

## **Ronald E. Pizzo**

Pink Larkin

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## **Professional Summary**

Experienced labour and employment lawyer with a focus on union-side representation. Skilled in arbitration, human rights matters, workplace conflict, and administrative hearings across various tribunals.

## **Legal Experience**

- Represent unions in arbitration, collective bargaining, and governance matters.
- Appear before Labour Boards, the Canada Industrial Relations Board, Occupational Health and Safety Boards, Human Rights Commissions, and Labour Standards Tribunals.
- Provide employment law services to individuals, non-profits, and private-sector employers.
- Act as a mediator and arbitrator in employment law and condominium-related disputes.

## **Leadership Training & Workplace Consulting**

Alongside my legal practice, I provide leadership coaching, training, and consulting services focused on conflict resolution, workplace restoration, and organizational well-being. I have supported leadership teams in managing high-pressure and emotionally complex work environments.

My work includes:

- Designing and facilitating leadership development programs tailored to organizational needs
- Coaching leaders to effectively handle difficult conversations and manage workplace stress
- Facilitating workplace restorations to rebuild trust and repair team dynamics after conflict
- Advising individuals experiencing workplace conflict to help de-escalate issues and minimize legal risk, such as complaints, dismissals, or harassment claims
- Supporting a shift from conflict avoidance to confident and constructive engagement in challenging interactions

This practice draws on both legal and psychological insight, enabling clients to resolve issues early and build healthier, more resilient work environments.

## **Legal Education and Bar Admission**

**Called to the Bar:** August 7, 1987

## **Education and Certifications**

- Dalhousie University - BA(Economics), 1983
- Dalhousie University - LLB, 1986
- Certified Co-Active Professional Coach (CPCC), 2017
- Certified ACT/Prosocial Matrix Facilitator, 2018

## **Legal Education and Training Activities**

### **Selected Presentations & Seminars**

- *Building resilient teams: How to use the ACT Matrix to manage conflict and create Psychological Safety* – Association of Contextual Behavioural Science, July 2025
- *Investigating Investigations: Examining current practices and recent caselaw-* Lancaster House, May 2024
- *COVID Related Policies for Tourism Operators* – TIANS, Sept 2021
- *Trauma-Informed Dispute Resolution* – ADR Atlantic, June 2021
- *Initiating Difficult Conversations in the Workplace* – FBA, May 2021
- *The Secret to Overcoming Negative Emotions of Conflict* – May 2021
- *Building Cohesive Teams During COVID* – CSCNS, Aug 2020
- *Generation Z Research: EQ & Conflict Resolution* – SMU, Oct 2019
- *Restoring Teams Post Workplace Investigations* – ADR Atlantic, May 2019
- *Pro Social ACT Matrix Coaching* – OHP Institute, July 2017
- *Psychological Safety in Coaching* – ICF Atlantic, May 2017
- *Recognizing Psychological Disorders in the Workplace* – Lancaster House, May 2016
- *Duty to Accommodate Workshop* – Lancaster House, May 2016
- *Mediation Skills Course* – NSBS, Oct 2015
- *Balancing Medical Privacy* – Insight Forum, Sept 2015
- *ADR Mediation for Regulatory Bodies* – CBA NS, Nov 2014
- *Conference Co-Chair* – Workplace Discipline & Terminations, Sept 2014
- *Family Status and Employment Dismissal* – Insight, 2014
- *Alcohol & Drug Testing Legal Issues* – Insight Forum, June 2014

## **Professional Affiliations**

- **Lawyer's Insurance Association of Nova Scotia**
  - Chair of the Lawyer's Assistance Program (current)
- **Nova Scotia Barristers' Society**
  - Client Compensation Committee (2007–2009)

- Complaints Review Committee (current)
- **Federal Judicial Appointments Advisory Committee (NS) (2010–2012)**
- **Canadian Bar Association (CBA)**
  - Labour & Employment, Administrative Law, Civil Litigation Sections
  - Former Member – National ADR Section
- **ADR Atlantic Institute** – Member, Past President
- **Canadian Association of Labour Lawyers** – Member
- **Association of Contextual Behavioural Scientists (Atlantic Chapter)** – Member & Presenter

## **Community Involvement**

- Pro bono counsel – Black Lives Matter Junior Golf Program
- Former Director – Adsum House
- Former Chair – Halifax Learning Centre Golf Tournament
- Fundraiser – Canadian Cancer Society
- Past President – Northwest Metro Minor Lacrosse League (2003–2005)