

# Lexology Navigator: Québec Labour & Employment

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In this article, which originally appeared in *Lexology Navigator: Employment & Labour 2017*, Osler's employment law experts outline the key provincial and federal legal considerations for employers in Québec including:

- Canada's no at-will employment
- length of termination notice and termination of employment
- non-competition and non-solicitation provisions in employment agreements
- French language legislation
- general advice in labour and employment
- emerging trends in employment and labour law including privacy, constitutional protection of union activities and workplace investigations
- proposals for reform in Québec including whistleblower protections, Canada/Québec pension plans and voluntary retirement savings plans
- Québec employment-related statutes including the *Act Respecting Labour Standards*
- employment/contractor misclassification
- employment contracts
- hiring process including job advertisements and background checks
- pay issues including minimum wage, overtime and record keeping
- discrimination and harassment
- family and medical leave
- privacy in the workplace
- trade secrets and restrictive covenants
- labour relations including unions and layoffs
- discipline and termination

