

Law Society of Saskatchewan



Mandatory Practice Reviews and Mandatory Succession Planning

By: Ronald Parchomchuk

The Professional Standards Committee is comprised of Benchers of the Law Society of Saskatchewan whose mandate, with the assistance of the professional staff of the Law Society of Saskatchewan, is to assist the members of the Law Society of Saskatchewan with their legal practice to reduce both the risk of complaints by clients against members and liability for insurance claims. On July 1, 2014, changes to *The Legal Profession Act, 1990* and the Rules of the Law Society of Saskatchewan took place, which introduced the concepts of mandatory practice reviews and mandatory succession planning for members and their firms. This article will highlight the recent changes.

Mandatory Practice Review Program

Since 2003, the Law Society has contracted with senior practitioners, currently Brent Gough, Q.C., Victor Dietz, Q.C. and Jeffrey Scott, to act as practice advisors for the purpose of reviewing a member's practice and providing recommendations and advice to the member on how his or her office and file management procedures could be improved. The purpose of the practice advisor program is educational and supportive, and addresses problems with a member's practice proactively.

In the past, the practice advisors became involved in the review of a member's practice in two circumstances:

- (a) The Law Society would offer the services of the practice advisor to new sole practitioners and small firms. Participation by the members was voluntary. Most, but not all, members took advantage of this free service and feedback by the membership to the practice advisors was extremely positive.

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- (b) Pursuant to **Rule 323**, the Chair of the Professional Standards Committee could direct a practice review of a member's practice to ensure that he or she was in compliance with the *Act* and the Rules. This type of practice review was complaints driven, occurring only after a complaint against the member was received by the Law Society, investigated, and then referred to the Chair of the Professional Standards Committee for review and determination.

Recent changes to the *Act* and Rules now permit a practice review to be conducted by the practice advisor without the necessity of a complaint being made against the member. **Rule 996** reads as follows:

996. (1) The Executive Director may direct a review of any member's practice to determine whether the member is in compliance with the *Act*, these Rules and *The Code of Professional Conduct*.
- (2) The Executive Director shall appoint a person or persons authorized by section 10(t) of the *Act* to conduct any review conducted pursuant to this rule.
- (3) Without limiting subrule (1), a review conducted in relation to a member's practice may include:
- (a) a review of any or all of the member's:
 - (i) files;
 - (ii) books;
 - (iii) records, including electronic records; and
 - (iv) office management systems, including but not limited to the procedures in place to reduce the risk of complaints and liability for insurance claims; and
 - (b) interviews with the member's staff;
- at any or all of the member's offices.
- (4) Members shall co-operate with the person carrying out the practice review authorized by this rule and comply with all reasonable requests.
- (5) A review under this rule may be conducted whether or not a complaint has been made against a member.
- (6) Any report arising from a review conducted pursuant to this rule:
- (a) shall be provided to the Executive Director and the member; and
 - (b) unless otherwise ordered by the Professional Standards Committee, shall not be disclosed except for the purpose of complying with the objects of the *Act*.

By creating a practice review program outside the complaints driven process, a more proactive assistance program is established for the benefit of the public and the membership. At the same time, the expansion of the practice review program complies with the mandate of the committee to reduce the risk of complaints and insurance claims.

There is no cost to the member for the practice advisor to conduct a practice review. The report generated by the practice advisor for a non-complaint driven review remains confidential to the member and the Law Society, unless ordered to be disclosed by the Chair of the Professional Standards Committee. Where a review is complaint-driven, the complainant will receive a copy of the Practice Advisor's report.

