

BENCHERS'

DIGEST

January 2012

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www.lawsociety.sk.ca

President's Message

Gregory Walen, Q.C.



It is my honour and privilege to have been elected President of the Law Society for 2012. Joining me on the Executive this year will be Heather Laing, Vice-President, Paul Korpan, Q.C., Past President and our Executive Director, Tom Schonhoffer, Q.C.

In many respects, I have the good fortune to assume the office of President at a time when the operation of the Law Society, both from a financial and an administrative perspective, is in an excellent position. This does not happen in a vacuum, however. Without the fine stewardship of our Executive Director,

Tom Schonhoffer, Q.C. and his staff, this would not have been possible. I would be remiss if I did not recognize Past Presidents Paul Korpan, Q.C. and Eileen Libby, Q.C., who tackled many of the difficult decisions of the Executive with thoughtful dedication and leadership.

Over the past several years, the Law Society has been able to fulfill its mandate to protect the public interest while maintaining some of the lowest fees, both membership and insurance, of any Law Society in Canada. This is due, in large part, to sensible controls on spending and effective administration. Our budgetary process was completed in October of 2011 for the 2012 year and, as most of you know, we were able to maintain membership fees at the same level that they have been for the past five years.

In 2012, as in the past several years, much of our focus will be on the national front, directly or indirectly. This should come as no surprise. Since the signing of the National Mobility Agreement, all Law Societies in Canada have attempted, through the Federation of Law Societies, to address national standards for all lawyers in Canada. This includes the Model Code of Professional Conduct, National Admission Standards and uniform disciplinary processes.

We anticipated that the national Code of Conduct, with its Saskatchewan amendments, would be passed by the Benchers in the fall of last year, but because of last minute changes to the conflicts portion of the draft *Code* by the Federation of Law Societies, this was put off until 2012. We are now confident that the new *Code of Professional Conduct* will be presented to the Benchers in February of this year and, if passed, will be in force and effect on July 1, 2012. Plans are in place

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President's Message

Continued...

to offer, at no cost to the membership, training courses on the new *Code*, which will be credited to your continuing professional development credits.

The Law Society anticipates that it will become involved in a Federation pilot project with respect to national discipline standards in 2012. The objective is ultimately to establish standards and guidelines for Law Society discipline administrators as well as those who perform an adjudicative function. The Law Society will also host the Discipline Administrators Conference in 2012, with our staff taking the lead in organizing educational and social programming for about 50 Discipline Administrators from across Canada.

In August of 2011, the Federation of Law Societies Common Law Degree Implementation Committee rendered its final report to the Federation. The impact of the report cannot be overstated. The committee developed a proposal to implement a uniform national requirement for entry to Law Society admission programs in Canadian common law jurisdictions. All law schools in Canada offering common law degrees are required to establish and maintain certain competencies and report annually to a committee approved by the Federation (starting in 2015). Among other requirements, graduates

seeking entry to Law Society admission programs will be required to have taken a demonstrable course of study dedicated to ethics and professionalism. There are other mandatory requirements which affect law schools, by mandating adjustments of their curriculum to meet standards set by the Federation. Failure to do so may result in Law Societies denying a law graduate entry into admission programs if their law degree is from an institution that does not meet these minimum standards.

We will be watching, with great interest, developments in Ontario where the Law Society of Upper Canada's Articling Task Force rendered its consultation report on December 9, 2011. The report is, in large part, a reaction to the "articling crisis" which exists in Ontario. Luckily, we have yet to experience this difficulty in our province, but it would be unwise to ignore the recommendations and options in the report, as they raise potential issues for our Law Society in light of the National Mobility Agreement. As an example, one of the options available for the Law Society of Upper Canada is to abolish articling and replace that requirement for admission with a "practical Legal Training Course" either during law school or after. We will be tasking our Admissions & Education Committee with the responsibility to respond to this report and recommend to the Benchers

appropriate steps to address its impact.

