



Communiqué

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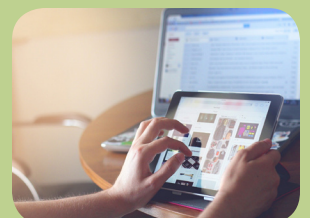


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President's Report



WAYNE ONCHULENKO
President

What's New

**DO YOU WITNESS
FINANCIAL TRANSACTION
DOCUMENTS REMOTELY?**

**THE RICHARD J. SCOTT
AWARD RECIPIENT**

**INCOME TAX ISSUES FOR
LAWYERS' T3 RETURNS
AND TRUST ACCOUNTS**

PRACTICE DIRECTIONS:
Billing Practices

Generative Artificial Intelligence. Hmmm?

Artificial Intelligence (AI) was the focus of both the Federation of Law Societies meetings and Pitblado Lectures this fall. Both conferences were very interesting and thought-provoking.

Before the Federation conference I waffled between thinking that AI would not make that much of a difference (head in the sand) to it possibly changing everything (the sky is falling). There were speakers who addressed both ends of that spectrum and after having heard from them all, I expect it is neither of those extremes.

What is clear is that AI is many different things. Spellcheck and grammar check are AI. This is not the kind of AI that was discussed. The kind of AI we debated is something usually called generative AI. It does not learn or think. Rather, in response to a query, it searches through a large quantity of data and then, with a high degree of probability, it predicts which word should follow another in a response. For example, if you want it to draft a demand letter in a dog bite case, it searches its database and finds 10,000,000 demand letters and perhaps 1,000,000 dog bite demand letters. It will produce the most probable letter. The more information you give it, the more accurate the demand letter. It can also draft an agreement if you give it enough details about the contents of the agreement. It is not learning. It is looking at a large quantity of data and then using probabilities to put together a response, one word at a time.

Generative AI also is good at searching for documents. With an appropriate use of key words, it can go through many documents in a short amount of time and produce an affidavit as to documents.

While AI is good at doing rote tasks, so far it is not so good in terms of making judgment decisions. If you ask AI a specific question, it will give a probable answer and, in many situations, probable is not good enough. A general example can be found in the soccer world. At the Federation conference, ChatGPT was asked which international soccer player has scored the most goals and the answer provided was Pelé. The correct answer, which most Canadians will know, is Christine Sinclair. In generating the incorrect response, Chat GPT searched through a massive amount of data, and the name, Pelé came up the most often.

At the Pitblado Lectures, the issue was highlighted in the context of labour law where certain conduct is only recently considered to be harassment. Accordingly, if you were to ask a generative AI program

a labour law question on harassment, the data may not be current and is likely to give you the wrong answer.

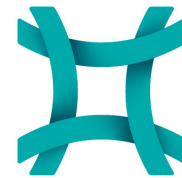
Another risk of relying upon generative AI is that it can “hallucinate” (I am not joking about the use of the word). That is the nice word for making stuff up when it doesn’t know the answer. Most of you will have heard of the example of a New York lawyer who used AI to draft a brief and filed it without checking its work. AI created fictional cases, which the court caught. The lawyer was disciplined.

It is difficult to predict at this stage the Law Society’s role in regulating direct-to-consumer generative AI products. Is the delivery of responses to legal questions the practice of law? How about the creation of a legal brief, a will or a contract? Is there a role for the Law Society to regulate in this area? Some speakers at the Federation conference indicated it was already too late - we would be closing the barn door after the cow left. Others argued we are just at the very beginning, and while we are not too late, we should think carefully about how we might want to regulate before taking steps.

There are many benefits to the legal profession and some will argue that there is an obligation on the legal profession to use generative AI, where appropriate, to reduce costs to their clients. There is a clear role for the Law Society, however, to highlight the benefits and the risks and to educate the profession on how to mitigate those risks. For example, in addition to the risks of incorrect responses and hallucinations (which can be mitigated with thorough supervision and review), there is a risk of breaching client confidentiality through the input of information into the software program. I anticipate that you will hear more from the Law Society on the subject, but note that there is a recent Communiqué article on the subject drafted by Darcia Sent, Director of Policy and Ethics. You can view it [here](#).

The world of generative AI is evolving exponentially, both in terms of accuracy and with privacy controls, highlighting the need to be knowledgeable about the product being used.

Despite the rate of change, the sky is not falling, but it is not a good idea to put one’s head in the sand either. It would be prudent to learn about best practices and think carefully about reviewing those best practices a couple times a year.



