



### Pablo Guzman

**Partner**

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### Montréal

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Pablo Guzman is a partner in the firm's Montréal office. Pablo is a litigator and practises in the areas of corporate law, employment, commercial contracts, and the enforcement of creditors' rights. He routinely counsels clients in the drafting, review, management and enforcement of contracts and security instruments in his areas of practice.

Pablo often provides strategic counsel to boards and C-level executives on complex litigation and compliance with business-related legislation, including Québec's *Consumer Protection Act*, the *Charter of the French Language*, the *Civil Code* of Québec, the *Competition Act* and privacy legislation. His employment litigation practice includes acting for and defending employers in workplace investigations, including harassment, discrimination and health and safety.

He has appeared before the Québec, Superior and Appeal Courts and provincial, federal and international administrative and arbitration tribunals.

He obtained a B.A. in Political Science at Université du Québec - Montréal in 1989, specializing in international relations.

He received his Bachelor of Laws degree from the Université de Montréal in 1992.

## LANGUAGES SPOKEN

- English
- French
- Spanish

- Litigation, Arbitration and Investigations
- Employment
- Data Protection, Privacy and Security
- Video Games and Interactive Entertainment Law
- Food and Beverage
- Pensions, Employee Benefits and Executive Compensation

- Financial Services

English French Spanish

## Admissions

- Québec, 1994

## Recognitions

- Gold Client Champion Award by *Martindale-Hubbell*, 2021
- AV® Preeminent Client Review Rated by *Martindale-Hubbell*, 2016-2017

## Education

- LL.B., Université de Montréal, 1992
- B.A., Université du Québec à Montréal, 1989

## INSIGHTS

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### Publications

#### **Québec's *Charter of the French Language* has been amended by Bill 96: Have you registered your trademarks in Canada yet?**

13 June 2022

On June 1, 2022, Bill 96, *An Act respecting French, the official and common language of Québec* received royal assent and modified the *Charter of the French Language*. Some of the most significant amendments introduced by Bill 96 are the new restrictions on the use of English and other non-French trademarks in signs, posters, labels, packaging and commercial advertising.

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#### **Québec's Bill 96 modifying the *Charter of the French Language* receives royal assent: Key dates for when the amendments come into force**

3 June 2022

On June 1, 2022, Bill 96, *An Act respecting French, the official and common language of Québec* received royal assent and became law. Passed by Québec's National Assembly, Bill 96 significantly changes the *Charter of the French Language*. While some provisions of Bill 96 come into effect as of June 1, 2022, others will come into effect over a period of 3 years. This article outlines some of the key dates and requirements for businesses and employers to keep in mind.

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#### **Québec's National Assembly passes amended Bill 96 to modify the *Charter of the French Language***

31 May 2022

On May 24, 2022, Québec's National Assembly passed Bill 96, *An Act respecting French, the official and common language of Québec*, which proposes significant changes to the *Charter of the French Language*, commonly known as Bill 101, aimed at ensuring the vitality of the French language in Québec. In light of this, changes are coming to Québec's French language requirements, and businesses should prepare for their impact. Businesses operating in Québec or having employees in the province should become familiar with the changes to the *Charter* as amended by Bill 96. The following article provides a general overview of some of the key takeaways of Bill 96.

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## NEWS

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**DLA Piper (Canada) LLP joins Canadian Prime Minister Justin Trudeau and Ontario Premier Doug Ford in congratulating Sumitomo Metal Mining on official ground-breaking for Côté Gold Project**

15 September 2020

DLA Piper (Canada) LLP congratulates our valued client, Sumitomo Metal Mining Co., Ltd., together with its joint venture partner, IAMGOLD Corporation, on the occasion of the official ground-breaking ceremony at the Côté Gold Project.

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