

# Benchers' Digest

Spring 2018

Volume 31, Issue 1

**Mental Health**  
Struggles and Successes

Law Society of Saskatchewan

# Benchers' Digest

The Benchers' Digest is published quarterly by the Law Society of Saskatchewan Library to update Saskatchewan lawyers on policy and regulatory decisions made by the Benchers at each Convocation, to inform members about Society programs and activities, and to provide news and announcements of interest to the legal profession.

Members are encouraged to send in articles and photos of interest; however, publication rests with the editorial team. Articles and photos can be submitted to [publications@lawsociety.sk.ca](mailto:publications@lawsociety.sk.ca).

Current and archived issues may be viewed on the Law Society website [www.lawsociety.sk.ca](http://www.lawsociety.sk.ca). See "Publications/Benchers' Digest."

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## SUBMISSION GUIDELINES FOR CONTRIBUTORS

The *Benchers' Digest* newsletter and *Legal Sourcery* blog are always looking for contributors to share their knowledge of issues affecting the legal profession in Saskatchewan, or across the country.

Send your comments of **no more than 250 words** to [publications@lawsociety.sk.ca](mailto:publications@lawsociety.sk.ca) or by fax to 306-569-0155.

If you have an idea for a longer article (500 to 1500 words), let us know, and our editorial team will work with you to make the most of your publishing experience!

- Have an upcoming event of interest to our members? **Tell us about it!**
- If you have an idea for an article, **we want to hear it.**
- If **YOU** want to write it, **we're here to help!**

**Submission Deadline for Summer Issue: May 15, 2018.**

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A great big thank-you to everyone who contributed content to this issue!

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## Cover image:

"When Will I Be Loved?" by Christine Code  
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## Health and Wellness

### Making It a Priority

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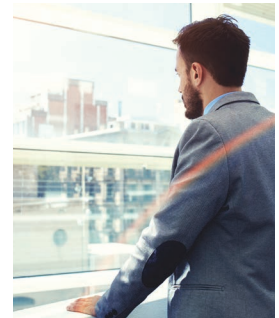
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## President's Musings

By Craig Zawada, Q.C.



Craig Zawada, Q.C.  
Law Society President 2018

**M**y initial thought writing this message, my first as President of the Law Society, is that I boxed myself into a corner.

Let me explain. One of the little things I wanted to do as President was provide a monthly report to my fellow Benchers. It was not intended to be anything momentous, just a way of letting them know what I was anticipating and doing, and trying to keep our activities front of mind.

I happened to be writing February's report on January 31, which you might recall was "Let's Talk Day". That day has grown into a national conversation around mental health issues and lessening the stigma associated with mental illness. I shared with the Benchers that I had suffered from depression, and talked about the prevalence of mental health issues in the legal profession.

I was overwhelmed by the response. Most of the Benchers reached out, some with stories of how they too had dealt with similar issues themselves or with their families. The commonality of the afflictions was not a surprise – we all know the statistics. But the empathy and support was incredible.

Which brings me to being boxed in. I didn't plan on that message going beyond the Benchers. It is not that I am ashamed of depression, it is just not something anyone brags about. Even though I have dealt with depression in my past, I do not feel "depressed". I am in a pretty good place in my life right now, and I know many who have it far, far worse.

But we have a serious problem in the legal profession. Some estimates put the level of depression among lawyers at three times the general population. There are many reasons, but the nature of our job does not help. We are

literally paid to shoulder problems, and some of the cases we handle on behalf of clients are horrible. Sometimes it causes short term stress. Other times it is much more serious.

This extends through all levels of the legal profession. For a specific example of the stigma that existed only 30 years ago, look up how Justice Gerald Le Dain lost his job on the Supreme Court of Canada just for asking for time off to deal with his depression.

Times are changing, I hope. But talking about the problem once a year is not enough. Even if we do not suffer from mental health problems or the symptoms they create, like addictions,

**"It is amazing how we can, and are expected to, present the appearance of having it 'all together'. Yet, when the discussion actually takes place, we realize that many of our friends, neighbors and colleagues who seem to have perfect lives, experience the very same symptoms."**

it is hard to personalize it. It is always a general problem, instead of something which affects specific people. One of the Benchers put it far better than I can, and I hope he does not mind me using his quote: "It is amazing how we can, and are expected to, present the appearance of having it 'all together'. Yet, when the discussion actually takes place, we realize that many of our friends, neighbors and colleagues who seem to have perfect lives, experience the very same symptoms."

That is absolutely true, and is another example of why the stigma should disappear. We don't think less of people when they get cancer or the flu. Why should mental illness be any different?

So while I personally would rather not harp on my own experience, I thought if I just left the conversation to Let's Talk Day, I would miss an opportunity. Particularly in a Benchers' Digest which is devoted to Mental Wellness, I would

not feel right by staying silent when I could offer actual evidence that things can get better. Much like alcoholism is a lifelong disease for some, I guess I will always say I suffer from depression. I don't know what the future will bring, after all. But today I can say unqualifiedly that there is hope. No matter how bleak things may appear, it can get better and there are resources to help.

Those resources include Lawyers Concerned for Lawyers, and I urge any members who are battling personal issues, big or small, to take advantage of it. The program has been carefully constructed to be independent and respect anonymity. Many of us are embarrassed to admit we need help, especially those who are suffering the most. Please recognize that LCL respects that, and will put you in touch

with essential resources. It is not the only way of dealing with personal issues, of course, but it is there for you to use.

I am proud to be a lawyer, and it is an honour to be part of a profession with so many giving, intelligent and principled members. The fact we take on tough issues is a badge of honour. But the physical and mental price we pay for that need not be accepted as a given. The more we talk about this, the more we can help those who are suffering.

Before I close out, I want to mention a few people who have contributed to keeping the Law Society moving forward. Erin Kleisinger, Q.C. was marvellous as President in 2017 and her ongoing advice and guidance is invaluable. I also want to recognize Perry Erhardt, Q.C., who has

completed his term as Past President but remains a key part of our Bencher table. And congratulations to Leslie Belloc-Pinder, who was elected Vice President and will be an outstanding President in 2019. Tim Brown, Q.C., our Executive Director, continues to do a great job in managing the multiple priorities and projects that legal services regulation demands, and he makes my role of chairing the Board much easier.

Finally, I want to thank my fellow Benchers for their continued wisdom and insight. It is an arduous task to be on the Board of the Law Society, without much fanfare (or compensation). Without exception, they are all devoted to ensuring the needs of the public and the effective provision of legal services are met. Thanks to you all.



