



# Communiqué

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## PRESIDENT'S REPORT

KYLE DEAR

Because this is the first issue of the Communiqué in 2026, I would like to wish you all a Happy New Year. By the time this is published, January will already be nearly over. Time really does feel as though it is speeding up.

Over the holidays, I was asked more than once what the Law Society of Manitoba is focused on heading into 2026. The short answer is: a lot.

Alongside its core regulatory work – admissions and membership, complaints and discipline, professional liability insurance and reimbursement, and continuing professional development – the Law Society is advancing the benchers' strategic priorities set out in the [2025-2028 Strategic and Activity Plans](#). Together, these plans focus on competence, access to justice, public and stakeholder confidence, equity, diversity and inclusion, and lawyer well-being.

Public protection remains at the heart of our mandate, beginning with competence. Key initiatives include the Practice Advisor program, enhanced supports for sole practitioners and small firms, targeted use of data analytics, a review of the CPD framework, improved training for articling principals, and supports for Internationally Trained Lawyers and late-career lawyers.

Access to justice continues to be a pressing challenge. In 2025, the Law Society launched an access to justice initiative aimed at developing a full-service Justice Centre, both physical and virtual, to better meet the legal needs of Manitobans. The project emphasizes collaboration, innovation, and community-informed solutions, and is being advanced through community co-design sessions involving representatives of various access

## What's New

**NEW Deputy CEO**

**NEW Lawyers Called to the Bar in December**

**Wire Transfer Fraud Warning**

**CPLED is Hiring!**

## PRESIDENT'S REPORT continued...

to justice service providers in the Province. Additional efforts include expanding access to legal services in northern and rural communities, increasing French-language services, and assessing innovative delivery models such as the [regulatory sandbox](#) (a pilot project to test new ways for individuals and organizations to provide legal services).

Building public and stakeholder confidence is equally critical, particularly at a time when democratic institutions and professional self-regulation are under scrutiny. The Law Society has taken a leadership role in the national [Ours to Protect](#) campaign, which focuses on public education about the rule of law and the importance of independent institutions and an engaged legal profession.

Equity, diversity, inclusion, and well-being continue to be embedded across all of the Law Society's work, from outreach and reconciliation initiatives, to reviewing admissions and election processes, responding to the National Well-Being Study, and conducting a regulatory audit of demands placed on members. This is about building a profession that is representative, resilient, and sustainable.

Much of this work is carried out by dedicated Law Society staff, with the support of volunteers and benchers. If you are interested in volunteering, please contact our CEO, Leah Kosokowsky, or me. This is also an election year, and I encourage you to consider running for bENCHER or applying for appointment when the election process takes place in May 2026.

This issue of the *Communiqué* follows the Manitoba Bar Association's Midwinter Conference, and I would like to thank **Stacey Soldier**, **Michelle Falk**, and everyone at the MBA for hosting the Conference and for their ongoing work on behalf of Manitoba lawyers. Congratulations as well to all of this year's award recipients.

As there is no February issue of the *Communiqué*, I would like to flag two upcoming March events:

1. The rescheduled **Northern Bar Conference** in Thompson on March 13, 2026. The program was postponed in June 2025 due to the wildfire state of emergency, and it will be especially meaningful to gather in person this spring. We would love to see you there.
2. The 16<sup>th</sup> annual **Lawyers for Literacy** event on March 21, 2026, in support of West Broadway Youth Outreach. Please consider participating – or donating, if you are able. It is a very good cause.





## CEO'S MESSAGE

LEAH KOSOKOWSKY

“

*Both the ambitious Access to Justice initiative and the rule of law campaign, Ours to Protect, are well underway and the benchers received updates on their progress...*

Happy New Year! I sincerely hope that all readers of this report had a restful break over the holiday season.

Shortly before the break, the benchers met for the final meeting of 2025, at which time they dealt with a variety of issues.

The benchers began the process of reviewing and amending the oaths that are administered to candidates upon their call to the Bar in Manitoba. I anticipate that the new call(s) will be ready by the time of the mass Call to the Bar Ceremony in June.

With the upcoming reduction of two weeks in the accelerated PREP program, the benchers confirmed that articling students must serve 52 weeks of PREP and articling. Accordingly, those who participate in the 2026 accelerated PREP program, must serve a minimum period of 41 weeks of full-time articles.

The benchers received briefings from the Admissions and Education Committee, the Equity Committee and the Indigenous Advisory Committee as they deliberate on issues concerning:

- The components of the good character assessment conducted for applicants for admission to the profession;
- Whether the Law Society should impose a minimum wage for articling students and if so, what that ought to entail;
- The feedback received from members of the profession who completed *The Path* and recommendations for additional education.

## CEO's MESSAGE continued...

Both the ambitious Access to Justice initiative and the rule of law campaign, **Ours to Protect**, are well underway and the benchers received updates on their progress, some of which included the significant interest generated in other organizations who are seeking to collaborate with the Law Society.

The benchers also received a monitoring report on the financial performance of the Law Society as well as a compliance report in relation to the Law Society's investments.

