

SOPHIE TREMBLAY

Bar: QC 2011

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At Delegatus since 2024



I offer legal and strategic support, focused on practical results and tailored to my clients' personal and business realities.

Biography

Sophie's practice focuses on labour and employment law and civil, commercial and administrative litigation, as well as corporate governance and support for start-up businesses and non-profit organizations. She has pleaded before all levels of Quebec courts, including the Court of Appeal, as well as before administrative courts in matters of occupational health and safety, labour standards and access to information.

Sophie advises clients in a wide variety of fields, including energy, technology, agri-food, professional services, manufacturing and the cultural sectors. She is also involved in several non-profit organizations and is well versed in the governance of such entities.

Areas of practice

- Administrative law
- Labour and employment law
- Corporate governance
- Civil and commercial litigation and dispute resolution
- Access to information
- Privacy and protection of personal information

Experience in private practice

Sophie practiced at a national law firm for over 5 years and co-founded the firm Novalex, which joined Delegatus 2024.

Representative work

- Advising organizations regarding their corporate creation and structuration, statutes and by-laws, implementation of internal policies and filing requests as registered charities.

- Drafting and reviewing employment, consulting, confidentiality, non-competition, non-solicitation and change of control agreements, employee policies and procedures, employee manuals, codes of conduct and incentive plans for various clients.
- Advising a foreign corporation with respect to the acquisition of the assets of a Canadian business, the transfer of employees and the establishment of new benefit plans.
- Advising various businesses with respect to the establishment of voluntary retirement savings plan (VRSPs) and other retirement savings instruments and benefits.
- Advising various businesses with respect to compliance with the requirements of pay equity legislation.
- Representing employers and workers in the context of litigious terminations of employment, discrimination or psychological harassment cases.
- Advising organizations with respect to numerous labour relations, labour standards, occupational health and safety matters, application of the Charter of the French language and other regulatory matters.
- Representing various private and public entities in the context of access to information requests and with respect to the implementation of measures to protect personal information.

Education

- B.C.L./LL. B., McGill University | 2010
- B.A., *Université de Montréal* | 2006
- *Institut d'études politiques de Paris* | 2005

Professional affiliations

- President of the Board, Montreal Urban Ecology Center | Since 2022
- President of the Board, *Atelier Entremise* | Since 2019

Recognition

- Named Leading Lawyer to Watch in Employment Law, Canadian Legal Lexpert Directory | 2024
- Recognized Future Star, Benchmark Litigation Canada, The guide to Canada's leading litigation firms and lawyers | 2022-2023
- Named Lawyer of the Year, Pro bono et social engagement, Young Bar of Montréal | 2018

Conferences and publications

- Co-author: [PL 59 : vos nouvelles obligations pour protéger la santé psychologique de vos employés](#), Carrefour RH | April 2022
- « Accessibilité à la justice: réflexions et pistes de solution », in L'état du Québec 2019, coll. under the direction of Francis Huot and Sophie Seguin-Lamarche, Institut du Nouveau Monde, Del Busso Éditeur | October 2018
- Author: "Indirect Sale of an Enterprise as a Going Concern Through a Receiver: Quebec Court of Appeal Confirms that the Purchaser is the Successor Employer", Volume 24, Number 8, 24 E.L.L.R., pp. 65-68 | November 2014
- Author: "Voluntary Retirement Savings Plans: What Quebec Employers Need to Know", Volume 24, Number 5, 24 E.L.L.R., pp. 46-48 | August 2014
- Author: "[Quebec Court of Appeal Reiterates Principles Applicable to Notices of Termination](#)", Canadian Employment Law Today | May 2014
- Author: "Are the Provisions of your Share Option Plan Reasonable? A Lesson from Quebec", Volume 24, Number 1, 24 E.L.L.R., pp. 1-5 | April 2014

- Author: "*Obligations of an Employer Faced with the Resignation of an Employee: A Quebec Perspective*", Volume 23, Number 2, 23 E.L.L.R., pp. 13-16 | 2013