



Communiqué

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CEO'S REPORT

LEAH KOSOKOWSKY

What's New

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ENHANCED EDUCATION CENTRE

I hope that all of you have had a wonderful summer with a chance to unwind, disconnect (from work) and enjoy the beautiful weather. For me, it seems to have passed all too quickly.

The month of June is always a busy and exciting time for the Law Society and for the profession. Throughout the month, 102 candidates were presented to the Court of King's Bench at Call to the Bar ceremonies in Brandon, Dauphin, The Pas and Winnipeg. Within that group, 71 were graduates of Robson Hall, Faculty of Law at the University of Manitoba and 21 were candidates who obtained their NCA Certificates of Qualification, having previously obtained their law degrees in the Philippines, the United Kingdom, India, Ghana, Nigeria, the United States, Israel and Sri Lanka. Congratulations to our newest members of the bar.

Just prior to the summer break, the benchers met on June 27th for our annual meeting and regular benchers meeting, followed by a reception at the Fort Garry Hotel to recognize the appointment of Gerri Wiebe, KC as the Law Society's new president. Although we have been working together for some time, I am looking forward to working with Gerri in her leadership role over the next year.

For members who were unable to attend the annual meeting, you can visit the [Law Society's website](#) to review the 2024 Annual Report along with the audited financial statements for the 2023-2024 fiscal year. In the Annual Report, you will find information on our progress on the 2022 - 2025 strategic plan, along with key performance indicators in our regulatory work.

During our meeting, President Wiebe was pleased to provide monetary awards to the students who had the four highest standings in Third Year Law at Robson Hall: Dominique Gibson, Noah Lesiuk, Keelin Griffin and Kali Faingold. Congratulations to our four graduates.

CEO REPORT continued...

The benchers also welcomed Erin Kleisinger, KC (President) and Jonathan Herman (CEO) from the Federation of Law Societies of Canada, who provided an update on the important work that is happening at the national stage, much with the input and cooperation of the Law Society of Manitoba.

One of the key operational initiatives that is moving forward is the electronic banking project that will allow law firms to electronically move funds out of trust. While the Law Society works to establish policies and rules to mitigate the risk of moving funds electronically, the benchers approved of a pilot project in which approximately ten firms of varying sizes and practice profiles are participating. The pilot is underway and we will update the profession as it progresses.

The benchers also reviewed the proposal for a summer wellness challenge that was held in July and August. I would like to extend a huge thank you to all who participated. In furtherance of the Law Society's commitment to improve wellness within the profession, the intention of the challenge was to have all of us in the legal community give further

thought to our collective well-being and to identify ways (even small ways) that we might assist ourselves and each other. If you did participate, I encourage you to respond to the email seeking feedback.

Under the guidance of Alissa Schacter, the new Director of Policy and Strategic Initiatives, the Law Society's strategic planning committee has been working hard to set the stage for the benchers' strategic planning session that will occur at the September 12, 2024 bencher meeting. The planning process will unfold over the next many months with the goal of finalizing the plan in the spring of 2025. In the meantime, the staff and benchers will continue to pursue the initiatives and activities that have been approved of in the final year of the 2022–2025 strategic plan. One such activity is a Solo and Small Firm Forum scheduled for October 23, 2024. The Law Society has developed and enhanced an extensive library of resources and supports to support lawyers and firms in their practices, but we want to hear from those practising in smaller firm environments as to how we can best support you moving forward. Save the date and look for future communications regarding this event.

Congratulations!

The following Law Students were the 2024 recipients of the Law Society Awards for the highest standings in third year law:



Congratulations to Noah Lesiuk

1st Place:
Margaret Hypatia Crawford Award
Dominique Gibson

2nd Place:
Noah Lesiuk

3rd Place:
Keelin Griffin

4th Place:
Kalanit Faingold



Congratulations to Kali Faingold

President Gerri Wiebe had the pleasure of officially congratulating them on their achievements at the June bencher meeting.

Manitoba Regulator Running Mental Wellness Challenge for Lawyers

Written By **Terry Davidson**



[This Article](#) was originally published by  LAW360™ Canada, part of LexisNexis Canada Inc., and used with permission.

Law360 Canada (July 8, 2024, 11:53 AM EDT) -- The new president of Manitoba's law society is hoping an ongoing "wellness challenge" for lawyers will put them on the path to minding their mental health while at work.

The Law Society of Manitoba's (LSM) Wellness Challenge 2024, the first of its kind by the regulator, is a voluntary project where participants engage in various wellness activities over an eight-week period. The activities, grouped into two-week slots, began June 17 and will run through to Aug. 9.

Challenges include avoiding non-emergency email for a weekend, scheduling a coffee date with a colleague, taking short periods off (outside of vacation), sending someone a "gratitude" message and getting to know the website of Law(yer) Strong, a peer support program aimed at improving the well-being of those in Manitoba's legal community.

During a recent sit-down with Law360 Canada, LSM president Gerri Wiebe said that because lawyers tend to be busy most of the time, the goal of the project is not so much to complete every challenge as it is to have lawyers turn their minds toward thinking about their emotional and mental health.



"We're not really focusing on [them] doing everything," said Wiebe, 47. "It's really just meant to be getting people accustomed to thinking in terms of making the workplace more wellness-focused [and] being willing to ... deviate from their routines just a little bit."

