DAVIES

Louise Patry
Partner

Office
Montréal

Tel
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Expertise
Employment, Labour and Executive Compensation
Dispute Resolution

Bar Admissions
Québec, 1981

Clients turn to Louise for her expert negotiation and arbitration skills, and her practical, expedient solutions.

Companies across a broad range of industries – public and private, in Canada and internationally – choose Louise to advise on their labour and employment matters. She advises clients on employee transfers, executive compensation, downsizing and consolidations, wrongful dismissal, pay equity, workers' compensation, health and safety issues, employment aspects of corporate mergers and acquisitions, and pension plans. Over her career, Louise has also developed significant expertise in international employment law. She routinely advocates client interests before administrative and civil tribunals.

Louise's experience working for the Quebec Union of Service Employees has given her a unique perspective for negotiating collective agreements and related matters on behalf of her clients.

Louise volunteers her time on pro bono matters for various charities and non-profit organizations.

REPRESENTATIVE WORK

Sobeys Inc.
Acted for Sobeys Inc. in the acquisition of a majority interest in Ricardo Media Inc. and in connection with the related shareholders, use of intellectual property and employment arrangements.

The Jordan Company, L.P.
Acted as Canadian counsel to The Jordan Company, L.P. in its acquisition of the Performance Materials business of PQ Group Holdings Inc., a leading global provider of specialty catalysts, materials and chemicals and services.

Resolute FP Canada Inc.
Acted for Resolute FP Canada Inc., a subsidiary of Resolute Forest Products Inc., in the sale of its pulp and paper mill located in Thorold, Ontario, to Bioveld Canada Inc., a subsidiary of Riversedge Developments Inc.

Glanbia plc
Acted for Glanbia plc, a global nutrition group, in its acquisition of Foodarom Group, a Québec-based specialist flavours solutions business.

Brand Industrial Services, Inc.
Acted for Brand Industrial Services, Inc., a global leader providing a broad range of solutions to the industrial, commercial and infrastructure markets, in its acquisition of Québec-based AGF Access Group, Inc.

Teneo
Acted for Teneo in its acquisition of Hatley Strategy Advisors, a leading strategic communications and corporate advisory firm based in Montréal, Canada.

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Minto Apartment Real Estate Investment Trust
Acted for Minto Apartment Real Estate Investment Trust (REIT) in the $268-million acquisition from Rockhill Apartments Inc. of a multi-residential rental property comprising 1,004 suites in Montréal, Québec. The REIT, which co-acquired the property with Investors Real Property Fund, is the asset and property manager for the co-tenancy and is earning fees for these services.

The Aldo Group Inc.
Acting as counsel to The Aldo Group Inc. for all its employment matters.

RELX Group plc
Acted for an affiliate of Elsevier, part of the RELX Group, a global provider of information and analytics for professional and business customers across industries, in its acquisition of Science-Metrix Inc., which specializes in research evaluation and bibliometric analysis.

Sally Beauty Holdings, Inc.
Acted for Sally Beauty Holdings, Inc., the world's largest distributor and retailer of professional beauty products, in its acquisition of a Québec-based company in the hair care industry.

World Anti-Doping Agency
Acting for the World Anti-Doping Agency, a foundation initiated by the International Olympic Committee to promote, coordinate, and monitor the fight against drugs in sports, on a multitude on employment matters. These matters include international and domestic employment law issues such as hiring, dismissal and termination settlements, expatriate and non-expatriate agreements, discrimination, pay equity, occupational health and safety, human rights and more recently on the ever-changing regulations due to the global COVID-19.

Newforma, Inc.
Acted for Newforma, Inc. and Newforma Canada ULC, a project information management (PIM) software company transforming building and infrastructure project delivery based in Manchester, New Hampshire, in connection with its acquisition of all the assets of Smart-Use Softwares Inc., the Montréal developer of an innovative, touch-friendly mobile platform for construction project collaboration. Louise was in charge of all of the Canadian labour and employment matters.

TeleTech Holdings, Inc.
Acted as counsel to TeleTech Holdings, Inc., for the Canadian employment matters related to TeleTech's acquisition of Atelka Enterprise Inc.

Alimentation Couche-Tard Inc.
Acted for Alimentation Couche-Tard Inc., the leader in the Canadian convenience store industry, in connection with its $1.68-billion acquisition of 279 Esso-branded fuel and convenience sites; 229 of these sites are located in Ontario and 50 are located in Québec. The acquisition also includes land banks and dealer-operated sites, as well as a long-term supply agreement with Imperial Oil.

DAK Americas LLC
Acted for DAK Americas LLC, a producer of PET (polyethylene terephthalate)

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resins, in connection with its acquisition of a controlling interest in Selenis Canada from IMG Group. Selenis Canada operates a PET plant in Montréal.

Hyatt Hotels & Resorts
Successfully represented Hyatt Regency Montréal in a judicial review by the Québec Superior Court of an arbitration award involving the extent of employees' freedom of expression at the workplace.

First Quality Enterprises, Inc.
Acted as Canadian counsel to First Quality Enterprises, Inc., and its affiliates in connection with the acquisition of Fempro I Inc. and related companies.

