



Gregory Sim, Practice Group Leader, Partner

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Overview

Gregory Sim focuses his law practice on professional regulation, administrative law, employment law and related litigation. He represents professional and sport regulatory organizations, professionals and employers throughout Alberta and the Northwest Territories. Gregory has over 15 years of experience advising clients across many different industries, such as health care, financial services, legal, real estate, advanced education, policing, natural resources, engineering and geoscience, construction, retail and hospitality. He has represented clients before a variety of administrative tribunals and all levels of Court.

Clients seek Gregory's advice in all areas of professional regulation, administrative law and employment law and litigation. These include:

- Registration and entry to practice
- Labour mobility
- Conduct and discipline
- Unauthorized practice
- Legislation development
- Policy and governance
- Independent tribunal counsel
- Judicial reviews and appeals
- Human rights
- Employment policies and agreements
- Wrongful and constructive dismissal claims
- Post-employment restrictions

In addition, Gregory handles general civil litigation disputes. *"I work to find the best possible solution and the best, most practical way to achieve it... even if it's not litigation in the courtroom."*

Greg co-authored *The Annotated Health Professions Act*, with Jim Casey, QC, Katrina Haymond and Jason Kully, which was published by Thomson Reuters in 2020 and is a practical guide for legal counsel and regulators and includes extensive annotations, commentary, templates and flowcharts.

Value to Clients

"My team and I bring a collaborative approach to client service. While we frame legal issues and anticipate how claims and disputes will play out, our clients are the experts in their fields. We work together with our clients to come up with the right strategy."

Industries

Professional Regulatory
Health

Services

Professional Regulatory
Labour + Employment
Health
Administration
General Counsel for Professional
Regulatory Organizations
Training
Complaints

Education

University of Alberta, 2004,
Bachelor of Laws With Distinction
McGill University, 1999, Bachelor of
Science

Admissions

Alberta, 2005
Northwest Territories, 2011

Experience

Zuk v Alberta Dental Association and College, 2020 ABCA 162

Fitzpatrick v The College of Physical Therapists of Alberta, 2020 ABCA 164

Fitzpatrick v. College of Physical Therapists of Alberta, 2018 ABQB 989

Zuk v Alberta Dental Association and College, 2018 ABCA 398

Zuk v Alberta Dental Association and College, 2018 ABCA 270

Fitzpatrick v. Physiotherapy Alberta College, 2017 ABQB 453

M.K. Engineering Inc. v. Plecash, 2015 ABCA 311, Alberta Court of Appeal

MK Engineering Inc v Plecash, 2014 ABQB 483

MK Engineering Inc. v The Association of Professional Engineers and Geoscientists of Alberta Appeal Board, 2014 ABCA 58, Alberta Court of Appeal

Bonsma v Tesco Corporation, 2013 ABCA 367, Alberta Court of Appeal

Professional

Law Society of Alberta

Member

2004-Present

Canadian Bar Association Alberta, Administrative Law Section (North)

Member

2005-Present

Canadian Bar Association Alberta, Labour and Employment Law Section (North)

Member

2005-Present

Alberta Association of Architects

Public Member of Council

2012 - 2016

Community

Public Member of Council, Alberta Association of Architects, 2012-2016

Board Member, Victim Services Association, 2011-2012

Volunteer Lawyer, Edmonton Community Legal Centre, 2005-2009

Access to Justice Committee, Canadian Bar Association, Alberta Branch, 2018-Present

Client Stories

Serving clients proactively

- A professional regulator was sued by a member of the organization who alleged bad faith investigation, negligence and abuse of process. Gregory investigated the claims and took the client through a risk management exercise. *"I sat down with my client the regulatory body and looked at what happened, where its processes could be improved and whether the claim had merit. We filed a motion to dismiss the claim and then assisted the group to improve its processes to avoid similar issues in the future."*

Protecting our clients' assets

- Another professional regulator was having trouble enforcing its legislation prohibiting non-members from using reserved professional titles. Companies were using the reserved titles in their business names and ignoring the regulator's requests to change their names. Gregory filed court applications against the companies and the Registrar of Corporations and obtained court orders compelling the Registrar to change the corporate names when the companies wouldn't.

News + Views + Events

December 2020 - 5 min read

[Alberta Government Announces New Funding Rules for Sexual Abuse and Misconduct Counselling](#)

November 23, 2020

[Understanding + Implementing Bill 46: A Guide for Colleges](#)

July 30, 2020

[Regulatory Reform Comes to Alberta](#)

July 2020 - 1 min read

[Bill 30: Increased Public Participation in Professional Regulation](#)

May 7, 2020

[Professional Regulatory: Roundtable](#)