Wiebe said that while the challenge will not fix the profession's overall problem of mental illness and workplace stress, it will hopefully "shift the needle" towards licensees at least thinking about the issues.

"The goal here is to shift the needle just a little bit, just to get people thinking in terms of wellness — incorporating it into their considerations of what they're going to do each and every day so that it isn't just about productivity. ... That's really all we're trying to do right now. ... And hopefully that will grow."

Wiebe noted the particular assignment of perusing the Law(yer) Strong website. The reason for this, she said, is because not enough licensees know of it or its benefits. The same goes for the assignment of spending time on the website of Manitoba Blue Cross, which also has supports in place for licensees.

According to additional information sent from LSM Wellness Challenge co-ordinator Amy Tung, a pre-challenge survey sent to licensees found that 70 per cent of the 150 respondents planned to participate in the project. A second survey will be distributed at its conclusion to determine the number of those who actually completed the project and whether they found it effective.

“The challenge is not just about individuals, it’s about fostering a supportive work environment and promoting a culture of well-being for all,” said Tung in an email.

Tung went on to say that the ongoing project is already showing signs of “building a more sustainable and supportive practice environment.”

Wiebe was asked if there was concern that some participants would fail to finish the challenge due to workplace demands and pressures.

“We promoted this as a firm-wide thing,” she said. “We took it to managing partners at firms or partners at firms to promote within their own office places so that there is an understanding when an associate says, I’m unplugging for three hours today, [they] know why so that there won’t be backlash [toward] people who are trying to do these challenges in the workplace.”

Late-coming licensees can sign on to the project at any point and start tackling the remaining challenges.

While Wiebe is still a newbie as president (she was appointed in May), she has an abundance of experience when it comes to promoting lawyers’ mental health. During her years at the LSM, Wiebe has sat on various committees, including the mental health and wellness committee.

[In a separate interview with Law360 Canada back in June](#), Wiebe spoke about her new role and voiced concern over growing mental health problems amongst lawyers — brought on at least partly by the lingering culture of bullying and harassment still existing in the profession. As pointed out then, issues such as these have no jurisdictional boundaries.

Last year, the Toronto Lawyers’ Association report found there to have been a decline in “civility and professionalism” amongst Ontario’s lawyers since the lifting of COVID-19 lockdowns and other public health restrictions.

In a survey, it was found 31 per cent of respondents were of the view that civility amongst their colleagues had declined. Just over 20 per cent reported to have directly experienced uncivil or unprofessional behaviour from another lawyer during 2023.

Law Society
HEALTH RECOVERY PROGRAM
A positive alternative

Focusing on support, rehabilitation and recovery.

[Learn More](#)

The graphic features a light purple background with a large blue circle and a smaller green circle. There are decorative elements including four small blue circles in the top left, a wavy line, and several thin circles. The text is arranged in a clean, modern layout.

2024 CALL TO THE BAR

JOAN HOLMSTROM, Director - Competence

On June 20, 2024, 102 candidates were presented to the Court of King's Bench at the RBC Convention Centre in Winnipeg where each took both the Barrister's and Solicitor's Oaths. Chief Justice Glenn Joyal presided over the ceremony while The Honourable Justice Herb Rempel addressed the newly called lawyers. The A. Montague Isaacs, QC Prize was awarded to Emmanuella Obeya.



Chief Justice Joyal addresses the candidates and guests.



Greetings from the Manitoba Bar Association by President Jason Gisser.



The Honourable Justice Herb Rempel speaks to the newly called lawyers.



CALL TO THE BAR continued...



Congratulations

Emmanuella Obeya

2024 A. Montague Israels, Q.C. Prize



The A. Montague Israels, Q.C. Prize is selected by a special Selection Committee and awarded annually to a student from the graduating class of the Bar Admission Course who demonstrates a sense of justice transcending technical competence. This award honours the memory of A. Montague Israels, Q.C. (1904-1973), recognizing those attributes of scholarship, character, skill, and breadth of interest that he valued and so well exemplified in his own life and career.

**Hon. Justice David Kroft presented
Emmanuella with her award.**



Officially Celebrating!



[Catch a glimpse of the 2024 Call ceremony here](#)



**Following
in their father's
footsteps!**



2024 MASS CALL TO THE BAR



Congratulations to the following new lawyers!

Adebisi, Mubarak
 Alabi, Tawakalitu
 Alexander, Heather
 Anton, Jessie
 Arshia, Arshia
 Ayres, Laura
 Bains, Manpreet Ashley
 Barraza-Luna, Antonio
 Bauerlein, Mikaela
 Beal, Julia
 Bednarz, Sierra
 Bews, Audrey
 Brar, Chashandeep
 Brar, Sipy
 Brennan, Michael
 Burky, Ryan
 Cameron, Hannah
 Cavallo, Carleena
 Cheung, Dion
 Choudhary, Aashray
 Ciyiltepe, Tan
 Cloutis, Victoria
 Collier, Sophie
 Curle, Noah
 Dempsey, Anthony

Dickson, Peirce
 Dobrucki, Jordan
 Elazar, Jana
 Ellis, Natasha
 Eshikena, Richmond
 Feng, Xiyuan
 Filyk, Megan
 Fonseca, Keenan
 Fouad, Ashley
 Foy-Yamah, Omone
 Gabel, Andrew
 Geddes, Mason
 Goldberg, Isanne
 Grantham, Dwayne
 Gray, Brayden
 Green, Samantha
 Grewal, Prabhdeep
 Han, Paula
 Harvey, Samantha
 Hothi, Ravneet
 Hughes, Heather
 Jonsson, Connor
 Kaplan, Adam
 Karunaratne, Ranhulu
 Kats, Katherine

