

Twila Reid, ICD.D

Partner



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Language(s) spoken: English

Bar Admission(s): Newfoundland and Labrador,
2003

Legal Assistant(s): [Erinn House](#)

Twila represents employers across all industries with respect to any issue in the workplace. She primarily practices in the areas of respectful workplace, harassment, investigations, arbitrations, collective bargaining, administrative law, privacy and construction litigation. The following is a list of her reported decisions:

- *International Union of Operating Engineers, Local 904 v. Atlantic Minerals Limited* (arbitration before Arbitrator Murphy, K.C. May, 2023)
- *Public Service Pension Plan Corporation v Boyles*, 2023 NLCA 10 (CanLII)
- *Fish, Food and Allied Worker's Union v Ocean Choice International*, 2022 NLLRB 3 (CanLII)
- *Gamberg v United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 740*, 2022 NLLRB 2 (CanLII)
- *Construction Labour Relations Association of Newfoundland and Labrador Inc. v United Brotherhood of Carpenters and Joiners of America, Local 579*, 2022 NLLRB 1 (CanLII)
- *Boyles v. Public Service Pension Plan Corporation (Provident10)*, 2022 NLSC 28 (CanLII)
- *Eastern Regional Integrated Health Authority v. Association of Allied Health Professionals*, 2022 NLSC 15 (CanLII)
- *Kathirgamanathan v. Western Regional Integrated Health Authority*, 2021 NLSC 89 (CanLII)
- *LaSaga v Atlantic Minerals Limited*, 2021 NLCA 20 (CanLII)
- *Kathirgamanathan v. Western Regional Integrated Health Authority*, 2020 NLSC 123 (CanLII)
- *Eastern Regional Integrated Health Authority v. Association of Allied Health Professionals*, 2020 NLSC 108 (CanLII)
- *Benoit v. Atlantic Minerals Limited*, 2019 NLSC 299 (CanLII)
- *Association of Allied Health Professionals v. Eastern Regional Integrated Health Authority*, 2019 CanLII 123953 (NL

LRB)

- *FFAW Unifor v. Ocean Choice International LP* (arbitration decision of David Buffett, May 31, 2019)
- *The Dominion of Canada General Insurance Company v. Viking Fire Protection Inc.*, 2019 NLCA 13 (CanLII)
- *Central Disposal Services Limited v. Pardy's Waste Management and Industrial Services Limited*, 2019 NLCA 15
- *Young v. international Union of Operating Engineers, Local 904*, 2019 CanLII 18802 (NL LRB)
- *LaSaga v. Oakley*, 2019 NLSC 58
- *Kathirgamanathan v. Western Regional Integrated Health Authority*, 2018 NLSC 259
- *Young v. Clarke*, 2018 NLCA 67
- *Newfoundland and Labrador v. Newfoundland and Labrador Teachers' Association*, 2018 NLCA 54 (CanLII)
- *NARL Refining Limited Partnership v. Upshall*, 2018 NLSC 163 (CanLII)
- *Leo Howe and NL Human Rights Commission v. Surehire*, 2018 CanLII 116132 (NL HRC)
- *International Union of Operating Engineers v. Local 904 vs. Atlantic Minerals Limited* (March 28, 2018 Award of Arbitrator Jim Oakley)
- *Team Mechanical Construction Limited v. Viking Fire Protection Inc.*, 2017 NLTD(G) 102
- *International Union of Operating Engineers. Local 904 v. Atlantic Minerals Limited.*, 2017 CarswellNfld 305 (Clarke)
- *Central Disposal Services Limited v. Pardy's Waste Management and Industrial Services Limited*, 2017 CanLII 21795 (NL SCTD)
- *Cliffs Mining Company v. Royal Bank of Canada*, 2016 CarswellNfld 546
- *Newfoundland and Labrador Teachers' Association v. Newfoundland and Labrador English School District*, 2016 CanLII 89960 (NL SCTD)
- *Construction Labour Relations Association of Newfoundland and Labrador Inc. v. International Union of Elevator Constructors, Local 125(A)*, 2016 CanLII 89960 (NL SC)
- *D.(J.E.) v. Eastern Regional Integrated Health Authority*, 2016 NLCA 32 (CanLII)
- *Director of Labour Standards v. Labour Relations Board*, 2015 CanLII 86015 (NL SCTD)
- *Cliffs Mining Company v. Royal Bank of Canada*, 2015 NLTD(G) 106
- *Central Disposal Services Limited v. Pardy's Waste Management and Industrial Services Limited*, 2015 CanLII 25102 (NL SCTD)
- *Newfoundland and Labrador (Information and Privacy Commissioner) v. Eastern Regional Integrated Health Authority*, 2015 CanLII 83056 (NL SCTD)
- *R. v. Katsheshuk Fisheries Limited*, 2014 CanLII 50665 (NL PC)
- *Happy Valley-Goose Bay (Town) and CUPE, Local 2109 (White)*, Re 2014 CarswellNfld 295 (John Scott Member)
- *Hennessey v. Eastern Regional Integrated Health Authority*, 2013 CanLII 8492 (NL SCTD)
- *Jacobs Industrial Services Ltd v. United Association of Journeymen and Apprentices (Plumbing and Pipefitting Industry of the United States and Canada, Local 740)*, 2012 NLLRB 12 (CanLII)
- *Burke v Newfoundland and Labrador Association of Public and Private Employees*, 2012 NLLRB 4 (CanLII)
- *Canada Post Corporation v. Canadian Postmasters and Assistants Association*, 2012 CanLII 16991 (NL SCTD)
- *F.F.A.W.-C.A.W. v. Ocean Choice International LP*, 2011 CarswellNfld 403 (James C. Oakley Member)

