



# Communiqué

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## CEO'S REPORT

LEAH KOSOKOWSKY

As this is the first issue of the Communiqué in 2025, I would like to wish all of you a very happy new year. I hope that you were able to take a break to celebrate the festive season.

On December 12, 2024, the benchers met for the final meeting of 2024. With the appointment of Kelli Potter to the Court of King's Bench, the benchers directed the Nominating Committee to begin the work of identifying and recommending the appointment of a practising lawyer to fill the vacancy in the seat of appointed bencher with an office outside of the City of Winnipeg.

The benchers also directed the Law Society to establish a program to support practitioners who open a small or solo practice. While we are in the planning stage, lawyers who indicate an intention to open such a practice, will receive a package of resources along with an invitation to meet with a practice advisor to review their practice setup. You can expect further communications as the program develops.

The benchers were advised that the anticipated national examination of the good character requirement for admission will not be moving forward. Accordingly, they have directed Law Society staff to review and analyze the current good character requirements in Manitoba and return to the benchers with recommended modifications.

An update on the electronic banking initiative was shared with the benchers. The pilot project is moving forward, with fewer than anticipated participants. Nevertheless, those firms who are participating in the project represent a broad cross-section of firms.

## What's New

**2nd ANNUAL  
SANKOFA LECTURE**  
*Black History Month*

**CAN YOU TAKE A FILE  
OUTSIDE OF MANITOBA?**  
*Mobility in 2025*

**PRACTICE  
MANAGEMENT**  
*QUICK TIPS*

## CEO REPORT continued...

Ongoing feedback received from participants is being used to draft Law Society rules and guidelines for a full rollout of the program, which will permit firms to move monies out of trust electronically. Over the next several months, you can also expect to receive education materials to support your understanding of the rules and controls that are required to move the funds safely and effectively.

Finally, the benchers endorsed an access to justice initiative which will entail, in Phase I, a contractor hired by the Law Society to conduct specific, intensive and extensive information gathering over an approximate 12-week period with organizations who are working to advance access to justice. The results of the review will determine the direction taken in Phase II of the project.



THANK YOU



FOR ALL YOUR HARD WORK!

### *Gratitude for the 2024 CPD Volunteer Contributors*

As our attention turns to a new year full of possibilities, we want to take this opportunity to reflect on 2024. Once again, we are grateful for so many volunteers who significantly enhanced our education efforts.

We want to express our deepest appreciation for your expertise, and the time and energy you so generously dedicated in helping the Law Society CPD team educate Manitoba's legal profession.

Your contributions shine in a year's worth of stellar educational content.

Thank you!

*Eileen Derksen*

*Director of Continuing Professional Development*

In honour of all our 2024 CPD volunteer contributors, the Law Society is "paying it forward" with one combined gift to [Law\(yer\) Strong](#) in recognition of the educational peer support they have so generously given to the legal community.

See the impressive list of volunteer contributors for 2024

THANK YOU



FOR ALL YOUR HARD WORK!

## 2024 CPD Volunteer Contributors

Ryan Amy  
 Alex Bainov  
 Kassy Baker  
 Justice Holly Beard  
 Douglas Bedford  
 Jennifer Bisch  
 Bruce Bonney  
 Judge Curtis Briscoe  
 Melanie Bueckert  
 Solange Buissé  
 Justice Diana Cameron  
 Justice Ken Champagne  
 Barney Christianson, KC  
 Judge Victoria Cornick  
 Tarik Daoudi  
 John Delaney  
 Kristin Desrochers  
 Sundeep Dhillon  
 Adele Domenco  
 Justice Allan Dueck  
 Justice Kaye Dunlop  
 Karen Dyck  
 Justice James Edmond  
 Greg Evans, KC  
 Brittny Fehr  
 Allison Fenske  
 Marcia Fifer  
 Assoc. Judge Jennifer Goldenberg  
 Ryan Gorlick  
 Justice Candace Grammond  
 Danny Gunn

Irene Hamilton, KC  
 Nicole Hamilton  
 Kelly Happychuk  
 Assoc. Chief Justice Gwen Hatch  
 Stephen Herman  
 Adam Hodge  
 Justice Sarah Inness  
 Leif Jensen  
 Azim Jiwa  
 Kristen Jones  
 Dr. Mamadou Ka  
 Robynne Kazina  
 Caroline Kiva  
 Justice David Kroft  
 Marc Kruse  
 Brigitte Kutin Nuamah  
 Lisa LaBossiere  
 Justice Janice leMaistre  
 Heather Leonoff, KC  
 Adam Levene  
 Kelby Loepky  
 Justice Christopher Mainella  
 Rekha Malaviya, KC  
 Ken Mandzuik, KC  
 Gelareh Manghebati  
 Alyssa Mariani  
 Nunziata Masi  
 Leann Mastin  
 Elizabeth McCandless  
 Ross McFadyen  
 Jim McLandress, KC  
 Justice Lore Mirwaldt  
 Justice Marc Monnin  
 Evelyn Neaman  
 Sharna Nelko  
 Scott Newman  
 Derek Olson  
 Wayne Onchulenko

