Kathleen Starke

Associate



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LinkedIn Profile

Language(s) spoken: English

Bar Admission(s): New Brunswick, 2020

Legal Assistant(s): Francine Bradbury, Hannah Sullivan, Janie Gaudet, Wendy Ebbett

Kathleen's litigation practice focuses primarily on administrative, civil and labour and employment law for clients both in the public and private sectors across Canada. Kathleen takes the time to understand clients' needs and develop effective strategies for meeting clients' objectives. She has:

- Assisted employers in preparing responses to wrongful dismissal actions, grievance arbitration, and human rights complaints
- Assisted employers in ensuring compliance with local legislative requirements through the review of employment agreements and workplace policies
- Drafted various workplace policies
- Assisted professional associations, colleges and societies with issues relating to compliance with legislation and procedural fairness in the processing of disciplinary complaints
- Conducted workplace investigations dealing with allegations of harassments and discrimination

Practice Areas

Education
Human Rights
Labour & Employment
Litigation & Alternative Dispute Resolution
Professional Regulation & Misconduct

Education & Career

Education

The Osgoode Advanced Certificate in Workplace Investigations, 2022

Queen's University, JD, 2019

St. Thomas University, BA, 2016

Activities

Caseworker, Queen's Legal Aid, 2016 – 2019

Assistant coach, Kingston Area Minor Hockey Association, 2017 – 2019

Moot court competitor, St. Thomas University, 2014 – 2016

Volunteer, Boys and Girls Club, 2016

Volunteer, Christ Church Cathedral Outreach Program, 2015 – 2016

Accolades

McDougall-Watson Memorial Award

Dean's List

Entrance Scholarship

Leadership Scholarship

Thought Leadership

Professionally speaking: Ontario Superior Court upholds professional regulators' right to moderate speech

September 14, 2023

Abuse of sick leave / failure of employee to participate in accommodation process: *Vail v. Oromocto (Town)*, 2022 CanLII 129486

March 21, 2023

Discovery: Atlantic Education & the Law – Issue 11

November 14, 2022

A long – but not inordinate – delay may give rise to serious concern, but is not an abuse of process: Law Society of Saskatchewan v Abrametz, 2022 SCC 29

July 14, 2022

Termination for just cause: do employers need to investigate? *McCallum v Saputo*, 2021 MBCA 62

August 25, 2021

Ontario Superior Court recognizes new tort of internet harassment

February 05, 2021

2020 Year in Review: Atlantic Canada Labour & Employment Law Developments
January 11, 2021

Federal *Work Place Harassment and Violence Prevention Regulations* – a Guideline
December 08, 2020

The boomerang that won't come back – Court of Appeal confirms that parties must each bring their own motions for summary judgment
September 25, 2020

Did the Government of New Brunswick pave the way for employees to refuse to work during the State of Emergency?
April 20, 2020

Presentations

Co-presenter, "Trending Topics", Stewart McKelvey Labour and Employment webinar
November 23, 2021