Finally, the benchers were very pleased to welcome **Stacey Soldier**, President, and **Michelle Falk**, Executive Director, of the Manitoba Bar Association who shared with the benchers the MBA's strategic initiatives and activities that are underway.



**2025-2026**  
**Receipts**  
For Practising  
Fees and  
Insurance

Available now in the  
Member's Portal

## Join Your Governing Body



The Law Society bencher election and appointment processes will take place in May 2026, and we encourage you to consider running for election or applying for appointment as you will find the experience to be engaging and rewarding.

As a self-regulated profession, the bencher table is comprised of 12 elected lawyers, four appointed lawyers and six appointed public representatives.

To be eligible for election or appointment, a member of the Law Society must be a practising lawyer on the 1st Monday in March. Each bencher sits for a two-year term, for a maximum of four terms (eight years).

**LEARN MORE**

If you have any questions, please contact any one of the following:

Leah Kosokowsky, CEO  
204-926-2030  
[lkosokowsky@lawsociety.mb.ca](mailto:lkosokowsky@lawsociety.mb.ca)

Kyle Dear, President  
204-949-1312  
[kdear@tmlawyers.com](mailto:kdear@tmlawyers.com)

The Law Society of Manitoba is pleased to announce **Alissa Schacter** as Deputy Chief Executive Officer, effective January 5, 2026.



Alissa most recently served as Director of Policy and Strategic Initiatives, where she played a pivotal role in developing our 2025–2028 Strategic Plan and oversaw key projects within this framework, including working closely with the CEO to advance the community-co-designed Access to Justice initiative.

Her leadership also extends to the national stage, where she collaborated with the CEO on the national rule of law campaign, **Ours To Protect**, launched this past fall.

Please join us in congratulating Alissa as we look forward to her continued leadership in advancing the mission of the Law Society.

[Read the full news item](#)



*Alissa Schacter*

DEPUTY CHIEF EXECUTIVE OFFICER



# OURS TO PROTECT

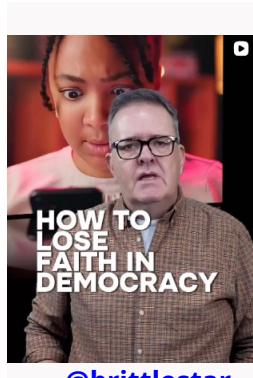
@ourstoprotectca

The **#OursToProtect** national campaign continues to gain momentum, surpassing 15 million social media impressions since its launch. Awareness has expanded further with TV ads airing on major broadcasters, including CBC, CTV, and TSN. Our core messages of **Fairness, Justice, and Equality** are resonating deeply, striking a chord not only with Canadians and the legal community, but also opening doors for new partnerships and international collaboration.

To keep the conversation going, the campaign has partnered with the following influential content creators:

## Brittlestar (Stewart Reynolds)

Known as "*The Internet's Favourite Dad*," Brittlestar uses his signature patriotic humor to underscore the importance of the rule of law to ensure fairness for all with his messaging including "*The Rule of Law Isn't A Vibe*" and "*How to Lose Faith in Democracy*".



[@brittlestar](#)

## Amanda Kingsley Malo

A civics educator who breaks down complex topics to help people make sense of Canadian politics. Amanda's videos offer a timely perspective on how the rule of law does the quiet heavy lifting that sustains a healthy democracy—using elections as a clear example of the rule of law in action in our daily lives, why it matters, and why protecting it is a shared responsibility.



[@kingsleymalo](#)

## Kyla Lee

Most recently, Kyla Lee, a Vancouver-based criminal lawyer with a focus on impaired driving cases — adds her voice to the campaign, using traffic lights to illustrate equality under the law through small, everyday moments of fairness we often take for granted, reminding us how the rule of law should work for EVERYONE.



[@kylaleelawyer](#)

## PROTECT THE RULE OF LAW. JOIN THE MOVEMENT.

Help amplify these messages by engaging with the campaign.

**#OursToProtect** is brought to you by a coalition of Canadian law societies.

# OURS TO PROTECT

To learn more visit [ourstoprotect.ca](#).

**Follow, Like, Share and Subscribe**



YouTube



# Congratulations!

Congratulations to the following new lawyers who were called to the Bar of Manitoba in a special ceremony held in Winnipeg on December 10, 2025.



**Adedayo Adamolekun  
Olamide Adeshoye  
Ogban Chima-Oduko  
Brandon Leverick**

**Rowan Markesteyn  
Gladys Odidison  
Ravi Sharda  
Nikolai Sosa Rebelo**



L to R: Lucy Kinnear, Adebola Adesanya, Barney Christianson

## Congratulations!

Adebola Adesanya

who was presented to the Court by  
Barney Christianson, KC  
and called to the Bar  
in a special ceremony held in  
Portage la Prairie, Manitoba  
on December 12, 2025.



