DAVIES



Hélène Bussières
Partner

Office
Montréal

Tel
514.806.9185

Email
hbussieres@dwpv.com

Expertise
Employment, Labour and Executive Compensation

Bar Admissions
Québec, 1993

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.

Representative Work

Plenary Americas
Acted for **Plenary Americas** in its C$1.2-billion take-private acquisition of Information Services Corporation, a leading provider of public data registry and information management services, and its related engagement with the Government of Saskatchewan with respect to legislative amendments to facilitate the transaction.

Cadillac Fairview Corporation Limited
Acted for **Cadillac Fairview Corporation Limited** in the $240 million sale of Tour Deloitte, a landmark office property in downtown Montréal.

Tencent Holdings Ltd.
Acted as Canadian counsel to **Tencent Holdings Ltd.** in its investment of €1.16 billion for an approximate 25% economic interest in Vantage Studios, a newly-formed subsidiary of Ubisoft Entertainment S.A. dedicated to the development of Ubisoft's flagship franchises, including Tom Clancy's Rainbow Six, Assassin's Creed and Far Cry.

Resolute Forest Products
Acted for **Resolute Forest Products** in the sale of its sawmill located in Rivière-aux-rats, Quebec to Arbec, Bois d'oeuvre Inc.

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.

Novum Legal Inc.
Acted for the shareholders of **Novum Legal** in the sale of their interest in Novum.

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.

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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 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.

eStruxture Data Centers

Acted for **eStruxture 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.

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.

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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.

Direct Travel, Inc.
Acted as Canadian counsel to **Direct Travel, Inc,** in its sale to a group of investors, including Durable Capital Partners, Madrona Ventures, Top Tier Capital Partners, and Blackstone Credit & Insurance, led by Steve Singh.

Wolseley Canada Inc.
Acted for **Wolseley Canada Inc.,** the leading wholesale distributor to plumbing, HVAC/R, waterworks and industrial markets in Canada, in its acquisition of Yorkwest Plumbing Supply Inc., a distributor of building and industrial products in the greater Toronto area.

Plusgrade Inc.
Acted for **Plusgrade** in connection with General Atlantic's strategic investment in the ancillary revenue powerhouse. The investment represents a monumental transaction for the global travel tech sector.

Mondi plc
Acted for **Mondi plc**, a global leader in the production of sustainable packaging and paper, in its acquisition of the Hinton Pulp mill from West Fraser Timber Co. Ltd. (West Fraser) and its long-term partnership with West Fraser to access local, high-quality fibre from well-established wood basket, as well as with Mondi plc's plans to invest €400 million in the expansion of Hinton.

ROBIC, LLP
Acted as counsel to partners of **ROBIC, LLP**, one of Canada's preeminent intellectual property firms, in connection with ROBIC's business combination with IPH Limited.

Design World LLC d/b/a WTWH Media, LLC
Acted as Canadian counsel to **Design World LLC d/b/a WTWH Media, LLC,** a Mountaingate Capital portfolio company, in its acquisition via a wholly owned Canadian subsidiary of substantially all the assets of Engineering.com Incorporated, a media website operator focused on engineering related content.

Integrated Media Company
Acted for **Integrated Media Company**, a TPG platform dedicated to the new media ecosystem, in its C$147.5-million acquisition of Toon Boom Animation Inc., an Emmy® Award-winning Montreal-based animation software company, from Nelvana Limited, a subsidiary of Corus Entertainment Inc.

Industrial and Financial Systems AB
Acted for **Industrial and Financial Systems AB** in its acquisition of Poka Inc., a Québec-based provider of connected worker platform software.

Mountaingate Capital
Acted for **Mountaingate Capital Management II, L.P.** in its strategic investment in Damotech inc., a leading rack safety manufacturer.

American Holt, LLC, a portfolio company of Arcline Investment Management
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Management, in its acquisition of DMA Solution Inc., a leading engineering company for solutions in the manufacturing of high-performance products for the PET plastic container and beverage industries.

Lakeside Book Company

Acted for **Lakeside Book Company**, a portfolio company of Atlas Holdings, in its acquisition of Marquis Books.

Mountaingate Capital

Acted for **Mountaingate Capital Management II, L.P.** in its strategic investment in Bond Brand Loyalty Group, a leading marketing, customer experience and loyalty software management group.

Numerix LLC

Acted as Canadian counsel to Genstar Capital-backed **Numerix LLC**, a leader in capital markets risk management technology, in its acquisition of all the issued and outstanding shares of FinancialCAD Corporation.

Investissement Québec

Acted for **Investissement Québec**, in its own capacity and as agent of the Government of Québec, in the initial C$70-million investment in Équisoft Inc., one of the largest providers of digital solutions in the financial sector, as part of a C$125-million investment with Export Development Canada and Fondaction.

LKQ Corporation

Acted as Canadian counsel to **LKQ Corporation** in its C$2.8-billion acquisition of Uni-Select Inc.

Aptum Technologies

Acted for **DigitalBridge**, a global digital infrastructure investment firm, in its portfolio company Aptum Technologies' acquisition of CloudOps, a cloud consulting, managed services and software company.

