



# Kelly Nicholson, Practice Group Leader, Partner / Privacy and Data Protection Officer

## Calgary

400 - 444 7 AVE SW  
Calgary, AB T2P 0X8  
T 403-260-8515  
F 403-264-7084  
[knicholson@fieldlaw.com](mailto:knicholson@fieldlaw.com)

## Kori-Lee Nicolle

Legal Assistant  
T 403-260-8572  
[knicolle@fieldlaw.com](mailto:knicolle@fieldlaw.com)

## Overview

Kelly Nicholson is the firm's Privacy Officer and Chair of the Calgary Labour + Employment Group. He advises private and public-sector clients on all aspects of the employment relationship, including employee recruitment, discipline and termination, wrongful dismissal claims, privacy matters, human rights complaints, disability and insurance issues, interpretation and enforcement of non-competition and confidentiality agreements, contract negotiation, policy development, benefit and incentive plan management, executive compensation, collective agreement interpretation and arbitration, and alcohol and drug testing. Kelly also regularly advises police services and other law-enforcement agencies throughout the province on various matters including policy development and implementation, public complaints, internal investigations, police discipline and termination, collective agreement negotiation, and grievance arbitrations.

Kelly has represented clients before a wide range of adjudicative bodies in Canada, including labour and employment arbitration panels, the Alberta Court of Queen's Bench, the Alberta Court of Appeal, the Supreme Court of Canada, the Alberta Labour Relations Board, the Board of Reference, the Alberta Human Rights Commission, the Alberta Law Enforcement Review Board, and the Office of the Information and Privacy Commissioner.

Kelly is a veteran speaker at legal conferences and seminars, and he makes frequent presentations to clients, lawyers, and the public on privacy, policing, education, and employment law matters. He also regularly contributes articles to a variety of publications in the areas of privacy, employment, education law, and human resources.

Kelly clerked for the Chief Justice of the Saskatchewan Court of Appeal before being recruited by a national law firm, where he garnered valuable experience in commercial litigation matters.

## Outside the Office

Kelly is an avid runner and climber in his spare time.

## Experience

Calgary School District No. 19 v Alberta Teachers' Association, 2017 CanLII 10820 (AB GAA)

## Industries

Law Enforcement

## Services

Labour + Employment  
Litigation  
Emerging Technology  
Privacy + Data Management  
Education  
Cyber Liability  
Administration  
Workplace Human Rights

## Education

University of Saskatchewan, 1997,  
Juris Doctor With Distinction  
University of Victoria, 1991, Master  
of Arts With First Class Standing  
University of Regina, 1990, Bachelor  
of Arts With Honours

## Admissions

Alberta, 1998  
Saskatchewan, 1998

Alberta Teachers Association v Calgary Roman Catholic Separate School Division No. 1, 2016 CanLII 97764 (AB GAA)

Alberta Teachers' Association v Information and Privacy Commissioner, 2014 ABCA 432 (CanLII), Court of Appeal of Alberta

Jayman Masterbuilt Inc. (Re), 2011 CanLII 97926 (AB ESU)

AM Inspection Ltd. v. Chizen, [2007] A.J. No. 626, Alberta Court of Queen's Bench

Calgary (City) Police Service v. Edmonton (City) Police Services, [2007] A.J. No. 1549, Alberta Court of Queen's Bench

Warren v. West Canadian Industries Group Ltd., 2007 CarswellAlta 1282, Alberta Human Rights and Citizenship Commission

Whitford v. Agrium Inc., 2007 ABCA 109, Alberta Court of Appeal

Brandt Tractor Ltd. v. Pardee Equipment Employees Assn., [2006] A.J. No. 1432, Alberta Court of Queen's Bench

Tolko Industries Ltd., Slave Lake Division v. United Steelworkers of America, Local 1-207 (McRee Grievance), [2006] A.G.A.A. No. 25, Alberta Grievance Arbitration Award

## Professional

**Calgary Bar Association**

**Member**

**Canadian Bar Association**

**Member**

**Law Society of Alberta**

**Member**

**Law Society of Saskatchewan**

**Member**

## Community

Alberta Association of Chiefs of Police

## Recognition

Listed Labour and Employment Law, The Best Lawyers™ in Canada: 2020

## News + Views + Events

**July 23, 2020**

**Coffee + Counsel: Mitigating Risk as Employees Return to Work**

**July 7, 2020**

**Privacy for Health Care Organizations: What Has Changed and What Hasn't?**

**April 1, 2020**

**Privacy + Data Management Considerations for Employers in a Pandemic**

**March 16, 2020**

**COVID-19: An Update for Employers**

**February 2020**

**"False Light" Publicity: A New Risk in Data Management**