



OFFICE

 Regina

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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, Saskatchewan Representative
- The Advocates' Society
- Canadian Bar Association
 - Representative to Court of Appeal Judicial Council
 - Past 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, Past Board Member
 - CPLED Program Materials Reviewer
 - Negotiation Competition Moot Judge
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Insights

AUGUST 11, 2025 | Calen Nixon Alyssa Phen

Increase to Saskatchewan's Minimum Wage and Amendments to The Saskatchewan Employment Act

MAY 26, 2025 | Calen Nixon Alyssa Phen

Amendments to The Saskatchewan Employment Act Passed

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

Speaking Events & Presentations

MAY 2025 | Co-presenter

2025 CACE FUTURE LEADERS CONFERENCE

"Rights are Human, Complaints are Messy: Human Rights and Frustrated Employers"

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”