

OK to Include Civil Code Notification Requirements in Collective Agreement



A collective agreement required an auto dealership to provide reasonable *notification* of termination (not to be confused with notice of termination required under the LSA) as required by Sections 2091 and 2092 of the Québec *Civil Code*. The union filed a grievance to enforce the clause after the dealership closed up shop and laid off all employees. The Court of Appeal ruled that the clause was freely negotiated and thus enforceable [*Syndicat démocratique des employés de garage Saguenay–Lac Saint-Jean c. Munger Pontiac Buick Inc.*, 2012 QCCA 36 (CanLII), Jan. 11, 2012].