Karine Pelletier  
 Justice Connie Petersen  
 Justice Jennifer Pfuetzner  
 Justice Kelli Potter  
 John Poyser  
 Judge Todd Rambow  
 Michael Rankine  
 Justice Herb Rempel  
 Muhammad Riaz  
 Chief Justice Marianne Rivoalen  
 Colin Robinson  
 Laura Robinson  
 Evan Roitenberg, KC  
 Chief Judge Ryan Rolston  
 Ian Scarth  
 Jeff Shypit  
 Saul Simmonds, KC  
 Justice Karen Simonsen  
 Harvey Singh  
 Marta Smith  
 Justice Lori Spivak  
 Alex Steigerwald  
 Judicial Justice of Peace Leslee Stephenson  
 Jana Taylor  
 Justice Regan Thatcher  
 Gerrit Theule  
 David Thiessen  
 Chau Tran  
 Lynda Troup  
 Karen Tuck  
 Justice Anne Turner  
 Robert Tyler  
 Aimee Warkentin  
 Josh Weinstein  
 Gerri Wiebe, KC  
 Chris Wullum  
 Kirsten Wurmman  
 Justice Sandra Zinchuk



# *Congratulations* *from the Law Society to* **Sharon Kravetsky, K.C.**

We are proud to have The Manitoba Bar Association recognize our own Sharon Kravetsky, K.C. as the recipient of the

## **2024** *President's Award of Excellence*

Sharon's significant contributions to the MBA have set a standard of excellence and dedication that inspire us all.



Sharon (left) with  
MBA President, Jessica Schofield

The President's Award of Excellence recognizes, honours and celebrates a Manitoba CBA member for extraordinary contribution to the association and its goals, in any manner in the preceding year. Congratulations to all of the MBA Awards recipients who have been recognized for their outstanding contributions to the profession and the community at large!

# 2025 NATIONAL FAMILY LAW SURVEY



Justice Canada would like to hear from you regarding your experience with the amendments to the *Divorce Act* that came into force on March 1, 2021, concerning the best interests of the child, relocation, family violence, children's views and preferences, family dispute resolution, as well as the public legal education and information materials that were developed or updated to support these amendments. The 2025 National Family Law Survey is being distributed to judges, legal advisers and other family justice professionals.

The survey will take approximately 15 to 20 minutes to complete. It is open now and will close on February 24, 2025. Note, if you are both a family law legal adviser and a family justice professional, please choose one survey to complete and base your responses on your experiences in the chosen profession.

A summary of the results of the survey will be shared when it is available.

For more information, please contact: Cherami Wichmann, Senior Researcher by email at: [cherami.wichmann@justice.gc.ca](mailto:cherami.wichmann@justice.gc.ca).

**CLOSING DATE: February 24, 2025**

**Please click here to start the survey:**

**Legal Advisors**

OR

**Family Justice Professionals**

# BLACK HISTORY month

## THE SECOND ANNUAL SANKOFA LECTURE IN HONOUR OF BLACK HISTORY MONTH



Speaker:  
*Prof. Adelle Blackett*

*Title of her lecture:*

“ Looking Back to Move Forward:  
Why History Matters in the Quest  
to Achieve and Sustain  
Employment Equity for People of  
African Descent in Canada.”



[Register Now](#)



**WHEN**

FEBRUARY 3, 2025



**TIME**

2-4 P.M.



**WHERE**

LAW SOCIETY OF MANITOBA  
200-260 ST. MARY AVENUE,  
WINNIPEG, MB R3C 0M6

**COCKTAIL RECEPTION TO FOLLOW**





# LAWYERS FOR LITERACY

**Saturday, March 15, 2025**

**10:00 a.m. to 2:00 p.m.**

Mulvey School  
750 Wolseley Avenue

Come and be part of a fulfilling day of reading with the children of the West Broadway Youth Outreach Program - a chance to give back in a new way. You can also sponsor a colleague or simply make a donation.

**Register Here**

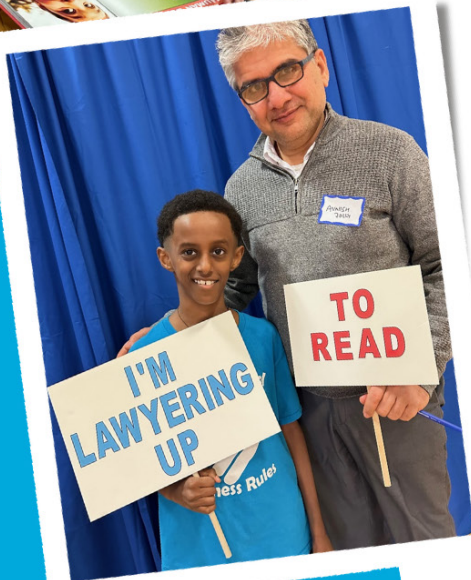
[Pledge forms](#) are available on the Law Society website.

**Donate Here**

Monetary donations can be made by cash, cheque or online donation. WBYO will provide a charitable receipt for donations of \$25.00 or more.