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# Understanding mental health issues among lawyers

By Ronni Nordal

Teenagers often will try things that put them at great risk, as they believe they are invincible – until tragedy strikes. While as lawyers we can clearly see the teenagers thought process as irrational, I suggest, we are equally irrational when it comes to our approach to mental health – lawyers think “it won’t happen to me” or “I am just fine”.

Within our profession, just as within society in general, a significant percentage have suffered, or will suffer from a mental health illness. The Canadian Mental Health Association quotes some stark statistics:

- Suicide accounts for 24% of all deaths among 15-24 year olds and 16% among 25-44 year olds.
- Suicide is one of the leading causes of death in both men and women from adolescence to middle age.
- The mortality rate due to suicide among men is four times the rate among women.

As members of the legal profession, we are expected to be confident, tough and always ready to zealously advocate on behalf of our clients. To admit we are struggling creates a vulnerability that simply is at odds with the perception of what a lawyer “should be”.

The reality is that lawyers are often zealously advocating on behalf of their clients while, at the same time, dealing with their own mental health illness. The fact a lawyer has a mental health illness does not define the lawyer, nor does it mean he/she cannot/should not continue to practice law. Rather, just like any physical disease, when a lawyer has a mental health illness he/she must seek treatment, and follow the treatment plan, in order to get healthy and remain healthy.

The first step, as always, is to accept there is a problem. The fact is, a lawyer is more likely to have an addiction or depression related illness than a member of the general public, including other professionals.

A 2016 study, funded by the ABA and Hazelden Betty Ford Foundation, published in the *Journal of Addiction Medicine* indicated that alcohol consumption was a problem for lawyers at a rate between two and three times higher than other professionals.

Patrick Krill, an attorney and former Director of the Hazelden Betty Ford

Foundation Legal Professionals Program recently presented to lawyers and students at a Law Society of Upper Canada professional development session and indicated that American lawyers suffer from depression at a rate about three times that of members of society in general.

I suggest the U.S – Canada border has nothing to do with the rate of depression among lawyers and rather the increased presence of addiction and mental health illness in lawyers is directly tied to the legal profession itself.

As a profession we need to remove the stigma. Lawyers are not better than anyone else in society – we are all human beings that put our socks on one leg at a time. We are vulnerable and are not invincible – and sometimes we need help – it is time to accept that and in doing so, once we, as lawyers feel comfortable to ask for help – that help needs to be available.

By its very nature, the practice of law can be adversarial. In an adversarial system any show of vulnerability can be perceived as weakness but perception is not always accurate. Vulnerability can actually be a sign of strength as it shows the lawyer is honest and aware and recognizes where she/he may be struggling or many need help. Asking for help is a sign of strength, not weakness. The question then turns to the response given to the request for help.

When a lawyer does ask for help, his/her colleagues and his/her regulatory body (in our case, the Law Society of Saskatchewan) need to be there and ready to offer assistance, not judgement and certainly not the risk of punitive consequences.

Think about having a conversation with a colleague who tells you they are struggling with getting out of bed and going to the

## Who is affected?

- Mental illness indirectly affects all Canadians at some time through a family member, friend or colleague.
- In any given year, 1 in 5 people in Canada will personally experience a mental health problem or illness.
- Mental illness affects people of all ages, education, income levels, and cultures.
- Approximately 8% of adults will experience major depression at some time in their lives.
- About 1% of Canadians will experience bipolar disorder (or “manic depression”).

## How common is it?

- By age 40, about 50% of the population will have or have had a mental illness.
- Schizophrenia affects 1% of the Canadian population.
- Anxiety disorders affect 5% of the household population, causing mild to severe impairment.

office; are having panic attacks when thinking of going into a trial setting; and of recently breaking down in tears at their desk. What is your reaction? It should be no different than if that colleague told you they have been short of breath and having sharp pains in their chest when going up the stairs – both indicate a likelihood of illness; both call for your support; and both call for you to suggest seeking professional assistance.

Early in my legal career I was aware of a lawyer who was struggling with significant mental health issues that were affecting the practice and potentially putting clients at risk. That lawyer did not disclose to the Law Society, and other members who were aware, also did not disclose. Rather, other lawyers made themselves available to ensure clients were not at risk and the lawyer could seek the help needed to get better and return to practice. I remember the situation well and I remember that the consensus was that any type of disclosure would cause punitive sanctions rather than supportive ones.

The role of the Law Society is key. If I fear reprisal or that my right to practice law will be unfairly affected, I will not disclose my struggles which, in turn will leave my clients at risk. However, if I feel assured that the response of my regulatory body will be the same no matter whether the illness affecting my ability to practice is physical or mental – I will be more likely to disclose. The response needs to be supportive; non-judgmental and confidential and needs to be proportional.

**Lawyers Concerned for Lawyers (LCL)** is a free, confidential assistance program for Saskatchewan lawyers, judges, law students and their immediate families. SLIA oversees the contract with third party provider, **Homewood Human Solutions**, which manages LCL's program and remains LCL's referrals coordinator and administrator for professional counseling services. Client contacts are made directly to Homewood Human Solutions 24 hours-per-day, 7 days-per-week for immediate confidential assistance.

**Homewood Human Solutions** maintains confidential records, reports by reference only to client numbers, and is careful not to reveal any details that might inadvertently identify a specific client. At no time are any details made available to either the Law Society or SLIA which would tend to disclose the nature of the engagement with Homewood or the identity of the party using the service.

SLIA only receives aggregate statistics which provide information about usage of the program and in what areas to assist in



the development of further programming for the benefit of its members. If you or a loved one have issues, our only concern is to see that you receive the help that will support your journey to wellness.

The Law Society also has a number of systems which it can recommend/input to assist members who are dealing with health issues of many sorts, to provide support to lawyers and protection to their clients when they are experiencing difficulty in maintaining their practice:

- With the requirement that every member have a succession plan in place, the successor may be willing/able to provide support and assistance to the member during a difficult period.