Shifting from the national scene, 2012 will be the third year of the mandatory Continuing Professional Development program started in 2010. On a rotating three year basis, all lawyers in the province will be required to complete 36 hours of programming, six of which must relate to professional responsibility, ethics or practice management and client care issues. We are in the process of tracking individual lawyer reporting to ensure that lawyers are reminded of the balance of hourly programming necessary to complete their responsibilities. To date, over 300 providers have delivered well in excess of 2,100 programs. Overall, we are pleased with the positive response from the membership.

2012 will be an election year for Benchers. The Law Society is currently reviewing the option of having online elections this year, which hopefully will result in a higher voter turnout and have certain cost efficiencies. I would encourage lawyers across the province to consider throwing their name in the hat. You would find the experience very rewarding and at the same time give something back to the profession.

In concluding, I would like to thank the Benchers for giving me the opportunity to serve in the position of President this year. I am looking forward to the challenge.

Profile of the Vice-President

Heather Laing



At December Convocation, the Benchers of the Law Society of Saskatchewan elected Heather Laing as Vice-President for 2012.

Heather was raised in Saskatoon where she attended the University of Saskatchewan. She obtained her Bachelor of Arts with Great Distinction in 1990 and her Bachelor of Laws in 1993. She was admitted to the Manitoba Bar in June 1994 after articling with Public Prosecutions in Winnipeg and was admitted to the Saskatchewan Bar in

January 1995. After spending four years practicing in Prince Albert, Heather returned to Saskatoon in 1999 and joined McDougall Gauley LLP in 2000, becoming a partner in 2006. Heather practices exclusively in the areas of insurance law and civil litigation.

Since becoming a Bencher, Heather has had the opportunity to serve on the Ethics, Library and Standing Investigation committees and was the Chair of the Professional Standards Committee in 2010.

Highlights of the Meeting of Benchers

December 8th and 9th, 2011

The highlight of the December meeting of the Law Society is always the election of the Vice-President. This year, Heather Laing was elected Vice-President and will begin her duties on January 1, 2012.

Toby Willis-Camp provided a demonstration of the new Law Society website. Content for the new website has been updated and navigation should be easier.

Several appointments were made to organizations as follows:

- Kathy Hodgson-Smith will represent the Law Society on the College of Law Endowment Fund

- Heather Jensen will represent the Law Society on the Public Legal Education Association (PLEA)
- Pat Quaroni was appointed for a further two years to the Law Foundation of Saskatchewan and to her second term as Chair.

Law Societies across Canada have been working on a new *Code of Professional Conduct* for many years. It attempts to reorganize the *Code* into a more useable format and to update many of the provisions. Expect an announcement in 2012. We anticipate that the new *Code* will come into effect on July 1st. We also

anticipate the availability of both online and in-person training for lawyers.

The Territorial Mobility Agreement was extended. Law Societies generally provide for inter-provincial mobility. The Territories allow for permanent mobility, but not temporary mobility, in order to retain resident lawyers.

Daniel DeMaria's application for admission as a lawyer was refused by the Admissions & Education Committee. His appeal to the Benchers, pursuant to *The Legal Profession Act, 1990*, was heard and a decision was reserved.

2011 Queen's Counsel Appointments

Sixteen Saskatchewan lawyers were honoured with Queen's Counsel appointments on December 22, 2011.

Congratulations are extended to:

Dr. Sanjeev Anand, Dean of the College of Law, University of Saskatchewan. He was admitted to the bar in 1994. Dr. Anand is also a Bencher of the Law Society of Saskatchewan.

Ronald Balacko, with the Rusnak Balacko Kachur & Rusnak law firm in Yorkton. He was admitted to the bar in 1976.

Alain Gaucher, with the MacPherson Leslie & Tyerman law firm in Saskatoon. He was admitted to the bar in 1980.

Melvin Gerspacher, with the Robertson Stromberg law firm in Saskatoon. He was admitted to the bar in 1979.

John Gormley, in-house counsel at Rawlco Radio Ltd. He was admitted to the bar in 1993.