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CEO Report



LEAH KOSOKOWSKY

Chief Executive Officer



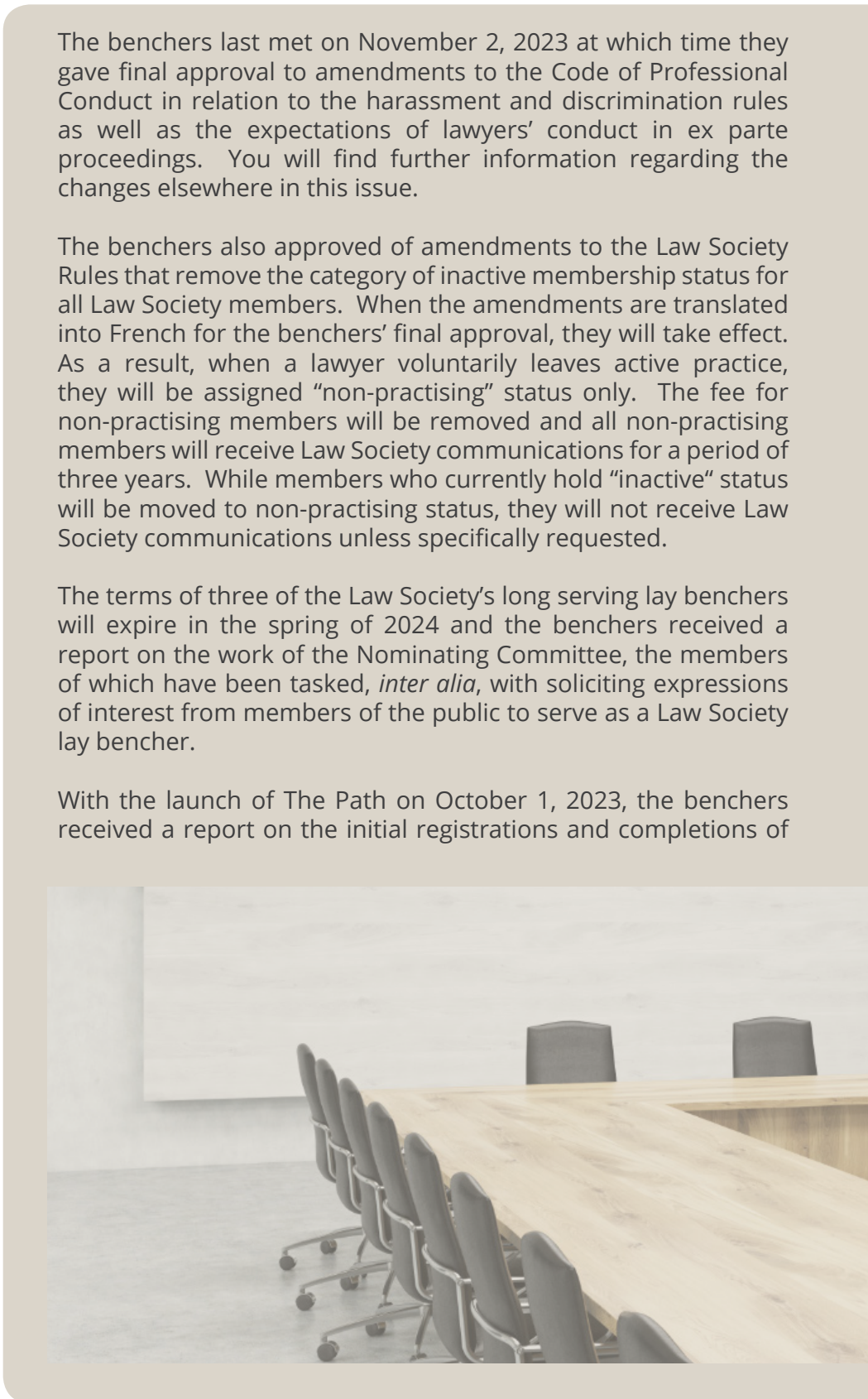
The benchers also approved of amendments to the Law Society Rules that remove the category of inactive membership status... As a result, when a lawyer voluntarily leaves active practice, they will be assigned "non-practising" status only.

The benchers last met on November 2, 2023 at which time they gave final approval to amendments to the Code of Professional Conduct in relation to the harassment and discrimination rules as well as the expectations of lawyers' conduct in ex parte proceedings. You will find further information regarding the changes elsewhere in this issue.

The benchers also approved of amendments to the Law Society Rules that remove the category of inactive membership status for all Law Society members. When the amendments are translated into French for the benchers' final approval, they will take effect. As a result, when a lawyer voluntarily leaves active practice, they will be assigned "non-practising" status only. The fee for non-practising members will be removed and all non-practising members will receive Law Society communications for a period of three years. While members who currently hold "inactive" status will be moved to non-practising status, they will not receive Law Society communications unless specifically requested.

The terms of three of the Law Society's long serving lay benchers will expire in the spring of 2024 and the benchers received a report on the work of the Nominating Committee, the members of which have been tasked, *inter alia*, with soliciting expressions of interest from members of the public to serve as a Law Society lay bencher.

With the launch of The Path on October 1, 2023, the benchers received a report on the initial registrations and completions of



the program. To date, the response of the profession has been very positive with many members engaged in this educational opportunity.

The benchers approved of an access to justice initiative pursuant to which the Law Society will collaborate with partners to establish an on-line comprehensive legal information resource as well as the exploration of training and tools for trusted community service workers. In the near future the benchers will receive a more detailed proposal, work plan and budget for the initiative.

Finally, in the area of national discipline standards, which set benchmarks for timeliness, public participation, transparency and training in complaints and discipline, the benchers received a monitoring report on the Law Society's performance and were also advised of the creation of new standards for anti-money laundering and terrorist financing investigations and outcomes.

The benchers next meet on December 14, 2023 and all members of the profession are encouraged to attend the meeting.

As we approach the end of 2023, I wish you all a festive, safe and restful holiday period.