- Law Society Practice Advisors can be assigned to meet with the member to review their practice circumstances and recommend changes that can be made/supports that may be put in place to assist the member with continuing to practice safely.
- Members, with facilitation by the Law Society, have entered into supervision arrangements with supervising members agreeing to establish and maintain a relationship with the member for a period of time, agreeing to meet with them regularly and provide support assistance and oversight.
- The Locum Program and Registry was established by the Law Society to provide a conduit between members who are willing to provide temporary paid coverage and/or work support to members who may need to be away from their practice for a short period of time. While there are currently few members listed in the registry, helpful materials are also available on the Law Society website that may be used to safely and efficiently establish a temporary locum relationship between two willing and interested practitioners.
- Finally, in the unfortunate event that a member is unable to continue with their practice, or must take an indefinite absence from their practice, and the member's successor is unable to assume responsibility for the entire practice, the Law Society has the ability to seek an order appointing a Trustee to oversee and potentially wind up the practice in a way that protects the interests of the member's clients.

It is now 2018 – and it is time for lawyers to be comfortable with the fact many of us will have a mental health illness – it is time to recognize that lawyers can get the help they need to deal with their mental health illness, just as they would with any physical illness – and that stigma and judgment are the real problems and what is holding many back from speaking out and seeking help.



## Federation News

### Changes underway at CanLII

By Gregory Walen, Q.C.

Most members of the Law Society of Saskatchewan are familiar with the Canadian Legal Information Institute (CanLII). For those not so familiar, CanLII is a not-for-profit organization whose sole shareholder is the Federation of Law Societies of Canada. Since 2001, CanLII has operated and maintained a website providing members of the legal profession and the public-at-large a virtual library of Canadian legal information.

At present, CanLII operates with a skills-based, expert board of directors appointed by the Federation of Law Societies. Prior to the Federation moving in this direction, the board of directors was comprised of representatives from all law societies. The Federation felt that a skills-based board of directors would be better suited to carry out their vision of CanLII's future. Of note, Tom Schonhoffer, Q.C., our former Executive Director of the Law Society, was recently appointed to the Board.

The success of CanLII as an on-line research engine for lawyers cannot be overstated. This comment on its website sums it up: "With one million documents across 200 databases, CanLII is closer than ever to achieving the dreams of its founders

to become the best place for lawyers and all Canadians to consult Canadian law."

Since its inception, CanLII has relied upon a company called Lexum, a software company delivering online management and publication of legal information. That legal information mostly consists of cases from all levels of court in every province and territory in Canada. Without Lexum and its proprietary software, many would argue

that CanLII would cease to exist, at least in its present successful state.

Of course, CanLII contracting with Lexum did not come cheap. The cost of contracting the services of Lexum was not an insignificant portion of CanLII's annual budget. Ultimately, it is every member of every law society in Canada that funds CanLII through an annual levy which we pay through our law society membership fees. In the 2018 year, members of all law societies across Canada (excluding the Barreau du Quebec and the Chambre de Notaire) will pay or have paid a levy of \$41.94 for CanLII's operations.

Needless to say that over the years some of us have had concerns that CanLII's future essentially rested with its ongoing contractual relations with Lexum, a company that

also provided software solutions to other organizations. Those concerns appeared to

have disappeared in the later part of 2017 when an opportunity arose for CanLII to acquire a 100 per cent interest in Lexum. Negotiations took place over many months and, on February 28, 2018, the Federation announced that the deal was sealed

and CanLII was now the owner of its own service supplier.

In announcing the acquisition, the Federation President, Sheila MacPherson said "CanLII has grown from a pilot project to become the indispensable go-to legal research tool for Canada's legal profession...The acquisition of Lexum marks an important milestone in the history of CanLII positioning both to take on future challenges in a competitive legal information marketplace."

So where to from here? It is my view that CanLII will move on to be the Canadian legal profession's most utilized legal research tool, if it has not already reached that status. I suspect we may see a move towards publication of secondary sources such as digests and texts supplementing CanLII's focus on primary sources of law. The CanLII website sums it up: "...CanLII is closer than ever to achieving the dreams of its founders to become the best place for lawyers and all Canadians to consult Canadian law."

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# Legal Resources

## Legal Information Services with Primo: Robust, Responsive, and Capable

By Ken Fox and Alan Kilpatrick, Reference Librarians

In fall 2017, the Law Society Library launched Primo, our new catalogue and Integrated Library System. In doing so, the Law Society Library took a big step towards the future of modern legal information services. Our goal is for you to be able to access the entirety of our services and resources – print and digital – through a single convenient portal. Primo is going to be your one-stop shop for legal information in Saskatchewan: ebooks, textbooks, articles, databases, case law, websites, and more.



Law Society of  
Saskatchewan  
**LIBRARY**

If Primo seems familiar to you, don't be surprised. Many libraries, including the University of Regina, University of Saskatchewan, and Saskatchewan Legislative Library, are using Primo as well, and for good reasons. Primo will ensure the Law Society Library continues to excel at customer service, provide robust and responsive legal information services, and offer members competitive return on investment.

If you have not already, we urge you to watch our **FREE RECORDED CPD WEBINAR** on using Primo:

### FREE WEBINAR:

**Primo (CPD-178) December 14, 2017**

Presenters: Ken Fox and Alan Kilpatrick

Qualifies for 1 CPD hour

On that note, here are a few tips to help you maximize Primo's potential:

First, make sure to *sign in*. Primo has many features that are not active unless you sign in. Look for the word "Guest" in the top right corner of your screen, and click on it. You will be directed to the Members Section sign-in screen, then, having signed in, you will be redirected back to Primo.

Searching will go much better if you *know your search operators*. Primo does not display its operators, but it does recognize the following operators displayed in the table below. In Primo, operators are case-sensitive. This means that you must capitalize the letters of the operator for the search to work.

Primo automatically identifies term variants, applies truncation, recognizes compound words, and corrects spelling errors. There are advantages and disadvantages to such highly mediated searching. Novice searchers will tend to get better results. A major drawback is that not knowing exactly how a search engine works sometimes makes it difficult to refine a search.

Once you have some search results, you can sort and filter them in various ways.

Note sorting and filtering options on right side of screen. The default sort option is relevance, but you may also select date, reverse date, author or title. You can also limit your results by applying one or more filters such as subject, material type, or library location.

And finally, since you are signed in, *take advantage*. Primo allows you to organize your records into different folders. In the search results screen, click on the pin icons to the right of a few hits. These records are now in your favourites. Now look to the top right of the screen and find the pin icon just to the left of your name. The Favourites screen allows you to add labels to your records so you can store related ones together. You can also save your searches and re-run previous ones.

