



André L. Baril

Partner

Montréal

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t. +1 514-397-4123

Bar Admission

Québec 1991

Law School

Université de Montréal

Practices

Labour & Employment

Labour

Employment

Human Rights

Industries

Retail & Consumer Markets (RCM)

Retail

André Baril is a partner in our Labour & Employment Group in Montréal.

Mr. Baril acts for employers in a number of sectors, including manufacturing, transportation, financial institutions and universities.

He advises clients on all aspects of both provincial and federal labour and employment law, including collective bargaining, collective agreement administration, wrongful dismissal, employment agreements, employment policies, employment standards as well as workplace discrimination and harassment.

Mr. Baril acts as counsel to employers in all aspects of provincial and federal labour and employment litigation, including acting as counsel before Québec's Tribunal administratif du travail, the Canada Industrial Relations Board, boards of arbitration, the Human Rights Tribunal and other boards and tribunal, including civil courts. He also regularly conducts collective bargaining on behalf of employers and represents employers in mediation and alternative dispute resolution of disputes.

Mr. Baril is a regular speaker on labour, employment and human rights matter. He received his B.Sc. in 1987 from McGill University and his BCL in 1990 from Université de Montréal. He was admitted to the Québec Bar in 1991.

Awards & Rankings

Chambers Canada

Band 1: Employment & Labour - Québec

The Canadian Legal Lexpert Directory

Leading Lawyer: Employment Law - Employer; Labour Relations - Management; Workplace Human Rights - Employer

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The Legal 500 - Canada

Leading Lawyer: Labour and Employment

The Best Lawyers in Canada - 2022

Lawyer of the Year: Labour and Employment Law

Who's Who Legal

Global Leader: Labour & Employment

Recent Experience

- **Nestlé sells Gateway infant formula plant to Perrigo Company plc**

October 31, 2022

- **Spectrum Health Care acquires Visavie**

April 1, 2022

Recent Insights

- **Can an employer use the services of an employee working from home during a strike or lockout?**

May 29, 2023

- **The Tribunal administratif du Québec rules in favour of paternity benefits for two fathers**

February 15, 2023

- **Superior force and COVID-19: Employers are not relieved of their obligation to provide a reasonable notice of termination despite the loss of millions of dollars**

August 1, 2022

- **Quebec - Bill 44: Amendments Concerning the Renewal of Personnel Placement and Temporary Foreign Worker Recruitment Agency Licences**

July 4, 2022

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Events

- **2021 Annual L&E Conference - Quebec Region**

October 28, 2021

