Killian McParland

Associate



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Language(s) spoken: English

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

Legal Assistant(s): Angela Atkinson

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

Human Rights
Labour & Employment
Litigation & Alternative Dispute Resolution

Pensions & Benefits

Education & Career

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

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

Interviewed by Arete for, “Ontario’s Infectious Disease Emergency Leave (IDEL) and your business: a conversation”
January 06, 2022

Presentations

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