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- **Relationships**
- **Career Transitions**
- **Mental Health**
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Toll-Free: 1-800-590-5553  
Hearing-Impaired Line: 204-775-0586

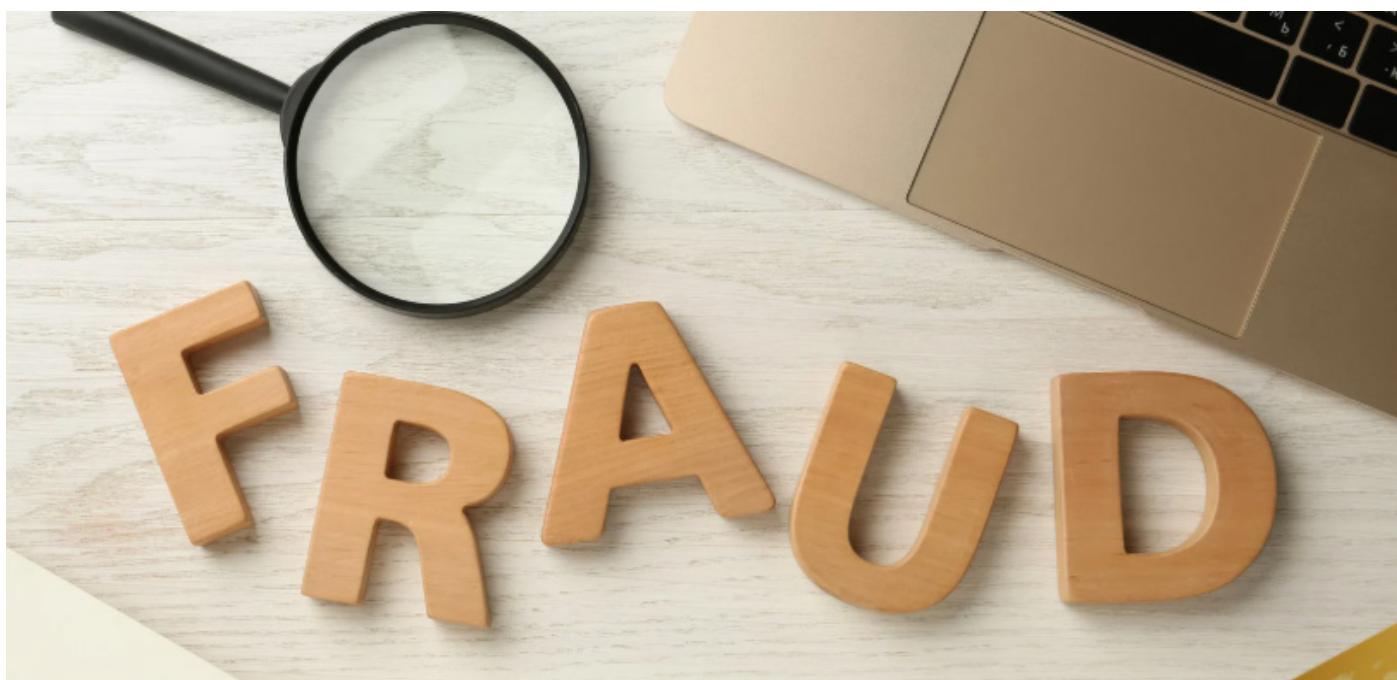


## WIRE TRANSFER FRAUD WARNING

### *Learning from Ontario Experience*

**TANA CHRISTIANSON**, Director - Insurance

On December 23, 2025, LawPro (the Law Society of Ontario's Insurance program) sent out a warning to Ontario lawyers about recent frauds involving unauthorized wire transfers from trust accounts. Fraudsters somehow were able to take unauthorized wire transfers from law firm trust and general accounts.



#### **How did this happen?**

LawPro is still investigating but it looks like these were a variation of the classic "Bank Inspector Fraud" but targeted at law firms. The fraudster contacted the lawyer by telephone, pretending to be a bank employee investigating suspicious transactions on the lawyer's credit card or accounts. The fraudster asked the lawyer to log into his banking portal and verify the transactions. The lawyer logged in, not realizing that the fraudster could view or otherwise retrieve the login credentials he had entered. The fraudster then had access to the lawyer's accounts and the fraudulent wire transfers began.

Either malicious software was downloaded onto the lawyer's computer, or the bank website where the lawyer entered their credentials was compromised or fake. Whatever the mechanism, when the lawyer logged in they were effectively gifting their banking credentials to the fraudster. Of particular concern is that none of the lawyers targeted received any multi-factor authentication requests or requests for passcodes to confirm the fraudulent wire transfer. How that multi-factor authentication process was bypassed is under active investigation.

## WIRE TRANSFER FRAUD WARNING **continued...**



This is a good reminder to lawyers to take the same advice that we give to our clients, parents and grandparents. If somebody contacts you saying they are from your bank, **be suspicious**. If they ask you to log on to your online banking portal, or to confirm or change your login or your password, **DO NOT**.

