



## Katherine Poirier CIRC

### Partner

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Katherine's practice focuses on employment law (including employment injury litigation) and privacy issues. She is also a Certified Human Resources Professional (CHRP).

She advises and represents organizations in all employment-related litigation. Her extensive experience in organizational crisis management makes her an ideal advisor, particularly when dealing with major issues involving allegations of harassment, criminal or administrative investigations by government agencies, or serious accidents.

Katherine is the only Canadian member of the National Workers' Compensation Defence Network (NWCDN). She has pleaded nearly 200 cases, including the decade-long landmark human rights case regarding Québec-based employers' obligations regarding pre-hire medical examinations.

Katherine is adept in identifying how social change affects the workplace, while her unparalleled ability to simplify complex legal issues makes her a sought-after media commentator on sexual harassment and of psychological harassment in the workplace. She has also presented training sessions on the subject for employees in a range of industries.

She is a member of BLG's Recruitment and Professional Development Committee, and chaired the Montréal office's Pro Bono Committee from 2013 to 2017.

## Experience

- Conducted workplace psychological harassment investigations and provided appropriate training to employees.
- Represented an influential employers' association before a parliamentary commission holding consultations on pay equity.

## Insights & Events

- Author, "Psychological harassment and sexual violence: New obligations for Québec employers", BLG Article, April 2024
- Co-presenter, "Privacy in the Workplace," BLG Labour and Employment Symposium, November 2023
- Co-presenter, "Champignons magiques en milieu de travail," BLG Labour and Employment Lunch and Learn, October 26, 2023.
- Author, "Magic mushrooms for sale in Canada: Five employer questions answered", BLG Article, September 2023
- Co-presenter, "Cybersecurity: are your employees placing you at risk?," BLG Lunch and Learn, March 31, 2023.
- Author, "Ebola virus What to do when an employee is about to travel to Uganda or another affected country", BLG Article, October 2022
- Author, "Mandatory vaccination in businesses: developments in Ontario and Québec – and the road ahead", BLG Article, March 2022
- Author, "Summary of the new legal requirements in the workplace under the Act to Modernize the occupational health and safety regime", BLG Article, February 2022
- Author, "COVID-19 vaccination policies: New record of employment guideline for employers", BLG Article, November 2021
- Author, "Mandatory masks and face coverings: What Québec employers need to know", BLG Article, July 2020
- Author, "Consequences for QC employers failing to provide their workers with a safe environment ", BLG Article, June 2020
- [Droit à la déconnexion : Québec solidaire déposera un projet de loi](#)
- Author, "Coming out of the COVID-19 lockdown: issues and challenges facing Canadian employers", BLG Article, April 2020
- Author, "Labour and Employment News", BLG Article, October 2018
- Author, "Are Canadian Employees Concerned About The Right To Disconnect?", BLG Article, October 2018
- Co-Author, « Human Resources Guide to Social Media in the Workplace: A Canadian Perspective », Éditions Yvons Blais, october 2018.
- Author, "Supreme Court of Canada Confirms That the Duty to Accommodate Applies to Workers Injured at their Workplace", BLG Article, February 2018
- Author, "Deconstructing Industry-Based Prejudices: Sexual Harassment in 2017", BLG Article, November 2017
- Author, "The 2.0 Approach to Sexual Harassment", BLG Article, November 2017
- Author, « 2017 : six tendances à surveiller en droit du travail québécois, » Magazine Facteur H, January 2017
- Author, « Obligation d'accommodement en milieu de travail : les employés transgenres, » Magazine Facteur H, December 2016

- Author, "Office Parties: Some Recommendations To Avoid Unwanted Consequences", BLG Article, December 2016
- Author, « L'obligation d'accommodement envers un salarié handicapé, » Magazine Facteur H, November 2016
- Author, « Accommodements religieux en milieu de travail, » Magazine Facteur H, October 2016
- Author, « Devoir d'accommodement : comment et jusqu'où?, » Magazine Facteur H, September 2016

## Beyond Our Walls

### Professional Involvement

- Chair, Workers' Compensation Committee, American Bar Association 2019-2020
- Member, Cybersecurity & Privacy Law, American Bar Association
- Chair, Labour & Employment Committee, Tort Trial & Insurance Section, American Bar Association
- Elected as an administrator on the board of directors of the Théâtre de la Ligue Nationale d'improvisation
- Member, National Workers' Compensation Defence Network
- Vice-Chair, Workers' compensation committee, American Bar Association 2016-2019
- Vice-Chair, Cannabis Task Force and Women Trial Lawyers Task Force, American Bar Association
- Member, WISTA (Women International Shipping and Trade Association)
- Monthly Contributor, FacteurH Magazine
- Member, Ordre des conseillers en ressources humaines et en relations industrielles
- Past Vice-Chair and Chair, Canadian Bar Association, Labour & Employment Section, Québec Division

### Community Involvement

- Past Secretary of the Board of Suicide Action Montréal, École de Cirque de Verdun, Carpe Diem Emmanuel Jouthe and the Jeune Chambre de Commerce Foundation
- Past Vice-President and Secretary of the Board, Jeune Chambre de commerce de Montréal

## Awards & Recognitions

- Recognized in the 2025 edition (and since 2017) of *The Best Lawyers in Canada*® (Labour and Employment Law) and in the 2025 edition (and since 2020) (*Workers' Compensation Law*)
- Recognized in the 2022 edition (and in 2019) of *The Legal 500 Canada* as a "Next Generation Lawyer" (Labour & Employment)
- Recognized in the 2021 edition of the *Canadian Legal Expert Directory* (Workers' Compensation)
- Recipient, 2020 Women in Law Leadership Stronger Together Award for Quebec
- Recipient, Claude-Masson Hommage Bénévolat Québec award, Government of Québec, 2006

## Bar Admission & Education

- Québec, 2003
- BCL/LLB (Hons.), McGill University, 2001



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