

## Dante Manna

### Partner

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Language(s) spoken: English

Bar Admission(s): Nova Scotia, 2015

Legal Assistant(s): [Amber MacInnis](#)

Dante is a labour and employment lawyer specializing in pensions, benefits, and executive compensation. Dante helps employers and plan administrators establish, maintain and administer benefits and pension plans and represents them in regulatory proceedings and claim-related disputes. He also assists plans with reviewing investment subscription agreements and service contracts, and advises on plan governance, texts and policies.

Dante provides full service in labour and employment matters, from employment agreements, policies, and equity compensation plans, to collective bargaining, workforce management, and dispute resolution. His ultimate goal in all matters is to develop an understanding of his client's interests and help them reach practical, lasting resolutions as quickly as possible.

A former mathematics professor and, prior to that, professional Lego model builder, Dante takes joy in solving difficult technical problems, employing creativity within a framework, and explaining complex concepts to audiences of varying sophistication. In addition to his quantitative abilities, Dante brings focused thought, determination and dedication to his work.

Dante has interest in all things tech and innovation and has been leading practice re-engineering efforts in the labour and employment group at Stewart McKelvey. He is a passionate supporter of professional development, as a frequent author of thought leadership pieces, invited speaker on legal topics, and organizer of seminars, webinars and conferences.

His representative experience includes:

#### Labour and Employment

- Legal compliance review of employment agreements, policies, practices and training
- Defending claims for wrongful dismissal and constructive dismissal
- Defending employers in human rights claims and board of inquiry proceedings

- Responding to employee appeals of workers' compensation decisions
- Negotiating executive employment agreements and incentives
- Negotiating collective bargaining agreements
- Representing employers in mediation, conciliation, and injunction proceedings related to collective bargaining
- Defending labour grievances, representing employers in mediation and arbitration

#### Pensions, Benefits, and Executive Compensation

- Regulatory compliance review of pension and benefits plan texts, policies, and practices
- Advising private and public pension plan administrators and funds on compliance with amended legislation
- Review and advice relating to fiduciary duties and plan governance
- Representing parties in legal proceedings related to administration of benefits upon death
- Negotiating participation agreements for multi-employer pension plans
- Co-authoring an independent review report for a public service pension plan
- Drafting, reviewing, and negotiating terms of investment management agreements on behalf of private and public pension plan funds
- Reviewing and advising on legal requirements with respect to supplementary employment retirement plans and retirement compensation arrangements
- Advising public and private sector pension plans with regard to the division of pension entitlements following spousal separation
- Providing advice and court representation with regard to entitlements of prospective pension beneficiaries
- Advising on pensions and benefits issues arising upon merger or spin-off of public sector employers
- Review and advice related to various equity compensation plans, including employee benefit plans, employees profit sharing plans, group RRSPs, group TFSAs, and related trust agreements and administrative agreements
- Review and amendments to trust agreements for employee life and health trusts

## Practice Areas

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Education

Human Rights

Labour & Employment

Pensions & Benefits

## Education & Career

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### Education

Certificate in Pension Law, Osgoode Hall, 2017

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

Tulane University, PhD (Mathematics), 2006

Wesleyan University, BA, 2001

## Activities

Section Executive, CBA National Pension & Benefits Section, 2023-present

Council Member, CPBI Atlantic Council, 2019-present

Board Member, Halifax Sexual Health Centre, 2016-2023

Member, Canadian Bar Association

## Accolades

Best Lawyers™ 2025 “Ones to Watch”, Employee Benefits Law, Labour and Employment Law

## Thought Leadership

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CAPSA releases guidelines on Capital Accumulation Plans and Pension Plan Risk Management

September 11, 2024

One-year reminder for federal employers: Pay equity plans due September 3, 2024

September 05, 2023

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