Robert Kirkpatrick, Associate General Counsel with the Potash Corporation of Saskatchewan. He was admitted to the bar in 1988.

Robert Lane, Regional Crown Prosecutor with La Ronge Prosecutions, Saskatchewan Ministry of Justice and Attorney General. He was admitted to the bar in 1980.

Timothy MacLeod, General Counsel for SGI. He was admitted to the bar in 1983.

Mitch McAdam, Director of the Aboriginal Law Branch, Regina, Saskatchewan Ministry of Justice and Attorney General. He was admitted to the bar in 1985.

Rosanne Newman, Legal Director for the Meadow Lake area office, Saskatchewan Legal Aid Commission. She was admitted to the bar in 1994.

Rodney Rath, with the Gerrand Rath Johnson law firm in Regina. He was admitted to the bar in 1972.

Donna Sigmeth, Deputy Director/ Complaints Counsel at the Law Society of Saskatchewan. She was admitted to the bar in 1994.

David Thera, with the McKercher law firm in Regina. He was admitted to the bar in 1987. He is also the President of the Canadian Bar Association, Saskatchewan Branch.

Barry Wilcox, with the Wilcox Zuk Chovin law firm in Prince Albert. He was admitted to the bar in 1981.

Gregory Willows, with the Willows Tulloch law firm in Regina. He was admitted to the bar in 1974.

Craig Zawada, with the Wallace Meschishnick Clackson Zawada law firm in Saskatoon. He was admitted to the bar in 1987.

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 llynchuk@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

A View from the Trenches

by: Jeffrey Scott

To the many members of our profession who provide a high quality of legal services to the public: **Congratulations!** Your efforts and dedication are acknowledged and applauded by your colleagues. It takes perseverance, attention to detail and a broad skill set to consistently provide a high level of competent service.

To encourage the provision of quality legal services by all members of our profession, the Benchers have put in place the Practice Advisor program. Vic Dietz, Q.C., Brent Gough, Q.C. and I are on contract with the Law Society of Saskatchewan to serve as Practice Advisors. Rod MacDonald, Q.C. served, with distinction, as the Practice Advisor for approximately 7 years before we came on board. Now that he is semi-retired, Rod is occasionally appointed as a Practice Advisor.

My goal, as a Practice Advisor, is to assist members to provide a higher quality of legal services. This is done while keeping in mind the legislated mandate and responsibility of the Law Society: protection of the public.

I want to identify specific and significant practice issues which are repeatedly coming to my attention in my capacity as a Practice Advisor. These are practice issues that primarily pertain to members with a real estate practice. However, in general terms, these practice issues apply to all members and our professional duties and obligations to our clients.

I have observed that members are relying to a significant extent on support staff to process real estate files. That in itself is permissible. However, as set out in Chapter XVII "Practice by Unauthorized Persons" of the *Code of Professional Conduct*, lawyers have the responsibility and the obligation to supervise the delegated work done by support staff. As a result of practice reviews, I note that lawyers are not always adequately supervising work completed by support staff. Supervision of support staff needs to occur while the work is being done on the file. Another good time to review work done on the file is when the lawyer is preparing to meet with the client for

the purpose of the signing of mortgage documents. At that time, if the lawyer has not already done so, the lawyer should review the "Instructions to the Lawyer" from the lender to ensure all of the required documentation is prepared and is ready for submission to ISC for registration (some lenders have a different caption for the instructions from the lender to the lawyer).

Another practice issue I have identified is that lawyers are not always reviewing the "Solicitor's Report on Title." Some lenders have a different caption for the report on title. Upon completion of real estate transactions, lenders require from the member a report on title. The lender typically asks the member to "certify" in the report on title that all of the requirements as set out in the lender's instructions to the member are met. The report on title is usually prepared by the real estate assistant and then signed by the member.