Kuewumi, Olasunkanmi
 Kutin Nuamah, Brigitte
 Lett, Andrea
 Macht, Brittney
 Makam, Abhishek
 Mann, Sonya
 Manness, Benjamin
 Mao, Abdihamid
 Mark, Nicholas
 McKenzie, Aiyana
 McMurray, Riley
 Menec, Liam
 Ness, Braeden
 Novosel, Derek
 Obeya, Emmanuella
 Olashore, Odunayo
 Onchulenko, Samantha
 Owusu, Ruth
 Oxenforth, Brett
 Paulic, Justin
 Petrini, Michael
 Phangureh, Harleen
 Pinette, Kennedy
 Plenert, Jodi
 Pollock, Liam

Rakar, Matthew
 Romeo, Tiana
 Roslycky, Marko
 Sadiq, Furyal
 Schmidt, Ty
 Scofield, Christopher
 Sharp, Sarah
 Silva Burns, Edvanny
 Sitarik, Reed
 Soenen, Noah
 Sokolowski, Mikal
 Speck, Blaine
 Suri, Hardeep
 Swan, Rhiannon
 Szeryk, Emily
 Thiessen, Johanna
 Trager, Kaitlin
 Wabash, Leticia
 Warsza, Nicholas
 Wightman, Dominique
 Yu, Matthew
 Zubair, Zainab

2024 ANNUAL REPORT



For an update on all Law Society of Manitoba activities and strategic objectives, including improving equity, diversity and inclusion in the profession and increasing access to justice and legal services for Manitobans, please see our 2024 Annual Report.

[VIEW REPORT](#)

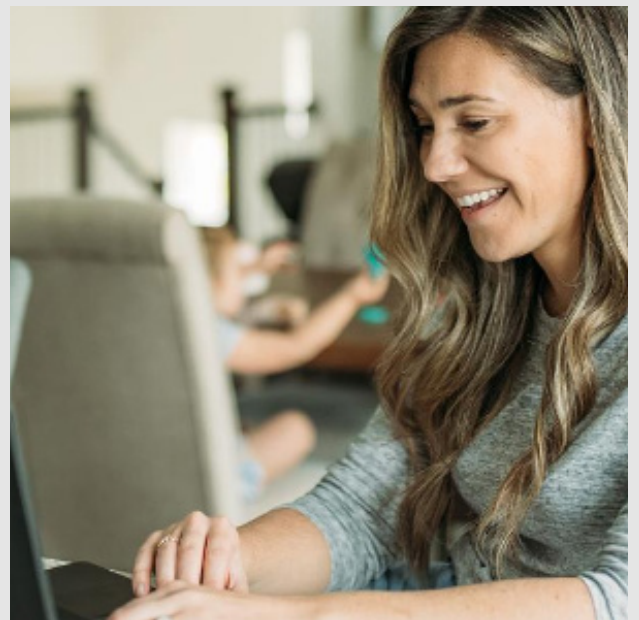
PART-TIME PRACTISING FEES PILOT PROJECT

Newly Added Eligibility Criteria

The Law Society's Part-Time Practising Fees Pilot Program has been extended to March 31, 2027.

In response to feedback on the pilot, the benchers have also decided to introduce a discretionary eligibility criteria for lawyers who are required to reduce their practice hours due to a serious, chronic illness or disability. The Law Society's CEO may require members to provide medical information in support of their application under this criteria. This initiative aims to enhance equity, diversity, and inclusion in the profession.

[LEARN MORE](#)



ARE YOU IN THE RIGHT LOCKER?



The Law Society has conducted a review of the use of the lockers in the Courthouse basement and discovered several lockers being used for which the Law Society has no record of a registered user. If you are using one of these lockers but not registered with us, please immediately contact Shari Lough at slough@lawsociety.mb.ca to properly register and make arrangements to rent a locker or to verify our records.

Starting in November 2024, we will be removing items from lockers for which we have no registered user and adding any court attire found (robes, vests, shirts and tabs) to our inventory of court apparel available for rental by those being Called to the Bar.

Here is a list of the lockers containing items which will be removed starting in November unless the user registers with us or removes their items beforehand:
Locker 7

Locker 13	Locker 110	Locker 211
Locker 16	Locker 133	Locker 228
Locker 24	Locker 186	Locker 231
Locker 40	Locker 188	Locker 239
Locker 46	Locker 196	Locker 249
Locker 64	Locker 208	Locker 279
Locker 102	Locker 209	

Perhaps you were sharing one of the above listed lockers with a lawyer who since gave up paying the rent on the locker and you were not informed and are still using the locker. Please attend at the locker room to make sure you are not using one of the lockers listed here.

Would you like to rent a locker?

Contact Shari Lough at 204-942-5571 or by email at slough@lawsociety.mb.ca.



HOMECOMING 2024: ENGAGING IN ECONOMIC RECONCILIATION

For its 2024 Homecoming event, the Faculty of Law invites Alumni to join us for our second annual conference of the Interdisciplinary Journal of Indigenous Inaakonigewin.