Zoom Media Group Inc.
Acted for Zoom Media Group Inc. in the sale of its non-fitness indoor advertising business (consisting of campus, fashion, business, medical and golf networks) to Newad Media Inc. and in the acquisition of Newad Media Inc.'s fitness indoor advertising business. Louise was responsible for all employment and labour related matters.

Frutarom Industries Ltd.
Acted for Frutarom Industries Ltd., one of the world's 10 largest companies operating in the global flavours and fine ingredients markets, in connection with its acquisition of substantially all of the shares of Investissements BSA Inc., a developer, manufacturer and distributor of spices and seasoning blends, with a particular focus on the areas of processed meats and convenience foods, for $42,750,000. Louise was responsible for all employment and labour related matters.

Cominar Real Estate Investment Trust
Acted for Cominar Real Estate Investment Trust in connection with the $1.527-billion acquisition of a portfolio of 11 shopping centres, three office properties and one industrial property from Ivanhoé Cambridge, the real estate subsidiary of the Caisse de dépôt et placement du Québec. Louise is responsible for all employment and labour related matters.

TransMontaigne Inc.
Acted as Canadian counsel for TransMontaigne Inc., a US oil pipeline and terminal company, in connection with the sale of Canterm Canadian Terminals Inc., a company with two distribution terminals for the storage and handling of refined products in Montréal and Québec City, to Royal Vopak, the world's largest independent liquid bulk tank storage service by capacity. Louise was responsible for all labour and employment related issues in connection with the transaction.

Paladin Labs Inc.
Acted for Paladin Labs Inc. in connection with the acquisition of Triton Pharma Inc. Louise was responsible for all employment related issues with respect to the acquisition.

Grupo FerroAtlántica, S.A.
Acted for subsidiaries of Grupo FerroAtlántica, S.A. in a successful bid for the acquisition of the solar-grade silicon assets of Timminco Inc. and Bécancour Silicon Inc. in connection with their insolvency proceedings under the

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Companies' Creditors Arrangement Act. Louise handled all of the labour issues related to the acquisition as well as certain pension related matters.

Sigdo Koppers
Acted as Canadian counsel to Sigdo Koppers, a Chilean industrial engineering conglomerate, in connection with its US$790-million purchase of Magotteaux Group, a Belgian mining and cement services company. Louise handled all of the issues related to Canadian employment matters.

Yoplait France SAS
Acted for Yoplait France SAS, the second largest brand in fresh dairy products in the world, in connection with its acquisition of Québec-based Liberté Brand Products from its management and investment firms, Swander Pace Capital LLC and Roynat Capital Inc. Louise was in charge of all of the Canadian employment matters.

Amcor Limited
Acted for Amcor Limited in its acquisition of Alcan Packaging operations from Rio Tinto plc in 31 countries for approximately US$2 billion. The acquisition enhances Amcor's position as one of the world's leading packaging companies. Louise was in charge of all of the Canadian labour and employment matters.

InnVest Real Estate Investment Trust
Acted for InnVest Real Estate Investment Trust in connection with the labour and employment law aspects regarding the sale of the Quality Hotel (Montréal).

InnVest Real Estate Investment Trust
Acted for InnVest Real Estate Investment Trust in connection with the sale of the Hotel Delta Centre-Ville (Montréal).

RECOGNITIONS

The Best Lawyers in Canada—Labour and Employment Law

Who's Who Legal: Canada—Labour, Employment and Benefits

INSIGHTS

Doing Business in Canada 2023, contributor
Nov. 14, 2023

Guest, 2023 Human Resources Outlook Podcast Series, World Law Group, "Americas"
Mar. 21, 2023

Canada: Q&A - Employer COVID-19 Vaccination Policies, co-author
May 26, 2021

COVID-19: Details on the Federal Wage Subsidy for All Businesses, Charities and Non-Profit Organizations
Apr. 02, 2020

COVID-19 and the Workplace in Québec: What Employers Need to Know and Do
Mar. 23, 2020

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Practising Law Institute, Cross-Border Employment Law 2019, “Technology, Privacy and Employee Monitoring”; New York, NY
June 05, 2019

Legalization of Cannabis: A Guide for Employers
Oct. 19, 2018

Practising Law Institute, Cross-Border Employment Law 2018, “Global Diversity and Pay Equity”; New York, NY
June 06, 2018

International Bar Association, Annual Employment and Discrimination Conference, “Strategies for when a top executive is accused of harassment”; Montréal, QC
May 03, 2018

Practising Law Institute, conference, “International Employment Law”; 2012 to present
June 17, 2017

EDUCATION

Université de Montréal, Labour Law Dipl., 1988
Université de Sherbrooke, BCL, 1980

BOARD MEMBERSHIPS

Beaconsfield Golf Club, former member and former president of the Board, former secretary, former chair of house committee
Fédération de Golf du Québec, member and president of the Board; former vice president and former secretary
National Arts Centre Foundation, member of the Board; former member of the Governance and Nominating Committee
Women’s Y Foundation of Montréal, former member of the Board
YWCA Montréal, former member and former president of the Board

COMMUNITY INVOLVEMENT

Artistri Sud, adviser
Golf Canada, member of the Provincial Council; member of the Diversity and Inclusion Task Force; member of the Governance Committee; former member of the Human Resources Committee