

# Dante Manna

## Partner

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Language(s) spoken: English

Bar Admission(s): Nova Scotia, 2015

Legal Assistant(s): [Sara Campbell](#)

Dante practices in the areas of labour, employment, pensions and benefits. A former tenure-track mathematics professor, Dante has valuable experience explaining complex concepts to audiences of varying sophistication. He received the Osgoode Certificate in Pension Law in 2017, having completed an intensive curriculum covering corporate and institutional pension issues.

In addition to his quantitative abilities, Dante brings focused thought, determination and dedication to all the matters with which he assists. These matters include:

### Labour and Employment

- Advised with respect to termination of employees or changing employees' terms of employment, and drafting of related documents;
- Drafting and review of employment agreements, employer policies, and independent contractor agreements;
- Regional or national reviews of occupational health and safety and employment standards requirements;
- Represented employer at adjudication of s. 240 *Canada Labour Code* complaint;
- Represented employer at grievance arbitrations;
- Represented employers at unfair labour practice complaints;
- Represented employer at worker's compensation appeal adjudication;
- Reviewed terms of collective agreements for legislative compliance and with respect to industry comparators;
- Represented employer at collective bargaining;
- Represented employer at Employment and Social Development Canada conciliation;
- Provided suggested updates to employment terms and conditions in view of regulatory changes.

### Pensions & Benefits

- Drafting employer agreements for a multi-employer pension plan and advising on regulatory compliance of the plan

text;

- Reviewing pension plan texts for regulatory compliance in response to legislative amendments;
- Reviewing investment management agreements to be executed by a pension plan;
- Representing a pension beneficiary in a dispute with respect to survivor benefit entitlement;
- Advising on legal issues regarding treatment of employees while on statutory leave;
- Advised public sector pension plan with regard to separation of pension entitlements following marital breakdown;
- Drafted, or reviewed and negotiated, terms of investment management agreements on behalf of private and public pension plan funds;
- Advised private and public pension plan administrators and funds with respect to compliance in response to amended legislation;
- Drafted amended language for private pension plan text to comply with amended regulatory requirements;
- Drafted employer participation agreements for a public pension plan administrator;
- Advised employers on constructive dismissal issues and with respect to decreased and/or eliminated benefits;
- Advised government plan administrators with regard to pensions and benefits law issues arising upon merger or spin-off of participating employers.

Dante is leading practice innovation efforts for labour and employment practitioners at Stewart McKelvey, which includes evaluation of software products, knowledge management and automation of template forms. Dante has also been invited to deliver presentations on Pensions and Benefits Law for the Canadian Pension Benefits Institute and Connex Benefits Breakfast club.

## Practice Areas

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Human Rights

Labour & Employment

Pensions & Benefits

## Education & Career

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### Education

Dalhousie University Schulich School of Law, LLB/JD, 2014

Tulane University, PhD (Mathematics), 2006

Wesleyan University, BA, 2001

### Activities

Member, Canadian Bar Association

## Thought Leadership

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Dude, where's my cure? On the road to benefits coverage of psychedelics

May 03, 2023

Discovery: Atlantic Education & the Law – Issue 12

April 28, 2023

Recent trends in defined benefits pension plans – a review of public sector plans

July 28, 2022

Federal pension update: OSFI seeks input on proposed investment risk management guidance

April 14, 2022

Federal pay equity comes into force August 31, 2021

July 08, 2021

Nova Scotia unveils changes to financial hardship unlocking – financial institutions to receive applications starting July 1, 2021

June 11, 2021

Newfoundland and Labrador financial hardship unlocking available beginning today

March 01, 2021

Taking stock: Quick reference guide for government initiatives

June 05, 2020

Input sought on Nova Scotia pension division and other family property matters

January 24, 2020

Atlantic Canada pension and benefits outlook 2020

January 13, 2020

Pension plan recovers overpayments made to deceased

November 06, 2019

The road forward: Nova Scotia government announces and seeks input on further regulatory changes regarding funding of defined benefit pension plans

May 14, 2019

Nova Scotia announces changes to defined benefit pension funding

March 13, 2019

Atlantic Canada pension and benefits countdown to 2019

December 28, 2018

Client Update: New Brunswick proposes Pooled Registered Pension Plan legislation

November 17, 2017

Client Update: New Nova Scotia temporary solvency relief for defined benefit pension plans

August 10, 2017

Client Update: Pension update: Countdown to Nova Scotia Pooled Registered Pension Plans

May 17, 2016

Pension Primer: Pooled Registered Pension Plans ("PRPPs") in Nova Scotia

April 22, 2016

## **Publications**

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Author, "Current trends in converting pension plans: will Atlantic universities and colleges continue with defined benefit models?", *Discovery: Atlantic Education and the Law* – Spring 2019

June 12, 2019

## **Presentations**

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

January 27, 2022

Co-presenter, "Trending Topics", Stewart McKelvey Labour and Employment webinar

November 23, 2021