Law Society

HEALTH RECOVERY PROGRAM

Focusing on support, rehabilitation and recovery.

The program offers a positive alternative to discipline where a lawyer's conduct or competence issues are linked to health conditions, such as addiction, depression, or other mental health issues.

[Learn More](#)



SEEKING LAY BENCHERS



In the spring of 2024, the terms will expire for three of the Law Society’s long serving lay benchers. Interested persons ought to have experience in professional regulation and board governance, demonstrate excellent judgment and have the time and commitment to prepare for and attend meetings. The Law Society is particularly interested in individuals with experience in Information Technology as well as strategic planning.

The Law Society will be inviting members of the public to apply and applicants will be assessed against a skills matrix. Although the benchers recommend a slate of candidates, final approval rests with a statutorily created committee chaired by the Chief Justice of Manitoba.

If members of the profession have identified a suitable potential candidate for the position of lay bencher, please contact:

Sacha Paul, *Nominating Committee Chair*



srp@tdslaw.com



Please contact Leah Kosokowsky if you have any questions regarding the lay bencher appointment process:



204-926-2030



lkosokowsky@lawsociety.mb.ca

CALL TO THE BAR

At a special sitting of the Court on November 23, 2023, eleven candidates were presented to the Court of King's Bench. Ten were presented in Winnipeg and one was presented in Dauphin.

Congratulations!



Akekunle Adewale
Samantha Beauchamp
Ebo Dadzie
Ian Duncan
Olivia Jureidini

Brendan Noyes
Anthonia Osiegbu
Nicholas Raffey
Tyra Soosay
Janelle Strachan

DAUPHIN

Jo Paul Gatapia



CODE OF PROFESSIONAL CONDUCT AMENDMENTS



DISCRIMINATION, HARASSMENT & EX PARTE COMMUNICATIONS

At the November 2, 2023 meeting, the benchers gave final approval to amendments to the *Code of Professional Conduct* (the "Code") relating to Discrimination and Harassment (Rules 6.3-1, 6.3-2, 6.3-3 and 6.3-4) and *Ex Parte* Communications (Rules 5.1-2B and 5.1-2C). The amendments have immediate effect and have been posted on the Law Society website.

[Full Code of Professional Conduct](#)

WHAT YOU NEED TO KNOW

I. **Discrimination and Harassment (Rules 6.3-1 – 6.3-4)**

The extensive amendments to the discrimination and harassment rules were made in recognition of the fact that discrimination, harassment and bullying remain prevalent in the legal profession and the previous rules and commentary did not adequately reflect the importance of preventing discrimination and harassment. The amendments also ensure that the provisions include specific guidance on bullying. They also clearly prohibit discrimination and harassment of another individual and prohibit reprisals against those inquiring as to their rights or complaining of discrimination or harassment. The new commentaries provide extensive guidance.

II. *Ex Parte* **Communications (Rule 5.1-2B and 5.1-2C)**

In response to concerns about lawyers engaging in communications with courts and tribunals contrary to the general rule against discussing specific cases with judges in the absence of the other party except in exceptional cases, the benchers approved of additions to the rules and commentary to note the exceptional nature of *ex parte* proceedings and to highlight the care lawyers should take when engaging in routine, single-party correspondence with a tribunal.

All members of the profession are encouraged to review the provisions.

[CLICK HERE for a detailed description of the changes.](#)

Questions?

Contact

Darcia Senft, General Counsel and Director of Policy and Ethics

204-926-2023

dsenft@lawsociety.mb.ca

2023 Pitblado Lectures

Artificial Intelligence in Legal Practice: Risks, Rewards and Responsibilities



Andrea Doyle

THANK YOU!

- To our partners, the **Manitoba Bar Association** and the **University of Manitoba, Faculty of Law**
- To the informative and engaging speakers who helped educate us on what we need to know about AI
- To all those who attended this in-person event
- To Robson Hall for hosting in their newly renovated Moot Court



Gregory G. Evans and Eileen Derksen



The feedback has been very positive both in terms of the learning and also the opportunity to attend at Robson Hall. If you missed it, the presentation recordings will be available soon on CPDonline.



Yvan Guy Larocque, Karen Poetker and Andrew Buck



Dr. Katie Szilagyi, Professor Abdi Aidid, and Darcia Senft

Richard J. Scott Award Recipient Garth Smorang, K.C.

Congratulations to Garth Smorang, K.C. who was selected to receive the Richard J. Scott Award for 2023. The award honours former Chief Justice Richard J. Scott of the Manitoba Court of Appeal and is presented annually to an individual who advances the rule of law through advocacy, litigation, teaching, research or writing.



Mr. Smorang is General Counsel for Myers LLP, having recently retired as the firm's managing partner and from a busy 40 year practice in labour and employment law, exclusively representing unions and employees.

Mr. Smorang dedicated his career to advocating for workers in a variety of settings and has served as counsel in important, precedent setting unfair labour practice decisions. He has given generously of his time in many pro bono activities, including the governance of the profession, education in the field of labour law, the mentorship of young lawyers and to the broader community.

The award will be presented to Mr. Smorang on Thursday, December 14, 2023 in conjunction with the annual joint meeting of the benchers of the Law Society and the Council of the Manitoba Bar Association.

