

**OUR RESULTS
SPEAK FOR
THEMSELVES**

OUR SELLING POINTS

Our firm has a winning attitude and is a leader in the field because we believe in honesty, discipline, openness, competence, and teamwork. We know how to listen to clients, we are straightforward with them, we represent their interests without ambiguity, and we defend them with conviction, while creating a productive, trusting atmosphere where **human relations are the top priority.**

CLIENTS COME FIRST

Dufresne Hébert Comeau is amongst one of the most respected law firms in Quebec. Specializing in municipal, administrative, and labour law, it is also the only one exclusively dedicated to defending the interests of employers, municipalities, and various public agencies.

By systematically focusing our work and efforts on clients and by avoiding any potential conflicts of interest, we are able to establish a long-term relationship with them that is based on mutual trust and is essential to properly handle their cases.

EXPERIENCE AND EXPERTISE

Founded by recognized specialists who have worked in the areas of municipal and labour law for more than thirty years, Dufresne Hébert Comeau currently represents a large number of municipalities and companies, large and small, throughout the province of Quebec. Thanks to such solidly anchored roots, we have acquired over time a unique understanding of the legal framework pertaining to public and private organizations.

Backed by this expertise, several members of the law firm have become involved in teaching law and training managers, elected officials, and civil servants. Some of our attorneys have written numerous documents, articles, and specialized books.

THE STRENGTH OF OUR TEAM

At Dufresne Hébert Comeau, our work is characterized by synergy and collaboration so that we can offer our clients simple, concrete, and efficient solutions. The skill and energy of our two groups of specialists as well as their constant interaction allow us to tailor our work to our clients' individual needs.

Depending on the requirements of a given case, the team may also include the best subject matter experts, such as urban planners, engineers, and appraisers, as well as physicians, psychologists, and so on.

OUR COMMITMENT: EXCLUSIVITY, TRANSPARENCY AND OUTSTANDING QUALITY OF OUR SERVICES

The close relations we enjoy with our clients have helped us acquire a thorough understanding of how their respective organizations function, which in turn makes our role more effective. Furthermore, we are firmly committed to implementing this unparalleled expertise for the service of our clients and turn down any requests from companies or individuals in the event of lawsuits they may face with municipalities and other public agencies, whether they are represented by our law firm or not. We thereby avoid any conflicts or appearance of conflict of interests.

Along the same lines, we also apply strict principles regarding professional ethics. We maintain absolute confidentiality of files vis-à-vis third parties and we offer our clients absolute transparency regarding the status of their cases and associated costs. Our fees are clearly outlined and clients are systematically kept informed of any contingencies and their monetary implications. Planning budgets and periodic billing may also be arranged upon request.

A CLIENT-ORIENTED APPROACH

At Dufresne Hébert Comeau, we emphasize a two-way communication with our clients. We seek to create a healthy and constructive atmosphere by means of honest and direct discussions.

When working for our clients, we make sure that we maintain and improve the relations established over the years with employers and public agency representatives.

By focusing on human relations and giving priority to our clients' interests, we can implement innovative solutions which benefit both parties, thereby reducing disagreements and costs.

Using continuously revised approach strategies, we can anticipate the scope of any lawsuits or projects to be carried out and the scale of the measures to be deployed, thus enabling us to guide the client through the maze of various legal requirements that may apply.

IN THE AREA OF MUNICIPAL LAW, WE ARE THE LEADERS!

The Dufresne Hébert Comeau law firm plays a major role in regard to consulting and representation when dealing with public agencies, whether these are municipalities, inter-municipal authorities, or school boards.

Our attorneys and associates have an in-depth understanding of all aspects pertaining to municipal, public, and administrative law, as well as all associated fields such as labour or environmental law.

They are able to anticipate changes in the roles and responsibilities of public entities and can offer them targeted solutions that consistently meet their expectations and requirements.

THE SCOPE OF OUR WORK AND AREAS OF SPECIALIZED EXPERTISE:

MUNICIPAL LAW

- > Civil and tort liability
- > Municipal regulations and procedures
- > Inter-municipal contracts and agreements
- > Development, urban planning, and agricultural zoning
- > Real estate and construction law
- > Real estate appraisals
- > Municipal taxation
- > Expropriation
- > Police organization and ethics
- > Litigation
- > Electoral and referendum-related procedures
- > Conflicts of interest and legal incapacity
- > Access to information
- > Municipal courts
- > Regional zoning
- > Projects falling under private law
- > Public transportation
- > Public-private partnerships

ENVIRONMENTAL LAW

- > Regional planning and development
- > Nature conservation
- > Taxation of green zones
- > Water and watershed management
- > Waste management
- > Air and water sanitation
- > Applying the Environment Quality Act and other laws and regulations pertaining to the environment
- > Public hearings as well as issue and citizen participation panels

ADMINISTRATIVE LAW

Municipal law has led the firm's attorneys to acquire tremendous expertise in public and administrative law. For example, we have represented numerous professional organizations for many years now and are aware of the special issues they must deal with.

In regard to disciplinary law, the professionals at Dufresne Hébert Comeau serve as expert consultants for professional organizations and their disciplinary committees. They advise chief executive officers, trustees, and secretaries of disciplinary committees. They assume responsibility for executing disciplinary decisions and other arrangements decided upon in judgments.

WE SPARED NO EFFORT TO BECOME WELL-KNOWN EXPERTS IN LABOR LAW

The labor and employment lawyers in our law firm have managed to achieve an enviable reputation working to defend the employers' rights and interests first and foremost.

At Dufresne Hébert Comeau, we believe in healthy and stimulating work relationships, based on mutual respect among the various stakeholders.

Our expertise in conflict-solving, together with our innovative ideas promoting win-win solutions will limit conflict situations as well as the inherent drawbacks encountered by a company or a municipality.

OUR INTERVENTION FIELDS AND TOP EXPERTISE:

WORK RELATIONSHIP

- > Intervention in the unionization process and certification of a trade union
- > Negotiation, application and interpretation of collective agreements
- > Negotiation and drafting of individual work contracts
- > Assessment of disciplinary measures
- > Dismissal and layoff
- > Arbitration of grievances and disputes
- > Processing of claims filed with the Commission des normes du travail
- > Policy on psychological harassment and claim processing
- > Respect of human rights and freedoms
- > Alcohol and drug screening
- > Confidential information processing
- > Representation in specialized and civil courts for work and employment issues
- > Ad hoc management of interventions and communications for various incidents that may occur
- > Development of various policies for selection, hiring and assessment of personnel during work or in case of employment termination
- > Strategies to maintain an optimum efficiency of labor based on the applicable legal or contract provisions
- > In-company training

OCCUPATIONAL HEALTH AND SAFETY

- > Management of occupational health and safety files and work accidents (CSST)
- > Organization and follow-up on the activities of the Comité de santé et sécurité au travail (CSST)
- > Development and implementation of prevention and employee assistance programs
- > Accident investigation and analysis process
- > Development and follow-up on the temporary assignment program
- > Rehabilitation procedures and identification of an adequate job
- > Psychological injuries at the workplace
- > Management and challenging of intervention reports and notice of correction for CSST inspectors
- > Implementation of policies and procedures related to medical services
- > Assessment of employer's classification (CSST)
- > Assessment of professional injuries, claim management and challenging mechanisms
- > Development and administration of prevention mutual associations
- > Development of drug and alcohol screening policies
- > Management and prevention of absenteeism, alcohol and drug abuse, harassment, violence, smoking, stress and mental health issues, etc.
- > In-company training

**Do not choose your
attorney without
speaking with us first**

Our team

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