Learn more about this event on our [community page](#).



# LAW IS A HIGH STRESS PROFESSION

## *The Mindful Business Charter Can Help*

**SHARON KRAVETSKY, K.C.**, Practice Resource Coordinator

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The practice of law is inherently stressful. Heavy workloads, relentless client demands and billable hour targets can take a toll. Helping clients can be emotionally draining and overtake our lives. Work/life balance can be elusive.

How does this relate to the MINDFUL BUSINESS CHARTER? Chronic stress impacts mental clarity and can lead to physical illness, mental health challenges, and burnout. How we interact with our team, our clients and our staff can make a big difference. It is more effective and easier to try to reduce unnecessary stress, than to deal with its aftermath. Integrating mindfulness in the way we practice law can lead to improved wellness, resiliency and productivity.

For sustainable success, well-being needs to be at the heart of business strategy because in order to perform well, you have to **be** well.

The Mindful Business Charter was developed in the UK by leading law firms together with their major corporate clients. Encompassing **four guiding pillars**, its aim is to reduce avoidable stress and promote a healthy, supportive and productive workplace.

The first and most important pillar is **Openness and Respect**. This builds trust and effective communication between colleagues and with clients. We can help protect everyone's well-being by respecting each other's lives and responsibilities, including times away from work. Regular check ins and feedback are part of ensuring that well-being remains key.

**Smart Meetings and Communications.** Meetings should be purposeful, and be attended only by those who need to be there. Methods of internal communications should be streamlined. Unnecessary communications and after-hours messages should be avoided.

**Respect for Rest Periods.** Recognize that work days end and respect time off. Clear boundaries around availability enhance the ability to rest and recharge and support work/life balance. No one can be on call 24/7, 365 days a year!

**Mindful Delegation.** Delegation should empower, not overwhelm. Instructions and expectations should be clear. Realistic deadlines should be discussed, rather than imposed. Thoughtful delegation both supports the recipient and leads to a better work product.

The well-being of lawyers and staff must be central to the workplace culture. Adopting these four guiding pillars can create a safe space for recognizing and discussing what may be causing stress, and will be the first steps in reducing it. A workplace that cares for the well-being of its members will boost morale and create a happier, healthier and more productive team.

We have more information on how to support the well-being of your colleagues and staff, and how to reduce the stress inherent in the practice of law. Watch [An Introduction to the Mindful Business Charter](#) on demand on the Law Society's Education Centre. Promoting healthier workplaces is not only good for each of us, but it is good for business!

## 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](http://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](#)



## Advancing Toward a More Inclusive and Equitable Legal Community

The recent [Manitoba Articling Student Survey](#) report shines light on areas for growth, for change, and the importance of education around equity in the legal profession. In short, we have not achieved equity across the profession, and we need to increase our awareness about the barriers faced by non-white lawyers from abroad, which make finding an article, finding mentorship during and after articling, and obtaining positions after articling is completed more challenging.

Most startling is the finding that: **“Half of respondents educated abroad received no compensation or job offers.** Compared to their peers educated in Canada, they (lawyers educated abroad) were more likely to article with Sole Practitioners and small firms. Among equity-deserving groups, a higher proportion were unpaid and not offered a job, despite working longer hours than those not identifying with equity-deserving groups.” Manitoba is not alone in this, as other provinces’ surveys showed similar results.

There is a direct correlation between mental health and experiencing racism and discrimination. The National Report on wellness in the legal profession noted a significant difference between non-white and white legal professionals in the areas of burnout, psychological distress, and depression, with a tendency to more severe levels of psychological distress, if you are Black, Indigenous or a person of colour.

## Support, Cooperation and Encouragement



WOFORO DUA PA A  
"when you climb a good tree"

**Progress:** Manitoba's legal profession is responding. In September 2024, the Law School launched the Internationally Trained Lawyer Program. In 2023, the MBA initiated the Internationally Trained Lawyers section. On February 3<sup>rd</sup>, the 2<sup>nd</sup> Annual Sankofa Lecture takes place at the Law Society. It's an opportunity to learn more about Black history and to go forward with greater equity and understanding. The Path, a mandatory online course for all lawyers, is another step towards removing barriers and reducing prejudice. We continue to learn about the way our beliefs have been shaped and evolved from the historical hierarchies which the colonial system created, because the effects linger.

In January, Law(yer) Strong staff and board participated in a Diversity, Equity, Inclusion and Belonging workshop, with Ultimate Potentials, to develop policies which embody DEIB principles. Law(yer) Strong has lawyer volunteers from diverse cultures and experience and is a program in which ALL members of the legal profession in Manitoba feel they belong and are supported.

Visit [lawyerstrong-mb.ca](http://lawyerstrong-mb.ca) to learn more.

The graphic features the title "UPCOMING EVENTS" in large, black, serif font at the top center. Below the title are three calendar cards with a light beige background and a brown border, each with a teal header bar. The first card is for "March 6 and 13" with the text "Peer Support Training". The second card is for "March 14" with the text "SafeTALK" and "Suicide Alertness Skills". The third card is for "March 26" with the text "Comedy Night" and "Fundraiser". At the bottom center of the graphic is a teal rounded rectangle with the text "Read our Winter Newsletter" in white, bold font. The background of the graphic is light beige with scattered teal and grey hexagonal shapes.

