



## Tommy Leung

### Senior Associate

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[Labour & Employment](#)  
[Employment Disputes](#)  
[Grievances & Arbitrations](#)  
[Human Rights](#)

Tommy is a management-side labour and employment lawyer. Tommy's practice comprises both advisory and litigation aspects and he advises private and public-sector employers on:

- Wrongful termination actions;
- Restrictive covenant actions;
- Human rights complaints;
- Agreement and policy drafting;
- Reasonable accommodation; and
- Employment issues in commercial transactions.

He has appeared in or assisted with matters before the Court of Queen's Bench of Alberta, the Provincial Court of Alberta, the Alberta Human Rights Commission and Tribunal, the Alberta Labour Relations Board, the Saskatchewan Human Rights Commission, Alberta Employment Standards, and Manitoba Employment Standards.

Tommy summered and articulated with BLG before joining the firm as an associate. He is fluent in Cantonese and English.

## Experience

- [Assisted with Shoppers Drug Mart's \\$845 million acquisition of Lifemark Health Group](#)

## Insights & Events

- Author, "Knowing the business all too well: Past experience increases termination notice?", BLG Article, July 2022
- Co-Author, "[The House is Greener on the Other Side.](#)" workplace.ca, Summer 2019.
- Co-Author, "[Employees with History: Consider Past Service upon Termination.](#)" workplace.ca, Summer 2022.
- Co-Author, "[Keep it Clear to Keep it Confidential.](#)" workplace.ca, Spring 2022.
- Author, "Paying employees with your favourite things? Court permits giving equipment as severance", BLG Article, April 2022
- Co-Author, "[Reducing Wage Rate: Don't Recycle the Notice.](#)" workplace.ca, Winter 2021.
- Co-Author, "[The Employer's Obligation to Retain Records.](#)" workplace.ca, Summer 2021.
- Co-Author, "Quitting Ain't Easy: The Fine Line Between Resignation and Termination," workplace.ca, Spring 2021.
- Co-Author, "Restrictions Cut Both Ways: Be Precise and Reasonable," workplace.ca, Fall 2020.
- Co-Author, "[Diamonds are Forever — Termination Provisions Fade.](#)" workplace.ca, Summer 2020.
- Co-Author, "[When Fixed Terms are Forever: Unexpected Liability for Employers.](#)" workplace.ca, Spring 2020.
- Co-Author, "[Made to Measure: 90 Days of Probation Suitability.](#)" workplace.ca, Winter 2020.
- Author, "Employment Law: Key Decisions from 2019", BLG Article, January 2020
- Author, "Lay Off the Layoffs? The Requirement for Proper Temporary Layoffs", BLG Article, September 2019
- Author, "Bill 2: An Act To Make Alberta Open For Business And Proposed Changes To The Employment Standards", BLG Article, June 2019
- Author, "Employment Law: Key Decisions from 2018 ", BLG Article, January 2019
- Author, "Swift Termination: Is Protecting a Company's Reputation at All Costs the Endgame in the #MeToo Era?", BLG Article, November 2018
- Author, "Volunteer Firefighter Leave Hosed Down In Alberta", BLG Article, November 2018
- Author, "Employment Law: Key Decisions From 2017", BLG Article, February 2018

## Beyond our Walls

### Professional Involvement

- Member, Canadian Bar Association
- Member, Law Society of Alberta
- Member, Law Society of Ontario (2018)
- Member, Calgary Bar Association

### Community Involvement

- Volunteer, Provincial Court of Alberta – Civil Claims Duty Counsel
- Volunteer, QB Amicus Court Assistance Program
- Student Founder, Investor Protection Clinic at Osgoode Hall Law School

## Awards & Recognitions

- Recognized in the 2024 edition of *The Best Lawyers in Canada*® as “Ones to Watch” (Labour and Employment Law)

## Bar Admission & Education

- Alberta, 2018
- JD/MBA, Osgoode Hall Law School, 2017
- BA (Dist.), University of Calgary, 2012

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