

## Killian McParland

### Associate

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Language(s) spoken: English

Bar Admission(s): Nova Scotia, 2017; Ontario, 2017

Legal Assistant(s): [Hayden Marchand](#)

Killian's practice is focused on assisting clients with the core of their organization: the people. He is a management-side employment, labour, and human rights lawyer with a client-centric and forward-thinking approach. He provides clients with tailored advisory and advocacy services related to:

- Performance management and discipline
- Workplace accommodation and claims of discrimination
- Termination, severance, and claims of wrongful dismissal
- Operational restructuring and claims of constructive dismissal
- Enforcement of post-employment duties, including restrictive covenants
- Occupational health and safety and workers' compensation
- Union applications for certification and collective bargaining
- Labour relations, grievances, and arbitrations
- Employment and contractor agreements, policies, and procedures
- Employment- and labour-related matters in corporate transactions

## Practice Areas

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Human Rights

Labour & Employment

Litigation & Alternative Dispute Resolution

Pensions & Benefits

## Education & Career

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### Education

Dalhousie University, Schulich School of Law, JD, 2016

Queen's University, Smith School of Business, BComm (Hons), 2012

### Activities

Member, Canadian Association of Counsel to Employers (CACE)

Member, The Advocates' Society

Member, Canadian Bar Association

Director, Laing House Association Board (Chair, HR & Governance)

Judicial law clerk, Federal Court of Canada, 2016 – 2017

### Accolades

Killian received many awards while attending law school, including:

- Schulich Scholarship in Law
- Blakes Scholar Award
- Torey Family Scholarship
- Clifford Rae Achievement Award
- Borden Ladner Gervais Professional Excellence Award

## Thought Leadership

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Government of Canada proposes 10 days of paid medical leave for federally-regulated employees

November 29, 2021

Upcoming regulatory initiatives from the Federal Labour Program

April 19, 2021

The million dollar question: is an employee entitled to a post-termination bonus payment?

October 09, 2020

The Supreme Court of Canada paves the way for class action lawsuit against Uber

June 26, 2020

Sportsmanship in dispute resolution: A recent decision of the Nova Scotia Supreme Court offers lessons that go beyond volunteer sport organizations

April 07, 2020

Beyond the border: Immigration update – January 2020

January 31, 2020

Employer obligations for the October 21 federal election

October 15, 2019

2018 Year in Review: Atlantic Canada Labour & Employment Law Developments

January 17, 2019

Client Update: 12 tips for the company holiday party

November 23, 2018

## **Publications**

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Interviewed by Arete for, “Ontario’s Infectious Disease Emergency Leave (IDEL) and your business: a conversation”

January 06, 2022

## **Presentations**

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Co-presenter, “Federal Focus”, Stewart McKelvey Labour and Employment webinar

January 27, 2022

Speaker and participant at a number of seminars relating to the field of labour and employment law