Mandatory Succession Planning

Each year when completing annual trust reporting documents, members must advise the Law Society

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Mandatory Practice Reviews and Mandatory Succession Planning

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whether or not a succession plan is in place for their firm. When resigning or retiring from practice, **Rules 210** and **1800** require a member to provide a plan to the Law Society for their files and accounts upon leaving practice. The concept of “succession planning” has now been broadened by the creation of **Rule 1801**:

1801. (1) A member who practices with a firm shall maintain a succession plan for the member’s law practice.
- (2) A member’s succession plan shall contemplate the unique arrangements that will be necessary in the event of each of the following:
- (a) temporary disability;
 - (b) long term disability; and
 - (c) death
- of the member.
- (3) At a minimum, a member’s succession plan shall include adequate arrangements for clients, including management of the following where applicable:
- (a) open and closed files;
 - (b) wills and wills indices;
 - (c) titles and other important documents and records;
 - (d) other valuables;
 - (e) trust accounts and trust funds; and
 - (f) other accounts related to the member’s practice; and
- any other arrangements necessary to carry on or wind up the member’s unique practice.

As part of this Rule amendment, the *Act* was also amended to include a new definition of “firm,” in section 2(1)(f.1):

- (f.1) “**firm**” means any of the following that provides or provide legal services to the public:
- (a) a sole proprietorship;
 - (b) a partnership;
 - (c) a corporation;
 - (d) two or more members holding themselves out as practicing in association; or
 - (e) any other business entity;
- but does not include any entity that receives all or substantially all of its funding from the Government of Saskatchewan.

The Rule changes apply only to those members who are engaged in private practice.

The specifics of the succession plan that the member enters into is up to the discretion of the member and will vary greatly depending upon the member or firm’s circumstances. **Rule 1801** allows members to craft a succession plan that meets their needs.

A succession plan makes good practice and business sense. It avoids the time and expense incurred when the Law Society is required to step in and take over a member’s practice due to disability or death, when no succession plan is in place. Its need is also readily apparent when one examines the demographics of our profession. According to statistics compiled by the Law Society in December, 2011, 49% of all private practitioners in Saskatchewan are over the age of 50; for solo practitioners (who comprise 17% of lawyers in private practice), 35% are over the age of 60. We are an aging population and succession planning is a practical and important part of our general practice.

Highlights of the Meeting of Benchers

June 20, 2014

The Q.C. Selection Committee represents the Law Society of Saskatchewan in making recommendations to the Minister of Justice. This year, the committee will be chaired by past President Heather Laing, Q.C. and supported by Ronni Nordal, Lorne Mysko and Grant Scharfstein, Q.C.

The Benchers are undertaking a review of the Law Society governance process and have engaged a consultant, Laura Soparlo, to assist. With her assistance, the Benchers approved conducting the review in 3 phases. The first phase will include a review of responsibilities of the board, individual directors and committees.

The Justicia Project was initiated by the Law Society of Upper Canada as a method to retain more women in private practice. Since then, it has been adopted by other provinces and is now moving to Saskatchewan. A committee consisting of Heather Laing, Q.C., Darcia Schirr, Q.C., Ronni Nordal and Lorraine St. Cyr will be contacting firms to solicit their involvement. It is an attempt to have firms adopt policies which are beneficial to female practitioners.

Alternate Business Structures are loosely defined as non-lawyer ownership in the delivery of legal services. The idea has become widespread through much of the world and is moving to Canada. For example, the Law Society of Upper Canada endorsed further work in defining the public interest and the regulatory response. It's important that the Law Society of Saskatchewan remain current on these larger issues and it is partnering with the Law Societies of Alberta and Manitoba in initiating a review of ABS.

The Benchers' Digest that you are reading right now is the first to be delivered online. We know from our library statistics that much of the legal profession now feels comfortable in an online environment. Moving the publication online is also a cost saving to the Law Society and your membership fees.

Saskatchewan is hosting the National PBLS Conference in Regina on September 25 & 26, 2014. The Law Society showed its support with a contribution of \$5,000 towards the conference.

The Law Society, pursuant to *The Legal Profession Act, 1990*, appointed Deloitte LLP as the auditors of the Law Foundation.

Following Convocation, the Law Society held its Annual General Meeting. The [Annual Report](#) can be found on our website.