Instead, call your bank immediately, using a trusted or verified phone number (like your banker's business card or a number you have saved from a previous interaction or even the number on the back of your credit card) and speak to a human at that number. Ask them to review your recent transactions and take steps to secure your account. If necessary, leave your desk and go in person to your bank.

You should actively monitor your trust and general accounts and your personal accounts for transactions that you did not authorize, and if you find an unauthorized transaction, the faster you can contact your bank to stop the transactions, the better. If you wait, the transaction may not be able to be undone.

When dealing with banking issues, our best advice is be suspicious. There are a lot of fraudsters out there looking to help themselves to your (and your clients') money.

Be very careful if you receive suspicious attachments or links by email or text that appear to come from your bank or banking website. Again, call that trusted number you have squirrelled away to confirm whether the email or text really is from the bank.



And if you receive an authentication request when you are not actually signing into your banking portal, deny the request and contact your bank – using that trusted phone number – immediately.

**Pass this warning along to your staff, who are often the first line of defence against fraud.**



## *Gratitude for the 2025 CPD Volunteer Contributors*

As the new year begins to unfold, the Law Society CPD team would like to pause here and thank you for your significant efforts in 2025.

The Manitoba legal community thrives in part because dedicated volunteers like you generously share their knowledge, experience, and time to help educate their peers.

Your contributions helped strengthen our programs, enrich our resources, and elevate the profession as a whole.

Thank you so much!

*Eileen Derksen*

*Director of Continuing Professional Development*

In honour of all our 2025 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 2025

## Thank You

FOR ALL YOUR HARD WORK!

### 2025 CPD Volunteer Contributors

Kristin Annable  
Kassy Baker  
Kevin Bauer  
Charlotte Benedictson  
Peter Biro  
Kara Bjornson  
Dr. Adelle Blackett  
Avril Brown  
Natasha Brown  
Melanie Bueckert  
John Burchill  
Darryl Buxton  
Daryl Chicoine  
Senior Associate Judge Karen Clearwater  
Lori Colquhoun  
Debra Danco  
Kristin Desrochers  
Desiree Dorion  
Danielle Dubois  
Justice Kaye Dunlop  
Suzie Dunn  
Jonathan Elston  
Beth Eva  
Steve Falkingham  
Heather Fast  
Allison Fenske  
Cy Fien  
Eric Gagnon  
Associate Judge Jennifer Goldenberg  
Pam Hadder  
Nicole Hamilton  
Laurelle Harris, KC  
Associate Chief Justice Gwen Hatch  
Judge Catherine Hembroff  
Lindsay Hyman  
Zilla Jones  
Sonia Kelly  
Crystal Kennedy  
Isha Khan  
Marc Kruse  
Jean-René Kwilu  
Yvan Guy Larocque  
Cynthia Lau  
Krista Lees  
Justice Janice leMaistre  
Dan Lett  
Josh Lieberman  
Ken Mandzuik, KC  
John Martens  
Associate Chief Judge Lee Ann Martin  
Richard Martin  
Tori McCartney  
Meredith Mitchell  
Matt Rakar  
Paul Reimer  
Chief Justice Marianne Rivoalen  
Graham Schellenberg  
Jessica Schofield  
Sarah Sharp  
Jeff Shypit  
Andrew Sieklicki  
Stacey Soldier  
Dr. Katie Szilagyi  
Maureen Terra  
Justice Regan Thatcher  
Mary Troszko  
Robert Tyler  
Robert Walichnowski  
Aimee Warkentin  
Jaime Watt  
Tyler Watt  
Gerri Wiebe, KC  
Justice Sandra Zinchuk



# LAWYERS FOR LITERACY

**Saturday, March 21, 2026**  
**10:00 a.m. to 2:00 p.m.**



Mulvey School  
750 Wolseley Avenue



Come share a meaningful day of reading with the children of the West Broadway Youth Outreach Program. Volunteer your time, sponsor a colleague, or support the program with a donation.



**View a video of  
last year's event**



**REGISTER TO VOLUNTEER**

**DONATE HERE**

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



**The Law Society  
of Manitoba**

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## SUMMER LAW STUDENT (2026)

## We're Hiring!

*The Law Society of Manitoba is seeking a first-year law student for a summer position. Gain valuable experience in policy work, legal research, and regulatory processes in a collegial and inclusive workplace.*

[Learn more](#) about this position.

Submit your resume and cover letter to [careers@lawsociety.mb.ca](mailto:careers@lawsociety.mb.ca)

**Application Deadline:** Friday, January 30, 2026

## Manitoba Court of Appeal Practice Direction

### Re: Filing Electronic Copies of Documents

Below please find a link to a Notice of Practice Direction from the Manitoba Court of Appeal re: Filing of Electronic Copies of Documents, issued on January 12, 2026.

