

## Lexology Navigator: Québec Employment and Labour 2018

MARCH 9, 2018 2 MIN READ

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Authors: [Sven Poysa](#), [Julien Ranger](#), [Frédéric Plamondon](#)

Most employers in Québec are governed by provincial legislation (while some are covered by federal legislation) with the nature of the employer's business being critical in determining which legislation applies. Québec employers must also be cognizant of the regulatory and legal framework that applies to their business.

In the Québec section of an article published in *Lexology Navigator: Employment and Labour 2018*, authors [Sven Poysa](#), a partner in Osler's [Employment and Labour Group](#), partner [Julien Ranger](#) and associate [Frédéric Plamondon](#) describe key considerations for employers in Québec, including the following topics:

- coverage of legislation (provincial or federal) as determined by the nature of the employer's business
- Canada's no at-will employment and Québec's French language legislation
- noteworthy proposals for reform including whistleblower protections, Canada/Québec pension plans and voluntary retirement savings plans
- emerging trends including privacy, constitutional protection of union activities, workplace investigations and disparity clause
- Québec's employment-related statutes including the *Act Respecting Labour Standards*
- employment contracts and employee/contractor misclassification
- hiring process, including job advertisements and background checks
- wages, hours and payroll
- discrimination and harassment
- family and medical leave
- privacy in the workplace and trade secrets and restrictive covenants
- labour relations including unions and layoffs
- discipline and termination

Access more detailed information about [labour laws in Québec](#).

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