



Spencer T. Chimuk

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PRACTICE AREAS

Employee Rights

Litigation & Dispute Resolution

Business Litigation & Dispute Resolution

Real Estate Litigation & Dispute Resolution

Construction, Development & Infrastructure

Employment Law



My approach to the law is practical and focused on providing real-world solutions for business needs.

Spencer practices in litigation and dispute resolution, which involves:

- Contract disputes
- Employment disputes
- Shareholder litigation
- Builders' liens and construction disputes
- Debt recovery

His clients include employees, employers, builders, owners, condominium corporations, and other individuals and businesses.

Spencer has appeared successfully before the Alberta Court of Justice, the Court of King's Bench of Alberta, and the Alberta Court of Appeal. He has also participated in alternative dispute resolution processes, including mediation and arbitration.

Education

Admission

2013 University of Manitoba, JD

2011 The Hebrew University of Jerusalem, International Business Law and Human Rights Law exchange program

2010 McGill University, MA

2008 University of Winnipeg, BA (Honours)

2014 Alberta



Experience

Employee and Employer Rights

- Advising business owners regarding employment matters, including hiring, termination, policies and leaves.
- Drafting and analysis of employment agreements across a variety of industries, including executive agreements, independent contractor agreements, and consulting agreements.
- Drafting and analysis of employment policies, including profit sharing programs, bonus policies, share distribution plans, privacy and confidential information policies, and other policies.
- Drafting and analysis of termination provisions and restrictive covenants, including non-competition, non-solicitation, and intellectual property provisions or agreements.

Employment Law

- Successful negotiation, litigation, mediation, and arbitration of a variety of employment disputes acting for both employees and employers, including severance negotiations, terminations for cause and without cause, disputed bonus or share rights, and enforcement of restrictive covenants, such as non-competition and non-solicitation provisions or agreements.
- Many complex severance negotiations acting for managers and executives against large, sophisticated employers.
- Analysis and advice to purchasers and sellers of businesses regarding employee liabilities.
- Lead counsel for Claimants and Respondents on multiple human rights claims in Alberta.
- Lead counsel for a contested Freedom of Information Request for proprietary industry data from an international engineering firm.
- Lead counsel concerning an alleged privacy breach investigated by the Office of the Information and Privacy Commissioner of Alberta.

Business litigation

- **Tiamat Resources Inc v Procyon Resources Corp**, 2021 ABQB 646. Successful defence of application to set aside general security agreement due to alleged fraudulent preference between creditors.
- **Taiga Gold Corp (Re)**, 2022 ABQB 290. Successful application for approval of a plan of arrangement contested by certain warrant holders.
- Counsel on numerous successful plan of arrangement applications and business acquisitions, including the acquisition of Quorum Information Technologies by Valsoft Corporation (2025), the acquisition of Canadian Global Manufacturing by E3 Company (2025)
- **Wilson v. Cordy Manufacturing Inc.**, 2018 ABQB 592. Successfully asserted claim for standing by party who was being added late to a litigation dispute.
- Counsel on a successful application in commercial court for contested seizure and disbursement of assets arising from various oil and gas working interests.
- Lead counsel on multiple complex mediations and arbitrations, including disputes relating to ownership of confidential information, breaches of contract, shareholder oppression and other matters.

- Successfully negotiated contested dissolutions of a franchise agreements.
- Successfully negotiated and mediated purchase and sale of a variety of business, including accounting practices and a financial services practice for parties working at a national bank in Canada.

Real Estate litigation

- Lead counsel for condominium corporation for a three-day arbitration with expert evidence regarding building envelope deficiencies.
- Multiple successful adjudications of disputed contract claims and lien claims pursuant to the Prompt Payment and *Construction Liens Act*.
- Lead counsel on successful negotiation and removal of approximately \$2 million of lien claims on a commercial project involving a failed general contractor.
- Co-counsel on complex construction dispute respecting delay damages of \$13.5 million relating to construction of a high-rise office tower in Calgary.
- Advised numerous clients, including contractors, developers, and landowners respecting builders' lien claims on residential and commercial projects, including many Court applications and hearings to remove and establish the validity of lien claims.
- Advised a number of condominium corporations regarding constructing deficiencies and resulting litigation, arbitration or settlement of such disputes.



Recognition

HONOURS AND AWARDS

- Top of Class, Advanced Advocacy, University of Manitoba (2013)
- Top of Class, Human Rights Law, University of Manitoba (2013)
- Top-three individuals Oralist, Davis LLP Corporate Securities Moot Court Competition, University of Manitoba (2013)
- Winner of Solomon Greenburg Moot Court Competition, University of Manitoba (2013)
- Graduate Fellowship, McGill University (2008-2010)



Memberships

- **Canadian Bar Association**
- **Calgary Bar Association**
- **The Advocates' Society**
- **Alberta Civil Trial Lawyers Association**
- **Entrepreneurs Organization Accelerator Program, Calgary Chapter**



Community

- **Queen's Bench Amicus Project**
 - Volunteer (2018-present)

- **ScaleUP Week Award Selection and Advisory**
 - Committee Member (2024-2025)
- **Keys to Recovery Society**
 - Board of directors (2014-2020)
- **Canadian Centre for Professional Legal Education**
 - Volunteer (2015-2017)

Teaching Roles & Speaking Engagements

Navigating Construction Essentials

McLeod Law Webinar (August 2025)

Vision & Strategy

Grow EO by YCC Learning Day (2024)

Common Commercial Agreements and Situations Affecting you Business

EO Calgary (2024)

Thriving in the Age of Digital Transformation: Responding to a Data Breach

Presentation to business owners (2024)

Alberta *Builders' Lien Act* Presentation

Canadian Condominium Institute (Oct 2021)

Alberta *Builders' Lien Act* and Prompt Payment Legislation Presentation

Canadian Bar Association (Oct 2021)

Alberta *Builders' Lien Act* Webinar

McLeod Law LLP (June 2021)

Understanding and Managing Your Severance Obligations: How to protect your business and your people

Entrepreneurs' Organization Accelerator Program (Calgary Chapter), "People" Learning Day (February 2020)

People and Your Practice

Patterson Dental (April 2019)

Recent News, Events & Notable Work

DECEMBER 10, 2025 | NOTABLE WORK

Quorum Information Technologies Announces Closing of Arrangement to be Acquired by Valsoft Corporation

DECEMBER 1, 2025 | ARTICLE

Facing a Potential Layoff? Here's What You Need to Know



Eagle Plains Resources Ltd. closes spin-out transaction and listing of Eagle Royalties Ltd. on the Canadian Securities Exchange

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