CanLII Expansion Update

By: Melanie Hodges Neufeld, Director of Legal Resources

As I reported in the [January issue](#) of the *Benchers' Digest*, our goal for 2014 is to provide as nearly a complete record as possible of Saskatchewan decisions back to 1907 on CanLII. With the support of the Law Foundation, we are well on our way to achieving this goal. As of June, CanLII has added 13,570 reported Saskatchewan decisions from 1907 – 1990. This substantially increases the former coverage of 1994 for Court of Appeal cases, 2001 for Court of Queen's Bench cases and 2001 for Provincial Court cases.

Over the next few months, we will be working on identifying and filling in the remaining gaps in coverage. For example, we have identified a gap in *The Saskatchewan Reports* decisions from 1991 – 1993. We believe this will add at least 2,500 cases to CanLII.

Please visit [CanLII](#) for further information on the scope of Saskatchewan coverage. Please also visit the new [CanLII Connects](#) site for case commentaries, including a full collection of Saskatchewan case digests produced by the Law Society Library.



New Complaints Counsel

The Law Society is pleased to announce that Eric Lanoie has joined the Law Society in the role of Complaints Counsel.

Born in Saskatoon and Raised in Zaire (now the Democratic Republic of Congo), Eric received his Bachelor of Arts (Honours) in 2000 from the University of Guelph. Finding that his degree in International Development was not particularly useful in Prince Albert, where his family had settled after returning from Zaire, Eric enrolled in the College of Law at the University of Saskatchewan from where he received his LL.B. in 2005. Eric completed his articles at Zatlyn Law Office in Prince Albert and was called to the Bar in 2006. Eric continued with Zatlyn Law Office with a general practice, until March 2014, when he assumed the role of Complaints Counsel.

Outside the practice of Law, Eric has two children, is a board member for the Rose Garden Hospice Association, and until recently, held an executive position with the Prince Albert Bar Association.

Benchers' Digest

The *Benchers' Digest* is published by the Law Society of Saskatchewan to update Saskatchewan lawyers on policy and regulatory decisions made by the Benchers after 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 Editor. Articles and photos can be submitted to lynchuk@lawsociety.sk.ca.

Current and archived issues may be viewed on the Law Society Website – see www.lawsociety.sk.ca, "Publications/Benchers' Digest."

EDITOR
Liz Lynchuk

Saskatchewan Justicia Project

By: The Justicia Committee of the Law Society of Saskatchewan

Although women are entering the legal profession and private practice in record numbers, the statistics across the country show that they also leave private practice in disproportionate numbers. Of the approximately 1,630 lawyers in Saskatchewan, 35% are women. That number has risen 25% in the past 15 years. However, while most lawyers begin their careers in private practice, only 52% of female lawyers have remained in that type of practice, as compared to 71% of male lawyers. The departure of women means that firms are losing a large component of their best and brightest in core areas of practice, and that loss usually occurs well after a significant firm investment in their development has already been made.

The Benchers have approved a pilot project that will create a forum to address this trend and provide female lawyers with greater opportunities to thrive in private practice. The Saskatchewan Justicia Project will launch this fall and will be overseen by a committee of Benchers, co-chaired by Heather Laing, Q.C. of McDougall Gauley LLP in Saskatoon and Darcia Schirr, Q.C. of McKercher LLP in Regina. The remaining members on the committee are Lorraine St. Cyr of Justice Canada in Saskatoon and Ronni Nordal of Richmond Nychuk in Regina.

The Justicia Project is a partnership between law societies and law firms to work collaboratively to share best practices, develop resources and adopt programs to support the retention and advancement of female lawyers in private practice. The Justicia Project was initially developed by the Law Society of Upper Canada (LSUC) in 2008 and now includes representatives from more

than 55 law firms across Ontario. To date, law societies in Quebec, Alberta, British Columbia and Manitoba have also launched customized Justicia projects.

