



H l ne Bussi res

Partner

Office

Montr al

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Expertise

Employment, Labour and Executive Compensation

Bar Admissions

Qu bec, 1993

Major corporations value H l ne's ability to advise them on all aspects of Canadian employment and labour law in the context of their strategic human resource needs.

H l ne's diverse practice includes acting for clients before civil and administrative courts, negotiating collective agreements, drafting executive employment agreements and policies, and providing guidance on corporate governance and executive compensation matters.

H l ne is also sought out for her considerable experience in advising on employee-related matters in commercial transactions, such as mergers and acquisitions. She has developed extensive expertise in strategic HR planning for clients across Canada.

Before joining Davies, H l ne practised in the employment and labour practice of the Montr al office of an international law firm.

REPRESENTATIVE WORK

Long Span Partners, LLC

Acted for the shareholders of Risk Control Technologies Inc., Toronto-based leading provider of risk management and loss control solutions to the insurance industry, in the sale of a 100% interest to Duck Creek Technologies Inc.

Oxford Properties Group and Canada Pension Plan Investment Board

Acted for Oxford Properties Group and Canada Pension Plan Investment Board in its C\$325-million sale of Les Galeries de le Capitale, a super regional enclosed shopping centre located in Quebec City, to Primaris Real Estate Investment Trust.

Industrial and Financial Systems AB

Acted for Industrial and Financial Systems AB in its approximately C\$1-billion acquisition of Copperleaf Technologies Inc., a provider of enterprise decision analytics software to companies managing critical infrastructure.

The Blackstone Group

Acted for funds affiliated with Blackstone in its acquisition of Trystar, a premier provider of electrical equipment used for backup power solutions.

Mannarino Systems & Software Inc.

Acted for the shareholders of Mannarino Systems & Software Inc., a global leader in avionics for electric aircraft and drones and certified systems for the aerospace sector, with the sale of all of their issued and outstanding shares to Scalian SAS.

eStructure Data Centers

Acted for eStructure Data Centers, Canada's leading data centre platform, in connection with Fengate Asset Management's record-breaking C\$1.8-billion

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investment transaction.

Searchlight Pharma Inc.

Acted for the shareholders of Searchlight Pharma Inc., a top-growth Canadian specialty and innovative branded pharmaceutical company, in connection with the sale of their 100% interest to Apotex Inc.

Thread Collective Inc.

Acted for Thread Collective Inc. in their acquisition of all issued and outstanding shares of 9167200 Canada Inc. (dba Kanuk), from the founder and Champlain Financial Corporation. Kanuk is a Montreal-based manufacturer and retail brand known for cold-weather apparel and winter coats, boasting an international reputation.

Outfront Media Inc.

Acted as Canadian counsel to OUTFRONT Media Inc. in the C\$410-million sale of its Canadian outdoor advertising business to Bell Media, a wholly-owned subsidiary of BCE.

MacKinnon, Bennett & Co.

Acted for MacKinnon, Bennett & Co. in the formation of MKB Partners Fund III, a private equity fund that invests in the energy, mobility, built environment and related industrial sectors of the energy transition.

RECOGNITIONS

American Bar Association, College of Labor & Employment Lawyers, Fellow

Chambers Canada: Canada's Leading Lawyers for Business—Employment and Labour: Québec

The Legal 500 Canada—Labour and Employment (Leading Individual)

The Canadian Legal Lexpert Directory—Employment Law (Employer)

The Best Lawyers in Canada—Labour and Employment; Workers Compensation Law

INSIGHTS

Barreau du Québec, Les développements récents en droit de la concurrence 2024, “Comment rédiger et négocier des clauses de non-concurrence efficaces et raisonnables?”; Webcast

May 17, 2024

Investing In... 2024: Canada chapter, co-author

Jan. 01, 2024

Congrès de l'Association québécoise de pharmaciens propriétaires, “Naviguer le monde de l'emploi au Québec – Comment faire face aux défis du milieu du travail”; Montréal, QC

Nov. 17, 2023

McGill Desautels Faculty of Management, “Guest Speaker Series”; Montréal, QC
May 09, 2023

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Investing In... 2023: Canada chapter, co-author

Jan. 19, 2023

Canadian Association of Counsel to Employers , Annual Conference, “ Cross-Canada Topics in Employment Law”

Sept. 24, 2022

Employment and Labour Law in Qu ebec: An Overview of Key Doctrines, Employment: North America 2021, co-author

Oct. 01, 2021

Guest professor, Desautels Faculty of Management at McGill University, MBA Program, “Category of Workers,” “Hiring Process and Charter of Human Right and Freedoms” and “ Termination of Employment”

July 24, 2020

Employment & Labour in Canada, Qu ebec chapter

Jan. 01, 2020

Canadian Association of Counsel to Employers , Annual Conference, “Top Issues and Trends in Employment Law”

Sept. 30, 2019

EDUCATION

Universit e de Montr eal, LLB, 1992

PROFESSIONAL AFFILIATIONS

American Bar Association

Canadian Bar Association

BOARD MEMBERSHIPS

Atelier Le Fil d’Ariane

Solomon Schechter Academy Children’s Foundation

Solomon Schechter Academy, former chair of the board of directors, Executive Committee member and co-chair of the Human Resources Committee

COMMUNITY INVOLVEMENT

Barreau du Qu ebec, Liaison Committee with the *Tribunal administratif du travail*

TEACHING ENGAGEMENTS

H el ene taught labour and employment law at the  cole du Barreau du Qu ebec for many years, and is regularly a guest lecturer at the Desautels Faculty of Management of McGill University in its MBA program.