

# Christian Létourneau

## Managing Partner, Montréal



Managing Partner, Montréal

Montréal

D +1 514 878 8860

[christian.letourneau@dentons.com](mailto:christian.letourneau@dentons.com)

## Overview

Christian Létourneau is the Managing Partner of the Dentons' Montréal office and local lead of the **Employment and Labour** practice group.

Christian advises and represents clients on employment and labour law matters as well as those related to pensions, litigation and dispute resolution before all levels of court and before various tribunals. In particular, he is recognized for his in-depth expertise in psychological harassment cases. An experienced conciliator, Christian has negotiated several collective agreements for these clients over the course of his career. He also regularly provides key strategic counsel in commercial transactions.

Christian helps minimize litigation through his practical approach and thorough analytical skills, and creates optimal positions for his clients in circumstances where litigation is unavoidable. He provides personalized and effective advice by understanding not only the operations and structures of his clients' businesses, but also their strategic and business objectives. Christian is recognized by Best Lawyers in Canada as one of Canada's leading lawyers in the area of Labour and Employment Law.

## Experience

- **Bayer:** Advising as Canadian counsel in connection with its US\$14.2 billion acquisition of the over-the-counter and consumer personal care business of Merck & Co., Inc.
- **Various clients:** Providing employment, labour, pension, health and safety and workman's compensation advice and court representation.
- **Various clients:** Regularly providing key strategic counsel and technical expertise regarding all aspects of employment, labour and pension issues.
- **Various clients:** Frequently acting as spokesperson for clients in the context of union collective bargaining.
- **Oracle Canada:** Representing in a multi-million dollar lawsuit by former senior executives for unjust dismissal - *Façal Kahloun et al. v. Oracle Canada (formerly Agile Software Corp.)*, Superior Court.
- **Confidential clients:** Successfully defending clients or negotiated advantageous agreements in

psychological harassment matters.

- **KPMG LLP:** Advising on all Quebec issues regarding class action filed on behalf of former employees with respect to unpaid overtime.
- **Confidential client:** Successfully recommending mediation to all parties and after mediation process, all harassment complaints were withdrawn and positive work environment was re-established at a fraction of the cost (if the complaints were to have proceeded to trial), notwithstanding the impact on work environment - *Teamsters, local section 106 v. (name of company confidential)*, Arbitrations.
- **Confidential client:** Successfully representing client and reached a very advantageous four-way agreement on very complex and unpredictable successor employer matter - *CAW v. TUAC v. (name of company confidential) v. (name of company confidential)*, Quebec Labour Relations Board.
- **Confidential client:** Providing strategic counsel and technical expertise to one of Canada's leading companies regarding complex pension plan and benefits issues and implementation of change from defined benefit to defined contribution in both unionized and non-unionized context.
- **Zapata Auscan:** Successfully obtaining 100% of surplus of assets of terminated pension plan - *Zapata Auscan Closures Inc. v. Pension Plan Members and Beneficiaries*, Arbitration, 2003.
- **Great West Life:** Successfully obtained surplus of assets of terminated pension plan , except for small portion allocated to some former members of the plan - *Great West v. Pension Plan Members and Beneficiaries*, Arbitration, 1999.

## Recognition

First recognized in 2013, Christian has been commended for his extensive knowledge and experience in the following respected publications:

- *The Best Lawyers in Canada: Labour and Employment Law*
- *The Legal 500 Canada: Labour and Employment*

## In the Media

- Quoted in "**Dentons : Instaurer une culture d'équité, de diversité et d'inclusion** ", *Le Devoir*, April 2022

## Insights

- Christian has numerous conferences and other publications to his credit
- Co-author, "**Canadian Employment and Labour Year in Review and Future Trends Report**," *Dentons Insights*, February 5, 2024
- Co-author, "**COVID-19 case catalogue: Developments in Canadian employment and labour law**," *Dentons Insights*, December 21, 2021
- Co-author, "**Employment issues in uncertain times**," *Dentons Insights*, March 25, 2020

## Activities and Affiliations

- Member, Québec Bar
- Member, Canadian Bar Association
- Member, Ordre des conseillers en ressources humaines agréés

- Founding President, Alternative Dispute Resolution Section, Quebec Branch of the Canadian Bar Association (no longer active)

## Community Involvement and Pro Bono

### Community Involvement

- Director, Les Œuvres de la Maison du Père

### Pro Bono

- Christian works on various *pro bono* projects including Les Œuvres de la Maison du Père

### Teaching Roles

- Clients regularly ask Christian to train them on many subjects related to labour law

## Presentations

- Guest speaker, lecture entitled « Discussion relativement à l'utilisation des médias sociaux dans le contexte du travail » (« Discussion Concerning the Use of Social Media in the Workplace »), presented on July 5, 2016 to Centria
- Guest speaker, lecture entitled « Les conséquences pénales et criminelles possibles en cas de non-respect des règles et procédures SST » (« The Possible Penal and Criminal Consequences of Failing to Adhere to SST Rules and Procedures »), presented on February 12, 2016 to the CIEMM
- Guest speaker, lecture entitled "La transaction comme outil de règlement des différends pour un médiateur institutionnel" (The transaction as a dispute resolution tool for institutional mediators), presented on November 10, 2009 to the mediators of the Commission des lésions professionnelles du Québec, and on March 30, 2009, during the symposium of the Institut de médiation et d'arbitrage du Québec
- Guest speaker, lecture entitled "Le harcèlement psychologique : moyens d'exonération et prévention de la judiciarisation sans compromettre le dossier de l'employeur" (Psychological harassment: means to waive and prevent the litigiousness of a case without compromising the employer file), September 2009

## Areas of focus

### Practices

- **Employment and Labor**
- **Pensions, Benefits and Executive Compensation**

## Education

- University of Montréal, 1988, LLB

## Admissions and qualifications

- Québec, 1989

# Languages

- English
- French