In each province, participating law firms develop and maintain programs based on the needs of their lawyers and the expectations of the firm with assistance from the Law Society. While core areas of focus may differ slightly from province to province, the following are common focuses:

- tracking gender demographics;
- maternity/parental leaves;
- flexible work arrangements;
- networking and business development;
- mentoring and leadership skills development; and
- monitoring progress.

The Saskatchewan Justicia Project will build on work that has been developed in other jurisdictions. The first stage will be to develop policies respecting maternity and parental leave, return to work and flexible work arrangements. Representatives from Saskatchewan firms who participate in the Justicia initiative will review the guidelines on these topics developed for use in Ontario and develop a minimum standard for Saskatchewan lawyers that will define the entitlements lawyers can expect when taking a maternity or parental leave and on their return. This will help eliminate the *ad hoc* approach adopted by many firms when dealing with issues of this nature.

It is our hope that creating minimum standards will result in better work arrangements for both lawyers and their firms:

Saskatchewan Justicia Project

Continued ...

lawyers will be better able to balance their work and their home lives, while firms will be better able to deal with issues relating to parental leave and return to practice with more certainty and consistency. Implementation of such standards also makes good business sense in today's legal market, as a growing number of clients are now favouring law firms that actively promote diversity within their own workplaces. Firms who implement the criteria set out in the guidelines will become Justicia members and will be entitled to use the Justicia brand to

attract new clients and top lawyers. The model policies will eventually be made available to all firms in Saskatchewan, and it is our hope that this initiative will ultimately lead the way for innovative, systemic change in the legal profession.

If you are interested in receiving more information about the Justicia Project, or in participating in the Project on behalf of your firm, please contact Barbra Bailey at barbra@lawsociety.sk.ca.

Judicial Appointments

The Honourable Darryl J. Brown has been appointed a judge of the Family Law Division of the Court of Queen's Bench in Regina, effective May 12, 2014. He replaces Justice D.E.W. McIntyre, who elected to become a supernumerary judge in February 2014.

The Honourable Donald H. Layh has been appointed a judge of the Court of Queen's Bench in Yorkton, effective June 13, 2014. He replaces Justice J.L.G. Pritchard who elected to become a supernumerary judge in June 2013.

The Honourable Bruce Bauer has been appointed a judge of the Provincial Court in North Battleford, effective July 21, 2014. Judge Bauer replaces Judge Kaiser who is retiring.

The Honourable James A. Plemel was appointed Chief Judge of the Provincial Court of Saskatchewan, effective August 6, 2014. He will replace current Chief Judge Carol Snell whose 7 year term will end December 31, 2014.



The Law Society is pleased to offer the following upcoming Continuing Professional Development activities.

- ***Buying and Selling a Business***
Tuesday, September 9, 2014 (PM) – Regina
Wednesday, September 10, 2014 (PM) – (Saskatoon)
- ***Webinar: The Child and Family Services Act***
Presenters: Charita Ohashi, *Ministry of Justice, Civil Law Division* and Vandy Nicolson, *Ministry of Social Services, Child and Family Programs*
Tuesday, September 23, 2014
- ***Webinar: Lawyers: Mental Health and Addictions***
Presenter: Tim G. Daley, Q.C., *Goodman MacDonald, Nova Scotia, Past President, Nova Scotia Barristers' Society*
Wednesday, September 24, 2014
- ***Televised Seminar: Wills, Estates and Trusts: End of Life Decision Making***
Friday, October 3, 2014
This seminar will be hosted live in Regina and broadcasted to 11 locations throughout Saskatchewan.
- ***Representing Children/Youth in Protection Proceedings***
Wednesday, October 8, 2014 – Regina
Thursday, October 9, 2014 – Saskatoon
- ***MBA Concepts for Lawyers***
Thursday, October 16, 2014 – Saskatoon
Friday, October 17, 2014 – Regina
- ***Webinar: Legal Research Ethics***
Presenter: Melanie Hodges Neufeld, *Director of Legal Resources, Law Society of Saskatchewan*
Wednesday, October 29, 2014
- ***CPD Select Dinner***
Presenter: The Honorable Chief Justice R.G. Richards
Monday, November 3, 2014 – Saskatoon – VENUE: Double Tree Hotel
Tuesday, November 4, 2014 – Regina – VENUE: Radisson Hotel
- ***Trial Advocacy Workshop***
November 13-15, 2014 – Regina

