

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

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

Best Lawyers™ 2025 "Ones to Watch"

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

Changes affecting federally regulated employers

[June 10, 2024](#)

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

COVID-19: The Saga Continues, private client presentation, March 2021

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