



Gregory M. Anthony

PARTNER

ST. JOHN'S

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PRACTICE AREAS

Administrative • Alternative Dispute Resolution • Employment & Labour
• Energy & Natural Resources • Crisis Management

BIOGRAPHY

Gregory M. Anthony is a partner in the St. John's office of Cox & Palmer. Greg's practice encompasses primarily counsel to employers with respect to labour and employment law issues including: unfair labour practice complaints, applications for certification, applications for successor rights and common employer claims, collective bargaining, injunction applications in the case of labour disputes, grievance and arbitrations arising under collective agreements, interpretation of collective agreements, wrongful dismissal claims, discipline and discharge of employees, occupational health and safety, human rights, labour standards, pension and worker's compensation matters.

Greg has extensive experience representing clients in the Construction, Energy, Oil & Gas, Manufacturing, Fishing, Service, Education and Public sectors and has represented clients before arbitrators, various boards and tribunals within the Province and the Supreme Court of Newfoundland and Labrador, Trial Division and Court of Appeal on matters relating to administrative law, employment law, labour law and contractual disputes.

Greg often provides counsel to project proponents and contractors with respect to appropriate labour relations structures for large build energy, oil and gas projects within the Province of Newfoundland and Labrador.

Greg has broad experience in the negotiation and interpretation of collective agreements under both Newfoundland and Labrador and Canadian labour laws, including the negotiation of project labour agreements pursuant to the Special Project provisions of the Labour Relations Act for the Province of Newfoundland and Labrador. Greg acted as chief negotiator on behalf of Emera Inc. in relation to the negotiation of the Special Project labour agreement for the Maritime Link portion of the Lower Churchill Hydro-electric Project at Muskrat Falls, Labrador as well as associated collective agreements for the Project in Nova Scotia. Greg has continued to provide labour and employment advice to the Project since that time.

In 2017, Greg acted as chief negotiator on behalf of SNC-Lavalin, Dragados Canada and Pennecon's General Partnership with respect to the negotiation of a Special Project labour agreement for the construction of the concrete gravity structure ("CGS") for the fixed drilling platform for the development of the West White Rose Project (WWRP).

Between 2000 and 2004 Greg was the chief negotiator for Seafood Producers in the Province of Newfoundland and Labrador in their collective bargaining negotiations with the FFAW-Unifor and fish harvesters for the purchase of fish within the Province of Newfoundland and Labrador and has extensive experience as chief negotiator for management in the negotiation of collective agreements within the Construction, Energy, Oil & Gas, Fishing, Mining, Manufacturing and Service Sectors.

Greg is often retained to provide labour and employment advice and counsel during mergers and acquisitions. In 2006 he acted on behalf of Production Services Network (PSN), an Aberdeen-based services contractor which was spun out of Halliburton and Kellogg Brown and Root, when PSN CEO Bob Keiller engineered a \$260-million US management buyout at Halliburton's Scottish division. In 2009/2010 Greg was part of the team providing labour and employment advice to Hydro-

Quebec with respect to the proposed purchase of most of the assets of New Brunswick Power. In 2015-2016 Greg provided strategic labour and employment advice with respect to the \$1.85 billion acquisition and integration of two large full-service telecommunication companies operating throughout the Caribbean.

INDUSTRY RECOGNITION & AWARDS

- Recognized as the 2024 Lawyer of the Year (St. John's) for Labour and Employment Law
- Listed as a leading practitioner by the publication The Best Lawyers in Canada since 2009 for his practice in the area of Labour and Employment Law
- Recognized by the Canadian Legal Lexpert Directory as a leading practitioner Employment Law (Employer) and Labour Law (Management)

LANGUAGES

- English

LAW SOCIETY MEMBERSHIPS

- Canadian Bar Association
- Law Society of Newfoundland & Labrador

BAR ADMISSION

- Newfoundland and Labrador (1991)

LAW SCHOOL

- Dalhousie University

EDUCATION

- Memorial University of Newfoundland (B. Comm 1986)
- Dalhousie University (M.B.A. 1990)
- Dalhousie University (LL.B. 1990)

PUBLICATIONS

- Temporary Lay-off Period Extended in Newfoundland and Labrador
- The Impact of Bullying and Harassment in a Safety-Sensitive Work Environment
- Changes to the Labour Relations Act in Newfoundland and Labrador
- Major Projects: Developing a Labour Strategy to Control Risk

LECTURES & PRESENTATIONS

- Frequent speaker on labour and employment matters
- Has presented papers for the Newfoundland and Labrador Law Society, Newfoundland and Labrador Employers Council, The Canadian Electricity Association, The Canadian Petroleum Law Foundation, Merit Contractors' Association, Newfoundland and Labrador Construction Safety Association, Insight as well as other public and private organizations
- Past lecturer at the Memorial University of Newfoundland and Labrador School of Business

PROFESSIONAL ACTIVITIES & AFFILIATIONS

- Member of Newfoundland and Labrador Employers Council (past Chair and Director)
- Member of St. John's Board of Trade (past Director)