Contact us:



[lawyerstrong-mb.ca](http://lawyerstrong-mb.ca)



[support@lawyerstrong-mb.ca](mailto:support@lawyerstrong-mb.ca)



204-201-1764

# CAN YOU TAKE A FILE OUTSIDE OF MANITOBA?

## *Mobility in 2025*

**TANA CHRISTIANSON**, Director - Insurance

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Once upon a time, before the first of the National Mobility Agreements was negotiated in 2002, if you wanted to take on a file related to another province or territory, you had to obtain a temporary Call to the bar in that province before you could do any work in Court or on a transaction. Ask a senior lawyer to reminisce about how difficult it was for them to file a Statement of Claim in Kenora or how they had to hire an agent in Regina to act on a transaction. You might hear some good stories.

Now, the National Mobility Agreement says you can do legal work outside of your home province of Manitoba, or take a file governed by the law of another Canadian province, or appear in a court or boardroom somewhere else in Canada (with exceptions for Quebec and the territories). But if you want to be insured for this work and not get in trouble with other Canadian law societies, there are some things you should know before you take that file.

Temporary mobility under the National Mobility Agreement is not unlimited. In order to be temporarily “mobile” in another province, you have to meet certain criteria (See Law Society rule 3 -63(3)):

1. You must be a practising lawyer in your home province (Manitoba).
2. You have to be insured in your home province (with some exceptions for government employees).
3. You can't have a discipline record (in your home province or anywhere else). If you do, you have to apply for a special mobility permit from the province you are visiting.
4. You cannot be subject to conditions of or restrictions on your practice. If you do, a permit will be required.
5. You can't have an economic nexus with the jurisdiction you are visiting (that is, you can't live there or have an office there).

If you meet the mobility criteria, you can practice for up to 100 days in the other jurisdiction. But take note, **day** means any calendar day or part of a calendar day in which the lawyer provides legal services, so even five minutes spent on that out-of-province file on one day counts as a day. If you think you are going to run over your 100 day limit in a particular province, you should apply for an extension from that province's law society or consider whether you should get your call in that jurisdiction as well.

Always remember, differences exist in the legislation, procedures and practice in each province. When you take a file out of your home province, you will have to do extra work to acquaint yourself with the law and the local practice in the jurisdiction you are visiting. There may be unique, obscure and unexpected twists. Think about engaging a local agent to advise you even if you intend to maintain primary conduct of the file yourself. Unfortunately, professional liability claims arising out of interjurisdictional work are not uncommon. So, take extra care on those out of province files.





## Practice Management **QUICK TIPS**

To Make Practice (and Life) Easier



TANA CHRISTIANSON, Director - Insurance

If you need free and confidential advice to help you practice law more productively, you might want to contact Barney Christianson, the Law Society of Manitoba's Practice Management Advisor. In addition to his many years of practice, first as a barrister and later as a solicitor in both small and large firms, Barney is also plugged into the network of North American practice management advisors. Barney collects and curates some of the best resources out there and shares them with us for Communiqué.

### Protecting Your Privacy

Every day we see more evidence of “reputable” websites collecting and selling data about its users, even when they claim they are not doing so. We all should take more steps to protect our privacy. [Here are some good suggestions](#) from Catherine Reach of the North Carolina Bar Association.

### A Review of Lexis+AI

Be careful if you have jumped on the AI bus. [This law professor at UBC would flunk Lexis AI.](#)

If you are looking for advice on how to make your practice more efficient and less aggravating, contact Barney directly.



**204-857-7851**



**barney.christianson@gmail.com**

Barney's practice management advice is free and confidential.





# PREP IMPORTANT DATES

	Accelerated PREP 2024	June 2024 Intake (Traditional PREP)
January 2025		Phase Three: Virtual Firm Rotations continue
February 2025		Phase Three: Virtual Firm Rotations conclude
March 2025	Capstone Assessment re-attempts	Capstone Assessments
April 2025	Applications for A. Montague Israels' Prize due <b>April 11, 2025</b>	
May 2025	Capstone re-attempts results issued	Capstone results issued
<b>Friday, June 20, 2025 9:00 a.m.</b>	<b>Mass Call to the Bar Ceremony RBC Winnipeg Convention Centre</b>	

To successfully complete PREP, a student must successfully complete a 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 2025.

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.