More information about the award and past recipients
can be found here:

[**Richard J. Scott Award**](#)



THE MANITOBA
BAR ASSOCIATION
A Branch of the
Canadian Bar Association



2024 Mid-Winter Conference



Thursday, January 18th to Friday, January 19th, 2024

Keynote talk with Dr. Jillian Horton
Presented by the MBA Wellbeing Committee



***The Case for Fulfilment:
Can the Legal Profession Learn from Medicine's Burnout Crisis?***

Thursday, January 18, 2024
11:45 a.m. to 1:45 p.m.
(includes 2 hours of EPPM)

Dr. Jillian Horton is a bestselling and award-winning author (“We Are All Perfectly Fine”) and an internationally recognised expert on both medical culture and the drivers of physician burnout. As the spouse of a lawyer, she has also had a bird’s eye view of the challenges of a life in law. In this keynote talk, she will share how some of medicine’s best evidence-based practices for addressing burnout might translate into a blueprint the legal community can follow too.



[VIEW FULL CONFERENCE SCHEDULE](#)

[REGISTER HERE](#)



INCOME TAX ISSUES FOR LAWYERS' T3 RETURNS AND LAWYERS' TRUST ACCOUNTS

TANA CHRISTIANSON, Director - Insurance



This is a reminder that amendments to the *Income Tax Act* mean there's yet another thing for lawyers to think about. Sorry about that.

Next year, your law firm may have to file a T3 Income Tax Return if the firm held funds in a separate trust account for a client in 2023.

You won't need to file a T3 return for money in your pooled trust account or where funds were held in a separate trust account for less than three months and a few other exceptions set out in section 150 (1.2) of the *Income Tax Act*.

However, if you are holding funds in a separate trust account for a client for more than three months, you will probably have to arrange to have a T3 Income Tax Return filed for that client's trust funds

This means that when you're going to be holding money for clients in trust for longer than three months, be sure to collect the personal information required to complete a T3 return. You will need the client's social insurance number, date of birth and other information. Please note that this is more than the standard information you collect when you are verifying the identity of clients on a financial transaction.

It would be a good idea to hire an accountant or other tax preparer to prepare and file the necessary T3 returns. The client can be charged for the additional costs of engaging an accountant or tax preparer, as well as the additional costs that you incur in making these arrangements.

The government is serious about this. They have set up penalties for noncompliance, including a minimum penalty of \$25 per day of delinquency per return. And remember, under your professional liability insurance policy, there is no coverage for you for fines and penalties, so those penalties would come out of your pocket and are not insured.

For a good summary of the new provisions, read this [Notice to Lawyers](#), and consult with your own accountant on which client trust accounts generate this obligation. **Also, remember that when filing these returns, solicitor-client information should not be disclosed.** This will require some thought on every return required.

PRACTICE GUIDANCE: *Billing Practices - Disbursements and Expenses*

DARCIA SENFT, General Counsel - Director Policy and Ethics
IN COLLABORATION WITH THE AUDIT DEPARTMENT



Fair and Reasonable

When determining what may be charged as disbursements or expenses, the key is to ensure compliance with the ethical obligations set out in the Code of Professional Conduct. The Code states that fees and disbursements must not be charged unless they are fair and reasonable and have been disclosed in a timely manner. In 2019, there were amendments made to the accounting rules that address anti-money laundering issues, including separate definitions for disbursements and expenses. Lawyers must clearly communicate all items that will be charged as disbursements or expenses and how such costs will be calculated.

Things to Know

- 1** Disbursements and expenses are two different types of costs. Billing for disbursements and expenses is intended to amount to cost recovery. Such costs are not to represent a source of financial gain for the firm.
- 2** Lawyers may charge clients for “expenses” incurred in connection with the provision of legal services such as photocopying costs. It may be appropriate to charge out certain costs as “standard” expenses with a specified cost. Absent an agreement with the client, expenses associated with providing certain services ought to be limited to a reasonable calculation of direct costs as well as a reasonable allocation of related overhead.
- 3** If an administrative charge will form part of the amount charged to clients, disclosure of such charges should be made to the clients in advance so that there is informed consent to incurring such charges.
- 4** A file opening/closing fee is intended to cover costs for administering the opening and closing of files in the firm’s system and retaining associated records. It would be appropriate to charge a reasonable fee as a one-time “expense.”
- 5** Conveyancing transaction fees relating to the use of conveyancing software may be charged out as disbursements to be reimbursed by clients provided that the fees are attributable to a particular client transaction.
- 6** Teranet charges are fixed by Teranet or the Government and are exact amounts, not to be “up-charged.”
- 7** It is inappropriate to charge the client for fees or disbursements related to the correction of a lawyer’s error. Where a document submitted to Teranet for registration is held-up or rejected due to a deficiency, it is inappropriate to charge to the client either the Teranet rejection fee or any legal fees related to the preparation of a correction letter or other rectification of the document if the deficiency was one that the lawyer could and should have addressed prior to the original submission. This approach should also be taken with other types of rejections, such as when a Request for Probate or Administration is rejected.
- 8** Similar to Teranet fees, costs that are exact amounts related to specific files such as courier, postage, long distance, searches, etc. must only be charged as exact amounts. If the courier cost varies based on what type of service is requested (such as one hour service v. three-hour service), then the amount charged to the client needs to be specifically linked to the type of courier service used for the matter. If a lawyer is working remotely and documents, cheques or files are being couriered between the office and the lawyer, this is a general office expense that is not to be charged to the client or file.
- 9** Hidden fees are not allowed. For example, if the lawyer pays a discounted rate of \$100 per hour to a third-party provider, it would be inappropriate to charge the client \$200 per hour.
- 10** It is inappropriate to charge disbursements or expenses calculated as a percentage of the legal fees charged.