There have been instances when the "signing off" of the report on title have occurred without an actual review of the contents of the report by the member and without an actual review of the file by the member to determine whether the member can, in fact, "certify" that all of the lender's requirements are met. Such a practice is not acceptable and must be corrected.

Commentary 7(a) in Chapter XVII from the *Code of Professional Conduct* states as follows:

7. For the purpose of the following guidelines in specific areas of practice, it has in some instances been found easier to define the functions of the legal assistant affirmatively:

a) Real Estate

The lawyer may permit the legal assistant to attend to all matters of routine administration in a transaction relating to the sale, option, lease or mortgaging of land, and to conduct all routine correspondence and draft all documents and other correspondence including closing documents and statements of

account, **provided that the lawyer** attends on the client to advise and take instructions on all substantive matters, review title search reports, conducts all negotiation with third parties or their lawyers, reviews documents before signing, attends on the client to review documents, **reviews and signs title opinions and/or reporting letters to clients following registration.** (emphasis added)

(Also, see the updated "Practice Checklists, Real Estate: Residential Purchase and Sale - Preliminary Mortgage Report Item Number 6 and Reporting to Clients: Purchaser and Lender Item Number 8," Law Society of Saskatchewan).

I have come across situations where members have signed and submitted reports on title certifying that all of the lender's requirements are met when, in fact, all of the requirements are not met. That can have serious consequences for the client. It can also have serious professional consequences for the member.

Before signing a report on title, the lawyer needs to review the contents of the report and determine what the lawyer is certifying when signing the report. Also, before signing the report, the lawyer needs to actually review the work done on the file to ensure all of the requirements of the lender have been satisfied. I cannot emphasize enough the importance and the professional responsibility we, as lawyers, have to our clients to carefully supervise the work performed on our clients' files and to ensure we have complied with all of the instructions received from our clients.

As members of a self-regulating profession, we, individually and collectively, have a professional and legislated responsibility to provide quality legal services to the public. The Practice Advisor program is a specific initiative provided by the Law Society to assist members to provide quality legal services. As a Practice Advisor, I appreciate the opportunity to be of service to the Law Society and I enjoy interacting with the members of the Society.

Continuing Professional Development

by: Andrea Johnston, Director of Admissions & Education

As all Saskatchewan lawyers know, the Law Society introduced a Continuing Professional Development Program (the "CPD Program") which took effect January 1, 2010. Under the CPD Program, all active members are required to complete thirty-six (36) hours of Accredited CPD Activities (six (6) of which must qualify for Ethics hours) in the most current three-year period.

We are now entering the third year of the CPD Program. This means that for active members who were admitted to the Bar in Saskatchewan in 2010 or earlier, the first three-year term ends on December 31, 2012. Therefore, you must meet the minimum CPD requirements by that date.

We would like to thank all of our members for their cooperation and support throughout the first two years of the CPD Program.

Reporting CPD Activities

Under the CPD Program, members are required to self-report their CPD hours online through their Member Profile on the Law Society website. **We highly recommend that you report your CPD hours as you accumulate them to avoid forgetting any hours.**

Also, when reporting your CPD hours you are only entitled to report the actual number of hours that you

attended/participated in the CPD activity. This means that if you only attended a portion of a CPD activity (ie. you came late, left early, etc.), you report the actual hours you were there as opposed to the maximum hours the CPD activity is approved for. The Law Society is conducting random audits to monitor this issue.

If you have questions about reporting your CPD hours, please contact Andrea Johnston at andrea@lawsociety.sk.ca or Linda Euteneier, her assistant, at linda@lawsociety.sk.ca or 306-569-8242.

Mandatory Code of Professional Conduct Training

The Law Society will be adopting a new *Code of Professional Conduct* in 2012. The *Code* will be based on a Model Code of Conduct developed by the Federation of Law Societies of Canada. It is anticipated that the implementation date for the new *Code* in Saskatchewan will be July 1, 2012.

