



Shana Wolch

Partner

Calgary

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