We are still working out the details for some of these CPD activities and we are constantly planning additional CPD activities. For the most up-to-date information about upcoming CPD activities and for further information about the CPD Policy, please refer to “Continuing Professional Development” on the Law Society [website](#).

New CPD Program Coordinator

The Law Society of Saskatchewan is pleased to announce that Julia Bewcyk has assumed the role of CPD Program Coordinator. Lana Vindevoghel, formerly in this role, has accepted a teaching position with SIAST, Wascana Campus and will be transferring out of this position effective July 31, 2014. The Law Society would like to thank Lana for her contribution to the Continuing Professional Development Program and welcome Julia as she enters into her new role.



Julia completed a Bachelor of Arts (Hons.) in Psychology in 2010 at the University of Regina and will be completing a Diploma of Business Administration also from the University of Regina in December of 2014. Julia previously worked with the Law Society in the field of administration. In addition to her experience with the Law Society, she worked with Pro Bono Law Saskatchewan (PBLs) in the position of Programs Coordinator and Legal Assistant. In this position, she was responsible for coordinating various programs and volunteers, including establishing and managing 'free legal clinics' hosted throughout Saskatchewan, as well as matching clients to volunteer lawyers on PBLs Panel Programs. In addition to her role as Programs Coordinator, she also completed administrative duties for the organization.

Julia is looking forward to her new role with the Continuing Professional Development Program. In her spare time, she enjoys baking and photography.

Outside Director's Liability Insurance Policy

By: Thomas Schonhoffer, Q.C., Executive Director

Lawyers are sought after to serve as directors of corporations and often perform a very important community service. In addition, numerous lawyers serve on boards on behalf of the Law Society.

The Law Society has therefore purchased a very basic form of Outside Director's Liability Insurance through the Canadian Bar Insurance Association (CBIA), effective July 1, 2014, to provide a base level of coverage for all practicing members.

Any practicing members of the Law Society subject to a claim in their capacity as a director of an outside board, may consider the ability of this policy to respond for indemnity and defense.

The policy can be found on the Law Society website in the members' section. A note of caution: every policy of insurance has limits, exceptions and conditions. Members should review the policy carefully to determine if it provides sufficient coverage.

Queen's Bench Bar Judicial Council

By: Thomas Schonhoffer, Q.C., Executive Director

The Queen's Bench Bar Judicial Council is intended to provide a method of communication between the Bench and the Bar. I mention this to remind members that concerns about court practice can be communicated to the Law Society and put on the agenda for discussion. Examples of some recent issues are revision of the tariff of costs, changes to the discount rate, witness affidavits for wills, etc.

The reverse is also appropriate. The court sometimes has concerns about our practice. It's no surprise to me that late filing of pretrial briefs continues to be high on the list, but it has improved since the court's administrative notice of last December.

I was surprised that court registrars have concerns about lawyers not returning calls promptly. Lawyers are officers of the court and have a responsibility to facilitate court process expeditiously. Besides, it's just not courteous, so shape up!

How to Detect Identity Fraud

Printed with permission from the Law Society of Alberta, EBulletin News, July 2, 2014

Why would someone who owns their property, free and clear, require a mortgage from a high interest private lender?

Due to recent incidents of identity fraud in Calgary, it is important to investigate this question if your newest client is such a borrower. The fraudsters first identify properties with no mortgages on title. They then obtain false drivers' licenses in the names of the owners and apply for a private mortgage through a mortgage broker. The interest rate is typically higher than what they would obtain from a chartered bank. You should question why someone who has so much equity would need to resort to high interest financing.