Since the *Code* is fundamental to our members' conduct and the Law Society's function as regulator, training related to the new *Code* will be mandatory and will be provided free to our members. The training will be offered in several different formats over approximately a twelve-month period. We are currently working on the development of the training sessions and the details of implementation. We expect the first training sessions to

begin in the spring. More information will be provided as it becomes available.

Upcoming CPD Activities

- **Webinar: eTrials: Use of Technology in Civil Litigation**
Speaker: Sandra Potter
January 20, 2012
- **Webinar: Provincial Court - 10 New Practice Directives**
Speaker: Judge Irwin
(additional speaker TBA)
February, 2012 (Date TBA)
- **Strategic Solutions to Law Office Technology**
Speaker: Barron Henley
Regina – Wednesday, March 14, 2012
Saskatoon – Thursday, March 15, 2012
- **Wills & Estates**
Keynote Speakers: John Poyser & Ralph Neuman
Regina – Tuesday, April 17, 2012
Saskatoon – Wednesday, April 18, 2012
- **Contract Drafting**
Regina/Saskatoon – May/June
(Dates TBA)

We are still working out the details for CPD activities. For the most up-to-date information about upcoming CPD activities and for further information about the CPD Program, refer to "Continuing Professional Development" on the Law Society website (www.lawsociety.sk.ca).

New Complaints Counsel

The Law Society is pleased to have Jennifer Houser join the Society as Complaints Counsel. She joins Jody Martin in following up on complaints made to the Society.

Jennifer graduated from the University of Saskatchewan with a Bachelor of Arts in Political Studies in 2002 and her LL.B in 2005. After graduation, she completed her articles with Wardell Gillis in Saskatoon and was called to the Bar in 2006. Jennifer continued to practice with

Wardell Gillis as an associate in general practice, focusing on Civil Litigation, Real Estate and Residential School matters.

In addition to her work as a lawyer, Jennifer enjoys coaching ball, camping, golfing and spending quality time with her family. Jennifer would like to thank everyone at the Law Society for this exciting opportunity and looks forward to working with the team and all the new experiences that lay ahead.



Jennifer Houser

CCH Legal Titles In Members Section

On behalf of our members, the Law Society Library has negotiated online subscriptions to seven titles published by CCH Canadian. All of the titles are national in scope:

- Canadian Family Law Guide
- Canadian Estate Administration Guide
- Ultimate Corporate Counsel Guide
- Canadian Commercial Law Guide
- Electronic Discovery in Canada
- Canadian Estate Planning Guide (CCH Tax)
- Canadian Labour Law Reporter (CCH Business)

The titles can be accessed through the Members Section of the Law Society website by selecting any of the CCH services listed there. On the CCH welcome

screen, select a title from the "Search Your Subscriptions" box at the right of the screen or browse the blue Table of Contents on the left side by clicking on the plus signs and then linking to the text.

Each title has dedicated areas for commentary, cases, forms, and statutes and regulations. Note that in some cases the commentary folder, which generally includes the entire contents of a CCH textbook, also has precedents. For example, the Canadian Estate Planning Guide's commentary includes, under "Wills," a List of Sample Precedent Clauses.

Each title also includes a News Tracker, which features daily updates to legislation and case law with archival material organized by date, and a monthly or bi-monthly newsletter (under various titles – ie., Will Power, in the Canadian Estate Administration Guide).

More advanced searching is available from the dropdown menu under the Search button on the top line. A "Topic Search" narrows the search to a particular area of practice. A "Case Search" has the capability to limit by subject, court, date, judge, or counsel. Perhaps the most powerful finding tool is the "Contents Search," which allows you to pinpoint topics in the Table of Contents (using check-boxes) and search only those areas.

For user guides and information, please use the links under CCH Online in the Members Section. For questions, research support, or to request training, please contact the library at 569-8020 / 1-877-989-4999 (Regina) or 933-5141 / 1-888-989-7499 (Saskatoon) or reference@lawsociety.sk.ca.

Judicial Appointments

The Honourable Martel D. Popescul has been appointed Chief Justice of the Saskatchewan Court of Queen's Bench, effective January 1, 2012. He will replace Chief Justice R.D. Laing who has elected supernumerary status.