[RE: FILING ELECTRONIC COPIES OF DOCUMENTS](#)

## ***PROHIBITED USES OF A TRUST ACCOUNT***

### **A MESSAGE FROM THE AUDIT DEPARTMENT**



Lawyers and trust account supervisors should beware that there are a few ways to go offside of Rule 5-44(1)(a). Rule 5-44(1)(a) states that a member or law firm must pay into and withdraw from a trust account only trust money that is directly related to legal services that the member or law firm is providing. Examples of how to be offside of the rule could be from a variety of different angles:

- 1.** Receiving trust money unrelated to the legal services being provided;
- 2.** The money does not relate to legal services at all and instead:
  - a. other services such as administrative or banking-type services;
  - b. personal funds of a member of the firm; or
- 3.** The trust money is not related to a lawyer practising at the firm.

Consider the following examples of inappropriate and prohibited uses of your trust account, some of which have resulted in disciplinary action in Manitoba or other Canadian jurisdictions:

- Receiving a retainer of an amount disproportionate to the anticipated legal fees. For example, you estimate that legal fees and disbursements will total \$10,000 for the matter but the client wants to provide you with a retainer for \$60,000;
- A new or returning client approaches you and wants to deposit money to your trust account for an unspecified future purchase or transaction;
- Administrative-type services for a rental property, collecting regular rent payments and paying taxes or other expenses but not providing any related legal services;
- Depositing personal funds of a member of the firm when there is no related legal matter;
- Use of a trust account for personal or client funds for the sole purpose of:
  - cloaking the origin of the funds, or
  - to use an established accounting and recordkeeping system instead of creating or maintaining another;
- Receipt and payment of funds, or retaining funds after legal services are concluded, for other business(es) of a member of the firm that are not the practice of law;
- Depositing money to your firm's trust account as agent-type services for another lawyer who is not a member of your firm;
- For members with multiple practices, using the trust account of your secondary practice to handle trust money related to a matter under the conduct of your primary practice, and vice versa; or
- You are treasurer of your child's sports team and have deposited fundraising collected for an upcoming out-of-town tournament to the firm trust account.

You should also be alert to the fact that bad actors seek out lawyers to facilitate money laundering, and other illegal or unethical activity through transactions deliberately designed to disguise the flow of funds. As such, in addition to violating the financial accountability rules, the use of a trust account for transactions unrelated to legal services may also facilitate dishonesty or fraud by a client or others, violating rule 3.2-7 of the *Code of Professional Conduct*.



## WHAT TO DO?

To ensure the firm's trust account is not used inappropriately, **each and every deposit** should be scrutinized - not just the initial deposit related to the matter - to determine:

- Are legal services being provided?
- Do the funds relate directly to the legal services being provided?
- Are the funds reasonably required for the matter?
- Are the funds related to legal services a lawyer in the firm is providing on this matter?

## CAN'T FIND YOUR CLIENT, BUT STILL HAVE THEIR MONEY?

SHARON KRAVETSKY, K.C., Practice Resource Coordinator

Have you ever lost contact with a client? This is unfortunate for both of you. Aside from your obligations to the client, and to the court if you are on the record, you may be holding funds that belong to your missing client. What should you do with that money?



The *Code of Professional Conduct* in Rule 3.5 requires you to "care for a client's property as a careful and prudent owner would". In this case, your first step is to make reasonable efforts to locate the missing client, keeping dated and detailed notes of all actions taken.

When opening any file, it is prudent to obtain comprehensive contact information – including both personal and work addresses, occupation, landline and mobile numbers and email addresses. (See Law Society Rule 5-118(1) for minimum requirements for contact information for individual and organizational clients.) It is also wise to obtain alternate contact information for a family member or friend for use if necessary. If you have lost contact, call, write and email all of these and document your efforts.

Search online databases and court filings. Check land titles and other public records. Review social media, and if you locate an account, send a private message via Facebook Messenger or otherwise. You might also place a newspaper advertisement in the locale where you believe the client might be located. Your reasonable efforts should be proportionate to the amount of money being held. If the sum is very large, your reasonable efforts may extend to employing a private investigator/skip tracer.

With persistence and a little luck, your missing client may be found. *But what if not?*

## **Section 51 of *The Legal Profession Act* sets out the procedure when dealing with unclaimed trust money.**

Where trust money has been held for at least three years without any activity and your reasonable efforts to locate the client have failed, you may pay the money to the Law Society (s. 51(1)). This includes any interest earned if the funds were invested separately for the client as a specific trust investment account as defined in Law Society Rule 5-41. (See also s. 50 and [Practice Direction 84-01](#).)

Section 51 also applies in the rare case that there is money in your trust account that is not attributed to anyone in your records.

There are circumstances in which the Law Society cannot accept the funds. These include situations where there are existing trust conditions which must first be resolved, and estate matters where the court's guidance is required, such as where the personal representative cannot be located or has passed away.

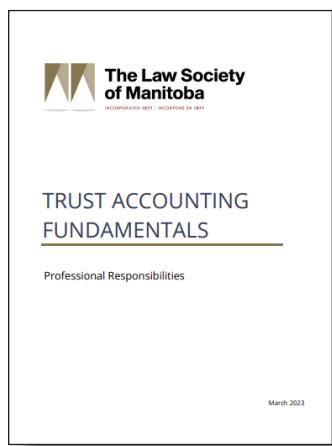
If you are unsure whether the Law Society will accept the funds, you may wish to contact the Audit Department ([audit@lawsociety.ca](mailto:audit@lawsociety.ca)) to provide a brief summary of the situation, and to seek guidance with respect to reasonable efforts to locate the missing party or other matters.