- [*Mushuau Innu Construction Incorporated v. Mushuau Innu Band Council*](#), 2010 NLTD 53 (CanLII)
- [*Mushuau Innu Construction Inc. v. Mushuau Innu Band Council*](#), 2010 NLTD 189 (CanLII)
- [*Mushuau Innu Construction Inc. v. Mushuau Innu Band Council*](#), 2010 NLTD 203 (CanLII)
- *SeaManning Services Ltd. and Seafarers' International Union of Canada (A-0009), Re*, 2009 Carswell Nat 6786 (J.C. Oakley M.D. Murray and R.B. Andrews, Members)
- *Eastern Regional Integrated Health Authority and NAPE (Crowley), Re*, 2008 CarswellNfld 406 (W.J. Clarke Member)
- [*Healey v. Avondale \(Town of\)*](#), 2009 NLTD 83 (CanLII)
- [*Burke v. Newfoundland and Labrador Association of Public and Private Employees*](#), 2008 NLTD 199 (CanLII)
- [*Eastern Regional Integrated Health Authority v. B.A.H. et al - Publication Ban*](#), 2007 NLTD 30 (CanLII)
- *Stephenville Airport Corp. and IOUE, Local 904 (Higgins), Re*, 2007 CarswellNfld 456 (J.A. Scott Member)
- [*755165 Ontario Inc. v. Parsons et al*](#), 2006 NLTD 123 (CanLII)
- [*Law Society of Newfoundland and Labrador v. 755165 Ontario Inc.*](#), 2006 NLCA 60 (CanLII)
- [*Pricewaterhousecoopers Inc. et al v. 755165 Ontario Inc.*](#), 2006 NLTD 18 (CanLII)
- [*Mandavia v. Central West Health Care Institutions Board*](#), 2005 NLCA 12 (CanLII)
- *Salvation Army Wiseman Centre and Newfoundland and Labrador Assn. of Public and Private Employees, Re*, 2004 CarswellNfld 478 (James C. Oakley, David Curtis, Claude Horlick)

Practice Areas

Construction

Corporate Governance

Education

Health

Human Rights

Labour & Employment

Litigation & Alternative Dispute Resolution

Pensions & Benefits

Privacy

Education & Career

Education

ICD-Rotman, Directors Education Program, 2020

University of New Brunswick, LLB, 2002

Memorial University of Newfoundland, BA (honours), 1999

Activities

Director, Canadian Mental Health Association - NL

Committee member, HR Committee 2025 Canada Games
Member, Labour Management Arbitration Committee 2023 – present
Past Chair, Board of Directors, Newfoundland and Labrador Employers’ Council
Director, Newfoundland and Labrador Employers’ Council, 2014 – present
Member, Judicial Advisory Committee: Newfoundland and Labrador, 2017 – 2022
Lecturer, Bar Admission Course, October 2018 – present
Director, Board of Directors, Canadian Bar Association, 2017 – 2019
Member, Working Group on Cannabis Regulations, Canadian Bar Association, 2017 – 2018
Member, Minister of Justice and Public Safety’s Committee on Violence Against Women and Girls, 2017 – present
Director, School Lunch Association, Inc., 2014 – 2017
Director, Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, 2015 – 2017
Member, Section Executive, CBA National Administrative Law Section, 2014 – present
Chair, Section Executive, CBA National Administrative Law Section, 2016 – 2017
Vice Chair, Section Executive, CBA National Administrative Law Section, 2015 – 2016
Treasurer, Section Executive, CBA National Administrative Law Section, 2015
Member, Labour & Employment Section, NL Branch CBA
Member, Canadian Association of Counsel to Employers (CACE)
Member, Human Resource Professionals of NL (HRPNL)
Member, Canadian Association of University Solicitors (CAUS)
Past Chair, Administrative Law Section, NL Branch CBA 2013 – 2015
Past Director, St. John’s Status of Women Council, 2002 – 2011