**Questions?** Contact  
Joan Holmstrom, Director - Competence  
204-926-2017 or by email at  
[jholmstrom@lawsociety.mb.ca](mailto:jholmstrom@lawsociety.mb.ca)

# Manitoba Articling Recruitment Guidelines

## *For the 2026-2027 Articling Year*



These Guidelines are prepared pursuant to Law Society Rule 5-6.1 and concern the recruitment of articling students for positions within the City of Winnipeg. They set out the procedures for the recruitment of articling students in Winnipeg and were developed by representatives of the Manitoba Bar Association (MBA), the Law Society of Manitoba, the Manitoba Law Students Association and the University of Manitoba, Faculty of Law. **All Winnipeg firms and organizations engaged in the recruitment of articling students for the 2026–2027 articling year, and all candidates applying to such employers, are expected to adhere to the guidelines and dates set out below. Workplaces outside of Winnipeg who also wish to participate in this recruitment may do so by submitting their firm profile in accordance with the guidelines. By doing so, they will be required to follow the deadlines and procedures set out in these guidelines.**

### Guidelines & Important Dates to Remember for Firms, Organizations and Students

#### Firm Profiles

Employers are to provide profiles containing information about the firm's practice, office facilities, the number of articling positions available, the documents required for the application (resume, cover letter, copies of transcripts, etc.), the contact person, address to which applications must be sent, and all other pertinent information to both:

1. The Faculty of Law, Career Development Office, via email: [lisa.griffin@umanitoba.ca](mailto:lisa.griffin@umanitoba.ca) (phone: 204-474-7932); and
2. The Law Society of Manitoba, via email: [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca) (phone: 204-926-2042)

**no later than 4:00 p.m., Monday, March 17, 2025.** All postings received by this date will be accessible to Robson Hall students through the Faculty of Law Career Development website on Friday, March 21, 2025 by noon and to all others from the Law Society of Manitoba by emailing a request to [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca). Profiles received after Monday, March 17, 2025 will be posted as quickly as possible.

#### Application Deadline

The application deadline for students to submit resumes, cover letters and unofficial transcripts directly to the employers for 2026-2027 articling positions shall be **12:00 (noon), Tuesday, May 13, 2025.**

## Interview Call Day

Employers may contact students only between **10:00 a.m. to 4:00 p.m., Friday, May 23, 2025**, to offer an Interview time slot during the Interview Period. No communication regarding interviews may be made prior to the Interview Call Day. Students must respond to an offer of an interview within this same time frame.

## Recruitment Suspension Period

Between **4:00 p.m. on Friday, May 23, 2025 and 8:00 a.m. on Monday, June 2, 2025**, neither students nor employers should be involved in any recruitment activity, including but not limited to participating in open houses, firm tours, or similar activities directed at encouraging employment, conducting of interviews, and discussing offers of employment.

Communications and interactions between employers and students related to a summer job placement, and not concerning an articling placement, are not prohibited in this context.

## Interview Period

**8:00 a.m., Monday, June 2, 2025, to 5:00 p.m., Tuesday, June 10, 2025.** Interviews shall not be conducted prior to 8:00 a.m. on Monday, June 2, 2025. Firms and organizations may interview students at a location of their choosing. Both the Law Society of Manitoba and the Faculty of Law may provide space upon request. Please contact [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca) or [lisa.griffin@umanitoba.ca](mailto:lisa.griffin@umanitoba.ca) if you require a space to conduct your interviews.



## No Contact Period

There is to be no contact between students and employers between the end of the interview period and the earliest offer date.

## Eligible Students

Approved principals or their delegates may make an offer of an articling position only to students who have, at a minimum, completed their second year of law studies. Only students who have, or will have obtained an LL.B., J.D. or CQ from the National Committee of Accreditation on or prior to June 30, 2025 will be eligible to apply for 2026-2027 articling positions

## Earliest Offer Date

Approved principals or their delegates may **not** make an offer of an articling position in Winnipeg for the 2026-2027 articling term **before 2:00 p.m. on Wednesday, June 11, 2025**. Offers made on June 11, 2025 must remain open until 10:00 a.m. of the following morning. Offers made on June 11, 2025 can be accepted or rejected by students anytime before 10:00 a.m. on June 12<sup>th</sup>, but must be responded to by that time. *Offers made **after** June 12, 2025 must be responded to no later than 10:00 a.m. the following morning.*

## Content of Offers

At the time the offer is made, employers must provide students with the name and contact information of the person to whom the student should communicate acceptance or rejection of the offer. Employers are also encouraged to include pertinent information with the offer, such as the proposed start date, salary and benefits.

## Communication of Acceptance/Rejection

As a courtesy to employers and fellow students, students shall deal with offers received as soon as reasonably possible. Once a student has accepted an offer from one employer, the student must promptly communicate his/her rejection to any other employer that has extended an offer to the student. Failure to promptly communicate rejection of an offer prejudices the offering employer, as well as fellow students to whom subsequent offers may be made.



## Accepted Offers

Once an offer has been accepted, neither the employer nor the student may withdraw from the agreement without the permission of the Chief Executive Officer of the Law Society of Manitoba.

## Offer of Articling Positions after June 12, 2025

Employers may contact students directly to fill any unfilled articling positions. Offers made after June 12, 2025 must remain open until 10:00 a.m. the following day, unless accepted or rejected by the student.