## **The application form to pay unclaimed trust money to the Law Society (Audit Department) is [here](#).**

Once accepted by the Law Society, your liability to pay the money to any other person will be extinguished (s. 51(2)). It then becomes the responsibility of the Law Society to continue to hold the funds and pay them to a claimant who establishes their entitlement (s. 51(3), 51(4) and 51(5)). The funds (and any interest) will become the property of the Law Society if unclaimed for 10 years (s. 51(6)).

You cannot withdraw funds from trust to pay your fees and disbursements unless you have rendered and delivered a statement of account to the client (Law Society Rule 5-44(1)(d) and see [Practice Direction 89-03](#)). If you cannot locate the client to do so, any money that would otherwise be owed to you cannot be recovered from funds you are holding. So stay in touch with your client, and render invoices promptly.

Regular communication with your client is good for your professional relationship and reduces the possibility of losing contact. Stay current with all of your files, including reviewing your inactive ones regularly.



## **NEED MORE INFORMATION?**

See [Trust Accounting Fundamentals](#) under Professional Responsibilities in the Education Center.

## “Sign Now, Fill In Later”- Is it Safe or Ethical?

### *Post-Signature Changes in Land Titles Form 30 and Other Documents*

**NOELIA BERNARDO,**

Practice, Ethics and Equity Advisor



Lawyers and Land Titles staff have recently raised concerns about documents being signed before they are completed. This practice has come to light in the context of Form 30, but the issues extend well beyond a single form.

### **Post-Signature Changes in Land Titles Form 30 and Other Documents Put Lawyers at Risk**

Land Titles Form 30 - **Correction to Statutory Evidence** - is the document used to correct errors or omissions in a previously filed statutory declaration or sworn land titles document. The current version is available here:

[\*\*Form 30 – Correction to Statutory Evidence\*\*](#)

It is the approved form that must be used when the information cannot be provided by way of a lawyer's correction letter. It allows someone with personal knowledge of the facts to update the record without preparing a new sworn declaration. For the full details on when Form 30 should be used, Manitoba Land Titles Corrections Policy is available here:

[\*\*Manitoba Land Titles Corrections Policy\*\*](#)



**Form 30 is not itself a statutory declaration**, but under *The Real Property Act* **it carries the same legal effect as sworn evidence**. The person signing it is certifying the accuracy of the information as if it were an affidavit, affirmation, or statutory declaration.

**Because of that, the signer must see, understand, and approve the exact wording they are certifying.** Land Titles has recently seen **Form 30s signed in blank** being submitted for registration. The concern is that if this practice is occurring more widely, some fully completed Form 30s on the Land Titles register may have **originated as blank-signed documents**, with the additions or alterations never disclosed. In many cases, this may not come to light until an issue surfaces later. While Form 30 is the current example, the underlying concern is much broader and can arise in any practice context, including:

- affidavits and statutory declarations,
- trust directions,
- authorizations,
- certificates,
- land titles documents, and
- any document with legal or evidentiary significance.

Any situation where a document is **signed first and completed later**, or **changed after signing without re-execution or clear disclosure**, raises significant professional-responsibility concerns. These practices are not only risky - **they are not ethical** under the *Code of Professional Conduct*.



## Ethical Duties Engaged

### Informed Consent

Whether the issue is a **blank signature** or **changes inserted after signing**, the same principles apply. A client cannot consent to or certify information they have not reviewed. Blank documents, partially completed documents, or **documents altered after execution** do not meet this standard.

### Accuracy and Reliability

The document filed or relied on must match *exactly* what the client signed. Any additions, corrections, or updates made after signing compromise this ethical obligation.

### Honesty and Candour

A document that appears properly executed but was signed before completion - or altered later - can mislead Land Titles or others, even unintentionally. This engages the duty of candour.

### Integrity of the Execution Process

Execution requirements exist to protect the system and the public. Signing before completion or adding or correcting content afterwards is **not ethically acceptable**.

### Supervision

Lawyers must supervise the execution process. Blank signatures or post-execution changes do not meet this duty.

# Practice

## Discipline Decisions Are Clear

Professional misconduct has been repeatedly found where lawyers have:

- altered executed documents,
- reused signature pages,
- inserted information after clients signed,
- completed sworn evidence post-execution, or
- filed documents that did not reflect how they were actually executed.

The principle is constant:

**Document integrity is a core ethical obligation - not a technicality**

## If Changes Are Needed After Signing

If a document has been changed after signing and is still being considered for filing or reliance, then full disclosure is required as to what has been changed, when, and why.

Failing to disclose the alteration raises a separate candour concern.