OPERATION	OPERATOR
AND	AND, &, no operator
OR	OR
Phrase	quotation marks ("")
Truncation	asterisk (*)

## Justice for Inmates: Pro Bono Law Saskatchewan Launches New Panel

By Pierre Hawkins

PBLS is proud to announce the successful launch of our Inmates Legal Assistance Panel Program. This program, launched in late 2017 and inspired by similar work done at CLASSIC, provides legal advice and representation to inmates facing institutional legal issues.

The administration of justice within correctional institutions has recently proven to be a hot button topic. While media reports often focus on the use of segregation in prisons, the range of legal issues and potential sanctions in the institutional setting are broad. Inmates frequently face legal issues including administrative charges, segregation review hearings, transfer applications, and applications for access to medication and medical services. The handling of these legal issues can have an impact on an inmate's quality of life, contact with family, privileges, and earned remission. As a result, these issues can have a profound impact on an inmate's rehabilitation.



The pervasiveness of addiction and mental health issues within prisons underscores the importance of the proper handling of institutional legal issues. In such a controlled setting, the principles of administrative law risk falling by the wayside. Wherever vulnerable people face decision-making bodies, adequate legal representation is important to ensure that justice is both done and seen to be done. Nowhere is this truer than in prisons.

PBLS would like to thank its volunteers Thomas Hynes, Kara Moen, and Daniel Leblanc for their work on behalf of inmates since the launch of the program. If you are interested in volunteering for this panel, whether you are a current PBLS volunteer or not, please contact the writer at [pierre.hawkins@pblsask.ca](mailto:pierre.hawkins@pblsask.ca).

## Equity and Diversity Committee seeks input

By Kara-Dawn Jordan, Policy Counsel

In 2017, the Law Society of Saskatchewan re-established its Equity and Diversity Committee. The purposes of the committee are to monitor developments and advise the Benchers on issues affecting equity and diversity in the legal profession; explore and recommend equity and diversity actions/initiatives; and recommend and support ongoing education and awareness training for members of the profession.

Over the last year, the committee's focus has been on enhancing its understanding of the makeup of our membership as well as the equity and diversity issues affecting the legal profession in Saskatchewan and society generally. To that end, the committee has

sought (and continues to seek) the input of various individuals and groups willing to share their experiences and perspectives. This input will inform the committee's recommendations for action.

The committee is interested in hearing from any members who have personal experiences they are willing to share regarding barriers they have faced either entering the profession or practicing in Saskatchewan. Anyone interested may contact Ronni Nordal (Chair of the Equity and Diversity Committee) [ronni@nordalleblanc.ca](mailto:ronni@nordalleblanc.ca) or Barbra Bailey (Policy Counsel) [barbra.bailey@lawsociety.sk.ca](mailto:barbra.bailey@lawsociety.sk.ca), in confidence, to discuss how their

experiences might best be communicated to the committee.

In order to enhance awareness and encourage dialogue among the membership about equity and diversity issues, the Law Society will look for opportunities to share the experiences and insights of our members and to focus on topics relating to equity and diversity. As such, we would like to thank Lola Ayotunde for submitting the following article sharing her experience and perspectives gained as an Internationally Trained Lawyer entering the profession in Saskatchewan.



# Career integration of Internationally Trained Lawyers

By Lola Ayotunde

For most professionals who decide to migrate to other countries, one question resonates: “How do I integrate into my profession in my new home country?” As a lawyer planning to migrate to Canada, I found out that the door to my career integration is the National Committee on Accreditation (NCA).

The NCA is the standing committee of the Federation of Law Societies of Canada that assesses the legal education and professional experience of Internationally Trained Lawyers (ITLs). This article focuses on the challenges of ITLs who received their legal education outside Canada.

This is not an attempt to understate the plight of Canadian lawyers who received their legal education outside Canada or immigrants who received their legal education from a Canadian University. However, this article brings to light the challenges of migrant-ITLs who received their Certificate of Qualification from the NCA.

After crossing the rigorous hurdles of the NCA exams, I obtained my Certificate of Qualification. Becoming a lawyer is challenging everywhere but the process of searching for an articling position was one of the most difficult hurdles I have crossed in my career.

Although I received my Master of Laws degree from a Canadian University, I was not prepared for the realities that confronted me in my search for an articling position through countless calls, emails and visitations to law firms. I took the proactive step of applying for articling positions while I was writing my NCA exams, but

the lawyers I was fortunate to meet either did not understand my position as an NCA student or were unwilling to commit to an NCA student because they were not sure I would obtain the Certificate of Qualification.

I received responses like “come back when you are qualified”. It was clear to me that many lawyers did not know about

“How do I integrate into my profession in my new home country?”

the NCA stream of lawyers/applicants and did not understand the evaluation of foreign law degrees and certificates. I must say, however, that some lawyers spared time to ask questions and showed interest in knowing my capabilities and how my professional qualifications compared to the Canadian legal system, but for the most part, my endeavors to become a lawyer in Canada were met with several obstacles.

ITLs are saddled with unanticipated stumbling blocks in the process of seeking articling positions and, unfortunately, after call-to-the-bar. I found out that different factors worked against me as an ITL/NCA-certified applicant:

## 1. Recruitment Calendar

Most law firms and government organizations recruit articling students who are in the second year of law school a year before the students intend to commence articling. The process is totally different for ITLs because of the NCA schedule. I was unable to secure an articling position while writing my NCA exams because the lawyers were not sure of my success in the NCA process and were unwilling to commit to a yet-to-be-certified ITL.

When I completed my NCA exams and received my Certificate of Qualification, I was ready to start articling, immediately. Unfortunately the big law firms had already recruited articling students during the recruitment period. Other firms have either not decided to take on an articling student for that year or already have an articling student or need some time to decide whether to take on articling students.

“come back when you are qualified”

Of course most law firms do not recruit articling students spontaneously, hence the benefit for a second year law student. For an ITL looking for an immediate placement, and depending on when the Certificate of Qualification was obtained, this may mean waiting for months or a year before the recruitment window opens again and/or before a law firm decides to advertise for articling position.

## 2. Lack of Mentors

Most law schools have career officers that assist students with securing articling positions. ITLs do not have access to the services of career officers. More so, law schools often organize career workshops that give law students the opportunity to meet lawyers while in law school.

Law students can cultivate mentorship relationships with lawyers in this process and receive valuable guidance in their career path. ITLs do not have the same access to career officers and mentors. It is a daunting task to navigate through and sometimes against the conventions and practices of the legal society you are about to join.

