



## Gregory Sim, Partner

in

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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, KC, Katrina Haymond, KC 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  
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

Northwest Territories, 2011  
Alberta, 2005

## Experience

Freeman v Canadian Natural Resources Limited, 2021 ABQB 931

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

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

MK Engineering Inc v Plecash, 2014 ABQB 483

## Professional

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

#### Member

2005-Present

### Canadian Bar Association Alberta, Administrative Law Section (North)

#### Member

2005-Present

### Law Society of Alberta

#### Member

2004-Present

### Alberta Association of Architects

#### Public Member of Council

2012 - 2016

## Community

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

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

## Recognition

Administrative and Public Law, The Best Lawyers™ in Canada: 2024 - 2025

## 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****January 29, 2025**[Important Professional Regulatory Cases of 2024](#)**September 24, 2024**[Navigating Discipline Decision Appeals](#)**June 5, 2024**[Discipline Tribunal Essentials: Fundamental Skills](#)**January 31, 2024**[Important Professional Regulatory Cases of 2023](#)**April 2023 - 4 min read**[Labour Mobility Proclaimed](#)