**And importantly:** if a lawyer believes that a *particular document* authorizes or contemplates post-signature changes, then **full and transparent disclosure to the recipient should still be carefully considered**. Even where a form appears to permit amendments, failing to disclose those changes may mislead the reader about how and when the document was executed - which engages the duty of candour.

## Best Practice: Ethical and Straightforward

**Clients should only sign fully completed documents.**

**If anything changes, prepare a new version and have it re-executed.** Re-execution protects the client, the lawyer, and the integrity of the system - and satisfies your ethical duties.

## Questions? Looking for Guidance?



If you have questions about these issues or would like to discuss how they apply in a particular situation, please contact:

**Noelia Bernardo,  
Practice, Ethics and Equity Advisor**

📞 204-926-2019

✉️ [practiceadvisor@lawsociety.mb.ca](mailto:practiceadvisor@lawsociety.mb.ca)

*"I'm always glad to talk through scenarios or provide guidance as you navigate your professional responsibilities." ~ Noelia*



## ANNUAL MEMBER REPORT

*Due April 1, 2026*

This year's Annual Member Report is now available in the Member Portal and is due April 1, 2026. It combines your annual report on your continuing professional development activities in 2025 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 2025.

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 12<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**



# Practice Management QUICK TIPS

To Make Practice (and Life) Easier



TANA CHRISTIANSON, Director - Insurance

Looking for free and confidential advice to help you practise law more effectively? 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*.

## Using AI in Your Practice

Are you considering the use of Generative AI in your practice?

The Law Society has [guidelines on the Education Centre's webpage](#) under the heading Practice Management.

You can also check out these [guidelines for implementing AI](#) published by the governing body of lawyers in Illinois.



## Trusted Legal Technology that Improves Practise



Legal technology that protects the public, upholds professional values, and improves legal services and access to justice is important.

The Washington State Bar Association published a 25-page report entitled [Embracing Change: Strategic Roadmap for Washington's Legal Profession in a Time of Technology Disruption](#). It is not a **Quick Tip** but if you want to think about your technology now, and where your practice needs to be soon, Barney recommends you read the report.

### Computer Isn't Working? Reboot!



Need a Quick Tip for solving slow performance, frequent freezing or crashing – gremlins, generally – in your computer? Reboot your computer. [Here is an expert explaining when and why to do it.](#)

### Creating Easy Web Forms

If you have **Adobe Acrobat Pro**, you probably know you can send a document for e-signature. However, did you know that in the latest version, you can create a web form that makes it easy for clients and parties to sign without having to download anything or even have Acrobat Reader? Did you also know that you can create a link so that anyone can sign it? Check it out [here](#).



Whether you are just starting (or finishing) the practice of law, or you've been practising a while and want to explore ways to do it better, contact Barney.

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

Standard PREP 2025	
CAPSTONE PERIOD	February 2, 2026 to February 11, 2026
Results	6 weeks after Capstone completed
<b>Friday, June 19, 2026 9:00 a.m.</b>	<b>Mass Call to the Bar Ceremony RBC Winnipeg Convention Centre</b>

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

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. To successfully complete PREP, a student must successfully complete a full Capstone Assessment. If a student is unsuccessful on the February Capstone Assessment, the next opportunity to attempt a Capstone Assessment will be in August 2026.

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

# CALL TO THE BAR

FRIDAY, JUNE 19, 2026 9:00 AM

RBC CONVENTION CENTRE

The 2026 Mass Call to the Bar Ceremony is scheduled to take place at the RBC Convention Centre on Friday, June 19, 2026 at 9:00 am.



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](#) on Broadway can measure you and place an order. Measurements will need to be done by the end of February with orders finalized by March 15 so that items arrive in time for the ceremony. Call 204-957-1640 or email [handrew@mymts.net](mailto:handrew@mymts.net) to set an appointment to be measured.

If you have a Call candidate in your office and have a set of Robes you are willing to lend for the Call, please let the articling student know. Often candidates are too shy to ask but are most appreciative of the offer!

## Manitoba Articling Recruitment Guidelines For the 2027-2028 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 2027-2028 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: [articling@lawsociety.mb.ca](mailto:articling@lawsociety.mb.ca)

**no later than 4:00 p.m., Monday, March 16, 2026.** All postings received by this date will be accessible to Robson Hall students through the Faculty of Law Career Development website on Friday, March 20, 2026 by noon and to all others from the Law Society of Manitoba by emailing a request to [articling@lawsociety.mb.ca](mailto:articling@lawsociety.mb.ca). *Profiles received after Monday, March 16, 2026 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 2027-2028 articling positions shall be **12:00 (noon), Tuesday, May 11, 2026**.

## Interview Call Day

Employers may contact students only between **10:00 a.m. to 4:00 p.m., Friday, May 22, 2026**, 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 22, 2026 and 8:00 a.m. on Monday, June 1, 2026**, 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 1, 2026, to 5:00 p.m., Tuesday, June 9, 2026.** Interviews shall not be conducted prior to 8:00 a.m. on Monday, June 1, 2026. 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 [articling@lawsociety.mb.ca](mailto:articling@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, 2027.