SEPTEMBER 20^{FRI} 9AM - 5PM

The conference is open to students, faculty, practitioners and the public and offers an opportunity for the University of Manitoba to host, engage with, debate, and discuss scholarly and artistic works related to Indigenous peoples and the law.

This year's conference will be co-hosted by the Manitoba Law Foundation, the Law Society of Manitoba, the Manitoba Bar Association, Faculty of Law Alumni Outreach, and current faculty. The conference will bring together academics, legal community, Indigenous community leaders, and business partners, to discuss Indigenous Economic Reconciliation.

The panelists will include First Nations and business partners to discuss several projects ongoing in Manitoba. Academics will present to fill in theory and history behind the need for Economic Reconciliation. The first day of the conference will be available for online attendance, and to [register through the Law Society of Manitoba](#). Angie Bruce, VP Indigenous, will be opening the conference with a Keynote talk.



For More Information Contact: Law.Alumni@UManitoba.ca

Small and Solo Firm Forum Series

Featuring Peer Technology Panel

October 23, 2024

12:00 noon - 4:00 pm | Law Society Classroom

Join us for this introductory forum focused on supports and resources for Small and Solo Firms.

Technology Panel

To kick off this series we will host a technology panel to discuss practical tips and advice for effectively navigating the growing technological demands and requirements for legal practice.

Connection & Engagement

Throughout the forum there will be opportunities to connect with your peers and share best practices including a lunch at the start and breakout sessions designed to encourage discussion and connection.

Law Society Staff FAQ

Staff will be available throughout the afternoon to connect with small groups or one on one and to share resources addressing lawyers' most frequently asked questions.

This program offers up to 4 hours of CPD, all of which may be reported as EPPM (Ethics, Professionalism, Practice Management) hours.

[Register Now](#)



Have Your Say on Program Focus

Complete this short 2-minute survey to provide your feedback on technology topics most relevant to you and your practice!

[Learn More](#)





President's RECEPTION

June 27, 2024





Hotel Fort Garry





Applications are now open for the Rt. Hon Beverley McLachlin Access to Justice Fund (“McLachlin Fund”). Applications will be accepted until 5:00 p.m. on September 16, 2024.

The McLachlin Fund provides financial support for innovative projects and programs to improve access to civil and family justice in Canada. It prioritizes projects and programs that address a defined access to justice problem in a way that can be effectively evaluated and scaled-up or adopted elsewhere if successful.

Who Can Apply?

Applicants from throughout Canada are invited to apply and must be either a registered charity or other qualified donee under the *Income Tax Act*.

Questions?

Contact staff by email at info@mclachlin.ca.

For more information on the application process and funding priorities, see the links below:

English

French



On July 2, 2024, The Manitoba Law Reform Commission released Informal Report #30: Modernizing Exclusions under s 23(1) of The Executions Act. The report considers current exemptions available to judgment debtors and makes recommendations for reform and modernization. The report is available on the Law Reform Commission's website at [Manitoba Law Reform Commission](#).

Did You Pay Your Practising Fees by Instalment? Next Payment is Due: *September 3, 2024*

On August 1st, all lawyers who paid their practising fees by instalment received a reminder email about the upcoming payment which is due on or before **Tuesday, September 3, 2024**.

Check your email!
Your invoice is in the [Member's Portal](#).

PAYMENT METHODS

Don't Delay! Avoid late fees!

Invoice

Lawyers who pay practising fees or insurance by Pre-Authorized Debit referred to as CAFT (Customer Automated Funds Transfer) need to advise the Finance Department **at least four business days prior to the date you wish the payment** to be withdrawn.

Under no circumstance will the Law Society withdraw funds from a lawyer/firm's bank account without express written consent (via email). Payment details and requesting that the Law Society debit or withdraw the funds from the bank account as previously identified on the PAD Form is still required as outlined in the [Payment Methods and instructions](#) on our website.



WHEN YOUR CLIENT IS NOT HUMAN - *Verifying the Identity of an Entity*

TANA CHRISTIANSON, Director - Insurance

Sometimes, your 'client' is not a human being. Instead, you are acting for an organization, a corporation, a trust or another type of entity. If you are acting for an entity on a financial transaction, you still need to verify your client's identity because fraudsters, criminals and money launderers will use corporations and other entities, made up or real, to dupe you.

That is why when you are acting for an entity, you must verify the identity of that entity. The verification process required depends on the type of entity.



BREAKING IT DOWN BY TYPE OF ENTITY:

Financial Institution

If your client is a **Financial Institution** (as defined by Law Society Rule 5-116), including a bank, credit union or trust company, you don't need to verify the entity's identity, nor the identity of the instructing human being.

Public Bodies

If your client is a **Public Body**, which includes a government entity (federal, provincial, territorial or municipal), a hospital authority or an organization incorporated under an Act of Canada or of a province or territory for a public purpose, you do not need to verify the Public Body entity's identity, nor the identity of the instructing human being.

Publicly Traded or Reporting Issuer Entities

If your client is a corporation whose shares are **publicly traded** on the stock exchange or is an organization which is a **reporting issuer** under Canadian securities law, you do not need to verify the entity's identity, nor the identity of the instructing human being.