Mr. Justice Popescul was appointed to the Court of Queen's Bench, Saskatoon, in 2006. Prior to his appointment to the Bench, he was a partner with the Sanderson Balicki Popescul firm in

Prince Albert. He practiced in the areas of family law, criminal law, civil litigation and arbitration.

Mr. Justice Popescul received his law degree from the University of Saskatchewan in 1979 and was admitted to the Bar in 1980. He received a Queen's Counsel designation in 2000. He was a Bencher of the Law Society from 1997 – 2003 and served as its President in 2001.

Court of Queen's Bench Appointments

Jennifer Fabian has been appointed Registrar/Executive Legal Officer for the Court of Queen's Bench, effective October 1, 2011.

Ms. Fabian received her Bachelor of Laws from the University of Saskatchewan in 1982 and was admitted to the Bar in 1983. She served as Director of Safety Services, Occupational Health and Safety for the Ministry of Labour Relations and Workplace Safety. She also practiced law in Weyburn and surrounding area.

Elaine Thompson has been appointed as Registrar in Bankruptcy for the Court of Queen's Bench, effective October 17, 2011.

Ms. Thompson received her Bachelor of Laws from the University of Saskatchewan in 2001 and was admitted to the Bar in 2002. She practiced law with the Kanuka Thuringer firm and acted as legal counsel for CUETS. She also acted as Ombudsman for the Credit Union system in Saskatchewan. She also currently hears and writes appeals from disciplinary hearings for the Saskatchewan Financial Services Commission.



Pro Bono Law
Saskatchewan

Benchers' Digest Report

Kara-Dawn Jordan, Executive Director

www.pblsask.ca

2011 saw a number of exciting developments at PBLs. Our staff increased from 1.5 to 3, allowing us to focus on improving efficiencies in our current operations and to expand and create new programs. A Residential Tenancies Program was launched to provide assistance to low income persons facing residential tenancy hearings and we expanded from three free legal clinics in the province to five. As PBLs approaches its 5th year of operations, we look forward to continuing this level of growth. Our success, however, is dependent on our supporters and we would like to take this opportunity to thank those who allow PBLs to pursue its mandate of improving access to justice in Saskatchewan.

2011 Lawyer Volunteers

(A recognition list is included as an insert to the Benchers' Digest)

PBLs's success is dependent on the support of our volunteer lawyers. Without them, we would not be able to serve our ever growing client base. The lawyers that volunteer with PBLs are no different than the majority of other lawyers. They have little free time, they turn paying clients away because they have too much work, they reduce bills for clients that cannot pay, they serve on boards of community organizations and they make charitable donations. On top of all this, they provide a portion of their time each year to provide *pro bono* legal services to those that would otherwise not be able to access legal advice. We extend our sincere thanks to these lawyers.

2011 Partner Organizations

PBLs partners with a number of organizations across

Saskatchewan to deliver *pro bono* legal services. Thank you to the following organizations that partnered with PBLs in 2011:

The Salvation Army partners with PBLs to provide Free Legal Clinics in Regina and Swift Current and most recently in Estevan and Moose Jaw.

The **Prince Albert Indian Metis Friendship Centre** partners with PBLs to provide a Free Legal Clinic in Prince Albert.

The **Children's Advocate Office** partners with PBLs to provide the Child & Youth Pro Bono Panel Program.

Pro Bono Students Canada partners with PBLs on the Lawyer Student Partnership.

Supporters:

Special thanks are extended to the **Canadian Bar Association (Saskatchewan Branch)** for the generous donation of funds for the CBA Disbursement Fund, **Virtus Group LLP** for their in-kind audit services and **Divorce Mate Soft Ware** for their donated services.

Funders:

PBLs acknowledges generous annual funding from the **Law Foundation of Saskatchewan** and thanks the Law Foundation for its commitment to access to justice initiatives.

