



**OFFICE**

📍 Regina

**CONTACT**

📞 306-565-5101

📠 306-359-0785

✉️ cnixon@mcdougallgauley.com

**PRACTICE AREAS**

Labour & Employment

Administrative Law

Civil Litigation

Appellate Advocacy

Calen is a labour and employment lawyer who strives to provide effective and practical solutions to business, non-profit and government clients. Efficiently resolving disputes and preventing disputes from arising in the first place are at the centre of Calen's practice.

## Overview

Calen (he/him/his) advises provincial and federally-regulated employers in all areas of labour and employment law, including:

- Employment agreements;
- Workplace policies;
- Workplace investigations;
- Employment standards;
- Discipline and dismissals;
- Compensation and benefit matters;
- Reorganizations;
- Bargaining and collective agreement disputes;
- Human rights matters; and
- Workplace safety and workers' compensation matters.

Calen is the team lead of the firm's labour and employment practice group. Calen regularly appears before various administrative tribunals including the Saskatchewan Labour Relations Board. He has successfully appeared before all levels of court in Saskatchewan.

Calen is also an experienced commercial litigator who advises clients regarding complex shareholder, agriculture and intellectual property disputes. He also advises regarding professional regulatory and discipline matters.

# Achievements

## BAR ADMISSION

- Saskatchewan, 2015

## EDUCATION

- Juris Doctor, University of Saskatchewan, 2014
- Bachelor of Arts (Philosophy), University of British Columbia, 2009

## AWARDS & RECOGNITION

- "Best Lawyers in Canada", Labour and Employment Law, 2025
- Law Society of Saskatchewan CPLED Award of Distinction, 2015

## MEMBERSHIPS & ASSOCIATIONS

- Canadian Association of Counsel to Employers (CACE)
  - Board Member
- The Advocates' Society
- Canadian Bar Association
  - Representative to Court of Appeal Judicial Council
  - Former Chair of Articling Students South Section
- Regina Bar Association
  - Vice President
- Law Society of Saskatchewan

## COMMUNITY INVOLVEMENT

- Schizophrenia Society of Saskatchewan, Past Board Member
  - Saskatoon Housing Coalition, Former Board Member
  - CPLED Program Materials Reviewer
  - Negotiation Competition Moot Judge
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# Insights

**DECEMBER 6, 2024** | Calen Nixon Alyssa Phen

**New Amendments Tabled for The Saskatchewan Employment Act**

**MAY 16, 2024** | Susan B. Barber, K.C., C.Dir. Calen Nixon

**Workplace Violence Policy requirements following amendments to The Saskatchewan Employment Act**

**MARCH 18, 2024** | Alyssa Phen Calen Nixon Nicole T.M. Tryhorn

**Pitfalls in Drafting Termination Clauses in Employment Contracts**

**JANUARY 4, 2024** | Alyssa Phen Calen Nixon

**Update: Changes to the Canada Labour Code prohibiting the use of replacement workers**

**SEPTEMBER 18, 2023** | Calen Nixon

**Restraint of Trade Following Changes to the Competition Act**

**SEPTEMBER 6, 2023** | Alyssa Phen Calen Nixon

**An Overview of Recent and Upcoming Changes to the Canada Labour Code**

**AUGUST 23, 2023** | Calen Nixon Nicole T.M. Tryhorn

**When Employers have a Duty to Inquire and what it entails**

**MAY 9, 2023** | Calen Nixon Alyssa Phen

**The Role of the Saskatchewan Human Rights Commission Advancing a Complaint Before the Court of King's Bench**

**JANUARY 23, 2023** | Calen Nixon Nicole T.M. Tryhorn

**Test for Family Status Discrimination Clarified by Saskatchewan Court of King's Bench**

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## **Speaking Events & Presentations**

**MAY 2024** | Presenter

CANADIAN ASSOCIATION OF FARM ADVISORS

**"Key Employment Considerations for Farm Operators"**

**APRIL 2024** | Presenter

CACE HUMAN RIGHTS COMMITTEE

**"Not again! A review of recent cases concerning enforcement of human rights settlements"**

**FEBRUARY 2023** | Presenter

CACE HUMAN RIGHTS COMMITTEE

**"Increasing Human Rights Employment Damages Awards"**

**2022** | Presentation Paper

CACE

**"Cross-Canada Labour Topics of Interest: Saskatchewan and Manitoba"**

**OCTOBER 2021**

**Presenter at the 2021 CPHR Saskatchewan Virtual HR Forum**

**FALL/WINTER 2021 ISSUE**

HR SASKATCHEWAN

**"Fixed-Term Employment Agreements"**

**2017**

CBA ABORIGINAL LAW SOUTH SECTION

**“Jurisdiction in First Nations Employment Matters”**