### 3. Systemic Discrimination

Underlying discriminatory factors can influence hiring practices or create roadblocks for ITLs. From my experiences thus far, I must respectfully suggest the matter is a systemic one. Persons in charge of hiring can be taken aback by an applicant's name, professional background, accent or race, and this systemic discrimination can shut the door on an ITL's integration into the legal profession.

The unfortunate impression that is left is that future colleagues, because of your name or background or race, may see you as less intelligent. Many ITLs come from countries that speak differently from Canadians. Even those that have English as their first language sometimes have a differentiating accent.

This sometimes creates communication gaps and some lawyers, colleagues and judges do not have the patience to listen and understand a different communication style. Having a senior lawyer advise an ITL/articling applicant to "consider taking a course at the Open Door" without ever meeting or talking to the aspiring lawyer is discouraging and disheartening. Such perceptions about ITLs are difficult to dispel even if the preconceived notion does not apply to that applicant you may be about to decline.

### 4. NCA Students or ITLs are not the same

Painting people with the same brush and making negative assumptions about them is perhaps another indication of systemic discrimination. Similarly, judging ITLs

by the experience or job performance of another ITL or articling student is also common. No one should be judged by the capability and performance of another person, especially someone they have never met or identified with. No one should be visited with the repercussions of the actions of another person on the sole basis of sharing a similar racial or professional background.

to embrace diversity and inclusiveness and develop effective plans to do so. The starting point is to educate lawyers about the NCA stream of lawyers and how foreign legal credentials compare to Canadian credentials.

In furtherance of a fair recruiting system, lawyers and hiring personnel should bear in mind that academic grading systems differ when analyzing foreign law school



### Conclusion

In our progressively globalizing world, diversity is the new norm and the value an ITL can bring to a firm or organization cannot be understated. The international experience and exposure of ITLs has great potential to the legal profession and the evolution of law in Canada.

With the increasing number of ITLs routing through the NCA stream, our law societies need to affirm their commitment

transcripts. Sensitizing lawyers about ITLs and the importance of a diverse and inclusive legal profession in the global legal industry is a good way of encouraging lawyers and others in the legal profession to welcome the change and prospects ITLs bring to the table. We all have a role to play; having a self-assessment and consciously dispelling the myths or notions about ITLs will help lawyers evaluate all applicants with open mind.

# New Professional Conduct Rulings

By Melanie Hodges Neufeld

The Law Society's Ethics Committee recently released the following Professional Conduct Rulings as guidance for the profession.

**Date:** November 30, 2017

**Cite as:** 2017 SKLSPC 4

**Code Chapter:** n/a

**Code Heading:** n/a

**Classification:** Providing Legal Advice via Technology

**Practice Area:** Real Estate

## Facts:

Lawyer X represents all three parties in a real estate transaction; the vendors, the purchasers, and the lending institution, ABC Lender.

On the file, there were, among other documents, a Verification of Individual's Identity in Canada by Commissioner or Guarantor for both vendors. Both verification forms were completed by a Commissioner for Oaths, who is also an employee of ABC Lender.

There is also a letter from Lawyer X to ABC Lender that states:

As discussed with my assistant, please have a witness sign the Affidavit of Execution before a Commissioner for Oaths and return both copies of the mortgage to our office. We will also require a copy of the vendors' identification referenced on the Client ID forms.

Lawyer X's practice is to have an employee of ABC Lender complete the Verification Forms when no one from the firm meets with clients. Lawyer X indicates that this is common practice in his firm when representing out-of-town clients. The execution of the sale and purchase

documents were also administered before the employees of ABC Lender and not Lawyer X. Concern was raised with Lawyer X that he was purporting to represent clients without, in fact, meeting and advising them on the matter.

When the issue of not meeting with clients was raised with Lawyer X, he inquired whether he could meet with clients via phone or Skype and provide legal advice in that manner, prior to having the clients meet with ABC Lender employee(s) to execute the documents.

This matter was referred to the Ethics Committee to determine whether Lawyer X's proposed solution would be an acceptable practice.

## Decision:

The Ethics Committee determined that it is important to strike a balance between verifying client and others' identities and utilizing modern technology.

The Committee did not have an issue with providing legal advice via technology (phone or Skype), if it is appropriate and sufficient for the client's needs. The rules surrounding client confidentiality and loyalty still apply, so the lawyer must ensure that legal advice given via video conferencing meets all obligations required by lawyers. For example, it would be inappropriate to provide legal advice to the purchaser/mortgagor client with the bank representative or the mortgage broker in the room.

Whether it is appropriate to use technology to sign a document, depends on the document and jurat: what it says, what a lawyer is attesting to, etc. If a lawyer purports to have personally witnessed

someone sign a document, then the lawyer needs to have actually done so. This comes directly from the BC Case, *First Canadian Title v. Law Society of British Columbia*: "attended in person" means that the person signing was personally present when the signatory signed. Members should be aware of the BC Case and follow it.

Given the similarities between the BC case and the member's proposal, the Ethics Committee suggests it would be inappropriate for Lawyer X to advise clients via video conferencing and then swear an affidavit of execution as if Lawyer X personally witnessed the client's execution based on personal attendance. However, the practice of meeting with clients via video conference, providing legal advice during the video conference and then having the client meet with a third-party representative for document execution, is permitted. This third party may be a bank representative or other agent for the lawyer.

**Date:** November 30, 2017

**Cite as:** 2017 SKLSPC 3

**Code Chapter:** n/a

**Code Heading:** n/a

**Classification:** Providing Legal Advice via Technology

**Practice Area:** Real Estate

## Facts:

Two lawyers raised separate requests for guidance about the use of technology to sign or witness documents:

Lawyer X asked whether a lawyer can meet with a client via Skype or Facetime, and then the client signs a document that is visible to the lawyer through video-conferencing. The client then sends that original document back to the lawyer, who upon receipt signs as witness.



Lawyer X noted that s.22 of The Land Titles Regulations requires that clients when signing documents be “in the presence of the lawyer” when signing.

Lawyer X asked the Ethics Committee to determine whether a client can be considered “in the presence of the lawyer” through Skype technology.

Lawyer Y raised an issue with Lawyers executing certificates of independent legal advice using technology, where legislation requires the member to “attend in person”. Lawyer Y contacted the Department of Justice and was advised that there are no pending or scheduled legislative

amendments and it was not something that they had plans to consider.

Lawyer Y asked that the matter be put before the Ethics Committee to determine whether a lawyer can provide independent legal advice to a client via video conferencing technology and, in doing so, meet the standard of having “attended in person” as required by certain legislation such as *The Saskatchewan Farm Security Act*.

