

Mark Tector

Partner



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Effective March 9, 2020, our civic
address will change to:

Queen's Marque
600-1741 Lower Water Street
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updated February 12th*)

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Language(s) spoken: English

Bar Admission(s): Nova Scotia, 2004; Ontario,
2002

Legal Assistant(s): [Angela Atkinson](#)

Every day is different for Mark because his clients face a range of issues, including drafting of employment agreements, accommodation in the workplace, claims of wrongful dismissal and workplace investigations. Using his extensive experience dealing with different workplace situations and representing clients before all types of courts, arbitrators, boards and tribunals, he delivers the best possible outcome by providing timely practical advice.

Mark represents a range of clients, including not-for-profit organizations, start-up businesses and large multinational companies. Mark's clients do business in many different sectors including retail, manufacturing, transportation, technology and outsourcing. Some of the ways he has helped his clients are by:

- Defending a large food distribution employer against a constructive dismissal claim.
- Providing strategic advice on issues such as employment agreements, human rights, labour standards, workplace misconduct, sick leave and purchase and sale of businesses.
- Representing several employers on various charges, including charges relating to fatal injuries, under both federal and provincial occupational health and safety legislation.
- Providing strategic advice to unionized employers regarding the interpretation of collective agreements, unionization, grievances and arbitration.
- Litigating non-solicitation and non-competition agreements.

Practice Areas

Human Rights

Labour & Employment

Litigation & Alternative Dispute Resolution

Education & Career

Education

University of New Brunswick, LLB, 2001 (Employment Law Prize)

Mount Allison University, BA, 1997 (Academic All Canadian)

Kwansei Gakuin University, Nishinomiya, Japan (1995 - 1996)

Activities

Member, Canadian Bar Association

Former executive member, National Labour and Employment Section, Canadian Bar Association

Member, Canadian Association of Counsel to Employers

Member, Advocates' Society

Risk manager and board member, CISV Canada, Halifax chapter

Accolades

Best Lawyers: Labour and Employment Law, 2018 - 2020

Thought Leadership

Client Update: 12 tips for the company holiday party

November 23, 2018

Client Update: Who is a constructor?

November 16, 2018

Client Update: Proposed reform of Ontario's labour and employment statutes

May 30, 2017

The Latest in Employment Law: A Stewart McKelvey Newsletter - Amendments to the Occupational Health and Safety Act, SNS 1996, c 7

May 09, 2017

Publications

Senior Editor, Labour and Employment Law Perspective – CBA National Labour and Employment Law Section Newsletter

Quoted in, “Tougher reporting requirements at heart of Nova Scotia’s new OHS Act” by donalee Moutlon, The Lawyer’s Daily
June 09, 2017

Authored editorial “R U Sexting in the Workplace” published in CCH Monthly Publication: Focus on Canadian Employment and Equality Rights, Vol.9 No.15, March 2011

Presentations

Co-presenter, CACE conference, Employment Contracts Re-cast

September 13, 2018

Presenter, North American Occupation Health and Safety Week Symposium, Contractor Safety/Management Defendant’s Perspective

May 08, 2017

Presenter, HRANS law seminar, Employment Agreements

November 29, 2016

Co-presenter, Tax School, Employment Law & Tax Considerations

May 12, 2016

Guest speaker, Occupational Health and Safety Law and Regulations course, Defending the Accused

May 12, 2016

Co-presenter, 2016 National Canadian Meeting, Labour Law and Advocacy Q&A

May 03, 2016

Presenter, ICANS Forum, Human Resource Issues in Your Practice

October 22, 2015

Presenter, Infonex Inc. – Duty to Accommodate, Updates on Legal Developments in Duty to Accommodate

June 09, 2015

Presenter, Infonex Inc. – Duty to Accommodate, Options for Drug and Alcohol Testing Violations

June 09, 2015

Presenter, Canadian Association of Family Enterprise Nova Scotia Chapter Personal Advisory Group meeting

June 03, 2015

Co-presenter, Nova Scotia Pupil Transportation Conference – Social Media – Legal and Communication Issues

May 04, 2015

Presenter, Infonex Inc. – Challenges of Reasonable Accommodation and Disability Management – Absenteeism, Accommodation and Disability Management

November 19, 2014

Presenter, Infonex Inc. – Duty to Accommodate, “Disability Management and Functional Capacity Evaluations”

June 17, 2014

Presenter, Dalhousie University College of Continuing Education – OH&S Law and Regs, “Defending the Accused Strategy, Due Diligence and Case Law”

May 01, 2014

Presenter, Safety Services NS Conference Session, “Accident Response”

March 27, 2014

Presenter, Occupational Health and Safety, Atlantic Home Warranty Webinar

November 05, 2013

Presenter, Insight Labour & Employee Relations conference and workshop, “Workplace Health and Safety Update”, October 2013

Presenter, RFANS Conference Session, “What to do when the OHS Officers are at your door”

May 08, 2013

Presenter IPM Halifax Conference: ROSTER and Final Logistics review

April 10, 2013

Presenter, Dalhousie University College of Continuing Education, “Occupational Health & Safety Law & Regulations”

April 07, 2013

Presenter, Canadian Society of Safety Engineering (CSSE) Mock Trial, with respect to Occupational Health and Safety in Nova Scotia

October 03, 2012

Presenter, Occupational Health & Safety Law & Regulations, “Defending the Accused”, March 2012

Presenter, HRANS Annual HR Law Seminar, “Family Status Issues and Obligations”, March 2012

Presenter, Canadian Society of Safety Engineering (Western Nova Scotia Chapter), “Update on Occupational Health and Safety Fines,”, November 2011

Presenter, Stewart McKelvey Seminar, “Workplace Investigations, Information that Hits the Mark!”, April 2011

Presenter, Canadian Society of Safety Engineering (Nova Scotia Chapter), "Update on Occupational Health and Safety Penalties and Prosecutions", April 2011