## Communication of Results

Once an offer has been accepted, the student and the employer **must immediately** advise **both**:

1. Lisa Griffin; Career Development, University of Manitoba, Faculty of Law by email: [lisa.griffin@umanitoba.ca](mailto:lisa.griffin@umanitoba.ca) or phone: 204-474-7932); and
2. Lisa Ehnes, The Law Society of Manitoba, by email: [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca) or phone: 204-926-2042)

These [recruitment guidelines](#) for workplaces looking to hire articling students to start in the spring/summer of 2026 are also posted on our website.

Timeline Summary	
Employer profiles/postings due at both Robson Hall and the Law Society of Manitoba	Monday, March 17, 2025 at 4:00 p.m. CDT
Profiles/postings available to students	Friday, March 21, 2025 at 12:00 p.m. (noon) CDT
Application deadline for students	Tuesday, May 13, 2025 at 12:00 p.m. (noon) CDT
Interview call day	Friday, May 23, 2025 between 10:00 a.m. and 4:00 p.m. CDT
Recruitment suspension period	Friday, May 23, 2025 at 4:00 p.m. CDT to 8:00 a.m. CDT, Monday, June 2 2025
Interview period	Monday, June 2, 2025 at 8:00 a.m. CDT to 5:00 p.m. CDT, Tuesday, June 10, 2025
No contact period	Tuesday, June 10, 2025 at 5:00 p.m. CDT to 2:00 p.m. CDT, Wednesday, June 11, 2025
Earliest offer date	No earlier than Wednesday, June 11, 2025 at 2:00 pm CDT

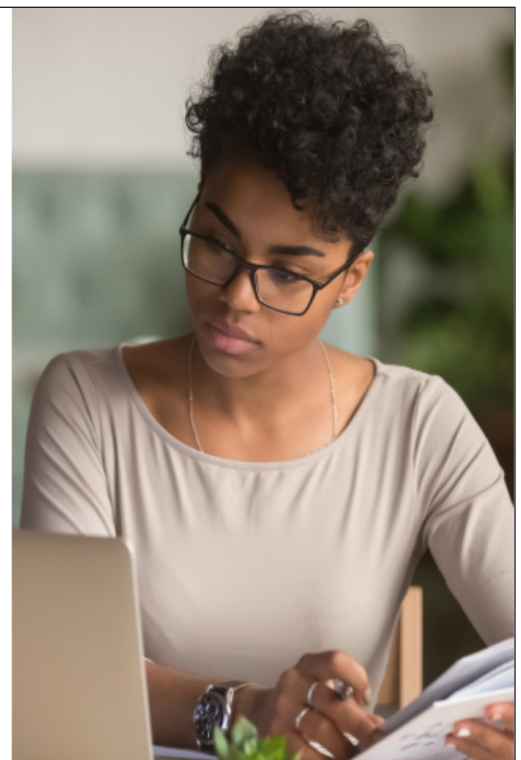
## CPLED

### is Looking for Assessors to Help with PREP Course

ARE YOU PASSIONATE ABOUT SUPPORTING ASPIRING LAWYERS IN THEIR LEARNING JOURNEY?

[The Canadian Centre for Professional Legal Education \(CPLED\)](#) is seeking lawyers to be Virtual Law Firm Assessors and Capstone Evaluators for a one-year contract. Practising and non-practising members of the Bar of Alberta, Manitoba, Nova Scotia, or Saskatchewan with at least five years of active legal practice experience are eligible to apply. Further details and the online application form can be accessed at [CPLED ASSESSOR AND EVALUATOR OPPORTUNITIES](#).

**The application deadline is Friday, February 7, 2025.**



# A. MONTAGUE ISRAELS QC PRIZE

**Application Deadline: April 11, 2025**

Each year at the Mass Call to the Bar Ceremony, one member of the group of candidates presented to the Court is awarded with the A. Montague Israels QC Prize to recognize attributes of scholarship, character, skill, and breadth of interest that Mr. Israels valued and so well exemplified in his own life and career.

Applications to be this year's recipient will soon be opening. Any person called to the Bar between July 2024 and June 2025 is eligible to be this year's recipient.

Application packages can be obtained from [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca).

We encourage all eligible candidates to consider applying and for all lawyers working with articling students in the past year to encourage your students to consider applying.

Details about the prize, information on how to submit a nomination and past recipients can be found [here](#).

# CALL TO THE BAR

FRIDAY, JUNE 20, 2025 9:00 AM

RBC CONVENTION CENTRE

The 2025 Mass Call to the Bar Ceremony is scheduled to take place at the RBC Convention Centre on Friday, June 20, 2025 at 9:00 am. Please note that the Call this year will be on a **Friday** morning. In the past, the ceremony has usually taken place on a Thursday morning.

If you are a candidate for Call and you plan to purchase your own set of Court robes, you should place your order in the next few weeks to ensure delivery of your robes in time for the ceremony. Locally, [Hanford Drewitt](#) can be consulted. Measurements will need to be done by mid-February with orders finalized by March 22<sup>nd</sup> so that items arrive in time.

If you have a Call candidate in your office and have a set of robes you are willing to lend them for the Call, please check to see if they will take you up on your offer. Often candidates are too shy to ask but are most appreciative of the offer!

