

## Tessa Belliveau

### Associate

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Language(s) spoken: English, [French](#)

Bar Admission(s): New Brunswick, 2014

Legal Assistant(s): [Amanda Agnew](#)

Tessa has built a client-focused, strategic, and results-oriented practice. Fully bilingual, she is a skilled communicator dedicated to building strong relationships with clients. In addition to her extensive experience in litigation, having represented clients in a wide range of civil and commercial disputes, Tessa has a growing labour and employment practice. She has advised employers and employees on a range of labour-related issues, including collective bargaining, wrongful dismissal claims, and workplace safety.

Tessa's representative experience includes:

- Workplace investigations
- Termination, severance, and claims of wrongful and constructive dismissal.
- Occupational health and safety and workers' compensation.
- Labour relations, harassment, workplace investigations, grievances, and arbitrations.
- Employment and contractor agreements, policies, and procedures.
- Advising employers with respect to workplace policies, disciplinary procedures and compliance with legal requirements.
- Structuring successful hires.
- Advising vendors and purchasers on employment matters that arise in corporate transactions.
- Performance management and discipline.
- Workplace accommodation and claims of discrimination.
- Union applications for certification and collective bargaining.
- Enforcement of post-employment duties, including restrictive covenants.

## Practice Areas

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Education

Human Rights

Labour & Employment

Litigation & Alternative Dispute Resolution

Professional Regulation & Misconduct

## Education & Career

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### Education

Université de Moncton, BA, 2010

University of Ottawa, JD, 2013

### Activities

Member, Canadian Bar Association

Member, Occupational Health & Safety Committee, Canadian Association of Counsel to Employers, 2023 – present

Member, Diversity and Inclusion Committee Women's Initiative, Stewart McKelvey, 2019 – present

Member, Governance Committee of the Centre des arts et de la culture Dieppe, 2023 – present

### Accolades

Hélène Laporte Award of Excellence for French-Language Drafting, 2013

## Thought Leadership

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Discovery: Atlantic Education & the Law – Issue 10

June 24, 2022

Private posts can lead to a lack of academic professionalism: the relationship between social media and post-secondary institutions and the duty of procedural fairness

December 09, 2021

Discovery: Atlantic Education & the Law – Issue 09

November 22, 2021

## Presentations

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Co-presenter, "Discrimination, Harassment & Workplace Investigations", Stewart McKelvey Labour and Employment webinar

October 28, 2021