DO YOU WITNESS FINANCIAL TRANSACTION DOCUMENTS REMOTELY?

READ THIS

TANA CHRISTIANSON, Director - Insurance



Photo ID can no longer be verified by Video conference/Zoom/Teams

After January 1, 2024, verification of client ID by video conference will no longer be acceptable.

You can still **witness** documents related to a *financial transaction* remotely using Zoom, Teams or other video conferencing platforms but you cannot **VERIFY** the identification of the client remotely by looking at the client's government issued photo ID on your screen.

The real impact of the change will be for lawyers who use the regulations on remote execution of land titles documents as those are financial transactions where client ID must be verified. So, you are going to need to do some planning if you won't be seeing the client and their ID in person.

Other Methods to verify ID where there is no in person meeting

There are other options to verify Identity of the client when documents relating to a financial transaction are executed remotely:

1. Previous verification of the ID of the client in person by you or someone else in your office.
2. Verification of the ID of the client by an agent. Send off an agent agreement ([sample agreement](#)) to their real estate agent or banker or accountant or other responsible person who can do the verification for you.
3. The credit check method.
4. Use two trusted pieces of information from a reliable source.
5. **New** – use a DIACC certified software service that can confirm the authenticity of government photo ID and match the result to the image or video of the client. (See the [DIACC website](#). A directory of certified software services suitable for use by lawyers will be available on the DIACC website shortly.)



For more information on the anti-money laundering rules, check out the [Anti-Money Laundering page](#) on the Law Society of Manitoba's Education Centre or take in the [Federation of Law Societies' new on-line Anti Money Laundering education package](#) and get CPD hours for free!

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

TANA CHRISTIANSON, Director - Insurance

In his role as Practice Management Advisor to the Law Society of Manitoba, Barney (Bjorn) Christianson collects articles and information about law practice management. In addition to providing free and confidential practice management advice to all Manitoba lawyers, from articling students to imminent retirees, Barney monitors practice management materials from all across North America.



Here's what Barney wants to share this month:

FIXING MESSED-UP FONTS IN WORD DOCUMENTS

You deleted one word and the font and the whole paragraph changed? Welcome to one version of Word Hell. There are many other versions of Word Hell. "[How to Repair a Broken Word Document](#)", courtesy of Barron Henley via Jim Calloway.

UPDATING OUTLOOK TO KEEP YOUR INFORMATION SECURE

Microsoft Outlook has a bug. It is "embarrassingly easy" for hackers to exploit it. You can read about the gory details in the article, [How Microsoft Left an Outlook Security Hole That's Way Too Easy For Hackers](#) or just [go straight to updating Microsoft Office](#). Even if you have Microsoft 365, if you are using the installed software (Outlook, Word, Excel, PowerPoint, etc.) you still have to keep it patched and updated – often manually. Put a reminder in your calendar to check for updates once a month. It is easy and sometimes, in addition to security patches, you get some new functionality.



GMAIL POINTERS

Another great post from Catherine Reach, this one is on some not-so-obvious features in Gmail: [Gmail Tricks You Can Use](#)

FINDING THINGS IN WORD

Need help finding things in Word? [Find More and Faster in Word Using These Tricks](#)



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.



Three Tips to Thrive in December

We really are doing our best. We are doing our best for our clients, for our co-workers, our families, friends. We are trying to get so many extra things done at this time of year, in addition to our usual responsibilities. We are surrounded by images of familial or social bliss, in sparkling holiday settings, with matching sweaters. Perfection seems so close and yet....

The case you hoped would settle just blew up. The mountain of clutter in your garage blocks access to the winter tires at the back, and your car is sailing through intersections faster than a sleigh pulled by reindeer. You are overwhelmed with online shopping ads to the point of paralysis. Office parties. I could go on, but you get the picture. Perfection does not exist. You will not settle that case today. You can dig out those tires. Family – chosen or genetic, may be hard to be around, to say nothing of the pressure of finding perfect gifts!

Here are three things to help you through if you are feeling run-down, anxious or overwhelmed this holiday season:

- 1. Practice compassion for others.**
If someone is miserable, they are probably struggling, and it is not about you, so try to send compassion to everyone you can, even for a few minutes, in your mind.
- 2. Say no to what is not essential.**
You will do what you can, and the rest will just have to be skipped for now. You may excuse yourself from the family drama as an act of self-care. You can choose what you eat and drink, even at office parties if you choose to attend.
- 3. Say yes to things that bring you joy that are good for your well-being.**
Do something nice for someone expecting nothing in return. Seek the beauty (or humour) in the moment.



Enjoy the wonder of your thoughts and feelings in all their complex perfectly imperfect humanness. You are perfect enough, just as you are.

