of non-competition and non-solicitation covenants, as well as breaches of the duty of loyalty and obligation of confidentiality. He has been involved in numerous cases in this area of the law from the outset of his practice. His 2024 Master's thesis deals with the history of non-competition clauses and freedom of employment in Québec.

He is often called upon to prepare factums for the judicial review of decisions of the Labour Administrative Tribunal and for the Court of Appeal of Quebec, before which he has successfully pleaded on several occasions. He also often leads collective bargaining negotiations particularly in the long-term care sector.

Before entering into private practice in 2014, Philippe worked for two years as a research assistant to constitutional law professor Benoît Pelletier, Ad. E. He assisted Mtre Pelletier in preparing conferences, drafting reports for the federal government, and publishing various texts, including one that was cited three times by the Supreme Court of Canada in the *Reference re Senate Reform*, 2014 SCC 32.

While in law school, Philippe won the 2012 prize for best oralist at the University of Ottawa Faculty of Civil Law moot and was a finalist in the 2011 edition of the Pierre-Basile-Mignault civil law moot. For several years, he was involved in the *Société étudiante des débats français de l'Université d'Ottawa*, a French-language debate club.

Industry involvement

Recognition

- Former board member, Patro Le Prévost (Patro Villeray), 2019-2022
- Lieutenant Governor's Youth Medal, 2007

Thought leadership

- « Les clauses de non-concurrence souscrites en cours d'emploi » dans *Barreau du Québec, Service de la formation continue, Développements récents en droit de la non-concurrence (2024)*, vol 565, Montréal (QC), Éditions Yvon Blais, 2024, 59
- « Histoire des clauses de non-concurrence à l'aune de la libération du travail au Québec », Master's thesis, UQAM, 2024, with 'Excellent' mention and prize for the best master's thesis from a social perspective
- « Quebec Court of Appeal rules on direct and derivative federal jurisdiction over works declared to be to Canada's advantage », *Labour and Employment Communiqué*, written with Claudia Desjardins Bélisle, June 6, 2024
- « Regulating Child Labour in Quebec: History and a Look Forward to Bill 19 », *Labour and Employment Communiqué*, written with Sarah Perron, June 1, 2023

- « Adoption of Bill No. 176: An Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance », Labour and Employment Communiqué, written with Gary S. Rosen, June 15, 2018
- « Proposed changes to the Quebec Act respecting labour standards: What employers need to know », Labour and Employment Communiqué, written with Gary S. Rosen, April 30, 2018