### **Decision:**

The Ethics Committee determined that there needs to be a balance between needing to verify identity and that we live in a modern world.

The Committee did not have an issue with providing legal advice via technology, as long as it is appropriate and sufficient for the client’s needs.

The Committee questioned whether there is the legislative framework to allow a signature via technology. There is an opportunity for change. These issues may require legislative changes. It is not for the Law Society to determine whether lawyers can alter jurats to reflect that a document was sworn via web-conference. This will be up to the Legislature and the Courts.

As far as signing a document using technology, it depends on the document: what it says, what the lawyer is swearing, etc. Simply acting as a witness may be permitted, depending on the document. There are certain documents that cannot be signed via technology, due to legislation: testamentary documents, ISC transfer documents. Further, if a lawyer is purporting to have personally seen someone sign

a document (in an affidavit or notarized document, for example), then the lawyer needs to be personally there to witness it. This comes directly from the BC Case, *First Canadian Title v. Law Society of British Columbia*: “attended in person” means that the lawyer attended in person and not via technology. Therefore, ‘in the presence of a lawyer’ means that the client is in the physical, presence of a lawyer.

Members should be aware of the BC Case and follow it.

## Introducing Leslie Belloc-Pinder As Vice President

Leslie was born and raised in Saskatoon and convoked from the College of Law in 1984 at the age of 22. She articled and worked as a junior lawyer with McDougall Ready Wakeling, where she developed an appetite for litigation that was next satisfied at Saskatoon Rural Legal Aid.

In 1989, she joined Hnatyshyn and Company, and has now spent 29 happy and productive years with her partners, who are also cherished friends and travelling companions. Leslie's practice focussed primarily on civil litigation, with an emphasis on child protection, until her appointment as an adjudicator with the Indian Residential School's Independent Assessment Process (2009-2016). In that capacity, Leslie travelled across Canada conducting IAP compensation hearings and preparing original and review (appeal) decisions. In early 2017, Leslie renewed her practice working as independent arbitrator, investigator, litigator, and mentor.

Leslie has other administrative tribunal experience including the Saskatchewan Farm Land Security Board for 12 years, with 10 as Chair, and 6 years on Saskatoon's

Municipal Planning Commission. In 2016, she was appointed by the federal Minister of Labour to decide complaints under the Canada Labour Code. In 2017, the Minister



of the Environment and Climate Change named Leslie a Review Officer responsible to conduct hearings pursuant to the *Canadian Environmental Protection Act, 1999*. Also in 2017, Leslie was named Chair of the Victims of Crime Compensation Appeal Committee by the provincial government.

In January 2018, Leslie was appointed to Canada's largest administrative tribunal, the Immigration and Refugee Board of Canada. Her primary responsibility will be Conducting Immigration Appeals pursuant to the *Immigration and Refugee Protection Act* as a part-time member in the western region.

Happy to share her enthusiasm for the practice of law, Leslie was a sessional lecturer for both the Colleges of Commerce (Business Law) and Law (Civil Procedure) at the University of Saskatchewan for a decade. She has devoted much time and energy advocating for women and social justice initiatives, with such organizations as LEAF and the Saskatoon Women's Network. Starting when her daughter first kicked a ball, Leslie spent years patrolling soccer field side-lines, managing teams of irrepressible girls who grew into dedicated elite athletes.

Leslie was elected as a Bencher from Saskatoon in 2015, and has served on the Ethics, Professional Standards, Conduct Investigation, Legal Resources, and Justicia committees.

When not mothering, working, or planning an adventure abroad, Leslie loves to be physically active and spend as much time as possible with friends and family. Leslie has two children who are now adults, graduates of the U of S, and wonderful people.

## Judicial Appointments

**H**eather MacMillan-Brown and Meghan McCreary were both appointed as judges to the province's Court of Queen's Bench in Saskatoon and Regina, respectively, by Federal Minister of Justice Jody Wilson-Raybould.

Judge MacMillan-Brown is a partner with Miller Thompson and will replace Justice M.L. Dovell, who elected to become a supernumerary judge in December. She has been extensively involved in the Canadian Bar Association throughout her career and has been recognized for her skills by Benchmark Canada and Best Lawyers in Canada.

Judge Meghan McCreary is a partner with MLT Aikins and will replace Justice R.W. Elson in Regina, who was transferred to Saskatoon to fill a vacancy. She has also been recognized by Best Lawyers in Canada and was named one of Canada's leading lawyers in the Canadian Lexpert Legal Directory in employment law and workplace human rights. She also acted as an executive board member of the Canadian Association of Counsel to Employers.

*Released February 23, 2018*



*Heather  
MacMillan-Brown*



*Meghan McCreary*

## Members Attaining 50-Years of Membership with the Law Society

In December 2017, the Benchers amended Part 17 of the Rules to close the category of Senior Life Membership on a go-forward basis. Those who were previously awarded Senior Life Membership status will retain that status; however, the Rules no longer provide the Benchers with the discretion to add persons to this category of membership. At the February 2018 Convocation, the Benchers passed a motion that all members attaining 50 years of membership with the Law Society of Saskatchewan will receive a certificate recognizing their long-term association with the Law Society of Saskatchewan and will be acknowledged in Law Society of Saskatchewan publications.

Prior to the amendments, the Rules provided Benchers the discretion to confer a Senior Life Membership on persons who attained 50 years of membership where it was determined that they had "contributed significant public or legal service to the people of Saskatchewan." Although the Rules provided the general minimum requirements under which the Benchers could exercise this discretion, in an effort to ensure a consistent and reasoned approach to awarding the honour, a Policy outlining various considerations was put in place in 2013. The Policy cited factors such as a member's connection to Saskatchewan, their service to the legal profession, the administration of justice, and/or

Saskatchewan public, and their criminal and disciplinary history. However, there was often a scarcity of information available regarding candidates and a potential for inconsistency over time in weighing the various criterion which caused concern for the Benchers in making these discretionary decisions.

The Benchers assessed whether the Policy could be amended to address these concerns and reviewed and considered the practices in other jurisdictions. A decision was made to amend the Rules to close the Senior Life Membership category and to provide recognition to all members who attain 50 years of membership with the Law Society of Saskatchewan.

