



# James Green

PARTNER

## HALIFAX

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## LEGAL ASSISTANT

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## PRACTICE AREAS

Employment & Labour • Administrative • Commercial Litigation

## BIOGRAPHY

James is a Partner with Cox & Palmer's Halifax office who focuses on management side employment and labour law.

James provides strategic advice, guidance and representation to employers on a wide range of employment law, labour relations, and human rights issues, including:

- wrongful dismissal claims
- grievance arbitrations
- trade union certifications and unfair labour practice complaints
- occupational health and safety matters, including workplace drug and alcohol testing
- workplace accommodations and human rights complaints
- workforce restructurings

Having appeared on behalf of employers before all levels of court in Nova Scotia, labour boards, and numerous grievance arbitrators throughout the region, James is well positioned to assist employers with whatever challenges arise in the workplace. James assists employers in a broad range of industries, including in the mining, pulp and paper, forestry, and construction sectors, to name a few.

James received his Juris Doctor degree from the Schulich School of Law at Dalhousie University. Prior to law school, James obtained a Bachelor of Arts degree from St. Francis Xavier University, where he was also a dedicated varsity football player throughout his studies.

As a volunteer, James sits on the board of directors for the Metro Community Housing Association, a non-profit, community-based agency providing support and residential services to persons with mental health difficulties.

## LANGUAGES

- English

## LAW SOCIETY MEMBERSHIPS

- Canadian Bar Association
- Nova Scotia Barristers' Society

## **BAR ADMISSION**

- Nova Scotia (2014)

## **LAW SCHOOL**

- Dalhousie University

## **EDUCATION**

- St. Francis Xavier University (BA)
- Schulich School of Law, Dalhousie University (JD, 2013)

## **PUBLICATIONS**

- Dismissed Employee gets his \$1 Million Bonus and we get Clarification in the Law: The Supreme Court of Canada Issues its Decision in Matthews v. Ocean Nutrition
- Workplace Investigations: Navigating Respectful Workplace Policies
- The Right Person For The Job: Nova Scotia Human Rights Board Finds Duty to Accommodate Prospective Employees
- Agree to Disagree: No Constructive Dismissal Where Employer Wrongfully Withholds \$329,687 from Employee

## **PROFESSIONAL ACTIVITIES & AFFILIATIONS**

Canadian Association of Counsel to Employers (CACE)

## **COMMUNITY AND VOLUNTEER ACTIVITIES**

- Director, Metro Community Housing Association
- Coach, Halifax Agros Football Club of the Nova Scotia Minor Football Association (2011-2014)