



# Leanne Monsma, Lawyer

## Edmonton

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## Overview

Leanne Monsma is an Edmonton-based lawyer practicing in the areas of labour and employment and professional regulation. She assists corporations, universities, colleges and law enforcement agencies with complex matters such as human rights issues, privacy obligations, discipline, grievances and collective bargaining. She also helps professional regulatory associations deal with issues concerning governance, registration and discipline.

Her composed nature is useful when dealing with issues such as:

- Human rights complaints
- Access to information requests
- Other privacy matters
- Discipline
- Grievances
- Wrongful dismissal claims

Using her excellent research and communication skills, Leanne prides herself on always coming to a case extremely prepared. At the same time, after clerking at the Alberta Court of Queen’s Bench, Leanne recognizes the importance of practicality and efficiency.

### Value to Clients

*"My goal from the beginning is to develop a comfortable and real relationship with my client. My clients often come to me with issues that bring them significant amounts of anxiety and difficulty. It's important to me that my clients trust me to carry and deal with this stress for them."*

### Outside the Office

Leanne loves being in the mountains – and especially loves climbing them. She also loves food and trying new restaurants. Leanne follows numerous food blogs and makes a big effort to try out the restaurant recommendations that she finds in them, whether they’re local or abroad. She has even been known to make food the focus of her travels.

## Professional

**Joint Law Society of Alberta / Canadian Bar Association Legislation Liaison Committee**

**Member**

2016 - Present

## Industries

Labour + Employment  
Professional Regulatory  
Education  
Cannabis

## Services

Labour + Employment  
Professional Regulatory  
Education  
Human Rights  
Privacy  
Human Rights  
Sexual Misconduct + Harassment

## Education

University of Alberta, 2014, Juris Doctor, With Distinction  
University of Alberta, 2010, Bachelor of Arts, With Distinction

## Admissions

Alberta, 2015

**Canadian Bar Association Alberta****Member, Labour and Employment Law**

2016 - Present

**Canadian Bar Association Alberta****Member, Administrative Law**

2016 - Present

**Canadian Bar Association Alberta****Member, Constitutional and Human Rights**

2016 - Present

**Community**

Board Member, Bissell Centre, 2016-Present

**Client Stories****Assisting a client with a complex grievances case**

An employer was facing numerous grievances in relation to a single employee. The case was very complicated because of the high number of grievances, documents and witnesses. The case proceeded to arbitration, however, due to the effectiveness of the way Leanne helped present the employer's case, the union ultimately withdrew the grievances. Leanne was successful because she advocated strongly on behalf of her client but maintained a respectful and collaborative relationship with the union throughout.

**Providing practical advice on the FOIPP Act**

A public institution needed advice about its obligations under the *Freedom of Information and Protection of Privacy Act (FOIPP Act)*. While the *FOIPP Act* can be complicated, Leanne helped break that complexity down by offering an opinion clearly setting out the public institution's obligations and providing specific and practical recommendations to the public institution on how to meet those obligations.

**News + Views + Events****October 3 + 10, 2018****Cannabis in the Workplace: Implications for Employers****September 19, 2018****Issues in Professional Discipline Investigations: Tips + Traps****Spring 2018****Cannabis in the Workplace: A Few Things Employers Might Get a Taste of****March 2018****Cannabis in the Workplace: A Few Things Employers Might Get a Taste of****March 2018****Reduction in Sanction on the Basis of Delay is Not Automatic**