## In Memory

### Jack Hagemeister

passed away November 7, 2017, at the age of 88

After high school graduation, Jack went on to attend the University of Saskatchewan, obtaining his Bachelor of Arts degree in 1951, and Bachelor of Law degree in 1955. On April 30, 1955, the day following his final Law school exam, Jack married Marian, his hometown, high school sweetheart and love of his life. They moved to Swift Current where Jack settled into his legal career and then spent many years practicing law and dedicating himself to his family and community. Through his work as a prosecutor, Jack travelled throughout the area he so loved. He attended to his duties in communities including Consul, Eston, Kerrobert, Kindersley, Maple Creek, and Unity. He was proud to have worked with the RCMP. Jack was committed to his profession and in 1979 he was appointed Queen's Counsel in recognition of his dedication and service.

Excerpt from <http://www.warrensfuneralhome.com> obituary

### Robert George "Bob" Crowe

passed away December 15, 2017, at the age of 62

Bob was a bold personality, a visionary businessman, and a friend to so many who will miss his wit, his compassion, and his appetite for life and adventure. Raised in Rosthern, SK, and later Saskatoon, Bob was a tireless champion of Saskatchewan who spent most of his career based in the province, though his work and passions took him around the world. Musician, dancer, writer, and storyteller, Bob's creative spirit took him from a successful career in law to the film community where he excelled through his companies Angel Entertainment and Bamboo Shoots.

Excerpt from <http://www.legacy.com> obituary

### Terry Ocrane

Passed away on February 17, 2018

With over 30 years in practice, Terry enjoyed many unique experiences working in Ottawa, Cuba and Moose Jaw. Having practiced predominantly in Moose Jaw, he became a recognizable figure in the community. His office is filled with volunteer distinction awards, certificates of appreciation and mementos from his travels. He will be dearly missed by his many friends in both Hawaii and Canada. A memorial has been held in Hawaii and another is being held in Moose Jaw on April 28. For those interested in attending, please contact Talon Regent at [regentlaw@sasktel.net](mailto:regentlaw@sasktel.net).

## Lawyers Concerned for Lawyers – What Happens When You Call?

*Brad D. Hunter, Q.C., Director of Insurance, Saskatchewan Lawyers' Insurance Association (SLIA)*

As mentioned earlier in this issue, Lawyers Concerned for Lawyers (LCL) is a free, confidential assistance program for Saskatchewan lawyers, judges, law students and their immediate families. SLIA oversees the contract with third party provider, Homewood Human Solutions, who manage LCL's program and remains LCL's referrals coordinator and administrator for professional counseling services. Client contacts are made directly to Homewood Human Solutions 24 hours per day, 7 days per week for immediate confidential assistance. Clients are generally provided up to five (5) free consultations, unless otherwise approved.

When a call is placed for assistance, callers are immediately directed to one of three intake centres in Vancouver, Guelph and Montreal. The caller is routed to the first available person to address the caller's initial inquiry. The clinicians who deal with the initial inquiry are fully qualified and they triage the inquiry to determine whether it is a crisis situation requiring immediate

assistance or whether it is a non-emergent inquiry. The clinician will take down the identification information for the caller to ensure that Homewood Health knows who the caller is, where they reside and where they work. However, that information is strictly confidential.

The clinician will then discuss with the caller what problem the caller is presenting with and what assistance they might require. The caller is also asked whether they have a preferred modality of counseling, being either a phone call from a designated clinician or a face-to-face meeting with a clinician. The caller is also asked for dates that he or she would be available for the initial meeting with the clinician. Depending on the issue that the caller is presenting and the availability of clinicians in the area in which the caller resides, a face-to-face meeting is typically set up within 3 business days. If it is a crisis situation, the intake clinician will refer the caller immediately to a treating clinician by way of telephone consult.

All of the clinicians employed by Homewood Health and their referral clinicians must have a masters degree and be licensed by the appropriate regulatory body. They must also have 5 years of post-education clinical experience. Callers are allowed to indicate a preference for a particular clinician in their area and if that clinician is part of the Homewood Health network and qualified to provide counselling in the area required then the caller will be linked up with that clinician.

The only individuals that have access to the confidential information provided by Homewood Health and its clinicians are the clinician and the Regional Clinical Manager. All of the information is contained on Homewood's clinical portal and no paper copies are in existence. The confidentiality of the callers identification and problem is paramount to Homewood Health. Neither the Law Society of Saskatchewan nor Saskatchewan Lawyers' Insurance Association have access to Homewood's files.

**If you or a loved one require assistance, please call 1-800-663-1142.**



### JANUARY

#### *Seasonal Depression*

**Days of Interest**

*National Non-Smoking Week*  
*International Day of Acceptance*  
*Bell Let's Talk*  
*Inspire Your Heart with Art*



### FEBRUARY

#### *Eating Disorder Awareness*

#### *Connecting Healthy Sleep and Workplace Safety*

**Days of Interest**

*National Eating Disorder  
Awareness Week*  
*World Cancer Day*  
*Random Act of Kindness*



### MARCH

#### *Importance of Sleep*

**Days of Interest**

*Zero Discrimination Day*  
*National Employee Appreciation Day*  
*National Sleep Awareness Week*  
*Nutrition Month*



### APRIL

#### *LGBTQ Mental Health*

**Days of Interest**

*Sexual Assault Awareness  
Prevention Month*  
*Stress Awareness Month*  
*World Health Day*  
*Earth Day*



### MAY

#### *Supporting First Responders*

#### *Tips for Leading Multigenerational Teams*

**Days of Interest**

*Military Appreciation Month*  
*Children's Mental Health  
Awareness Week*  
*World Maternal Mental Health*  
*International Firefighters Day*



### JUNE

#### *Untold Stories of PTSD*

**Days of Interest**

*PTSD Awareness Month*  
*LGBTQ Awareness Month*  
*National Safety Month*  
*National Aboriginal Day*



### JULY

#### **Concussion Discussion**

##### **Days of Interest**

World Bereaved Parents Month  
National Injury Prevention Day  
International Self-Care Day



### AUGUST

#### **Student Mental Health**

##### **How to Support Employees with Children Attending School**

##### **Days of Interest**

International Youth Day  
World Humanitarian Day  
Grief Awareness Day  
International Overdose  
Awareness Day



### SEPTEMBER

#### **Addiction and Recovery**

##### **Days of Interest**

National Recovery Month  
World Suicide Prevention Week  
World Suicide Prevention Day  
Terry Fox Run



### OCTOBER

#### **360 Degrees of Mental Health**

##### **Days of Interest**

Occupational Therapy Month  
Mental Health Awareness Week  
World Mental Health Day  
International Day for  
Disaster Reduction



### NOVEMBER

#### **Men's Mental Health**

##### **Supporting Men in Getting Mental Health and Addiction Support**

##### **Days of Interest**

World Kindness Day  
International Day for Tolerance  
Universal Children's Day  
Prostate Cancer Awareness/November  
Remembrance Day



### DECEMBER

#### **Holiday Stress/Anxiety Prevention**

##### **Days of Interest**

World AIDS Day  
National Day of Remembrance and Action  
on Violence Against Women  
Human Rights Day  
Universal Health Coverage Day

## E.M. Culliton Scholarship Endowment

Application deadline: May 4, 2018

As a tribute to the former Chief Justice E. M. Culliton, an endowment was established by the Law Society of Saskatchewan to provide that in perpetuity a special scholarship is to be awarded for the pursuit of post-graduate studies in criminal law.

