

2026 NBMS HEALTH SUMMIT

Your Prescription for Peace of Mind with McInnes Cooper

Five Employment Law Essentials

Creating an employer-employee relationship carries consequences: the law grants employees certain benefits and protections – and imposes on employers certain obligations and liabilities. Join McInnes Cooper Labour & Employment Lawyer **Chris Pelkey** as he shares five employment law essentials every employer should consider.

Learning Objective

- By the end of this session, participants will be able to:
- Strengthen Understanding of Foundational Employment Law Concepts in Medical Practice Management.
- Identify Strategies to Mitigate Legal Risk and Strengthen Workforce Governance in Healthcare Settings

Estate Planning

As a physician, you take care of others' health - but do you take care of your own? Estate planning is a crucial component of financial health. To engage in effective estate planning, it's important to understand the core components of an estate plan, their impact on professional and personal assets, and key strategies to minimize risk and optimize estate planning efficiency. Join McInnes Cooper Estates & Trusts Lawyer **Mélanie Caissie** for insights into estate planning for physicians.

Learning Objective

By the end of this session, participants will be able to:

- Understand the Core Components of an Estate Plan and their Impact on Professional and Personal Assets.
- Apply Strategies to Minimize Risk and Optimize Efficiency in Estate Planning.



Mélanie Caissie, TEP
Lawyer, McInnes Cooper

Mélanie is a bilingual lawyer working out of McInnes Cooper's Moncton office. She is specialized in Estates and Financial matters, with a practice focused on Estate Planning, Probate Court applications, and representing executors/trustees in the administration of estates and trusts. Her clients include corporate executors/trustees, as well as individuals from all over New Brunswick. Mélanie also brings significant litigation experience, including estate litigation and financial recovery.

Originally from New Brunswick, Mélanie is fluent in both French and English. She completed her first year of Law School at UNB before obtaining her law degree from the University of Alberta. Before joining McInnes Cooper, Melanie practiced law in Alberta, where she gained significant court experience. Mélanie is a member of both the Law Society of New Brunswick and the Law Society of Alberta. She is a full member of STEP Canada (Society of Trust and Estate Practitioners), through which she completed the STEP Diploma program and proceeded to obtain her internationally recognized TEP designation.

Melanie's TEP designation demonstrates and recognizes expertise in the field of Trusts and Estates. In order to obtain her TEP designation, Melanie has proven that she has a combination of specialist qualifications and experience, including significant involvement at a specialist level with inheritance and succession planning.

Since moving back to New Brunswick, Mélanie has been recognized for her work in estate law, including being named the platinum winner of the CommunityVotes awards for the best estate lawyer in Moncton in 2020. Outside of work, she is an active volunteer and enjoys being involved in her community.



Chris Pelkey
Lawyer, McInnes Cooper

Chris is a lawyer in our Fredericton office, practicing in the areas of labour and employment, municipal law, human rights and administrative/regulatory law. With a background working internationally as an electrical and computer engineer on cutting edge projects, Chris is a skilled innovator and focusses on finding creative solutions for his clients. He represents private and public, union and non-union and federally and provincially regulated employers on labour and employment matters.

His work includes representing unionized employers across a range of sectors on matters related to certification and decertification, collective bargaining, grievances and labour and employment board arbitrations.

Chris also represents employers with respect to general employment matters, workplace safety, best practices, policy development, employment contracts, discipline and terminations, workplace investigations and human rights complaints.

Chris makes a point to get to know each of his clients and develop a deep understanding of their unique business and operational needs. Applying this understanding, Chris works collaboratively to provide strategic advice on day-to-day employment issues, as well as complex litigation that not only addresses his clients' immediate needs, but also dovetails with his clients' broader goals, mitigates future risks and sets his clients up for long-term workplace success.

Before pursuing a career in law, Chris worked as an electrical and computer engineer in New Zealand, Zambia and Canada. While attending law school at UNB, Chris was a Beaverbrook Scholar and received the Barry Morrison prize for legal writing for his essay analyzing the status of cryptocurrencies under Canadian and other international securities legislation.

Chris is a member of the Canadian Bar Association and the New Brunswick Law Society. He is the President of the Fredericton South Liberal Association and the past President/Treasurer of the New Maryland Sunbury Liberal Association. Chris ran as the Liberal candidate for New Maryland Sunbury in the 2020 Provincial election. Chris is a board member with the NBSPCA and the New Brunswick Liberal Association.

When not in the office, Chris enjoys playing the guitar, playing hockey and spending quality time with his wife, Jill and dog, Walker. Chris is a major fan of Seinfeld.