You matter, we want to help. For confidential peer support, contact us: lawyerstrong-mb.ca; Suicide Prevention: 1-877-322-3019

YOUR OPINION IS WANTED

Participate in a University of Manitoba Research Study

EXAMINING FORENSIC EXPERT WITNESS MENTAL HEALTH EVALUATIONS FROM A JUDICIAL PERSPECTIVE

What is the study about?

How do judges and lawyers perceive forensic mental health professionals' credibility in the context of mental health assessments?

Who can participate?

Judges and lawyers working in Canada or the USA in the areas of criminal or litigation law.

Survey Closes:
December 31, 2023

[Learn More](#)



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Free and **confidential** services for practising lawyers, articling students and their families to support you with any well-being concerns, including financial stress, relationships, career transitions, mental health, addictions and more.

Support is available 24 hours per day, seven days a week throughout the year.



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Hearing-Impaired Line
204-775-0586

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 2023	June 2023 Intake
December 2023		Phase Three - Virtual Firm Rotations continue
January 2024		Phase Three - Virtual Firm Rotations continue
February 2024		Phase Three - Virtual Firm Rotations concludes
March 2024	Capstone Assessment re-attempts	Capstone Assessment weeks begin
April 2024	Applications for Israels' Prize Due	Applications for Israels' Prize Due
May 2024	Capstone Re-Attempts results issued	Capstone Re-Attempts results issued
June 20, 2024	Call to the Bar	Call to the Bar

Please note that CPLED no longer allows students who are unsuccessful on portions of the Capstone Assessment to attempt a supplemental evaluation on only a segment of the Capstone Assessment. To successfully complete PREP, a student must successfully complete the full Capstone Assessment. If a student is unsuccessful on the March Capstone Assessment, the next opportunity to attempt a Capstone Assessment will be in September 2024. Students must successfully complete both PREP and their required articling period to be eligible to be called to the Bar and to participate in the Call Ceremony in June.

Students and their principals are reminded to make sure that they have sufficient time to prepare for their Capstone Assessment in March and that there are no other office duties assigned during their Capstone Assessment week.

REMINDER TO PROVIDE YOUR FEEDBACK ON THE WESTERN CANADA COMPETENCY PROFILE



The Law Societies of Alberta, British Columbia, Manitoba and Saskatchewan are engaged in an initiative to identify and validate the competencies needed for entry to legal practice. This initiative will result in the publication of a Western Canada Competency Profile (WCCP) that will help inform lawyer training and education, including bar admission program development and experiential learning opportunities. This work aligns with our [Strategic Plan](#) and ongoing efforts towards enhancing lawyer competence in Manitoba.

The WCCP Task Force has collected feedback on an initial draft of the profile and is currently seeking feedback from the wider legal profession. On November 21st, a link to the survey was emailed to those eligible to participate including active practising members or anyone who held active practising status in Manitoba at some point within the past five years.

The survey closes soon on **Friday, December 8th**. It should take about 25 minutes to complete. Don't delay, have your say! Complete this anonymous survey today. [Start this Survey](#).

Leading this work is an appointed WCCP Task Force, comprised of practitioners, educators, benchers, articling supervisors, and other key stakeholders from across the four provinces, overseen by an Advisory Committee with representation from each Law Society. The Task Force is working with third-party consultant, ACT Inc. Publication of the finalized profile, is expected in the spring of 2024.

For technical assistance with this survey, contact ACT Inc. at credentialing@act.org.

For more information about this initiative, contact Rennie Stonyk at rstonyk@lawsociety.mb.ca.

IN MEMORIAM

Reverend Gregory George Parker, who passed away on June 6, 2023 at the age of 68. Reverend Parker received his call to the Bar on June 25, 1981. He practised as a sole practitioner and associate for 14 years with several Winnipeg firms before leaving practice. Reverend Parker resided in Alberta at the time of his death.

Donald Robert Frederick Orchard, who passed away on June 9, 2023 at the age of 89. Mr. Orchard received his call to the Bar on March 19, 1962. He practised in Thompson for 11 years before relocating his practice to Duncan, British Columbia where he resided at the time of his death.

Samuel Isaac Wilder, KC, who passed away on September 6, 2023 at the age of 83. Mr. Wilder received his call to the Bar on July 29, 1965. He practised for two years as a crown attorney for the Province of Manitoba. From 1968 to 2020 Mr. Wilder practised as a partner in the firm Wilder Wilder & Langtry and then joined PKF Lawyers where he continued to practice up to the date of his death. He was appointed Queen's Counsel in 1991 and in 2015 was recognized by the Law Society for having practised law for 50 years.

Gordon Charles Pollock, who passed away on September 17, 2023 at the age of 94. Mr. Pollock received his call to the Bar on September 23, 1953. Over the course of 59 years of practice, he practised as a founding partner and associate of several Winnipeg law firms. From 2006 until his retirement in 2013 Mr. Pollock practised as a sole practitioner. In 2005 he was recognized by the Law Society for having practised law for 50 years.

Notice of Benchers' Meeting

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

Thursday, December 14, 2023
at 12:30 p.m.
at the Law Society offices
and via videoconference.

