Rebecca Saturley, K.C.

Managing Partner, Halifax

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LinkedIn Profile

Language(s) spoken: English

Bar Admission(s): Nova Scotia, 1997

Legal Assistant(s): Crystal Palmer

Rebecca's clients find that government regulators – such as occupational health and safety, human rights and employment standards – continue to make day-to-day operations increasingly challenging. Through understanding the legal issues and the business of her clients, Rebecca is able to develop strategies and solutions that solve the problems they face. Her diverse client base includes large national companies, owner managed businesses and non-profits. Some of the ways she has helped her clients:

- Acted for departing employee in an interim and interlocutory injunction application. The Court ultimately concluded that the plaintiff had not established a strong prima facie case that the restrictive covenants were reasonable (2012 NSSC 234 (CanLII)).
- Acted for employer who hired several departing employees from a competitor. We addressed all aspects of the restrictive covenants, including a threatened injunction application.
- Frequently reviews restrictive covenants, both for departing employees, current employers and prospective employers to consider enforceability of applicable contractual obligations.
- Negotiation and drafting of executive employment agreements containing restrictive covenants.
- Preparation of materials for successful ex parte emergency injunction application relating to letters of credit.
- Successfully represented employer in summary judgment application relating to a wrongful dismissal claim (2012 NSSC 96 (CanLII)).
- Successfully represented employer in summary judgment application and appeal involving breach of a settlement agreement (2011 NSCA 20 (CanLII)).
- Successfully represented administrative tribunal in summary judgment application relating to claims of abuse of process and malicious prosecution (2009 NSCA 122 (CanLII)).

- Successfully represented employer in obtaining injunction application (upheld on appeal) to prevent union from placing restrictions on its members relating to the performance of certain work (2002 NSCA 56 (CanLII)).
- Preparation and advice relating to injunction applications.

Practice Areas

Education
Human Rights
Labour & Employment
Pensions & Benefits

Education & Career

Education

University of New Brunswick, LLB, 1996
Memorial University of Newfoundland, BA, 1992

Activities

Regional Managing Partner, Stewart McKelvey, Nova Scotia, October 2015 – present
Past President, Board of the Canadian Association of Counsel to Employers
Director – Nova Scotia, Board of the Canadian Association of Counsel to Employers
Associate practice manager, Stewart McKelvey, Halifax, February 2013 – October 2015
Former member and former chair, board of Feed Nova Scotia
Former member, board of governors, and chair, Facilities Committee, Sacred Heart School of Halifax
Former member, Arbitration Advisory Committee, appointed November 24, 2012
Member, Canadian Association of Counsel to Employers (CACE)
Member, CACE Human Rights Committee

Accolades

King's Counsel, 2024
Chambers and Partners Canada 2022-2024 Employment & Labour – Atlantic Canada, Band 2 lawyer
Best Lawyers 2022 Labour and Employment Law "Lawyer of the Year" in Halifax
Best Lawyers: Labour and Employment Law, 2013 – 2024
Lexpert rating: Labour Relations, 2019 – 2023
Lexpert rating: Employment Law, 2018 – 2023
Lexpert rating: Occupational Health and Safety, 2017 – 2023
Fellow, College of Labor and Employment Lawyers

Thought Leadership

Preparing for Canada's "Modern Slavery Act": considerations and guidance for businesses
November 30, 2023

Think: Roadmap to recovery
April 17, 2020

COVID-19: Keep calm and consider the issues!
March 06, 2020

Publications

Author, "Can scholarships, awards and bursaries still target specific individuals as beneficiaries?", Discovery: Atlantic Education and the Law – Spring 2019
June 12, 2019

Ask an Expert Column – "Working alone after hours safely", Canadian Safety Reporter, December 2012

Feature Article with Brian Johnston, "The Scope of Canada's Attendance Problem: Legal Challenges and Solutions", 2010/2011 Lexpert CCCA/ACCJE Corporate Counsel Directory and Yearbook, 9th Edition

Ask an Expert Column – "We are concerned that one of our employees, a forklift driver, has been intoxicated on the job. What are our legal options and obligations?", Canadian Safety Reporter
June 03, 2011

Presentations

Co-presenter, "Managing the New Normal 2.0: A League Update", CPBI Atlantic Virtual Session
June 07, 2022

Co-presenter, "Mandatory vaccinations: Calling the shots", Stewart McKelvey Labour and Employment webinar
September 02, 2021

Panel moderator, "Plenary #2: Say what you want to say", CBA Administrative Law, Labour and Employment Conference, Ottawa
November 27, 2015

Panelist, "Blurred Boundaries: Where do management rights end and privacy rights begin?" Lancaster House Human Rights and Labour Law conference, Halifax
May 14, 2015

Panelist, “Sick Leave and Surveillance: Proving entitlement, preventing abuse, protecting privacy”, Lancaster House Audio Conference

November 28, 2012

Panelist, Human Rights Cross Canada Check-up (Atlantic), 9th Annual CACE Conference, OHS Meeting, St. John’s, NL

September 20, 2012

Presenter, “Dealing with Social Media Issues: A Day in the Life of Stews News”, Stewart McKelvey In-House Counsel Professional Development Day

September 14, 2012

Presenter, “Mental Health in the Workplace”, Insight Disability Claims in the Workplace, Halifax

May 01, 2012

Presenter, “Zero Tolerance Administrative Monetary Penalties (AMPs): Lessons from Nova Scotia”, Insight Information Shaping Health & Safety Policy for the Future – Bill 160 Conference

October 20, 2011

Presenter, “The ABC’s of Hiring and Terminations”, Canadian Bar Association Canadian Corporate Counsel Section Meeting

October 13, 2011

Presenter, “Respectful Workplaces”, Newfoundland and Labrador Employers’ Council: Creating a Respectful Workplace Workshop

April 14, 2011