The reason for the loan may seem to make sense. The purported borrower may, for example, say they wish to complete property renovations. When the borrowed funds come in, they may want you to write the cheques to two different contractors on their behalf. You should question why the full amount of the proceeds are going to contractors before the job has even started or before completion.

If you are acting for a borrower who is seeking to refinance unencumbered property, one of the simplest ways to prevent fraud is by paying special attention to the identification the borrower presents.

Some common tips are:

- Since 2009, drivers' licenses have been made of polycarbonate, which creates a unique sound when dropped on-end onto your desk. This metallic sound is different than the sound your credit card makes when dropped.
- Check the security features on the client's license by holding it up and comparing it to your own, as well as referring to the proofing guidelines available on Service Alberta's website. If you are obtaining licenses from two clients, look at and compare the drivers' license numbers – no two licenses will have the same number.

How to Detect Identity Fraud

Printed with permission from the Law Society of Alberta, EBulletin News, July 2, 2014

Continued ...

- Hold the license up and compare the photo to the individual. Pay attention to the stated age of the license holder, as it appears on the license. Does the client's appearance match the age on the license? Is the client old enough to have owned the property for the number of years stated on the title?
- Get to know your client. Discuss why the client is borrowing the funds. Comply with the Law Society of Alberta guidelines for identifying and verifying your client's identity. Keep a copy of the license on file, and magnify the copy to 200% so that you can better read some of the detail. Ask for secondary sources of identification – credit cards, car registration, utility bills, etc. How many forms of identification can your client produce? Does the ID look worn or brand new?
- Most people will not have their ID handy and have to go into their wallet or purse to get it when you ask. Does your client have their ID already in hand, before you ask?

Taking these simple steps may help you prevent identity fraud. For additional information, refer to the Alberta operator's license proofing [guide](#).

LawPRO also publishes a [Fraud Fact Sheet](#).

Law Society Annual General Meeting

June 19, 2014 - Saskatoon



Left to right:
Law Society President Robert Heinrichs
congratulates Merlis Belsher, Senior Life
Member



Left to right:
Law Society President Robert Heinrichs presents
Manny Sonnenschein, Q.C. with a Senior Life
Member Certificate

The Senior Life Membership is an honour reserved for long-standing members of the Law Society who have a substantial connection to the legal profession in Saskatchewan. At the AGM, certificates were awarded to Merlis Belsher and Manny Sonnenschein, Q.C.

(James Crane, Stafford Nimegeers, Dale Scrivens, Ronald Cuming, Q.C., Kim Thorson, Q.C. and Harold MacKay, Q.C. were unable to attend.)



Pro Bono Law
Saskatchewan

Benchers' Digest Report

Nicole Sarauer, Programs Director and Staff Lawyer
www.pblsask.ca

5th National Pro Bono Conference

The 5th National Pro Bono Conference will be held in Regina from September 24th to 26th, 2014, hosted in partnership by Pro Bono Law Saskatchewan, Access Pro Bono of British Columbia, Pro Bono Law Ontario, Pro Bono Law Alberta and Pro Bono Quebec.

This year's Conference, Justice4All, will be a national forum for the exchange of knowledge and ideas concerning pro bono legal service provision and access to justice initiatives. The Conference will bring together legal practitioners, the judiciary, the voluntary sector, law students, and academics from Canada and beyond to share ideas and best practices with respect to pro bono legal services specifically and improving access to our justice system generally.

Conference Topics Include:

- Assisting Self-Represented Litigants
- Court-Based Law Student Programs
- Taking Pro Bono National
- Striving for a Full Access System
- Medical Legal Partnerships
- Pro Bono and Test Case Litigation
- Working Outside the Box
- Making Your Approach Work for Your Clients
- Outcome and Economic Impact Evaluations for Pro Bono Legal Aid Programs

... and more!