Corporations and other Similar Registered Entities

If your client is a corporation or another entity like a limited partnership, co-op or limited liability partnership etc. that is registered with a government registry (e.g. The Companies Office), here's how you verify the entity's identity:

1. First, verify the identity of the human being giving you instructions on behalf to the entity, just the way you would if that human was your client. The Law Society Education Centre has helpful reference material on [Client ID Verification](#).
2. Confirm that the entity exists and is registered. This is easy. Order a Certificate of Corporate Status from the Government registry. In Manitoba, that would be through [The Companies Office Online Services](#).
3. Obtain and record the names of all directors of the entity. These should be in the annual return and minute book.
4. Make reasonable efforts to obtain the names and addresses of all persons who own, directly or indirectly, 25% or more of the organization or of the shares of the organization - basically what would be in the Corporation's own Register of Individuals with Significant Control.
5. Make reasonable efforts to obtain and record information establishing the ownership, control and structure of the organization.
6. Keep a record of your searches and inquiries.

Trusts, Partnerships and other Non-Registered Entities

If your client is a trust, a partnership or other organization that is not registered with a government registry, you can't do a search. Here is what you must do to verify the non-registered entity's identity:

1. First, verify the identity of the human being giving you instructions on behalf of the entity. Remember, the Law Society Education Centre has helpful reference material on [Client ID Verification](#).
2. When your client is a trust, make reasonable efforts to obtain the names and addresses of all trustees, all known beneficiaries and the settlors of the trust. Because trusts generally are not registered anywhere, you will have to obtain this information from the trust documents with assistance from the instructing human and the trust's professional advisors.
3. When your client is another type of non-registered entity, the organization's identity must be verified by reviewing a copy of the organization's constating documents, like the partnership agreement, articles of association, or any other similar record that confirms its existence as an organization.
4. Keep a record of the documents you reviewed and your inquiries.

Note:

If you have verified the identity of an entity once, you do not have to verify the entity's identity again in future financial transactions unless you have reason to believe the information has changed.



Timing:

The verification of the entity should be completed not later than 30 days after you have been retained and instructed on a financial transaction.

Alternative Measures

Sometimes, despite your best efforts, you are not able to obtain or confirm the accuracy of the information you need to verify the identity of an entity. In those rare cases, here is what you can do:



1. Take reasonable measures to ascertain the identity of the most senior managing officer of the organization.
2. Think about whether:
 - (i) the information the client has given you about its activities,
 - (ii) what the client has told you about the source of the funds, and
 - (iii) the client's instructions on the transaction are consistent with both the purpose of this retainer and what you know about the client.
3. Assess whether there is a risk that **you** may be assisting in or encouraging fraud or other illegal conduct.
4. Keep a record of the results of your determination and assessment.
5. Complete the verification not later than 30 days after receiving the instructions on the financial transaction.

And don't forget! On every financial transaction, you must ask the client the source of the funds. And, if you obtain information that causes you to believe you would be assisting a client in fraud or other illegal conduct, you must withdraw from representing that client.

An entity may be just a legal construct with criminals, money launderers and fraudsters behind it. Whether you are dealing with an individual or an entity, you must verify identity. When you're verifying the identity of an entity, search the relevant registry and/or the relevant documents, confirm who directs the entity and has the power to make decisions, and find out who the shareholders or stakeholders are so you can see who might benefit from the transaction.

Don't be duped by criminals, money launderers and fraudsters. Verify the identity of the entity.

Don't forget to check out the [Anti-Money Laundering Resources](#) on the Law Society website. Also available is a [15-minute Online Learning Byte](#) offering a quick refresher (and CPD hours) for lawyers and law firm staff.

NEED A QUICK REFRESHER ON CLIENT ID VERIFICATION?

Do you have new staff who
need to learn how to verify
the identity of clients?

Check out
[**CLIENT ID VERIFICATION**](#)

a 15 minute primer on how to verify by Photo ID, the Dual
Process method, using an Agent as well the credit file method.

And get CPD hours!

**COMING
SOON**

Verifying the Identity of an Entity

Stay Tuned

PREP and ARTICLING - *Important Dates*

With more than one offering of the bar admission program now provided each year, and to assist with managing schedules, below you will find an overview of some of the important dates for articling students according to the applicable PREP offering.

	Accelerated PREP 2024 (students not to be actively articling during coursework and Capstone)	June 2024 Intake (Traditional PREP)
June 3, 2024 to September 6, 2024	Students continue work through all phases of PREP	Phase One: Foundation Modules
September 9 to 12, 2024 or September 16 to 19, 2024	Capstone Assessment <i>(students from earlier PREP courses re-take Capstone if required)</i>	
Week of September 23 or Week of October 7	Students can begin articling and may be eligible for Call in June if they start before September 26	Phase Two: Foundation Workshops <i>Check with your student for which week they are scheduled. The ought to have no work assigned to them during their workshop week.</i>
October 12, 2024 to November 28, 2024		Phase Three: Virtual Firm Family Law Rotation
Early November	Capstone results are issued	
November 29, 2024 to January 16, 2025		Phase Three: Virtual Firm Criminal Law Rotation
January 17, 2025 to March 7, 2025		Phase Three: Virtual Firm Business Law Rotation
March 2025	Students can re-attempt the Capstone if unsuccessful in September 2024	Students participate in one of three Capstone Assessment weeks

Students registered in Accelerated PREP will be eligible to participate in the Mass Call to the Bar ceremony in June 2025 provided their articles start no later than September 26, 2024. This will allow the completion of the required 38 weeks of articles for those participating in Accelerated PREP. Students cannot article while participating in the Accelerated PREP Program.

