



H el ene Bussi eres

Partner

Office

Montr el

Tel

438.817.9232

Email

hbussieres@dwpv.com

Expertise

Employment, Labour and Executive Compensation

Bar Admissions

Qu ebec, 1993

Major corporations value H el ene's ability to advise them on all aspects of Canadian employment and labour law in the context of their strategic human resource needs.

H el ene's diverse practice includes acting for clients before civil and administrative courts, negotiating collective agreements, drafting executive employment agreements and policies, and providing guidance on corporate governance and executive compensation matters.

H el ene is also sought out for her considerable experience in advising on employee-related matters in commercial transactions, such as mergers and acquisitions. She has developed extensive expertise in strategic HR planning for clients across Canada.

Before joining Davies, H el ene practised in the employment and labour practice of the Montr el office of an international law firm.

REPRESENTATIVE WORK

PPG Industries Inc.

Acted as Canadian counsel to PPG Industries Inc. in the US\$550-million sale of 100% of its architectural coatings business in the U.S. and Canada to American Industrial Partners.

Advance Auto Parts, Inc.

Acted as Canadian counsel to Advance Auto Parts, Inc. in its US\$1.5-billion sale of Worldpac, Inc., a wholesale distributor of quality aftermarket replacement automotive parts, to The Carlyle Group Inc.

Long Span Partners, LLC

Acted for the shareholders of Risk Control Technologies Inc., Toronto-based leading provider of risk management and loss control solutions to the insurance industry, in the sale of a 100% interest to Duck Creek Technologies Inc.

Oxford Properties Group and Canada Pension Plan Investment Board

Acted for Oxford Properties Group and Canada Pension Plan Investment Board in its C\$325-million sale of Les Galeries de le Capitale, a super regional enclosed shopping centre located in Quebec City, to Primaris Real Estate Investment Trust.

Industrial and Financial Systems AB

Acted for Industrial and Financial Systems AB in its approximately C\$1-billion acquisition of Copperleaf Technologies Inc., a provider of enterprise decision analytics software to companies managing critical infrastructure.

The Blackstone Group

Acted for funds affiliated with Blackstone in its acquisition of Trystar, a premier provider of electrical equipment used for backup power solutions.

DAVIES

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Mannarino Systems & Software Inc.

Acted for the shareholders of Mannarino Systems & Software Inc., a global leader in avionics for electric aircraft and drones and certified systems for the aerospace sector, with the sale of all of their issued and outstanding shares to Scalian SAS.

eStructure Data Centers

Acted for eStructure Data Centers, Canada’s leading data centre platform, in connection with Fengate Asset Management’s record-breaking C\$1.8-billion investment transaction. This deal won Digital Infrastructure Acquisition of the Year at the IJInvestor Americas Awards 2024.

Searchlight Pharma Inc.

Acted for the shareholders of Searchlight Pharma Inc., a top-growth Canadian specialty and innovative branded pharmaceutical company, in connection with the sale of their 100% interest to Apotex Inc.

Thread Collective Inc.

Acted for Thread Collective Inc. in their acquisition of all issued and outstanding shares of 9167200 Canada Inc. (dba Kanuk), from the founder and Champlain Financial Corporation. Kanuk is a Montreal-based manufacturer and retail brand known for cold-weather apparel and winter coats, boasting an international reputation.

RECOGNITIONS

American Bar Association, College of Labor & Employment Lawyers, Fellow

Chambers Canada: Canada’s Leading Lawyers for Business—Employment and Labour: Qu ebec

The Legal 500 Canada—Labour and Employment (Leading Partner)

The Canadian Legal Lexpert Directory—Employment Law (Employer)

The Best Lawyers in Canada—Labour and Employment; Workers Compensation Law

INSIGHTS

Barreau du Qu ebec, Les d eveloppements r ecents en droit de la concurrence 2024, “Comment r ediger et n egocier des clauses de non-concurrence efficaces et raisonnables?”; Webcast

May 17, 2024

Investing In... 2024: Canada chapter, co-author

Jan. 01, 2024

Congr es de l’Association qu eb ecoise de pharmaciens propri etaires, “Naviguer le monde de l’emploi au Qu ebec – Comment faire face aux d efis du milieu du travail”; Montr eal, QC

Nov. 17, 2023

McGill Desautels Faculty of Management, “Guest Speaker Series”; Montr eal, QC

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May 09, 2023

Investing In... 2023: Canada chapter, co-author

Jan. 19, 2023

Canadian Association of Counsel to Employers , Annual Conference, " Cross-Canada Topics in Employment Law"

Sept. 24, 2022

Employment and Labour Law in Qu ebec: An Overview of Key Doctrines, Employment: North America 2021, co-author

Oct. 01, 2021

Guest professor, Desautels Faculty of Management at McGill University, MBA Program, "Category of Workers," "Hiring Process and Charter of Human Right and Freedoms" and " Termination of Employment"

July 24, 2020

Employment & Labour in Canada, Qu ebec chapter

Jan. 01, 2020

Canadian Association of Counsel to Employers , Annual Conference, "Top Issues and Trends in Employment Law"

Sept. 30, 2019

EDUCATION

Universit e de Montr eal, LLB, 1992

PROFESSIONAL AFFILIATIONS

American Bar Association

Canadian Bar Association

BOARD MEMBERSHIPS

Atelier Le Fil d'Ariane

Solomon Schechter Academy Children's Foundation

Solomon Schechter Academy, former chair of the board of directors, Executive Committee member and co-chair of the Human Resources Committee

COMMUNITY INVOLVEMENT

Barreau du Qu ebec, Liaison Committee with the *Tribunal administratif du travail*

TEACHING ENGAGEMENTS

H el ene taught labour and employment law at the  cole du Barreau du Qu ebec for many years, and is regularly a guest lecturer at the Desautels Faculty of Management of McGill University in its MBA program.