



Rhonda Grintuch

Partner

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Rhonda Grintuch is a lawyer with the firm's Labor, Employment & Human Rights group. With a practice covering all aspects of employment law, she provides strategic advice to employers on hiring, lay-offs and dismissals, human rights, and federal and provincial employment standards. Rhonda has extensive experience in negotiating employment agreements for executives and key employees and advising on equity-based compensation arrangements, pension plans, non-competition and non-solicitation covenants, and conducting workplace harassment investigations.

Rhonda's broad knowledge of employment law permits her to offer full-service advice to clients learning to navigate the Québec employment landscape, in particular Canadian and non-Canadian based clients canvassing acquisitions of Québec-based businesses or setting up a Québec-based operation. She has acted in transactions for purchasers in tech, biotech, AI, real estate, life sciences, insurance, telecom, e-commerce, agribusiness, and other industries.

Rhonda is also a member of the firm's Emerging Technology group, and has acquired deep experience in the negotiation of founder employment agreements, implementing equity-based compensation arrangements, and wrongful termination and constructive dismissal claims in the context of minority shareholder buyouts.

Rhonda represents employers in employment disputes at all levels of courts and administrative tribunals in Québec.

Rhonda advises Canadian businesses (operating both inside and outside of Canada), on how to best manage the risk of human rights impacts in their operations and supply chains, as well as guiding them on corporate reporting obligations, including those under Canada's new *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Rhonda is also active in our Montréal firm's *Course aux stages* recruitment process, currently serving as Co-Chair of the Recruitment Committee.