Students participating in Traditional PREP usually article on a full time basis while participating in PREP, with their workplace allowing sufficient time over the work week to attend to PREP course work.

For further information, please contact Joan Holmstrom by phone at 204-926-2017 or by email at jholmstrom@lawsociety.mb.ca.



Be Well



Manitoba summers bring beautiful weather, light into evening, scents of flowers, fresh cut grass, and throughout the province, festivals where we can all relish the incredible creativity and talent of actors, artists, performers and musicians. Summer, short and sweet, is to be savored. Summer also brings bugs, but we can't let those pesky biters stop us from getting outside.

This summer the Law Society, the Manitoba Bar Association and Law(yer) Strong teamed up to launch a Wellness Challenge to the legal profession, aimed at improving health, well-being, and legal professional culture, one step at a time. Yes, there will still be bugs in our professional and personal lives, but we can savor each positive step and moment as we intentionally choose to enhance wellness and positivity.

Stay tuned for October's Issue for the full story and find out what we learned.

UPCOMING EVENTS:

September 15: *Terry Fox Run, Walk or Roll at Assiniboine Park*

Join our team or consider donating in support of life supporting cancer research. Sponsored by Taylor McCaffrey LLP

September 27: *Living in a Resilient Way. (in person)*

Join Carolyn Klassen, RFT, OT, on strategies to reduce the risk of burnout in our pressured and demanding world.

October 18: *Peer Support Volunteer Training (in person)*

COMING IN OCTOBER:

Neurodiverse Superpower ZOOM Drop In, led by awesome lawyers who are neurodiverse and thrive.

[More Upcoming News & Events](#)



Contact us to join the movement or learn more: www.lawyerstrong-mb.ca



Thank You for Joining the Wellness Challenge 2024

SHARE YOUR INSIGHTS AND EXPERIENCE

Complete the [post challenge survey](#) by August 30th



Missed a Challenge Activity or Two?

Why not complete the challenge on your own schedule.

[Download Tracker](#)



THE MANITOBA
BAR ASSOCIATION
A Branch of the
Canadian Bar Association



MANITOBA BLUE CROSS



Free and confidential service available 24 hours per day, seven days a week to support you with a variety of well-being concerns such as:

- Financial Stress
- Relationships
- Career Transitions
- Mental Health
- Addictions



[LEARN MORE](#)



Winnipeg: 204-786-8880
Toll-Free: 1-800-590-5553
Hearing-Impaired Line: 204-775-0586

THE APOSTILLE CONVENTION

SHARON KRAVETSKY, Practice Resource Coordinator



Do You Notarize Documents for Use in a Foreign Country?

When public documents are to be used in a foreign country, they may need to be authenticated to prove that the notary's signature and seal on the document are genuine.

The Hague Apostille Convention of 1961 is an international treaty that creates the apostille process. An apostille is a standard certificate that validates the signature and seal of the notary public and confirms the authenticity of documents from a participating country for recognition in all other participating countries.

Over 120 countries, including the US, and since January 11, 2024, Canada, are signatories to the Hague Apostille Convention.

Not all Countries Require Authentication

Check to see if the document requires authentication by contacting the embassy, high commission, or consulate of the destination country:

- [Foreign embassies and high commissions in Canada](#)
- [Foreign consulates in Canada](#)



Authenticating Documents

To be authenticated, the document must be an original document bearing a recognized signature (and usually the seal) of the notary. Part of the seal should go over a portion of any attached photo so that it cannot be replaced.

Documents that contain a language other than English or French must be translated by a certified translator and may require an affidavit from the translator that is signed and sealed by a Canadian notary.

Alternatively, a notary who is fluent in both the document's language and English or French, may add a statement to their declaration attesting that they speak both languages and certifying the translation is accurate. Canadian university diplomas issued in Greek or Latin do not need to be translated.

Some documents cannot be authenticated, including documents:

- without an original signature or seal;
- with unknown seals or signatures that cannot be verified;
- issued by a religious institution (i.e. baptismal or religious marriage certificates);
- not of Canadian origin;
- issued by unrecognized educational institutions;
- that are glued or laminated, or with a surface that is difficult to stamp.

Authentication may be declined and the case referred to the appropriate authority if the document is believed to be misleading or if the authentication process may be used for fraudulent, illegal or misleading purposes.

Under the Apostille Convention, documents notarized in Manitoba are authenticated by **Global Affairs Canada**. The processing time is variable, and presently lengthy. As of August 2024 documents being processed had been submitted three months earlier.

For detailed information on the process and the steps required, see [Government of Canada - Authentication of documents: 1. Before you start](#).

There May be Alternatives to the Apostille Process

In some instances, documents can be legalized directly by the embassy, consulate or high commission of the destination country, or authenticated by the Canadian embassy, consulate or high commission in the destination country.

Some of those entities may offer notary services at their locations or remotely. Some countries maintain rosters of Canadian notaries who are authorized to provide notarial services on their behalf. See Global Affairs [Alternatives to Authentication](#).



Be Extra Cautious

Although you may follow the outlined steps, the document may not meet the recipient country's requirements. It is wise to check with them, to ensure that the document will be acceptable and/or to see if other or additional steps are required, in order to avoid delay, expense and inconvenience for your client, and thus for you.

