

Jan E McKenzie, QC
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902-527-1553

WORK EXPERIENCE

2008 – present: Conflict Resolution

Activities:

Acting as a neutral Investigator, Mediator and Arbitrator in resolving workplace conflict including conducting harassment and human rights investigations, mediating and arbitrating grievance arbitrations and other workplace disputes. Also acting as a conflict resolution designer and as a trainer in workplace dispute issues.

2008-2009: Editorial staff

Lancaster House, Toronto, ON. editing newsletters on Labour, Employment and Human Rights Law

1983 – 2008: Cox and Palmer

1100 Purdy's Wharf Tower One, Halifax Nova Scotia

Position:

Counsel - 2005-2008
Partner - 1990 -2004
Associate - 1984-1990

Area of Practice:

Labour, Employment and Administrative Law including working closely with Employers and Unions to implement and administer successful Human Resource strategies, policies and contracts. Assisting Employers, Unions and Individual Employees to resolve workplace issues including Human Rights complaints, Disciplinary responses, Labour Grievances and Arbitrations, Labour Relations Board Hearings, Labour Standards, Workers' Compensation, Occupational Health and Safety and Judicial Reviews/ Appeals.

Management Responsibilities:

- Professional Personnel Partner in charge of the recruitment, evaluation and management of professional personnel (1992-1996)
- Chair of Strategic Planning Committee on Compensation (2002-2006)
- Advisor to the Human Resource Manager (1995-2008)

1977-1980: Consumer and Corporate Affairs Canada

Atlantic Regional Office - 1489 Hollis Street, Suite 1500, Halifax, Nova Scotia

Position: Consumer Services Officer

Responsibilities:

Handling consumer complaints and enquiries, conducting investigations, seminars and public information sessions on consumer issues, media relations for the Department (including radio and television interviews and a newspaper column in several local provincial newspapers), co-ordinating various consumer programs initiated by the Department, travelling throughout Nova Scotia disseminating consumer information

1973-1974 Seaman-Cross Limited

46 Wright Avenue, Dartmouth, Nova Scotia

Position: Manager - Drapery Department

Responsibilities:

Managing approximately ten employees in the custom drapery and upholstery department, and supervising the fabrication of draperies and upholstery to contract and residential customers, ordering and stocking materials and supplies for the Department, submitting tenders.

EDUCATIONAL BACKGROUND

2004-2006: Osgoode Law School (York University)

Toronto, Ontario

Masters of Law (Alternative Dispute Resolution)

1996-1997: University of Windsor Law School

Windsor, Ontario

Certificate Courses in Mediation (completed in Halifax, Nova Scotia)

1980-1983: Dalhousie University

Halifax, Nova Scotia

Bachelor of Laws

PROFESSIONAL ASSOCIATIONS

- Canadian Bar Association - Labour and Employment Law Section Co-Chair/Chair (1997 - 2001); Member of National Executive of Labour Law Section (1997-2001)
- Nova Scotia Barristers' Society - Member of the Bar Admissions Screening Committee (1998 - 2001); Member of the Qualifications and Bar Admissions Committee (2001-2002)
- ADR Atlantic - Member (present)
- Human Resources Association of Nova Scotia - Past member

OTHER PROFESSIONAL ACTIVITIES

Appointments:

- Psychiatric Facilities Review Board (2007-present) - member of Appeal Board under the *Involuntary Psychiatric Treatment Act*, Department of Health
- Arbitrator (2006-present) - under Trade Union Act, Nova Scotia Department of Labour

Instructor:

- Acadia University -developing and presenting module in Labour and Employee Relations for new Human Resource Certificate program (present)
- Dalhousie Law School -Employment Law (2006)
- Bar Admission Skills Course - 2006-2008 (legal writing and mediation)
- Nova Scotia Government Administrative Tribunal Training (1998-2003)
- Mediation coaching - University of Windsor Certificate Course (1998)

Presenter:

- Regular presenter on labour/employment topics at conferences sponsored by CBA, Lancaster, Infonex, Lorman, Insight, CLE/PLE (1998-present).
- Prepared and presented several workshops on interest-based negotiations for Second Storey Women's Centre, South Shore Regional Health, Lunenburg Addictions Services, South Shore Women in Business (2006-2007)

Volunteer:

- Second Story Women's Centre member of Board of Directors (2007 - present)
- Past volunteer with Youth Alternatives, Public Legal Education Speakers Bureau; Children's Aid Society of Halifax, Junior Achievement

REFERENCES

Available upon request.