Accolades

Fellow, College of Labor and Employment Lawyers
Chambers and Partners Canada 2023 – 2025 Employment & Labour – Atlantic Canada, Band 2 lawyer

Thought Leadership

Less than two weeks to go ... Canada Supply Chain Transparency Reports are due May 31st

[May 21, 2024](#)

Updated guidance on business reporting obligations under Canada’s supply chain transparency legislation

[February 23, 2024](#)

Temporary lay off timeline extended to 26 weeks from 13... temporarily

[June 15, 2020](#)

Government of Newfoundland and Labrador creates protected leave of absence amidst COVID-19

[March 27, 2020](#)

The spies who saved judicial review: The top 10 takeaways from *Vavilov*

December 20, 2019

New occupational health and safety legislation regarding harassment effective in Newfoundland and Labrador January 1, 2020

August 30, 2019

Publications

Contributor, Discovery: Atlantic Education and the Law – Issue 05 – Ten tips for respectful workplace/harassment investigations

November 18, 2019

Reid, et al, A Practitioner’s Innovative Response to Abella’s Call to Reform Judicial Review, *University of New Brunswick Law Journal*, (2018) 69 UNBLJ 364

Contributor, Discovery: Atlantic Education and the Law – issue 03 – Lessons learned from #MeToo

September 26, 2018

Creator and writer, Canadian Lawyer Magazine online column, The Twila Zone, 2014 – 2017

Contributor, CACE Cross-Canada Guide to Human Rights Law in Employment, 2016

Contributor, Thomson Reuters Practical Law Canada Employment – Union Certification

Contributor, Thomson Reuters Practical Law Canada Employment – Accident Reporting and Investigation

Presentations

Presenter, “Life with COVID: Getting Employees to Work Differently”

September 15, 2022

Presenter, “Managing the New Normal – An Update of Covid Considerations in the Workplace”, NLEC 2022 Case Law Review

June 16, 2022

Co-presenter, Canadian Bar Association webinar, Mandatory Vaccinations: Calling the Shots

November 23, 2021

Co-presenter, “Mandatory vaccinations: Calling the shots”, Stewart McKelvey Labour and Employment webinar

September 02, 2021

OH&S Legislation Amendments Regarding Harassment, NLEC Case Law Review, June 2019

Update on Harassment, Stewart McKelvey Newfoundland and Labrador Client Seminar, May 2019

Presenter, Harassment and Respectful Workplace: Lessons Learned from #MeToo and TIME'S UP, CBA, November 2018

Presenter, *Lessons Learned from #MeToo at the Workplace*, NL Employers' Council Case Law Update, June 2018

Presenter, *Harassment and Respectful Workplace: Lessons Learned from #MeToo*, Liberal Party of Newfoundland and Labrador Convention, June 2018

Presenter, *Interpretation of Policies*, Stewart McKelvey Insurance Day, September 2017

Presenter, CBA Solutions Series, *Working with Support Staff: Appreciating your Employees While Getting Results*, September 2017

Presenter, Stewart McKelvey Client Seminar, *Host Liability*, May 2017

Presenter, NL Employers' Council Case Law Review, *9 Trends in Human Rights*, May 2017

Presenter, Stewart McKelvey Legal Issues Affecting Universities, February 2017

Panelist, MNL, Municipal Convention, *Respectful Workplace*, October 2016

Presenter, Lancaster House audio conference, *Stopping Sexual Harassers Cold*, June 2016

Presenter, *Video Surveillance in the Workplace*, June 2016

Presenter, Lancaster House conference, *Fulfilling the Duty to Accommodate*, May 2016

Presenter, NLEC Case Law Review, May 2016

Presenter, Women in Leadership conference, *Encouraging Creative Thinking*, April 2016

Presenter, CBA Newfoundland and Labrador branch, *Workplace Investigations*, February 2016

Panel moderator, CBA Administrative Law, Labour and Employment Conference, *Plenary #1: Moving from the sounds of silence to the eye of the tiger*, November 2015

Conference Co-Chair, CBA Administrative Law, Labour and Employment Conference, *Sex, Drugs and the Charter of Rights*, November 2015

Presenter, Lancaster House advanced skills training workshop, *Balancing Attendance Management, Accommodation and Return to Work*, September 2015

Presenter, Lancaster House workshop, *Investigating and Responding to Bullying and Harassment: Moving from a culture of fear to a culture of respect*, May 2015



Presenter, NLEC Case Law Review, May 2015

Presenter, Stewart McKelvey Let's Do Business Seminar, October 2014

Presenter, Stewart McKelvey Labour and Employment Client Day (NL), October 2014

Presenter, St. John's Board of Trade Workshop, *Find and Create Great Employees*, September 2014

Presenter, Insight Information's Atlantic Canada Construction Labour & Employment Relations Forum, June 2014

Presenter, NLEC Case Law Review, May 2014