Notable events include an opening reception sponsored by CBA Saskatchewan, a keynote address by the Honourable Justice Cromwell of the Supreme Court of Canada at lunch on the 25th sponsored by Dentons Canada LLP and an Awards Banquet the evening of the 25th featuring keynote speaker James Lockyer. The conference will conclude on the 26th with a keynote address by Richard Zorza.

Details on the conference and how to register can be found at: www.probonoconference.ca.



Left to right:
Christine Glazer, Q.C.
and Rebecca Wood

Volunteer Spotlight: Christine Glazer, Q.C. & Rebecca Wood

Christine and Rebecca are general panel program volunteers from McKercher LLP who recently had success in a judicial review of a Workers' Compensation Board decision related to chronic pain syndrome.

Christine is a senior litigation partner in Saskatoon. She earned her law degree in 1980 from the University of Saskatchewan and a Bachelor of Arts (Political Studies) in 1977. She was appointed a Queen's Counsel in 1999. Christine's litigation practice focuses on Medical Malpractice, Personal Injury and Disability claims, as well as Administrative Law spanning a range of subject areas including professional licensing, discipline and labour law. She is a former President of the Saskatchewan Branch of the CBA, is a current member of the Management Board of the Canadian Bar Insurance Association and a member of the American College of Trial Lawyers.

Rebecca is an associate at McKercher. She earned a Bachelor of Arts (Honours) in 2007 from Simon Fraser University. In 2012, she graduated with a Juris Doctor (with Distinction) from the University of Saskatchewan. She now works in many areas of law with a primary focus on litigation. Rebecca has always been active in her community and currently is serving her third year as a member of the Board of Directors for the Saskatoon SPCA.

Christine and Rebecca have since agreed to represent their client in the WCB's appeal of the Queen's Bench decision.

Thank you Christine and Rebecca!

Notices

QUEEN'S COUNSEL NOMINATIONS

Deadline: October 1, 2014

The designation of Queen's Counsel is made by the Minister of Justice through a selection process that includes consultation with the Law Society of Saskatchewan, the Canadian Bar Association and the Courts.

The selection of the Law Society's nominees for the designation of Queen's Counsel will be based upon the following criteria:

As prerequisite qualifications:

1. Demonstrated superior legal ability;
2. Proof of good character and integrity;
3. No person shall be appointed who has not been entitled during ten years to practise in the superior courts of the United Kingdom of Great Britain and Ireland or of any province of Canada or of the Northwest Territories or for a portion of such period in one and for the remaining portion of such period in another or others of the said courts;

As further qualifications, the following criteria, each of equal weight:

4. Contributions as a legal professional to the community;
5. Contributions to the community generally; and
6. Contributions to the legal profession.

The Law Society will also, in its recommendations, take into account considerations of gender, diversity and geography.

The deadline for [nominations](#) is October 1, 2014.

NOMINATIONS OPEN FOR THE C. WILLY HODGSON AWARD

The C. Willy Hodgson Award is intended to recognize individuals or organizations who exemplify integrity, leadership and character, and have made or are making outstanding contributions to advancing equity and diversity in legal education, the legal profession and/or the administration of justice in Saskatchewan or in Canada.

Nominations are now open for the 2014 award which will be presented in 2015. Nomination forms and more information are located on the Law Society [website](#).

The deadline for nominations is **November 21, 2014**.

In Memory



James Lyon, Q.C. passed away on July 15, 2014

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 in your workplace**, or if you would like to **improve equity and diversity in your workplace**, please contact the Equity Office.

Toll free @ **1-866-444-4885** or equity@lawsociety.sk.ca

All information is confidential.

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: <http://www.lawsociety.sk.ca/for-lawyers-and-students/equity-office>.

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The **Benchers' Digest** is published by:

The Law Society of Saskatchewan
1100 – 2002 Victoria Avenue
Regina, Saskatchewan
Canada S4P 0R7
Telephone: (306) 569-8242
Fax: (306) 352-2989
Email: reception@lawsociety.sk.ca