

Eliab Taïrou

Associate Counsel

Montréal

OFFICE

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Industries & Expertise

INDUSTRIES

Agribusiness & Food Production | Entertainment and Media | Life Sciences | Manufacturing | Retail | Technology | Transportation & Logistics | Banking and Financial Services

EXPERTISE

Labour & Employment | Pensions, Benefits & Executive Compensation | Workplace Health & Safety

Biography

BAR ADMISSION

Quebec, 2013

EDUCATION

- B., Université Laval, 2009
- Microprogram in Law and Labour, Université de Montréal, 2014

LANGUAGES SPOKEN

English, French

Eliab Taïrou is a member of the Labour and Employment Law group. He focuses his practice on representing public and private sector employers under federal and provincial jurisdiction in unionized and non-unionized workplaces. In addition to providing advice on all aspects of labour and employment law, he serves as the employer's spokesperson in collective bargaining and as a representative in hearings before the Administrative Labour Tribunal, arbitrators of grievances and civil courts. As part of large-scale commercial transactions, Eliab supports clients for all their labour and employment law needs. His experience also includes certification and decertification proceedings, human rights and freedoms, psychological harassment, French-language use in the workplace, long-term incentive plans and pay equity.

In addition, Eliab is interested in workplace privacy, employee social media use and whistleblower governance, and closely monitors legal developments in these areas.

Industry involvement

Notable Matters

- Renewal negotiations for a collective agreement in the food processing and education industries.
- Business transaction supervisor and advisor for a security services company.
- Advice and representation in grievance arbitrations.
- Representation in a decertification proceeding under federal jurisdiction.
- Arbitration of complaints for unjust dismissal under federal jurisdiction.
- Hearing before the Administrative Labour Tribunal with regard to dismissals not made for good and sufficient cause and complaints related to prohibited practices.
- Hearing before the Administrative Labour Tribunal with regard to psychological harassment complaints.
- External investigator for discrimination and psychological harassment complaints.
- Covenants – injunction hearing in civil courts and advice relating to confidentiality, non-compete and non-solicitation clauses.
- Individual and collective dismissals (provincial and federal jurisdictions).
- Hearing before the Administrative Labour Tribunal with regard to contestations relating to industrial accidents.
- Monitoring of a business in connection with the francization process (Office québécois de la langue française) pursuant to the Charter of the French Language.

Community roles

- Local Centre for Social Integration and Cohesion (CLICS Laval), Director, 2016-2018
- Université Laval, Donor of the Bansoba-Nour scholarship (awarded to a black Law student), since 2022

Memberships & affiliations

- Association of Young Chambers of Commerce of Québec, Director, since 2022