Finally, PBLs is a registered Canadian charity and a special thank you is extended to the individual donors who contributed during 2011.

E.M. Culliton Scholarship Endowment

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 value of the scholarship to be awarded in 2012 has not yet been finally determined, but the maximum amount available is expected to be \$10,000. Up to two scholarships may be awarded in any one year. **The deadline date for receipt of applications is May 4th, 2012.**

Application forms are available on our website at www.lawsociety.sk.ca.

2012 Convocation Dates of the Benchers

February 9th and 10th – Regina

April 25th, 26th and 27th – North Battleford

June 20th, 21st and 22nd – Saskatoon
(annual meeting set for evening of Thursday, June 21st)

September 27th and 28th – Saskatoon

October 18th – Conference Call to Approve Budget

November 29th and 30th – Regina

In Memory

Ken Ritter passed away on October 24, 2011 after a 10 month battle with brain cancer, leaving behind his son Ramon and daughters Felice and Nicole.

He had varied interests and completed three degrees in Arts, Education and Law. He farmed nearby Major, SK and practiced law in Regina and Kindersley. He taught school in Australia and Marengo, SK.

During the 1980's, he worked for the Grant Devine government, where he helped design and implement legislation for Saskatchewan's *Farm Security Act*. He served as chair of the province's Surface Rights Arbitration Board. He also served as Commissioner with the National Transportation Agency of Canada from April 1989 until it was replaced by the Canadian Transportation Agency in 1996. Following this position, Ken became a Director of the Canadian Wheat Board, and then shortly afterwards, became chairman of the Canadian Wheat Board for 10 years.

Norma Shier passed away October 1, 2011 after a lengthy battle with cancer.

She leaves behind her husband, Fred Farkvam, step-daughter Alicia and step-son Jamie.

Norma was born and raised in Colonsay and attended the University of Saskatchewan. She travelled to Whitehorse, where she met and married Fred Farkvam in 1977. She obtained her law degree at the University of Victoria and returned to Whitehorse to practice law, becoming partner and then establishing her own practice.

She eventually returned to Saskatoon in 2002 where she worked for the Saskatchewan Human Rights Commission and then as mediator for Corrections Canada.

Honourable Tillis (Tillie) Taylor, SOM, former judge, passed away on October 23, 2011, leaving behind two daughters, two grandchildren and a great-granddaughter.

Born in 1922, she was the eldest of a prominent Saskatoon lawyer, Jacob M. Goldenberg and Sarah Goldenberg. She obtained her Bachelor of Arts with distinction and later obtained her law

degree in 1956. She accepted a position as deputy registrar in the Saskatoon Land Titles Office and in 1960 was appointed the first female judge of the Magistrates' Court for Saskatchewan. In 1978, she became a judge of the Provincial Court of Saskatchewan and maintained the position until she retired in 1987.

Until her retirement, Judge Taylor served on many organizations to advance justice and create opportunities for everyone. She served on the provincial commission that recommended the establishment of legal aid in Saskatchewan. She was president of the Canadian Association of Statutory Human Rights Agencies and the Saskatchewan John Howard Society, first chair of the Saskatchewan Human Rights Commission, a director of the Canadian Research Institute for the Advancement of Women and was on the Board of Governors of the Canadian Council on Social Development. She received the Saskatchewan Order of Merit in 1996.

** Excerpts rendered from obituaries printed in local newspapers.*

EQUITY OMBUDSPERSON

The Office of the Equity Ombudsperson is committed to eliminating both discrimination and harassment in the legal profession.

If you are a support staff, articling student or lawyer within a law firm, you can contact the Equity Ombudsperson, Kathryn Ford, O.C., for advice, information and assistance. All information is confidential.

This office is not a lawyer referral service and cannot provide legal advice. Call **toll free: 1-866-444-4885**.

This office is funded by The Law Society of Saskatchewan.

LAWYERS CONCERNED FOR LAWYERS

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- services provided without charge

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BENCHERS' DIGEST

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