



Caroline-Ariane Bernier

Associate

Montréal

cabernier@mccarthy.ca

t. +1 514-397-7858

Bar Admission

Québec 2016
Ontario 2020

Law School

McGill University

Practices

Labour & Employment
Labour
Employment
Health & Safety
Human Rights

Caroline-Ariane Bernier is an associate in our Labour & Employment Group in Montréal. Her practice focuses on representing both federally and provincially regulated employers in a variety of sectors, including mining, transportation, financial institutions, manufacturing, pharmaceutical and universities.

She represents clients before administrative tribunals and the civil courts, during mediations, conciliations and other dispute resolution processes. She also advises clients on a variety of matters such as labour standards, human rights, wrongful dismissals, employment contracts, pay equity, workplace policies and collective agreements.

Caroline-Ariane possesses an expertise in occupational health and safety, both on the prevention and inspection side, as well as in the context of workplace accidents and occupational diseases. She also provides periodic legal monitoring to various clients in the field of occupational health and safety.

Caroline-Ariane is on the executive committee of the Québec CBA's Young Lawyers Committee, sits on the Board of Directors of the Notre-Dame-de-Grâce Soccer Association and on the Board of Directors of the Federation of Asian Canadian Lawyers – Québec Division (FAAC-Québec). She is also a project supervisor for Pro Bono Québec.

Caroline-Ariane obtained a Bachelor's degree in civil law and common law from McGill University in 2014, during which she clerked with Quebec's Human Rights Tribunal. She then articulated with the Centre communautaire juridique de Montréal where she had the opportunity to represent clients before numerous courts and administrative tribunals. Caroline-Ariane was called to the Québec Bar in 2016 and the Law Society of Ontario in 2020.

Awards & Rankings

Chambers Canada

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Associates to Watch: Labour and Employment (Quebec)

Best Lawyers in Canada

Ones to Watch: Labour and Employment Law

Recent Experience

- **Gold Fields Limited forms 50/50 partnership with Osisko Mining Inc.**
May 2, 2023
- **CDPQ acquires a 50% interest in the A25 Concession from Transurban for C\$355M**
February 28, 2023
- **Gryphon Investors announce investment in Caylent**
November 15, 2022
- **Enercare acquires all issued and outstanding units of HydroSolution**
September 12, 2022

Recent Insights

- **Recent amendments to the laws governing work performed by children in Québec and Canada**
April 27, 2023
- **A Remedy Without Legal Effects? Hypothetical Remedies in a Global Pandemic**
March 10, 2023
- **Mining in the Courts, Vol. XIII**
March 6, 2023
- **Class actions and Illegal Strikes: A union's duty to end illegal strikes**
September 1, 2022

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Events

- **2021 Annual L&E Conference - Quebec Region**
October 28, 2021
- **2020 Labour & Employment Law Conference – Québec Region**
October 30, 2020