



## **Michael Oland**

Michael Oland is an experienced labour and employment lawyer, mediator, and workplace investigator known for his pragmatic, fair-minded, and direct approach to resolving workplace challenges. At Southern Law, he specializes in workplace investigations, dispute resolution, and conflict management, helping organizations address complex workplace issues through practical solutions.

Michael's work spans public and health sector environments, with experience in labour relations, employment law, human rights, and workplace conflict. He has represented clients in mediations, arbitrations, and collective bargaining and is recognized for his ability to find common ground and support constructive resolutions.

Michael has conducted numerous workplace investigations and delivered training on investigations, respectful workplaces, conflict resolution, and the rules of evidence. He worked closely with Lisa Southern in the development and administration of the Office of the Integrity Commissioner for the City of Vancouver. His appointments include serving as a Mediator and Investigator under the BC post-secondary Common Agreement, an Independent Investigator for Sport Integrity Canada, and a troubleshooter under the Health Employers Association of BC collective agreement.

Michael received his law degree from Dalhousie University's Schulich School of Law, where he was awarded the Robert W. Kerr Labour Law Prize. He was called to the Nova Scotia Bar in 2015, the British Columbia Bar in 2016, and the Yukon Bar in 2025. He is a Qualified Mediator through the ADR Institute of Canada and completed the Mediation and Conflict Management program through Harvard Law School's Program on Negotiation.