



Carly Meredith

Associate

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Carly Meredith practises in the areas of employment law and commercial litigation.

Carly represents employers in a wide-range of employment and labour disputes, including matters of wrongful dismissal, prohibited practice and Charter of Human Rights complaints. She has appeared before various Quebec Courts and tribunals, among them the Quebec Court of Appeal. Carly routinely assists clients with the hiring, progressive discipline and termination of employees, as well as with the drafting and implementation of employment contracts and policies.

Part of Carly's practice consists of reviewing and advising on privacy policies and related issues, as well as assisting clients with various compliance matters with respect to language laws, consumer protection legislation and contest regulation, among others. Carly also has significant experience with the international document authentication and legalization process across several foreign embassies and consulates.

During law school, Carly interned at the One Earth Future Foundation in Colorado, U.S.A., where she worked on issues related to maritime piracy. She also spent several years volunteering with the McGill Innocence chapter. She joined the firm in 2017 after completing her articles with the firm.

LANGUAGES SPOKEN

- French
- English

CREDENTIALS

Admissions

- Québec, 2017

Education

RELATED SERVICES

- Employment
- Litigation, Arbitration and Investigations
- Regulatory and Administrative Law

LANGUAGES SPOKEN

French English

- B.C.L./ LL.B., McGill University, 2016
- B.A. (International Studies and Modern Languages) University of Ottawa, 2013

Memberships

- Quebec Bar, 2017
- Young Bar of Montreal

Community Involvement

- Member of the United Irish Societies of Montreal
- Member of the board of directors of Maison Cross Roads

INSIGHTS

Publications

COVID-19 Federal Benefit Access Tool

22 MAY 2020

You may access this publication in English [here](#).

COVID-19 and employment insurance - everything you need to know (Canada)

25 MAR 2020

Canadian Employment Law Updates - COVID-19

Unprecedented numbers of Canadians are applying for Employment Insurance benefits due to an interruption in earnings caused by layoff, sickness or quarantine resulting from the COVID-19 pandemic. In this article, we explore some of the most common questions arising in relation to EI benefits at this time.

Quebec orders closure of all “non-essential” businesses (Canada)

24 March 2020

On March 23, 2020, the Quebec government announced that the province would be put “on hold” for at least three weeks and has ordered the shutdown of all non-essential businesses by 11:59 p.m. on Tuesday, March 24, 2020. Businesses that are able to shut down sooner should do so immediately. Impacted businesses will have to remain closed until at least April 13, 2020.

Federal Court of Appeal confirms that signed releases do not prevent employees from pursuing unjust dismissal complaints under the *Canada Labour Code*

19 FEB 2020

On January 24, 2020, the Federal Court of Appeal upheld the decision in *Bank of Montreal v. Li*. This decision serves as confirmation that federally-regulated employees who sign releases in favour of their former employers will not be barred from bringing complaints for unjust dismissal under the *Canada Labour Code*, provided that they do so within 90 days of the dismissal.

Long-awaited regulations regarding placement agencies in Quebec set to come into effect on January 1, 2020

17 DEC 2019

Canada in Focus

Announced along with the sweeping changes to Quebec's *Act respecting labour standards* back in June 2018, the regulation regarding Quebec placement agencies has finally been published and is set to come into effect on January 1, 2020.

The most common mistakes made in Quebec vacation policies

10 JUL 2019

Canada in Focus

As employment counsel, we routinely work with employers to identify issues with their policies and practices as they relate to vacation (annual leave) and vacation pay under Quebec's *An act respecting labour standards* (the "*Act*"). In this post, we identify four of the most common errors and misconceptions made by employers in order that they may review their policies and practices for compliance before taking off on their own well-deserved summer vacation.

An update on the ability of managerial employees to unionize in Quebec

5 DEC 2018

Canada in Focus

Further to our previous article, in which we alerted our clients to a decision declaring inoperative the provision of Quebec's *Labour Code* which prevents managerial employees from unionizing, a recent decision has since overturned that ruling.

A higher education in matters of sexual violence: Post-secondary institutions in Quebec required to adopt a formal policy by the end of the year

29 OCT 2018

Canada in Focus

While schools are generally the ones handing out the homework, the Quebec government has issued an important assignment for higher education institutions in the province, requiring them to adopt, by January 1, 2019, a policy to prevent sexual violence on campus.
