

## Employment, Labour and Executive Compensation

For forward-looking companies, attracting and retaining talent is a strategic imperative, underpinned by sound compensation and benefit plans. When high-stakes events affect those elements, leaders need to make confident decisions based on facts, experience and judgment. That's where our team comes in.

For critical events, board directors overseeing human resources and compensation committees turn to us to tackle intricate governance matters as well as transaction and reorganization-related employment issues. Whatever the challenge, from sensitive executive compensation arrangements to the impact of an acquisition, outsourcing or allegations targeting the leadership team, we quickly grasp the issues and design workable solutions.

Grounded in experience, we represent employers on virtually every employment law issue facing businesses today, from management-side labour relations matters, including grievance arbitration and negotiation of collective agreements, to employment matters such as discrimination and harassment issues, wrongful dismissal, pay equity, workers' compensation, workplace health and safety, human rights issues and pension plan management.

Our clients include leading public and private companies in Canada, the United States and across the globe, who rely on us to provide practical solutions as well as ongoing counsel. We work collaboratively across practices to advise on the employment aspects of domestic and cross-border commercial transactions, including international employment law, executive compensation, employment agreements, employee transfers and terminations, pension and benefit obligations, directors' and officers' liability and strategic planning.

We advocate for clients before tribunals and courts at all levels, resolving disputes efficiently and with minimal business disruption. We draw on our legal and market expertise to develop strategies that withstand regulatory and shareholder scrutiny, while advancing our clients' long-term objectives.

### REPRESENTATIVE WORK

#### High-tech company

Acting for a high-tech company in a C\$5-million lawsuit filed by its former President, alleging, among other things, constructive dismissal.

#### Ferguson plc

Acted as Canadian counsel to Ferguson plc, the world's largest distributor of heating and plumbing products, in its acquisition of Canadian Safe-Step Tubs Inc. and its subsidiary, Safe-Step Tubs Northwest, Inc.

#### Confidential client

Providing the organization mandated by the Québec Government to promote Québec's economic development, with strategic and legal advice on all aspects of their human resources operations, including legislative compliance and the integration of the unionized and non-unionized employees, which includes regular dealing with four unions.

# DAVIES

## **Confidential client**

Providing one of the world's leading providers of innovative lighting solutions, and its four (4) business lines in Canada with counsel on all aspects of their employees relations ranging from legislative compliance, to human rights issues and Covid-19-related legal advice.

## **Aldo Group**

Acting for Aldo Group, in the review and implementation of its Short Term Incentive Program and Long-Term Incentive Plan designed to retain and reward executives upon achievement of financial targets.

## **RECOGNITION**

*The Legal 500 Canada—Labour and Employment*