



Québec Bar 2009

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Annie Bourgeois

Lawyer, partner - Montréal

Annie Bourgeois, CHRP, is a partner in Langlois Lawyers' Montréal office. She practises labour and employment law and general litigation. She advises employers on labour relations issues at both the collective and individual levels, particularly with respect to labour standards, individual actions, drafting employment agreements, non-competition and loyalty obligations, dismissal, disciplinary measures and human rights in the workplace.

Whether in labour and employment law or general litigation, Annie assists her clients throughout all stages of a file, including developing strategy and drafting proceedings. She also represents her clients on a regular basis before the civil courts, administrative tribunals, specialized tribunals and arbitration panels.

As a former track & field and cross-country athlete who competed at both the provincial and national level, Annie was naturally drawn into the field of sports law, where she regularly provides legal advice to sports federations (national and provincial) and athletes in matters related to team selection, disciplinary sanctions, internal policy and safe sport. She also represents the Canadian anti-doping authorities.

Annie practises law in both English and French.

Publications

Articles

2021 – The impact of COVID-19 on notice periods awarded by civil courts

2014 – Non-Competition Law

2013 – Christmas Parties: the Obligations of Employers and Employees

2013 – The Supreme Court Rules on Non-Competition and Non-Solicitation Clauses

Other Publications

2022 – « [Le droit du travail du Québec](#) », 8^e édition, Éditions Yvon Blais



Events

Langlois Knowledge

2020 – Langlois Workshop | Abuse and social media : challenges and recourse when faced with virtual attacks

2019 – Symposium 2019 – Labour & Employment Law

2018 – Sixth Annual Training Symposium on Labour and Employment Law 2018 | Dealing with a Campaign for Union Certification: How to Prevent It, or How to Come to Terms with and Even Benefit from It

2017 – Employment Law, Former Employee’s Obligation of Loyalty, and Protection of Business Secrets

2017 – Symposium on Labour & Employment Law

2016 – Employment Law, Former Employee’s Obligation of Loyalty, and Protection of Business Secrets

2016 – Symposium on Labour & Employment Law

2015 – Symposium on Labour & Employment Law

2014 – Symposium on Labour & Employment Law

Other Events

2018 – Speaker, “Webinar on cannabis in the workplace”, in collaboration with Groupe-conseil Solertia, November 2018

2018 – Speaker at a conference on cannabis in the workplace, in collaboration with Groupe-conseil Solertia and Brassard Goulet Yargeau, October 2018

2018 – Conference presentation on dealing with a union, before, during and after, in collaboration with André Sasseville, Langlois Lawyers, October 2018

2008 – Participated in the preparation of a conference presentation by Michel Jolin concerning the judiciary, entitled “A comparative analysis of Canada, Québec, the United States, France and England”.



Involvement

Women in Sports Law

Professional Associations

Order of certified human resources professionals (CHRP)

Education

Bachelor's degree in Common Law, LL.B, Dalhousie University, 2010

Bachelor's degree in Civil Law, LL.B., Université Laval, 2008

Areas of Practice

Directors & Officers Liability
Executive Remuneration
Labour & Employment Law

Labour Relations
Labour Standards
Non-competition Clauses and
Restrictive Covenants

Industries

Education
Insurance

Maritime
Sports Law

Teams

Arbitration and Mediation
France-Canada

Internal Investigations