

Claudia Desjardins Belisle

Partner

Montréal

OFFICE

514.871.5496

cdesjardinsbelisle@millerthomson.com



Industries & Expertise

INDUSTRIES

Entertainment and Media

EXPERTISE

Labour & Employment

Biography

BAR ADMISSION

Quebec, 2012

EDUCATION

- J.D., University of Ottawa, 2010
- LL.L., University of Ottawa, 2009

LANGUAGES SPOKEN

English, French

Claudia Desjardins Bélisle is an experienced labour and employment lawyer and is leader of Miller Thomson's Labour & Employment Group nationally. In February 2025, she became Managing Partner of the Montreal office. Claudia specializes in defending employers in complex litigation, particularly concerning restrictive covenants and the protection of confidential information. She advises clients on day-to-day human resources

issues, including performance management, disciplinary actions, and terminations. She also brings strong expertise in resolving shareholder disputes and in the preservation of electronic evidence. Claudia supports clients during unionization campaigns and collective bargaining, serving both as a spokesperson and in advisory roles, while successfully advocating in court. Her practical approach to resolving major conflicts makes her an outstanding legal and business advisor.

Claudia regularly contributes to employment law conferences and publications, addressing current issues and providing valuable expertise to employers. Her dedication and leadership position her as a key figure in her field.

Claudia's commitment to mentorship and professional development has earned her numerous awards, highlighting her leadership and influence in the field.

Industry involvement

Recognition

- *The Best Lawyers in Canada* – Labour and Employment Law, 2022-2025
- Managing Partner of Miller Thomson's Montreal office
- National lead of Miller Thomson's Labour & Employment group
- *Benchmark Litigation Canada – Future Star*, 2024
- Co-leads BD initiatives with French law firms in France
- Co-chair of the Firm's National Profitability Committee
- Claudia is a member of the Montreal Go-to-Market Committee. Claudia's in-depth knowledge of the Quebec business environment and her positive leadership are essential to the development of a common and competitive strategy

Thought leadership

- Interview in La Presse: « *L'expertise juridique pour surmonter les défis entrepreneuriaux de l'heure* »
- Interview in Les Affaires : « *Les humains sur les chantiers, une priorité* »
- Claudia has been invited to be an author and speaker at the Barreau du Quebec Annual Seminar that will take place in November 2024: « *Développements récents sur la non-concurrence 2024* »
- 2024– Panelist to discuss from a Canadian law perspective the Battles Over Privilege and the Impact of Increased Transparency
- 2023 – Panelist to provide a Canadian law perspective on Protections and Restrictions for Standing Up and Speaking Out in the Workplace (Management Side Lawyer's perspective)
- 2022 – Panelist to discuss a Canadian law perspective on the U.S. Supreme Court's decision in Bostock, dealing with discrimination in employment on the basis of sexual orientation, and LGBTQIA rights in the

workplace and its impact on multiple aspects of employer liability

- Claudia is an active member of the American Bar Association Equal Employment Opportunity subsection of the Labor and Employment Law Section. As such, she annually contributes by speaking on different topics from a Canadian law perspective
- *Cannabis sur les chantiers : Employeurs préoccupés*, Miller Thomson annual Construction Law seminar, presented jointly with Daphnée Beauchamp, March 20, 2018
- "Cannabis sur les chantiers : Employeurs préoccupés", *Miller Thomson 2018 Construction Law seminar Textbook*, article written with Daphnée Beauchamp, March 2018
- "Legalization of Marijuana: Managing this New Workplace Reality", *Canadian Labour & Employment Law Blog*, article written with Daphnée Beauchamp, February 12, 2018
- *Demystifying the employment contract: the penal clause in term employment contracts; the current scope of such stipulations in Quebec law*, Miller Thomson Conference, 2016
- *Governance: the latest issues affecting NPOs (constructive dismissal)*, Conference in partnership with Raymond Chabot Grant Thornton, presented in collaboration with the Association of Fundraising Professionals – Quebec Chapter, 2015
- "Bill 3 : Proposed Reform or an Infringement of Constitutional Rights? » (with Louis-Philippe Raynault-Ollu), *Labour and Employment Communiqué*, October 3, 2014
- "Victory of Ex-Wal-Mart employees – What's next?", *Canadian Labour and employment Law Blog*, July 3, 2014
- "Employer Responsibilities during Holiday Parties", *Canadian Labour and employment Law Blog*, December 23, 2013
- "Focusing on the Next Generation: Age Discrimination?", *Canadian Labour and employment Law Blog*, October 1, 2012

Notable Matters

- Successfully represented SGS Canada Inc. before the Quebec Court of Appeal in an important reported case dealing the division of constitutional power in labour relations matters in *Procureur général du Québec v. SGS Canada inc.* This was a landmark decision dealing with the law applicable to issues regarding the division of constitutional powers in labour relations, particularly in the context of employees working on undertakings declared to be to the advantage of Canada. The Attorney General of Quebec has since filed an application for leave to appeal with the Supreme Court of Canada
- Successfully represented an international organization in the contestation of an application for judicial review before the Superior Court of Quebec and successfully obtained the dismissal of the opposing party's application as well as a condemnation for abuse of proceedings
- Successfully represented an employer against a former employee in a complex litigation dealing with the violation of non-competition obligations, the duty of loyalty and the preservation of evidence, a first of its kind in Quebec

- Successfully represented Traffic Tech Inc. in the defense of an injunction proceeding alleging a violation of restrictive covenants and misappropriation of confidential information

Community roles

- Member of the committee in partnership with the collaborative workplace La Gare
- Legal clinics for startups, La Gare
- Claudia was one of the founding members of the Comité des femmes of Miller Thomson's Montréal Office, whose goal is to promote women in leadership and women-led business development initiatives. Claudia's role has now evolved to one of coaching and supporting the Firm's associates who reflect the goals of the committee
- Claudia also volunteers in the library of *École Paul VI*, a French language elementary school with 450 students. Her contribution alongside other members of her community help the school continue providing quality literature to students and impart in them a love for reading and learning

Memberships & affiliations

- Canadian Association of Counsel to Employers (CACE)
- Young Bar of Montréal
- Canadian Bar Association
- American Bar Association