



## Joël Michaud, Practice Group Leader, Partner

### Edmonton

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## Overview

Joël Michaud is an Edmonton-based lawyer with national experience advising regulated private and public employers on labour, employment, human rights and administrative law issues. Joël is bilingual and provides advice in both English and French. He represents employers and employees in post-secondary institutions, Crown corporations, the aviation and transportation sectors and other large-scale, inter-provincial businesses and institutions.

Joël handles a wide range of complex legal issues in the following areas:

- Employment standards, workplace policies and employment contracts
- Human rights
- Canada Labour Code complaints
- Wrongful dismissals, labour disputes and grievance arbitration
- Drug and alcohol testing
- Workplace privacy
- Investigations into allegations of workplace harassment and misconduct

Clients rely on Joël's representation before various administrative tribunals, including the Alberta Human Rights Commission, Canadian Human Rights Commission and Canadian Human Rights Tribunal. He also represents clients in grievance and interest arbitrations and before the Alberta Labour Relations Board. Joël has also appeared before the Provincial Court of Alberta and the Court of Queen's Bench in wrongful dismissal and judicial review matters.

### Value to Clients

Joël brings strong policy and management perspective and experience to his clients' needs and issues. Before attending law school, he spent three years in the federal public service in Edmonton, working in managerial and other capacities. Joël was also an intern at the Canadian Industrial Relations Board in Ottawa and a member of the University of Ottawa's team at the René Cassin Competition on Human Rights held in Strasbourg, France.

### Outside the Office

As the father of three, Joël's free time revolves around his family. They travel and enjoy the outdoors together hiking, camping, mountain biking and cross-country skiing. Joël also has a private pilot's license.

## Industries

Education

## Services

Labour + Employment  
Workplace Human Rights

## Education

University of Ottawa, 2005,  
Bachelor of Laws Cum Laude  
University of Alberta, Campus Saint-Jean, 1999, Bachelor of Arts With Distinction

## Admissions

Alberta, 2007  
Ontario, 2006

## Languages

French

## Professional

Canadian Bar Association Alberta, Labour and Employment Law Section (North)

**Treasurer**

2010 - Present

Association des juristes d'expression française de l'Alberta

**Member**

2009-Present

Canadian Bar Association Alberta, Education Law Section (North)

**Member**

2008-Present

Canadian Bar Association Alberta, Labour and Employment Law Section (North)

**Member**

2007-Present

Canadian Bar Association Alberta, Administrative Law Section (North)

**Member**

2007-Present

Canadian Bar Association Alberta, Labour and Employment Law Section (North)

**Executive Member (Case Review)**

2009-2010

## Community

Director, Centre de Santé Saint-Thomas Health Centre, 2007-2011

## Recognition

Listed Education Law, The Best Lawyers™ in Canada: 2022 - 2024

Listed Labour + Employment Law, The Best Lawyers™ in Canada: 2024

Perley-Robertson Hill & McDougall Prize for assignment at The Canadian Industrial Relations Board as part of the Federal Tribunals Practice Seminar at the University of Ottawa Law School: 2005

Sherrard Kuzz Prize in Labour and Employment and Administrative Law: 2004

## News + Views + Events

February 2024

[2023 - A Year in Review: Labour + Employment \(Part 1\)](#)

June 13, 2023

[Coffee + Counsel: Common Pitfalls to Avoid with Employment Contracts](#)

October 27, 2022

[An Employer's Guide to Hybrid Work Arrangements](#)

January 25, 2022

[2021 - A Year in Review: Labour + Employment \(Part 1\)](#)

November 2021

[Case Law Update: Are Mandatory Vaccination Policies Allowed in the Workplace?](#)