

**FRANK E. DEMONT, K.C.**

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**PROFILE:**

A well-respected and highly skilled lawyer, mediator, and arbitrator. Able to find solutions to difficult and complex problems through consensus, creativity, and respect for all parties. Track record for securing fair resolutions in emotionally charged, multi-party, and sensitive issues with a view to economic costs. Strategic thinker who strives to maintain or build on existing relationships.

Has served as a Vice-Chair of the Nova Scotia Labour Board since 2016 and on the Minister's List of Arbitrators since 2013.

**EDUCATION:**

- 1985:               **Bachelor of Arts** – Mount Saint Vincent University, Halifax, Nova Scotia
- 1986:               **Certificate in Business Administration** – Mount Saint Vincent University, Halifax, Nova Scotia
- 1989:               **Bachelor of Laws** – Dalhousie Law School, Dalhousie University, Halifax, Nova Scotia
- 1989 – present:   **Various Continuing Legal Education** (recent relevant course listing below)

**EMPLOYMENT HISTORY and SIGNIFICANT APPOINTMENTS:**

- 1990 – 1992       **Coady Filliter Barristers and Solicitors**, Halifax, NS – Associate Lawyer  
Duties involved: representation of clients, developing client base, assisting partners with file work; primary focus Litigation

- 1992 – 1997      **Nova Scotia Legal Aid**, New Glasgow, NS – Staff Lawyer  
 Duties involved: representation of clients, carriage of files at all levels of Court including the Nova Scotia Court of Appeal and five appearances in the Supreme Court of Canada. Seconded to represent underground mine manager in criminal litigation arising from the 1992 Westray mine explosion at Plymouth, Nova Scotia
- 1997 – 2008      **Daley & DeMont Barristers and Solicitors**, New Glasgow, NS – Partner  
 Duties involved: Engaged in general Practice of Law, including Criminal, Family, Property, representation of clients at all levels of courts, developing client base, administration of trust account and other office administration
- 2008 – present      **DeMont Law Barristers and Solicitors**, New Glasgow, NS – Owner  
 Duties involved: Engaged in General Practice of Law, including Municipal, Labour and Employment, Commercial, Corporate and Property Law.
- 2008 – present      **Town of New Glasgow**, New Glasgow, NS –Town Solicitor by Appointment of Council  
 Duties involved: Providing timely advice on issues including, Labour and Employment Law, Contracts, Land Use issues, Negotiations and Mediations, and general Policy Advice
- 2011 – 2017      **Pictou County Shared Services Authority**, Pictou County, NS – Solicitor by Appointment of Board  
 Duties involved: Providing timely advice in relation to Regulatory Compliance, Labour and Employment Law, Environmental Law, and General Legal and Policy issues
- 2013 – present      **Resolve Arbitration and Mediation Services**, (A division of DeMont Law)  
 Duties Involved: Conduct of Arbitrations, Mediations and Med/Arb in Commercial, Corporate, Labour and Employment Disputes. Act as Neutral Evaluator.
- 2016 - 2022      **Nova Scotia Labour Board, Vice-Chair**  
 Duties Involved: Conduct of Arbitrations, Mediations and Med/Arb in Labour and Employment Disputes. Act as Neutral Evaluator.

**VOLUNTEER ACTIVITIES:**

(partial listing)

2013 – 2017	Member, Board of Directors, Alternative Dispute Resolution Atlantic Institute and Chair of Policy Committee
2013 – 2019	Member and Former Chair, Nova Scotia Barristers' Society Nominations and Governance Committee
2015 – 2017	Treasurer, Alternate Dispute Resolution Atlantic Institute
2015 – 2019	Elected Council Member, Nova Scotia Barristers' Society Council
2015 – present	Chair, Nova Scotia Barristers' Society Code of Professional Conduct Committee
2018 – 2019	President, Nova Scotia Barristers' Society
2019 – present	Chair, Nova Scotia Barristers' Society Professional Responsibility Policies and Procedures Committee
2021 – Present	Member Nova Scotia Barristers' Society Council
2021 – Present	Nova Scotia Representative on the Council of the Federation of Law Societies of Canada

**CURRENT MEMBERSHIPS and DESIGNATIONS:**

Nova Scotia Barristers' Society

Queen's Counsel (2012)

King's Counsel (September 8, 2022)

Alternative Dispute Resolution Institute of Canada (ADRIC) – Qualified Mediator (Q. Med)

Minister's List of Arbitrators – Department of Labour and Advanced Education

**RECENT RELEVANT PROFESSIONAL DEVELOPMENT COURSES:****2021:**

- Advanced Mediation Workshop: Mediating Complex Disputes (Program on Negotiation: Harvard Law School)

**2016 – 2019:**

- Multiple workshops and training relating to Equity, Diversity, and Inclusion (through Nova Scotia Barristers' Society Leadership roles)
- Multiple workshops and training on Leadership and Board Leadership (Nova Scotia Barristers' Society and Federation of Law Societies of Canada)

**2017:**

- Advanced Decision Writing (Osgoode Hall – a component of The Advanced Certificate in ADJUDICATION for Administrative Agencies, Boards & Tribunals)

**2015:**

- Transformative Mediation (J. Folger and B. Solarz - Halifax)
- Meetings Matters: 8 Powerful Strategies for Remarkable Conversations (P. Axtell online)
- Decision Quality: Introduction (Prof. C. Spetzler, Stanford University online)

**2014:**

- Keeping the Train on the Rails (ADR Institute of Canada online)
- Public Procurement (Federated Press Toronto)
- Managing Organizational Conflict to Create Healthy Workplaces (ADR Atlantic Institute St. John's NL)
- ADR in the Making (ADR Institute of Canada Montreal)

**2013:**

- Practical Ethics for Working Mediators (ADR Institute of Canada online)
- Reasonable Suspicion Training for Supervisors (Truro N.S.)
- Managing High Conflict Disputes with High Conflict People (ADR Atlantic Institute St. John's NL)
- Designing Effective Workplace Interventions Workshop (ADR Atlantic Institute Halifax)
- Arbitrator and Mediator Conference (ADR Institute of Canada Halifax)