The dates of future meetings of the benchers are as follows:

- February 8, 2024
- March 21, 2024
- May 16, 2024
- June 27, 2024

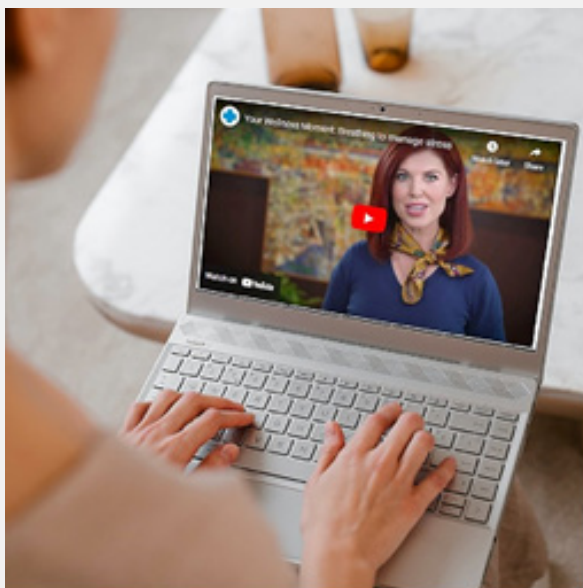
Members of the Law Society are encouraged to attend and participate in the deliberations of the governing body.

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

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



**NEW! 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](#)

Membership Changes

Inactive to Practising:

October 16, 2023	Binesi S. Boulanger
November 1, 2023	Janelle M. Strachan
November 1, 2023	Karas N. Elbardisy
November 1, 2023	Susan A. Benning
November 22, 2023	Aidan J. Prenovault
December 1, 2023	Laura M.T. Martens

Non-Practising to Practising:

October 16, 2023	Jeffrey D. Nichols
November 6, 2023	Georgia N.W. Couturier
November 17, 2023	Tyler Stilwell
November 20, 2023	Andrew P.C. Sieklicki
November 27, 2023	Erica D. Thompson
November 27, 2023	Natasha J.P. Szach
November 29, 2023	Neil C. Searles
December 1, 2023	Philip H. Seiklicki

Practising to Inactive:

November 1, 2023	Jillian R. Jerome
November 30, 2023	Hilary M.M. Taylor
December 1, 2023	Gary Minuk
December 1, 2023	Karas N. Elbardisy

Practising to Non-Practising:

November 15, 2023	Robert M. Gosman
November 25, 2023	Rena A. Baker
November 29, 2023	Lauren D. Shaffer

New Admissions:

October 31, 2023	Janelle M. Strachan
November 2, 2023	Ian R. Duncan
November 3, 2023	Olivia A. Jureidini
November 3, 2023	Brendan J.P. Noyes
November 23, 2023	Akekunle O. Adewale
November 23, 2023	Samantha B. Beauchamp
November 23, 2023	Ebo Dadzie

November 23, 2023	Anthonia O. Osiegbu
November 23, 2023	Nicholas F. Raffey
November 23, 2023	Tyra S. Soosay
November 24, 2023	Leif R.L. Jensen
November 27, 2023	Kristen L. Reinbold
December 1, 2023	Daniel J. Cilliers
December 1, 2023	Alexander J.D. Curry

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

BEST WISHES



For a
Happy Holiday Season
and a
Joyous New Year

Law Society
HOLIDAY
HOURS

Closed: December 25, 2023 through
January 1, 2024

Reopening: January 2, 2024 at 8:30 a.m.

GREAT LEXPECTATIONS

KAREN SAWATZKY, Director - Legal Resources

GEORGE ROY, Legal Information Professional

NEWS FROM THE MANITOBA LAW LIBRARY

New in Print

The library has recently added a number of new titles and updated editions to our print resources.

The Law of Professional Regulation, 2nd ed.

The Law of Libel in Canada, 5th ed.

Canadian Income Tax Law, 7th ed.

The Modern Principle of Statutory Interpretation, 2nd ed.

The Law of Limitations, 4th ed.

The Law of Regulatory Investigations.



All of these texts are now available to be checked out, or we can scan small sections and deliver them to you by email following copyright regulations.

Great Library

Monday to Friday: 8:30 a.m. to 4:30 p.m.

For assistance, please contact us by phone 204-945-1958
or email at library@lawsociety.mb.ca.

New in Digital

Our online resources have also been updated with new editions from Irwin Law and Emond's Criminal Law Series.



Criminal Law Series:

Sentencing: Principles and Practice, 2nd ed.

Prosecuting and Defending Youth Criminal Justice Cases, 3rd ed.

Prosecuting and Defending Drug Cases, 2nd ed.

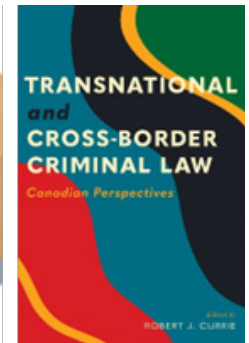
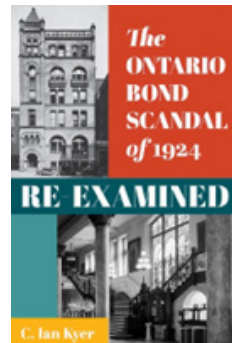
Prosecuting and Defending Offences Against Children, 2nd ed.

Irwin Law:

The Ontario Bond Scandal of 1924 Re-examined

Exclusion and Refoulement: Criminality in International and Domestic Refugee Law

Transnational and Cross-Border Criminal Law: Canadian Perspectives.



