



*think:* **SM Investigations**

CUSTOMIZED LABOUR & EMPLOYMENT SOLUTIONS







## *think:* experience

One of Canada's top law firms, Stewart McKelvey offers comprehensive legal and consulting services to support bespoke labour and employment needs.

Our solutions are practical and customized to address client needs. With offices across the Atlantic region, and a team with robust expertise in Labour & Employment Law, Administrative Law and Corporate Governance, Stewart McKelvey is well positioned to support organizations and boards of directors in numerous industries and sectors including universities and community colleges, municipalities, corporations and other law firms across Canada to navigate the complex nuances of workplace investigations. Where employers from across the country are required to conduct third-party investigations for serious allegations, our team of lawyers are able to assist. As a full-service law firm, we can pull the necessary resources to support your matter, addressing a host of needs and concerns, with solutions tailored to your unique situation, and address the full scope of workplace investigations.





## *think:* national focus

Allegations of harassment, discrimination, bullying and toxic work environments involve a multitude of sensitivities.

It is essential the investigations team be well-versed in the labour and employment law of the jurisdiction, and can effectively work with complainants and bystanders while also adhering to the principles of objectivity and fairness. Stewart McKelvey's client-centered approach makes us the ideal Firm to partner with in working through complex third-party investigations, and we provide a sophisticated and nuanced position in the national legal marketplace.

While based in offices across Atlantic Canada, Stewart McKelvey's lawyer-led workplace investigations are objective and detailed, and can take place across Canada either in-person or virtually. We can assist by making findings of fact, can make recommendations on remediation and prevention, and can assist you in implementing those recommendations.

Our Investigations Group has experience working across jurisdictions, acting in accordance with mobility rules governing the legal profession.



## *think:* strategic advisors

While our full suite of [Labour & Employment](#) lawyers are available to support workplace investigations, our key contacts are positioned to help identify and build the best team to support individual client needs. Please reach out to any of them for more information.



### **Clarence Bennett, K.C. (New Brunswick)**

[cbennett@stewartmckelvey.com](mailto:cbennett@stewartmckelvey.com)

Clarence is a management-side labour, employment and human rights lawyer, workplace investigator and mediator who works with a broad variety of clients spanning both public and private sectors including: crown corporations, colleges and universities, municipalities, banks, airports, manufacturing, trucking, construction and IT. Clarence is a member of the Firm's Partnership Board.



### **Sheila Mecking (New Brunswick, bilingual)**

[smecking@stewartmckelvey.com](mailto:smecking@stewartmckelvey.com)

Whether it's issues relating to professional discipline or labour and employment, Sheila works with her clients to develop strategies to reach the best possible outcome. Her bilingual practice focuses on a number of areas, including governance and regulatory law, discipline, labour and employment, and investigations. In addition, she has appeared before all levels of Court in New Brunswick, as well as a variety of administrative tribunals. In 2022, Sheila completed the Osgoode Advanced Certificate in Workplace Investigations. Sheila is a member of the Firm's Partnership Board.



### **Murray Murphy, K.C., CPHR (Prince Edward Island)**

[mmurphy@stewartmckelvey.com](mailto:mmurphy@stewartmckelvey.com)

Murray is the Managing Partner of our Charlottetown office. He practises labour, employment and human rights law, and is a Chartered Professional in Human Resources. He represents clients in education, transportation, construction, retail services, IT, government 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 is an experienced workplace investigator, in addition to serving as counsel to employer clients in countless workplace investigations.



## *think:* strategic advisors



### **Rebecca Saturley (Nova Scotia)**

[rsaturley@stewartmckelvey.com](mailto:rsaturley@stewartmckelvey.com)

Rebecca is a leader in labour and employment law and has been recognized nationally by Chambers and Partners, Best Lawyers, Lexpert, and is the first female from Atlantic Canada to be recognized as a Fellow of the College of Labor & Employment Lawyers which celebrates some of North America's most accomplished members in the labour and employment law. Rebecca has extensive experience acting in workplace investigations, including acting for universities, municipalities, Crown corporations, provincial commissions, banks, school boards, and non-profits in workplace investigations of alleged harassment, discrimination, workplace violence, bullying, and sexual harassment. Rebecca is also the Managing Partner of our Halifax office and brings a practical lens to complex human resources issues.



### **Ruth Trask (Newfoundland and Labrador)**

[rtrask@stewartmckelvey.com](mailto:rtrask@stewartmckelvey.com)

Ruth's practice focuses on labour and employment law, municipal law, litigation, and alternative dispute resolution. She has experience handling many types of labour and employment matters including for a number of natural resources companies.



### **Lynn Iding (Nova Scotia)**

[lding@stewartmckelvey.com](mailto:lding@stewartmckelvey.com)

Lynn is a lawyer with a Master's degree in law focusing on human rights and equity, with 20 years of experience providing training and coaching on diversity, equity, and inclusion. Lynn is a recognized Canadian Certified Inclusion Professional through the Canadian Centre for Diversity and Inclusion, and a Qualified Administrator of the Intercultural Development Inventory, a tool used to measure intercultural competencies.

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