The criteria for the selection of the recipients of the annual scholarship are as follows:

The scholarship will be awarded to a graduating student of the College of Law, University of Saskatchewan or to a resident practicing member of the Law Society of Saskatchewan for the pursuit of graduate studies in criminal law at a recognized institution. The recipient will be selected on the basis of academic record and research potential, service to the practice of law in Saskatchewan, and such other guidelines as from time to time may be determined appropriate by the committee.

Please complete application form on the LSS website and return to:

The Law Society of Saskatchewan  
1100 - 2002 Victoria Avenue  
Regina, SK  
S4P 0R7

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## Court of Queen's Bench Practice Directives

The Court of Queen's Bench has updated two of its practice directives. Amendments to Criminal Practice Directive #1 require the Crown to provide written summaries of evidence in the event of a direct or preferred indictment, and address changes to the scheduling of criminal pre-trial conferences. Amendments to General Practice Directive #5 clarifies when counsel are required to gown.

The Court of Queen's Bench has issued an Administrative Notice to endorse revised template orders for receivership and for orders pursuant to *The Companies' Creditors Arrangement Act*. The Administrative Notice together with the endorsed templates and explanatory notes can be found on the Courts' website at <https://sasklawcourts.ca/home/court-of-queen-s-bench/rules-and-practice-directives>.

# Upcoming CPD Activities

## Webinar: Searching vLex Canada (CPD-197)

Wednesday, April 11, 2018 - 12pm to 1pm  
 Presenters: Ken Fox and Alan Kilpatrick, Law Society of Saskatchewan Libraries  
 Qualifies for 1 CPD hour  
*Details and Registration*

## Part Two SRLs Series Lunch'n Learn:

### Unrepresented Litigants and Insurance Claims (CPD-180)

Wednesday, April 18, 2018 - 12pm to 2pm (Saskatoon)  
 Thursday, April 19, 2018 - 12pm to 2pm (Regina)  
 Presenters: Nicholas Cann and Jane Wootten  
 Qualifies for 1.5 CPD hours, 0.5 of which qualifies as Ethics  
*Details and Registration*

### Cyber-Secure Your Business - Cybersecurity Webinar and Training Introduction (CPD-199)

Tuesday April 24, 2018 - 12pm to 12:30pm  
 Presenters: Mike Brill, KnowBe4 & David Westgate, MicroAge  
 Qualifies for 0.5 CPD hour, which also qualifies as Ethics  
*Details and Registration*

### Law Society AGM: The Truth and Reconciliation Commission – Implications for the Legal Profession (CPD-198)

Thursday, April 26, 2018 - 4:00pm to 8:00pm (Saskatoon)  
 Qualifies for 2 CPD hours which also qualify for Ethics  
*Details and Registration*

### Seminar: Real Estate/Construction Law (CPD-196)

Tuesday, May 15, 2018 - 9am to 4pm (Regina)  
 Thursday, May 17, 2018 - 9am to 4pm (Saskatoon)  
 Full Day qualifies for 5 CPD hours/  
 Half-Day qualifies for 2.5 CPD hours  
*Details and Registration*

## Sidebar Social Series: Ethics in Everyday Practice:

### Dealing with your Client (CPD-193)

Wednesday, May 16, 2018 - 4:45pm to 7:30pm (Saskatoon)  
 Presenters: Justice Caldwell, Justice Megaw, Judge Harradence and Michael Tocher, Q.C.  
 Qualifies for 2 CPD hours, all of which qualifies as Ethics  
*Details and Registration*

### Seminar: Technology Academy for Saskatchewan Lawyers and Legal Professionals 2018

**Featuring Barron K. Henley (CPD-200)**  
 Wed May 30, 2018 9am to 4:45pm (Regina)  
 Thurs May 31, 2018 9am to 4:45pm (Saskatoon)  
 Qualifies for 6 CPD Hours, 2 of which qualify as Ethics  
*Details and Registration*

### Select Dinner

Presenter: Erin Kleisinger, Q.C.  
 Tues June 5, 2018 (Regina) | Thurs June 7, 2018 (Saskatoon)  
*Details to follow*

### Webinar: Passive Investments Held in Private Corporations (CPD-201)

Tuesday June 12, 2016 - 12pm to 1pm  
 Presenters: Clint Gifford & Laurie Hudema, *Virtus Group*  
*Details and Registration*



Law Society of Saskatchewan  
 Continuing Professional  
 Development

## Regulatory

### Equity Office

The Equity Office at the Law Society of Saskatchewan is committed to both eliminating discrimination and harassment and promoting equity in the legal profession. The services of the Equity Office are available to articling students, lawyers and their support staff for advice, information or assistance.

If you have a question or concern about discrimination or harassment, or if you would like to improve equity and diversity in your workplace, please contact the Equity Office. A call to the Equity Office is not a complaint to the Law Society. Except for information about the misappropriation of funds, the Equity Office reports only anonymous statistics to the Law Society.

This office is not a lawyer referral service and cannot provide legal advice. For more information, please visit "For Lawyers and Students" on the Law Society [website](#).

Toll free: 1-866-444-4885

Email: [equity@lawsociety.sk.ca](mailto:equity@lawsociety.sk.ca)

All information is confidential.

## Health & Wellness

### Lawyers Concerned for Lawyers

Provides to Saskatchewan lawyers and their family members:

- ◆ **CONFIDENTIAL** assistance in effectively dealing with problems;
- ◆ The services of an **INDEPENDENT** professional consultant;
- ◆ Services provided without charge.

For confidential information and assistance, please call **Homewood Human Solutions** at 1-800-663-1142.

# 2018 Benchers

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