



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

Hélène'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.

Hélène 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, Hélène practised in the employment and labour practice of the Montréal office of an international law firm.

Hélène Bussières

Partner

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Expertise

Employment, Labour and Executive Compensation

Bar Admissions

Québec, 1993

REPRESENTATIVE WORK

Vortex Companies

Acted for Vortex Companies, a Quad-C Management, Inc. portfolio company and global leader in trenchless infrastructure solutions, in its acquisition of Foraction Inc., Quebec's leading trenchless watermain rehabilitation contractor, from Groupe Michaudville.

Birch Hill Equity Partners

Acted for Birch Hill Equity Partners in its sale of CCM Hockey, a leading designer, manufacturer and marketer of hockey equipment, accessories, figure skates and apparel.

PPG Industries Inc.

Acted as Canadian counsel to PPG Industries Inc. in the US\$550-million sale of 100% of its architectural coatings business in the U.S. and Canada to American Industrial Partners.

Advance Auto Parts, Inc.

Acted as Canadian counsel to Advance Auto Parts, Inc. in its US\$1.5-billion sale of Worldpac, Inc., a wholesale distributor of quality aftermarket replacement automotive parts, to The Carlyle Group Inc.

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

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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 investment transaction. This deal won Digital Infrastructure Acquisition of the Year at the IJInvestor Americas Awards 2024.

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 Partner)

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 Québec: 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, Québec chapter

Jan. 01, 2020

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

Sept. 30, 2019

EDUCATION

Université de Montréal, 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 Québec, Liaison Committee with the *Tribunal administratif du travail*

TEACHING ENGAGEMENTS

Hélène taught labour and employment law at the École du Barreau du Québec for many years, and is regularly a guest lecturer at the Desautels Faculty of Management of McGill University in its MBA program.