PRACTICE MANAGEMENT QUICK TIPS *To Make Practice (and Life) Easier*

TANA CHRISTIANSON, Director - Insurance

A well-managed law practice allows lawyers to do the real work of lawyering more effectively, with fewer professional liability claims and less headaches. Barney Christianson, the Law Society's Practice Management Advisor, provides free and confidential information and advice to Manitoba lawyers on Practice Management issues. Barney has collected the following useful resources to share with you.



How Do Your Office Processes Work?

You probably realize that what got you this far, will not be good enough from now on. Resist change, and you will be in a death spiral of steadily-failing productivity. Might be a good idea to try some [process-mapping](#) to see if your office processes can be more efficient.

Your Personal Brand

A lawyer's reputation may be their most valuable asset. You can also look at it as a [Personal Brand](#). That is not about marketing or networking or logos or colour schemes. It is how you present yourself to clients, lawyers, employees, co-workers, and the world in general. You should not take it for granted and it's a good idea to make sure you maintain and evolve yours.

Avoiding Mistakes in Word Documents



It is not news that Word can give you nightmares. If you learn to avoid [these six mistakes](#), the number of nightmares may be reduced a bit.

Will AI Cannibalize Law Firms?

Is AI another bitcoin? Something cool the Tech Bros are flogging for now? Make up your own mind but make sure you consider AI's possible impact on the bottom line. Roy Strom thinks AI is a law firm's nightmare – [read why](#).

Perhaps you should read Chapter 3.6 of the *Code* regarding legal fees and the Law Society of Manitoba's [Generative AI Guidelines](#) first, to see if Strom's concerns might be (or not be) addressed.



If you are looking for advice on how to make your practice more efficient and less aggravating, contact Barney directly at 204-857-7851 or by email at barney.christianson@gmail.com. And remember, Barney's practice management advice is free and confidential.

NOTICE OF BENCHERS' MEETING

The next regular meeting of the benchers of the Law Society of Manitoba will be held on:

 **Thursday, September 12, 2024**

 **Elkhorn Resort (Clear Lake)
and via videoconference**

 **2:30 p.m.**

Members of the Law Society are encouraged to attend and participate in the deliberations of the governing body.



If you wish to attend a meeting via videoconference, please contact Pat Bourbonnais at pbourbonnais@lawsociety.mb.ca.

Dates for the next meetings of the benchers are as follows:

- October 31, 2024
- December 12, 2024
- February 6, 2025
- March 20, 2025
- May 15, 2025
- June 26, 2025

Agenda and meeting minutes are published on the website [here](#).

Health and Wellness Resource Library

Resources from the Law Society, Manitoba Blue Cross and other Partner Organizations

Digital Wellness Platform from Manitoba Blue Cross

www.wellness.mb.bluecross.ca

From one central location you can now access:

- Counselling support
- Relationship learning program
- Yoga and meditation program
- Sleep assessment
- Budgeting and financial self-directed courses
- And much more

For curated content, tips and resources to help YOU, start by taking a quick 10-minute [wellness assessment](#).



[Learn More](#)



NOTICE OF SUSPENSION

Manu Batish

Pursuant to a resolution of a Panel of the Discipline Committee of The Law Society of Manitoba, **MANU BATISH** was found guilty of professional misconduct and is suspended from the practice of law for a period of sixty (60) days, commencing on August 1, 2024 through to and including September 29, 2024.

July 29, 2024

Leah Kosokowsky
Chief Executive Officer

Issued: July 29, 2024

Membership Changes

Non-Practising to Practising:

June 17, 2024	Justin Fekete	July 15, 2024	Keith Chadwick-Garrett
June 17, 2024	Adam I. Kaplan	July 15, 2024	Marcelin F. Murray
June 21, 2024	Taylor Dignan	July 15, 2024	Andrea D. Lett
June 25, 2024	Emmanuella Obeya	July 15, 2024	Marko O. Roslycky
June 28, 2024	Andrew J. Gabel	July 15, 2024	Mason J. Geddes
June 28, 2024	Hannah M. Cameron	July 15, 2024	Brett M. Oxenforth
June 28, 2024	Nicholas A. Warsza	July 15, 2024	Richmond O. Eshikena
July 1, 2024	Brigitte Kutin Nuamah	July 15, 2024	Chashandeep Brar
July 2, 2024	Ruth Owusu	July 15, 2024	Benjamin D.D. Manness
July 2, 2024	Brittney E. Macht	July 16, 2024	Mubarak A. Adebisi
July 4, 2024	Jana A. Elazar	July 18, 2024	Nikolai N.P. Bola
July 4, 2024	Christopher J. Scofield	July 25, 2024	Amy J. Motluk
July 8, 2024	Trinda E. de Monye	July 29, 2024	Omone B. Foy-Yamah
July 9, 2024	Elise Janzen	August 1, 2024	Ravneet K. Hothi

Practising to Non-Practising:

June 28, 2024	Jocelyne R.M. Ritchot	July 16, 2024	Stephanie Harland
June 30, 2024	N. Paul Cloutier	July 18, 2024	Tom B. Dobson
July 1, 2024	Donald B. Ernst, K.C.	July 22, 2024	Julie M.A. Toews
July 1, 2024	Garth H. Smorang, K.C.	July 25, 2024	Morley A. Hoffman
July 1, 2024	Marla D. Boyd	July 26, 2024	Colin S. Robinson
July 2, 2024	Mark A.P. Pulak	July 31, 2024	Melissa M.O. Jenin
July 10, 2024	Melissa D. Ewasko	July 31, 2024	Lisa D.Y. Cupples
		August 1, 2024	Matthew S. Deleau

New Admissions:

June 25, 2024	Joseph M. Fingerote	July 4, 2024	Constant F. Kouassi
July 3, 2024	Dharsan Siriskantharajan	August 1, 2024	Khurram R. Awan

Update your membership information by using the **Member Forms** located in the For Lawyers, Membership Services section of the Law Society's website.

