



# Shana Wolch

## Partner

Calgary

[swolch@mccarthy.ca](mailto:swolch@mccarthy.ca)

t. +1 403-260-3639

## Bar Admission

Alberta 2004

## Law School

University of Calgary

## Practices

Labour & Employment  
Labour  
Employment  
Health & Safety  
Human Rights  
Pensions, Benefits, & Executive  
Compensation  
Alternative Dispute Resolution  
White Collar Defence and  
Investigations  
Cyber/Data

## Industries

Energy & Resources  
Oil & Gas  
Pension Funds Group

Shana Wolch is a partner in our Labour and Employment Group in Calgary. She assists clients with all of their day-to-day human resources matters. Shana's practice also includes occupational health and safety (safety compliance, investigations and defence of charges), workers' compensation and disability management, human rights, and privacy. Shana has extensive experience with alcohol and drug policies, administration and compliance; cannabis (from assisting start-up growers and retail companies through to managing personnel and fitness for duty), workplace investigations, white collar crimes, and mergers and acquisitions and management side labour issues. She also participates actively in our National Pensions, Benefits and Executive Compensation Group, and our Transportation Group.

Shana assists clients in various industries including oil and gas, energy, utilities, transportation, retail, manufacturing, hospitality, educational and financial services.

Shana is a member of the Board Directors of the Mount Royal University Foundation and is the Board Secretary for Rundle College Society.

Shana is recognized by *Chambers Canada* and *Best Lawyers in Canada* in the area of Labour and Employment Law and in the *Canadian Legal Lexpert Directory* in the area of Workplace Human Rights (Employer). She is also recognized in *The Legal 500 - Canada* as a Next Generation Lawyer in the area of Labour & Employment. She has served as the Alberta Director on the Board of Directors for the Canadian Association of Counsel to Employers (CACE), and is a past chair of the CBA Labour & Employment Subsection (Alberta Branch).

## Awards & Rankings

### Chambers Canada

Leading Lawyer: Employment & Labour - Alberta

### The Canadian Legal Lexpert Directory

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Leading Lawyer: Employment Law - Employer; Workplace Human Rights - Employer; Pensions & Employee Benefits - Employer

## The Legal 500 - Canada

Next Generation Lawyer: Labour & Employment

## Best Lawyers in Canada

Leading lawyer in the area of Labour and Employment Law

## Acritas Stars

"Stand-out lawyer"

## Benchmark Litigation Canada

Future Star

## Recent Experience

- **Sundial Growers (SNDL) completes C\$346M acquisition of Alcanna**  
March 31, 2022
- **Lithia Motors Inc. closes acquisition of luxury car dealership chain Pfaff Motors**  
August 30, 2021

## Recent Insights

- **Key Considerations for Building an Effective Whistleblowing Policy**  
November 9, 2023
- **Considerations and Risks of AI in Employment Decisions**  
April 22, 2022
- **Considerations and Risks of AI in Employment Decisions**  
April 20, 2022

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- **COVID-19 Restrictions: Alberta Announces Reopening Plan**

February 9, 2022

## Events

- **Coast-to-Coast L&E Series: Your Top Questions Answered**

September 14, 2023

- **Labour and Employment Conference: Ontario and Alberta**

October 29, 2021