Our e-book collection is available by signing in to the [Members Portal](#) and clicking on "Library Resources". Irwin Law titles can be found in the vLex database. Please contact the library by email at library@lawsociety.mb.ca or call 204-945-1958 for assistance.

eLex

This is a monthly newsletter available to all members of the Law Society of Manitoba. It provides a quick summary of the state of the law in Manitoba, summarizing the latest decisions, the status of legislation, and selected articles of interest to the practising bar. It's easy to skim or read in depth. If you'd like to subscribe, let us know by emailing library@lawsociety.mb.ca.

To learn more visit: lawlibrary.ca/elex/.

CPD Education Centre

Upcoming Programs

Open for Registration Now

Register	Dec 7	In-person	Hot Topics in Real Estate
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Register	Dec 8	Webinar	Hot Topics in Real Estate
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Register	Jan 12	Webinar	How to Beat Procrastination
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Coming in 2024

Save the Date	Mar 8	Joint Family Law Program
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Meeting Your MCPD Requirements

Our latest News item talks about the many options available to help you meet your professional development needs and requirements.

[Read the News](#)

New CPD on Demand for 2023

Did you miss any of our value-packed CPD from 2023?

Good news! You can access the recorded versions anytime on-demand!

[Access 2023 CPD Online Recordings](#)

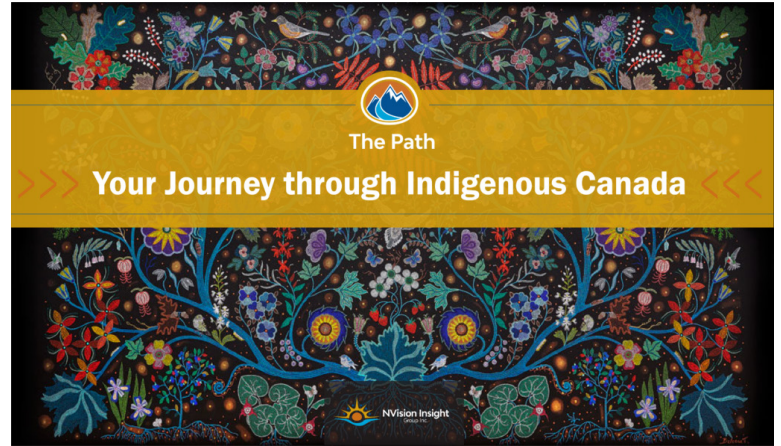
What did we cover? What *didn't* we cover!

- Intro to Cyber Security Awareness
- A Guide for the Notary – Not Just a Witness
- Microsoft Word Styles
- Financial Fitness for a wHealthy Retirement
- Child Protection Program
- Joint Wills & Estates
- Challenging Search Warrants
- Persuasive Advocacy in the Courtroom
- Big Changes in Family Law
- An Act Respecting Child & Family Services
- The Journey Forward: Moving Toward Economic Reconciliation
- Sleep and Your Wellness

CPD Education Centre

Free and Interactive CPD Opportunities

Courses



Cyber Security Awareness Bytes



Phishing



Cyber Liability



Need professional <IT> help?

Practice Resources

In 2023, our collection of **free** practice resources continued to grow! Many written materials were updated* plus we added several brand new* resources!

Practice Area Fundamentals

- Civil Procedure*
- Corporate Commercial
- Criminal Law
- Family Law & Child Protection*
- Real Estate
- Wills & Estates*

Professional Responsibilities

- Anti-Money Laundering
- Equity
- Trust Accounting

Practice Management

- Client Communications*
- Contingency Planning
- Cyber Security*
- File Closing
- Opening a Law Office*
- Self-Assessment Tools*
- Retainers
- Retirement

Check them out today!

Upcoming IMPORTANT DATES At a Glance



2023

DECEMBER 14
BENCHER MEETING
12:30 p.m.

DECEMBER 31
DUE DATE

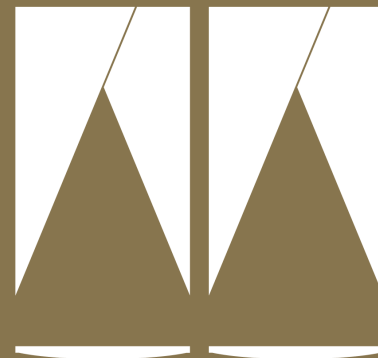
MCPD Hours to be completed
(PLEASE NOTE: This is NOT the reporting deadline.
The deadline to report these hours is April 1st.)

2024

JANUARY 2
PAYMENT DUE

2023-2024 Practising Fee and Insurance
(3rd Instalment)
for lawyers called to the Bar on June 15, 2023

FEBRUARY 8
BENCHER MEETING
12:30 p.m.



PRESIDENT
Wayne Onchulenko

VICE PRESIDENT
Gerri Wiebe

CHIEF EXECUTIVE OFFICER
Leah Kosokowsky

DEPUTY CEO
Rennie Stonyk

Mailing Address

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Winnipeg, Manitoba
R3C 0M6 - MAP

Telephone: 204-942-5571
Facsimile: 204-956-0624
Toll-free: 1-855-942-5571

Office Hours

Monday to Friday
8:30 a.m. - 4:30 p.m.

lawsociety.mb.ca