IN MEMORIAM

Cornelius Enns, who passed away on May 18, 2024 at the age of 90. Mr. Enns received his call to the Bar on June 25, 1974. After practising as an associate for four years, Mr. Enns practised for the next 26 years of his career as a sole practitioner, retiring in 2004.

Martin Elliott Kovnats, who passed away on May 23, 2024 at the age of 72. Mr. Kovnats received his call to the Bar in Manitoba on June 25, 1976. He then relocated to Ontario, where he continued to practice law but maintained an active practising status in Manitoba until 1980.

Professor Gerald Nemiroff, who passed away on June 6, 2024 at the age of 82. Professor Nemiroff received his call to the Bar in Manitoba on June 25, 1974 and was a practising member of the Law Society for eight years. He taught at the Faculty of Law from 1968 to 2008 and served as Associate Dean from 1977 to 1982.

Joseph Allan MacDonald, who passed away on June 7, 2024 at the age of 91. Mr. MacDonald received his call to the Bar on June 26, 1969. He began his legal career serving as inhouse counsel to Great-West Life Assurance Corp. In 1977 Mr. MacDonald moved to private practice and was a partner in several Winnipeg firms, including MacDonald Macmillan Fultz, McJannet Rich and Levine Levene Tadman. He retired from practice in 1997.

Ariel Gliner, who passed away on June 12, 2024 at the age of 36. Mr. Gliner received his call to the Bar on June 20, 2013. He was a practising member of the Law Society for two years.



We've Updated Our Circulation Policy

To better serve you and your colleagues, we've made the following changes to our loan periods:

- 5 business days for reserve materials.
- 30 calendar days for the general collection.

Please call 204-945-1958 or email library@lawsociety.mb.ca if you wish to renew checked-out library materials.

Library materials may be renewed 3 times.

In the event of overdue materials, borrowing privileges and access to research services will be suspended until the item(s) have been returned in good condition or the replacement cost has been paid.

For further details, visit the [Library Resources](#) section on our website.



Check Out Our Enhanced Education Centre!

We've made updates to provide ease of access to all of our CPD resources in one spot.

Enjoy the Benefits

Dedicated Account

New Education Centre account used exclusively to access and manage your CPD resources.

[Read News](#)

CPD on Demand

Direct access to program recordings and online courses with enhanced searchability features.

[Go to CPD on Demand](#)

Convenience

Register for live programs AND enroll in CPD on Demand courses in one stop in a single transaction.

[Read FAQ](#)

There's no time like the present! Get started today by enrolling in the new **Time's Up: The Limitations Act** eCourse. Transition period ends on September 30!

CPD Education Centre

Upcoming Programs

Sept 6	<u>Central Bar CPD, Lunch & Golf</u> Client capacity, practice management, and the reality of AI	Register
Sept 13	<u>Western Bar CPD</u> A View from the Bench, notary, and protection orders	Register
Sept 20	<u>Homecoming 2024: Engaging in Economic Reconciliation</u> Free event in recognition of the National Day for Truth and Reconciliation	Register
Oct 23	<u>Small and Solo Firm Forum</u> Technology panel, connect with peers, tell us what you need	Register
Oct 29	<u>Access to Justice Week Event</u> Details coming soon	Save the Date
Nov 2	<u>Criminal Defence Advocacy Skills Workshop</u> The work of defence counsel after the Crown presents its case	Register
Nov 21	<u>An Afternoon with the Court of Appeal</u> Learn from & connect with the 2024 Court of Appeal	Register
Nov 28	<u>Joint Wills and Estates Program: Estate Litigation</u> A Will challenge from the first client meeting until resolution	Register
Dec 5,6	<u>Hot Topics in Real Estate</u> Update on the latest in real estate practice including the new offer to purchase	Save the Date

Upcoming IMPORTANT DATES At a Glance



SEPTEMBER 1
PAYMENT DUE
2024-2025 Practising Fee
(2nd Installment)
for Lawyers paying by instalment

SEPTEMBER 6
CENTRAL BAR CPD
Lunch and Golf Day

SEPTEMBER 12
BENCHER MEETING
Elkhorn Resort, Clear Lake
2:30 p.m.

SEPTEMBER 13 to 15
WESTERN BAR and AGM WEEKEND

OCTOBER 1
PAYMENT DUE
2024-2025 Practising Fee and Insurance
(2nd Instalment)
for lawyers called to the Bar on June 20, 2024



SEPTEMBER 30

September 30th is Orange Shirt Day and National Day for Truth and Reconciliation, a day to recognize and reflect on the legacy of residential schools.



PRESIDENT
Gerri Wiebe, K.C.

VICE PRESIDENT
Christian Monnin

CHIEF EXECUTIVE OFFICER
Leah Kosokowsky

DEPUTY CEO
Rennie Stonyk

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lawsociety.mb.ca

