

Murray L. Murphy, K.C., CPHR

Managing Partner, Charlottetown



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Language(s) spoken: English

Bar Admission(s): Prince Edward Island, 1996

Legal Assistant(s): [Daisha Richardson](#)

Providing legal services through a professional corporation.

Murray practises labour, employment and human rights law, and is a Chartered Professional in Human Resources. He represents clients in education, government, transportation, construction, retail services, technology, and media.

Murray has extensive experience in court, at the Labour Relations Board, in employment standards proceedings, human rights complaints, and grievance arbitrations. He is a labour relations arbitrator, appointed by the PEI Minister of Labour, and has presided over several labour arbitrations.

Murray has served in a number of firm leadership roles, including two terms on our Partnership Board. He is Managing Partner of the Charlottetown office.

Some examples of Murray's work include:

- Represents many of PEI's largest employers and leading businesses.
- Represents post-secondary institutions in governance, policy and human resources issues, including collective bargaining, grievances, human rights complaints, accommodation, academic and discipline matters.
- Provides advice and representation on harassment and discrimination complaints.
- Acted as counsel to one of PEI's largest private sector employers in one of the longest and most complicated proceedings to come before the PEI Labour Relations Board, including multiple certification applications, unfair labour practice complaints, successor rights and common employer applications.
- Represents PEI's largest consortium of nursing homes and community care facilities providing strategic advice, and representation on human resource matters including hiring, grievances, dismissals and human rights complaints.
- Represented a large institutional employer in the defence of a human rights complaint that raised issues of national importance.
- Helps clients prepare and implement workplace policies including harassment and discrimination policies, alcohol and

drug policies, and discipline policies.

- Assists clients in handling and responding to workplace investigations.
- Conducts workplace investigations.
- Provides advice on occupational health and safety compliance
- Represents clients in collective bargaining, including acting as lead negotiator.
- Helps clients prepare employment documentation including employment contracts, confidentiality agreements and non-competition and non-solicitation agreements.

Practice Areas

Education

Human Rights

Labour & Employment

Education & Career

Education

University of New Brunswick, LL.B., 1995

University of New Brunswick, B.A. (honours), 1992

Certified Canadian Human Resources Professional

Activities

Managing partner, Charlottetown, 2021 – present

Member, Law Society of Prince Edward Island Discipline & Competency Committee, 2023

Board Member, Canadian Association of Counsel to Employers, 2023-26

Partnership Board, Stewart McKelvey

Prince Edward Island Rules of Court Committee

Board member, Chartered Professionals in Human Resources, Prince Edward Island (CPHR PEI)

Practice group leader, Labour & Employment, Stewart McKelvey, 2013 – 2014

President, Law Society of Prince Edward Island, 2011 – 2012

Chair, National Administrative Law Section, Canadian Bar Association, 2011 – 2012

Course leader, Administrative Law, Law Society of Prince Edward Island Bar Admission Course, 2009 – 2014

Judicial Appointments Advisory Committee to the Federal Minister of Justice, 2006 – 2009

Canadian Association of University Solicitors

Canadian Association of Counsel to Employers

Mayor's Task Force on Arts and Culture for the City of Charlottetown, 2012

Fundraising Committee, East Coast Music Awards 2011

Political commentator, CBC Prince Edward Island Television and Radio

Accolades

Best Lawyers 2024 Labour and Employment Law “Lawyer of the Year” in Charlottetown

Best Lawyers 2021 Labour and Employment Law “Lawyer of the Year” in Charlottetown

King’s Counsel, 2013

Queen Elizabeth II Diamond Jubilee Medal for community service, 2012

Best Lawyers, Labour and Employment Law, 2017 – 2024

Lexpert rating: Employment Law, 2010 – 2024

Lexpert rating: Labour Relations, 2011 – 2024

Thought Leadership

Pay Transparency: Recent Changes to PEI’s *Employment Standards Act*

June 10, 2022

Prince Edward Island Labour and Employment legislative changes

July 31, 2020

Returning to work: COVID-19 and mental health considerations

May 11, 2020

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

January 17, 2019

Publications

Author, “Striking a balance: when academic freedom becomes discrimination”, *Discovery: Atlantic Education and the Law* – Spring 2019

June 12, 2019

Author, *Another Last Goodbye: The Life and (Near) Death of Mandatory Retirement in Canada*, Canadian Association of Counsel to Employers Annual Conference, Montreal, QC, September 2014

Presentations

Performance Management in the Post-Pandemic Era, private client presentation, January 2023

Academic Freedom, private client presentation, November 2022

COVID-19: The New Normal, CPHR PEI / Charlottetown Area Chamber of Commerce learning session, April 2021

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

Managing Absenteeism, private client presentation, February 2021

Employment Standards, private client presentation, September 2020

Carrying on Business through COVID-19, Greater Charlottetown Area Chamber of Commerce webinar, April 2020

Academic Appeals, private client presentation, February 2020

Practical Advice on Labour and Employment Issues, CBA Labour & Employment Section, February 2020

Employment Standards, private client presentation, January 2020

Tenure & Promotion, private client presentation, December 2019

Negotiation & Conflict Resolution, UPEI Executive MBA, June, 2019

Cannabis in the Workplace, Facility Management Directors of Atlantic Canadian Universities & Colleges, May 2019

CAUT Investigations, November 2018

Recruitment and Hiring, October 2018

Cannabis in the Workplace (with Joel M. Dubois), Presentation to the Federal Court of Appeal for the National Judicial Institute
October 18, 2018

Canadian Association of Counsel to Employers Annual Conference, Co-chair, Charlottetown, PE, September 2018

Employment Standards on Prince Edward Island, June 2018

Performance Management and Investigations, February 2018

Union Avoidance, February 2018

Academic Accommodation and Appeals, August 2017

Crisis Management, Atlantic Association of Universities, Halifax, NS, June 2017

Performance Management, HRANS Law Seminar, June 2017

Crisis Management, Atlantic Association of Universities, Halifax, NS, June 2017

Crisis Management (with Maureen Ryan and Brian Johnston, QC), Stewart McKelvey Universities Seminar, March 2017

Panelist, *Labour & Employment Principles Every Practising Lawyer Should Know*, PEI Law Society / CBA PEI, January 2016

Another Last Goodbye: The Life and (Near) Death of Mandatory Retirement in Canada, Canadian Association of Counsel to Employers Annual Conference, Montreal, QC, September 2014

Restrictive Covenants & Confidentiality Agreements: You Can't Always Get What You Want, Insight Workplace Discipline & Terminations Conference, Halifax, NS, September 2014

Today's Critical Issues in Employment Law (with Stephen Carpenter, CPHR), Institute of Professional Management, Halifax, NS, October 2013

When Employees Bite Back: How Dismissals and Resignations Become Dangerous and Costly, Insight Employee Terminations Conference, Halifax, NS, September 2012

Organizer, moderator and host, *Administrative Law Boot Camp*, Canadian Bar Association, PEI Branch, Charlottetown, PEI, June 2012

Organizer, host, moderator and presenter, Stewart McKelvey Post-Secondary Institutions Client Seminar, October 2011

Labour & Employment Law: Current Issues and Trends (with Stephen Carpenter, CPHR), Human Resources Association of Nova Scotia, Charlottetown, PEI, October 2011

Moderator, Panel on Standards of Review, Canadian Bar Association National Administrative, Labour & Employment Law Conference, Ottawa, ON, November 2010

Panelist, *Multi-Jurisdictional Administrative Tribunals ("Super Tribunals")*, Canadian Conference of Administrative Tribunals Annual Conference, 2009