



**Pat Haughian, Associate**

McLennan Ross LLP - Edmonton Office  
600 McLennan Ross Building, 12220 Stony Plain Road  
Edmonton, Alberta  
T5N 3Y4 Canada

Phone: 780.482.9144  
Fax: 780.482.9100  
Email: [phaughian@mross.com](mailto:phaughian@mross.com)  
<http://www.mross.com>



Pat carries on a broad practice, supporting his clients in all varieties of corporate and commercial transactions and labour and employment matters.

Having started his career in industry, Pat's approach to law is unique. The time Pat spent in-house as corporate counsel to a large mining contractor and his significant experience in the oil sands industry provided him with insight on how legal counsel function as a strategic partner to the business and the important balance between risk management and commercial reality. Timeliness, accuracy and practicality is paramount in his practice and he strives to always be available to his clients when they need him.

Pat has a wide variety of corporate and commercial legal experience, including business start-ups, corporate structuring, corporate re-organizations, commercial leasing and real estate, commercial financing, creating and implementing joint ventures, conducting commercial bid reviews, negotiating procurement contracts, and negotiating lending agreements.

With respect to labour and employment law, Pat has assisted clients with policy development, collective bargaining, union organizing efforts, workplace grievances and arbitration, wrongful dismissal claims, human rights claims, and in challenging WCB decisions.

Pat is also actively involved in the firm's political law group, acting as legal counsel to third party advertisers and lobbyists.

**Education:**

- J.D., University of Alberta (*with Distinction*)

- B.A., University of Calgary

### **Professional Associations, Affiliations and Community Activities:**

- Member, Canadian Bar Association
- Current Director and Treasurer, Oliver Parents Advisory Association
- Former Director and Vice President of the Board, Personal Support Network

### **CORPORATE AND LABOUR EXPERIENCE**

Acts as general counsel to businesses of all sizes and across industries, providing support to business owners and management teams with respect to matters such as:

- Equipment purchase, sale, and leasing;
- Negotiating and implementing joint venture agreements;
- Corporate structuring and new business start-ups;
- Contract drafting and interpretation;
- Procurement;
- Commercial leasing;
- RFP bid reviews;
- Employment contracts;
- WCB claims;
- Employee terminations;
- Union organizing efforts;
- Collective Agreement interpretation and grievances;
- Licensing and regulatory matters relating to the cannabis industry;
- Mergers and acquisitions.

### **PUBLICATIONS**

- “Canada Emergency Commercial Rent Assistance Program”, Pat Haughian, Dani Fialkov, Marco Marrelli and Moe Denny, *McLennan Ross E-Mail Alert*, 2020
- “COVID-19 Alberta’s Economic Relief Measures”, Pat Haughian, MaryAnne Loney, Michelle Fong, Moe Denny and Dani Fialkov, *McLennan Ross E-Mail Alert*, 2020
- “COVID-19 Federal Support Update”, Pat Haughian, MaryAnne Loney, Michelle Fong, Moe Denny and Dani Fialkov, *McLennan Ross E-Mail Alert*, 2020
- “The Small Business Guide to Coping with COVID-19”, Dani Fialkov, Maurice Dransfeld, Pat

Haughian and Moe Denny, *McLennan Ross E-Mail Alert*, 2020

- “COVID-19 Federal Economic Relief Measures”, Pat Haughian, MaryAnne Loney, Michelle Fong, Moe Denny and Dani Fialkov, *McLennan Ross E-Mail Alert*, 2020
- “Corporate Commercial Securities, Contracts, and COVID-19”, Pat Haughian, Dani Fialkov and Moe Denny, *McLennan Ross E-Mail Alert*, 2020
- “Can Directors Be Independently Liable For Personal Injuries Incurred In Workplace Accidents?”, Pat Haughian & Maurice Dransfeld, *McLennan Ross Email Alert*, 2019
- “Hiring for Your Cannabis Business: What You Need to Know”, *McLennan Ross E-Mail Alert*, 2018

## **POLITICAL LAW EXPERIENCE**

In addition to his commercial practice, Pat also regularly works in the firm’s Political Law group.

Pat acts as corporate legal counsel and advises on corporate structuring and requirements with respect to Third Party Advertising in Canada.

Pat also regularly provides advice and guidance on issues relating to the *Conflicts of Interest Act* and to individuals and organizations with respect to compliance and applicability of lobbyist legislation. In particular, Pat regularly provides advice on whether an individual or corporation’s activities fall within the definition of lobbying.