Information about the limited number of used robes the Law Society has available for students to rent for their Call has been shared with the candidates via email. If you require another copy of the email, please contact [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca).



## NOTICE OF BENCHERS' MEETING

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

 **Thursday, February 6, 2025**

 **The Law Society offices  
and via videoconference**

 **12:30 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](mailto:pbourbonnais@lawsociety.mb.ca).

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

- March 20, 2025
- May 15, 2025
- June 26, 2025

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

## MANITOBA BLUE CROSS



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## IN MEMORIAM

**Honourable Calvin Murray Sinclair**, who passed away on November 4, 2024 at the age of 73. Mr. Sinclair received his call to the Bar on June 26, 1980. He practised law for eight years before being appointed Associate Chief Judge of the Provincial Court of Manitoba in 1988. From 2001 to 2016 he served as a Justice of the Court of Queen's Bench and also served as chairperson of the Truth and Reconciliation Commission of Canada from 2009 to 2015. Following his retirement from the bench, Mr. Sinclair served as a Senator from 2016 to 2021. In 2020 he joined the firm known today as Cochrane Sinclair LLP, where he practised up to the date of his death. Mr. Sinclair served as inaugural Chair of the Society's Indigenous Advisory Committee from 2021 to 2024. He was inducted into the Order of Canada in 2022 and the Order of Manitoba in 2024, and was appointed King's Counsel in 2024.

**John Arthur McAmmond**, who passed away on November 19, 2024 at the age of 70. Mr. McAmmond received his call to the Bar on June 28, 1990. He practised as an associate with Walsh, Micay & Company and also as a sole practitioner, and served as counsel with Legal Aid Manitoba. At the time of his death, Mr. McAmmond was practising as an associate with Rees Dyck Rogala Law Office.

**Richard Michael Rice**, who passed away on November 30, 2024 at the age of 77. Mr. Rice received his call to the Bar on June 25, 1976. He practised as a sole practitioner and also as an associate with several Winnipeg firms, most recently with Tapper Cuddy LLP. Mr. Rice retired in 2017 after 41 years of practice.

**Honourable Richard Jamieson Scott**, who passed away on November 21, 2024 at the age of 86. Mr. Scott received his call to the Bar on May 27, 1963. He practised law for 22 years with Thompson Dilts & Company. In June of 1985 he was appointed a Justice of the Court of Queen's Bench and three months later was promoted to Associate Chief Justice. In 1990 he was appointed Chief Justice of the Manitoba Court of Appeal, a position he held for 22 years. Following his retirement from the bench in 2013, Mr. Scott returned to practice, serving as counsel with Hill Sokalski Walsh LLP for eight years and as a volunteer to the Legal Help Centre. Mr. Scott was a Life Bencher and served as President of the Society in 1983/84. He also served as the Society's first Independent Chair of the Discipline Committee from 2014 to 2023. In 2013 the benchers established the Richard J. Scott Award, which is awarded annually in his honour. Mr. Scott was appointed Queen's Counsel in 1976, and was inducted into the Order of Manitoba in 2013 and the Order of Canada in 2015.

# MEMBERSHIP CHANGES



[Member Forms Available Here](#)

## Non-Practising to Practising:

December 1, 2024	Chad W. Panting
December 9, 2024	Cleyton Ruckl
December 16, 2024	K. Jennifer Moroz
December 16, 2024	Deevia R. Boyd
January 1, 2025	Karolina M. Dec
January 6, 2025	Robert P. Maertens
January 6, 2025	Amy E. Robertson
January 7, 2025	Irene Linklater
January 8, 2025	Stefanie T. Steigerwald

## Practising to Non-Practising:

November 29, 2024	Elisabeth Z. Isakov
November 30, 2024	Kenneth S. Maclean
December 5, 2024	Timothy H. Fultz
December 14, 2024	Ryan P. Burky
December 16, 2024	Tyra S. Soosay
December 23, 2024	Deborah S. Kolt
December 23, 2024	John R. Toone
December 28, 2024	Sharon Singh
December 31, 2024	Joel J. Dudeck
December 31, 2024	Elia C. Arraf
December 31, 2024	David R.M. Jackson
December 31, 2024	Gerald O. Jewers
January 1, 2025	Blair J. Filyk
January 1, 2025	Arthur J. Courtney
January 1, 2025	D. Lynne Wilson
January 1, 2025	Anna L. Siemens
January 3, 2025	Arshia Arshia
January 6, 2025	Liam G. Black
January 6, 2025	Alan M. Libman
January 10, 2025	David M. Skwark
January 16, 2025	Alex C.F. Lam

## New Admissions:

December 1, 2024	Nkemdilim A. Bassey
December 5, 2024	John G.D. Haraschuk
December 9, 2024	Joyce A. Simiyu
December 9, 2024	Benjamin P. Leahy
December 9, 2024	Adenike A. Babawale
December 9, 2024	Sonali Garg
December 9, 2024	Crystal A. Brown
December 9, 2024	Rachel P. Frankel
December 9, 2024	Zeeshan C. Sarwar
December 9, 2024	Adebisi F. Bolaji
December 9, 2024	Patricia R. Castro
January 2, 2025	Ryan J.T. Johnson
January 3, 2025	Suzanne De Luca
January 3, 2025	Navdeep S. Mann
January 6, 2025	Emeka K. Manubata
January 6, 2025	Fehintola F. Sofola
January 6, 2025	Loren K. Klein

