

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

Experience

- Element Materials Technology, a global testing, inspection and certification services company, in the US$400 million carve-out and sale of its North American Life Sciences Testing Services business to Eurofins Scientific SE.
- Assisted with Shoppers Drug Mart's $845 million acquisition of Lifemark Health Group

Insights & Events

- Author, "Navigating AI in the workplace: Legal Considerations for Canadian Employers", BLG Article, June 2026
- 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," workpalce.ca, Summer 2019.
- Co-Author, "Employees with History: Consider Past Service upon Termination," wrokplace.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," workpalce.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 & Recognition

- Recognized in the 2027 edition (and since 2024) *The Best Lawyers in Canada* - 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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