Trinity Industries, Inc.

Acted for **Trinity Industries, Inc.**, in its acquisition of Holden America, a manufacturer of market-leading multilevel vehicle securement and protection systems, gravity-outlet gates and gate accessories for freight rail in North America, for an initial purchase price of US$70 million and an additional minimum of US$5 million per year for the next two years

Interfor Corporation

Acted for **Interfor Corporation** in its acquisition for over C$325-million of 100% of the equity interests of Kilmer Group-backed Chaleur Forest Products entities.

Ironbridge Equity Partners Management Limited

Acted for **Ironbridge Equity Partners** in its acquisition and related financing of Walker Glass Company Ltd., a Montréal-based company that manufactures mirror and acid etch-glazing substrates.

SPS Commerce, Inc.

Acted for **SPS Commerce, Inc.**, an American retail cloud services company, in its US$49-million acquisition of InterTrade Systems Inc., a Canadian SaaS commerce technology solutions company, from mdf commerce inc.

National Tire Distributors

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Acted for **National Tire Distributors**, the Canadian subsidiary of American Tire Distributors, in its sale to Groupe Touchette Inc.

Birch Hill Equity Partners

Acted for **Birch Hill Equity Partners** in its joint acquisition (and related financing) with Investissement Québec of Polycor Inc., the largest quarrier of natural stone in the world.

Aldo Group

Acting for **Aldo Group**, in the review and implementation of its Short Term Incentive Program and Long-Term Incentive Plan designed to retain and reward executives upon achievement of financial targets.

Confidential client

Providing one of the world's leading providers of innovative lighting solutions, and its four (4) business lines in Canada with counsel on all aspects of their employees relations ranging from legislative compliance, to human rights issues and Covid-19-related legal advice.

Confidential client

Providing the organization mandated by the Québec Government to promote Québec's economic development, with strategic and legal advice on all aspects of their human resources operations, including legislative compliance and the integration of the unionized and non-unionized employees, which includes regular dealing with four unions.

Fedex Logistics

Acting for **Fedex Logistics** in matters related to compliance with French language requirements and representation before the Tribunal administratif du travail.

Recognitions

American Bar Association
Fellow
College of Labor & Employment Lawyers

Chambers Canada
Employment and Labour: Québec

Legal 500 Canada
Labour and Employment
Leading Partner

Lexpert (CLLD)
Employment Law (Employer); Labour Relations (Management); Workplace Human Rights (Employer)

Best Lawyers Canada
Labour and Employment; Workers Compensation Law

External Engagements

Speaking Engagement
American Bar Association, ABA Business Law Fall Meeting 2025, “Same Deal, Different Rules: Employment Law Pitfalls in US-Canada M&A”; Toronto, ON
Sep 18, 2025

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Speaking Engagement
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

Article
Investing In… 2024: **Canada chapter, co-author**
Jan 1, 2024
Chambers Global Practice Guides (Chambers and Partners)

Speaking Engagement
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

Speaking Engagement
McGill Desautels Faculty of Management, "Guest Speaker Series"; Montréal, QC
May 9, 2023

Article
Investing In… 2023: **Canada chapter, co-author**
Jan 19, 2023
Chambers Global Practice Guides (Chambers and Partners)

Speaking Engagement
Canadian Association of Counsel to Employers, Annual Conference, " Cross-Canada Topics in Employment Law"
Sep 24, 2022

Article
*Employment and Labour Law in Québec: An Overview of Key Doctrines, Employment: North America 2021***, co-author**
Oct 1, 2021
Law Business Research

Speaking Engagement
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"
Jul 24, 2020

Article
*Employment & Labour in Canada***, Québec chapter**
Jan 1, 2020
Lexology Getting The Deal Through, 2019-2020

Speaking Engagement
Canadian Association of Counsel to Employers, Annual Conference, "Top Issues and Trends in Employment Law"
Sep 30, 2019

Article
*The International Comparative Legal Guide to: Employment & Labour Law***, Canada**

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chapter, 2012-2017 Editions, co-author
Jan 17, 2017
Global Legal Group Ltd.

Guide
The Executive Employment Contract, **co-author**
Sep 30, 2012
LexisNexis (Available for purchase)
Read More

Speaking Engagement
Association of Corporate Counsel, "Review of Developments in Employment and Labour Law"
Jan 30, 2014

Guide
Les dirigeants: leurs droits et leurs obligations **(Executive Officers and Directors), co-author**
Jan 1, 1995
Éditions Yvon Blais (Available for purchase)
Read More

Insights

Davies Earns Distinction at 2026 Life Sciences Awards
Sep 11, 2026

Davies Lawyers Recognized by *Best Lawyers*
Sep 3, 2026

Plenary Acquires ISC in $1.2 Billion Deal
Jul 8, 2026

Lexpert Affirms Davies' Position as a Leading Firm
Mar 17, 2026

Education

Université de Montréal, LLB, 1992

Bar Admissions

Québec, 1993

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.

Board Memberships

Atelier Le Fil d'Ariane
Solomon Schechter Academy Children's Foundation

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

Professional Affiliations

American Bar Association
Canadian Bar Association