## Suspended to Practising:

December 31, 2024	Paolo G.A. Aquila
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## Suspended to Disbarred:

January 14, 2025	Caroline B. Cramer
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## **NOTICE OF DISBARMENT**

### **Caroline Cramer**

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By resolution of a Panel of the Discipline Committee of The Law Society of Manitoba, **CAROLINE CRAMER** was found guilty of professional misconduct. She was ordered to be disbarred and her name struck from the Rolls of Barristers and Solicitors of the Society.

January 20, 2025

**Leah Kosokowsky**  
Chief Executive Officer

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*Issued: January 20, 2025*



# ANNUAL MEMBER REPORT

*Due April 1, 2025*

This year's Annual Member Report is now available in the Member Portal and is due April 1, 2025. It combines your annual report on your continuing professional development activities in 2024 and your Law Corporation renewal (for those that have them). For trust account supervisors, there are additional reporting requirements. This report must be filed by every lawyer who had practising status in Manitoba at any time in 2024.

Completing and submitting this report is mandatory. Notification that your personalized online form was ready for completion was sent to your preferred email address for Law Society communications during the week of January 6<sup>th</sup>. The email notification would also have contained your user ID and login instructions on how to access the Member Portal for easy completion and filing of the report. If you have not received your email notification but believe you should have, first check your spam or junk mail folder. To avoid Law Society emails mistakenly being flagged as spam, add the email address [no\\_reply@lawsociety.mb.ca](mailto:no_reply@lawsociety.mb.ca) to your contacts/safe sender list.

If you are still unable to locate this notice in your inbox, then please email us at [membership@lawsociety.mb.ca](mailto:membership@lawsociety.mb.ca) or by phone at 204-942-5571 to confirm we have your correct preferred email address.

**Complete Online**

## Programs

### 2<sup>nd</sup> Annual Sankofa Lecture in Honour of Black History Month

February 3, 2025 | 2:00 p.m. – 4:00 p.m. | In-person

Register

### Child Protection Program

March 14, 2025 | 9:00 a.m. – 4:00 p.m. | Hybrid

Register

### Prompt Payment and *The Builders' Liens Act*

March 19, 2025 | Noon – 1:30 p.m. | Webinar

Register

### The Neuroscience of Resilience

March 13, 2025 | Noon – 1:30 p.m. | Hybrid

Save the Date

## CPD on Demand

### Kick-start your year into high gear with Paul Unger's productivity series!

This six-part series offers practical tips, tools, and strategies for key time management and personal productivity topics. Select individual courses or take them all.

#### Productivity With Paul Unger

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Distraction

Email



Deadlines

Digital Files

Business Processes

## Anti-Money Laundering

Lawyers must guard against money laundering. Equip yourself (and your staff) with [essential resources](#) to help spot red flags & thwart attempts to make you a dupe!

### Quick Reference

Our two-page quick reference guide addresses the requirements set out in LSM Rule 5-120.

View it online or print a copy today!



ID Verification  
Quick Reference

### CPD Bytes



Client ID Verification



Source of Funds



When Your Client  
is Not Human



## The Path

Your Journey through  
Indigenous Canada

### Have you completed *The Path*?

- *The Path* is an educational requirement for practising members, and there is no cost involved.
- You can take the course at your own pace to meet your completion date requirement.
- The full version of *The Path* offers seven CPD hours (all EPPM).

**Start or continue *The Path* today!**

**Upcoming Due Date: Tuesday, April 1, 2025**

*For members who held practising status as of October to December 2023*

To learn more, see [The Path FAQ](#)



# Upcoming **IMPORTANT DATES** At a Glance

**FEBRUARY 6**  
**BENCHER MEETING**  
12:30 p.m.

**MARCH 15**  
**LAWYERS FOR LITERACY**  
Mulvey School - 750 Wolseley Avenue  
10:00 a.m. to 2:00 p.m.

**MARCH 17**  
**FIRM PROFILE DEADLINE**  
by 4:00 p.m.  
for 2026-2027 Articling Recruitment

**MARCH 20**  
**BENCHER MEETING**  
12:30 p.m.

**APRIL 1**  
**FILING DEADLINE**  
2024 Annual Member Report

**APRIL 1**  
**FILING DEADLINE**  
2024 Mandatory Continuing  
Prof. Development (MCPD) Report

**APRIL 1**  
**RENEWAL DEADLINE**  
Law Corporation Permit

**APRIL 1**  
**PAYMENT DUE**  
2025-2026 Practising Fees

**APRIL 1**  
**DEADLINE**  
Completion of "The Path"



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## Office Hours

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

[lawsociety.mb.ca](http://lawsociety.mb.ca)

