

STÉPHANIE VERONNEAU

Bar: QC 2003

sveronneau@delegatus.ca

T.: 514 316-1355, ext. 773

C.: 514 914-3335

At Delegatus since 2023



My global vision of a company's business enables me to easily integrate your team and support you in all your projects. I am known for my pragmatic approach, creativity and desire to find solutions that satisfy all stakeholders.

Biography

With over 20 years of practice, including more than a decade in labour and employment law in both unionized and non-unionized environments, Stéphanie Véronneau is an experienced lawyer and manager.

With her keen ability to solve complex problems and strong negotiating skills, Stéphanie supports her clients in all their cases with agility and tact. She is particularly appreciated for her inclusive, solution-oriented approach, and is recognized for her thoroughness, creativity and leadership.

In addition to her career as a lawyer, Stéphanie is also co-owner of a *SME* business in building automation and energy management services.

Areas of practice

- Provincial and federal employment and labour law
- Human rights
- Human resources and investigations
- Mediation and arbitration

In-house experience

Before becoming an entrepreneur at Delegatus, Stéphanie worked as an outsourced lawyer in the litigation department of a major Canadian railway company. On this occasion, she provided support in several files, including some of a litigious nature concerning human rights.

Previously, at Laurentian Bank, Stéphanie worked as legal counsel, then senior manager, and finally assistant vice-president of labour relations and human resources. Her experience in a variety of roles has enabled her to develop a global vision and an understanding of the company's issues.

In her various roles, she has supported senior management as well as various work groups and teams in the deployment, execution and completion of multiple projects in support of the company's business plan, including the implementation of initiatives, training and internal policies related to employment law, labor relations and human resources.

Experience in private practice

Stéphanie began her career at Dunton Rainville, first as an articling student, then as an associate. She has worked on numerous cases in collaboration with her colleagues in labour and employment law, civil litigation, municipal law, administrative law and family law. In this capacity, she drafted pleadings, represented clients in court, completed extensive legal research, and wrote opinions and recommendations.

Important mandates

- Management and supervision of all litigation related to employment law, labor law, CNESST, disability, human rights and internal fraud and their resolution.
- Support senior management in the implementation of the business plan and strategic planning, whether in periods of growth, decline or restructuring.
- Implementation of various processes, mechanisms, policies and training, particularly in the areas of performance management, discipline and psychological harassment, and drafting of employee handbooks and codes of ethics.
- Risk and compliance management in relation to legislation and regulations applicable to companies under federal or provincial jurisdiction with respect to labor and employment law

Education

- LL.B., *Université de Montréal* | 2002
- Bachelor of Education (BES), History and Geography Teaching, *Université du Québec à Montréal* | 1999

Professional affiliations and community involvement

- Volunteer field hockey coach
- Member of the Saint-Lambert Minor Hockey Association Board of Directors