## Earliest Offer Date

Approved principals or their delegates may **not** make an offer of an articling position in Winnipeg for the 2027-2028 articling term **before 2:00 p.m. on Wednesday, June 10, 2026**. Offers made on June 10, 2026 must remain open until 10:00 a.m. of the following morning. Offers made on June 10, 2026 can be accepted or rejected by students anytime before 10:00 a.m. on June 11, but must be responded to by that time. *Offers made after June 11, 2026 must be responded to no later than 10:00 a.m. the following morning.*



# Education

## 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 11, 2026

Employers may contact students directly to fill any unfilled articling positions. Offers made after June 11, 2026 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. The Law Society of Manitoba, by email: [articling@lawsociety.mb.ca](mailto:articling@lawsociety.mb.ca)

These **recruitment guidelines** for workplaces looking to hire articling students to start in the spring/summer of 2027 are also posted on our website.

## Timeline Summary

Employer profiles/postings due at both Robson Hall and the Law Society of Manitoba	Monday, March 16, 2026 at 4:00 p.m. CDT
Profiles/postings available to students	Friday, March 20, 2026 at 12:00 p.m. (noon) CDT
Application deadline for students	Tuesday, May 12, 2026 at 12:00 p.m. (noon) CDT
Interview call day	Friday, May 22, 2026 between 10:00 a.m. and 4:00 p.m. CDT
Recruitment suspension period	Friday, May 22, 2026 at 4:00 p.m. CDT to 8:00 a.m. CDT, Monday, June 1 2026
Interview period	Monday, June 1, 2026 at 8:00 a.m. CDT to 5:00 p.m. CDT, Tuesday, June 9, 2026
No contact period	Tuesday, June 9, 2026 at 5:00 p.m. CDT to 2:00 p.m. CDT, Wednesday, June 10, 2026
Earliest offer date	No earlier than Wednesday, June 10, 2026 at 2:00 pm CDT

## 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**



# CPLED is HIRING!



CPLED is looking for Assessors/Evaluators, Practice Managers and Workshop Facilitators for the PREP course.

Are you interested in becoming a part of aspiring lawyers' journey to becoming a successful lawyer in Canada? The [Canadian Centre for Professional Legal Education \(CPLED\)](#) is a non-profit organization that delivers pre-Bar call legal education and is seeking lawyers in British Columbia, Alberta, Saskatchewan, Manitoba, and Nova Scotia to be PREP Contractors.

## CPLED is looking for lawyers to act as:



### VLF Assessor/Capstone Evaluator

The Virtual Law Firm (VLF) Assessor and Capstone Evaluator are one role. During the final phases of PREP, candidate assignments are graded by VLF Assessors and Capstone Evaluators who are lawyers trained in applying the PREP Assessment Criteria.



### Practice Manager

As a Practice Manager (PM), lawyers provide mentorship and support to candidates as they complete Virtual Law Firm (VLF). VLF is a practical, educational phase designed to provide candidates with simulated activities based on the skills they learned in phases one and two.



### Foundation Workshops Facilitator

During the Foundations phase, Facilitators guide and provide feedback to candidates as they practice interviewing, negotiating, and advocacy skills in small groups over three-hour sessions. Facilitators also share knowledge and best practices for legal writing skills. They engage participants as they work through ethical, client relationship management and practice management issues in small and large groups.

Further details and the online application form can be accessed [here](#)



## Thrive in Your Next Chapter! RETIRED LAWYERS COFFEE CIRCLE

MEETS MONTHLY (Second Thursday of each Month)

**CONNECT, SHARE IDEAS, AND ENJOY COFFEE WITH OTHER RETIRED LAWYERS. A SPACE FOR CONVERSATION, INSPIRATION, AND COMMUNITY.**



**NEXT MEETING:**  
February 12 at 10 am  
The Forks Market (2<sup>nd</sup> flr.)



### What:

Lawyers who are retired or thinking about retiring – meet the second Thursday of each month, sharing conversation, support, ideas, and inspiration to thrive in the next chapter and continue to make a positive difference in our communities.

### When:

Thursday, February 12 at 10 am  
Meets Monthly Second Thursday of Each Month

### Where:

The Forks Market, Winnipeg – Grab your coffee and meet on the 2<sup>nd</sup> floor where there is a great meeting area with comfy couches.

### Why:

Form new friendships, share ideas for meaningful/purposeful retirement, motivate and support each other. This is not only good for your emotional health, it can also reduce the risk of depression and cognitive decline.

### Lawyers identities are often tied to their work.

We are used to challenging intellectual problems, a demanding schedule, (and being in demand), purpose, meaningful work, interaction with clients and colleagues daily. When lawyers retire, they can experience a sense of loss of identity, feelings of being adrift, loss of purpose, and decreased social interaction.

Keeping mentally active, socially connected and emotionally engaged are proven to be beneficial and can prevent or reduce decline after retirement.

**If you are considering retirement, have recently retired—or know someone who has—please share this opportunity to reconnect and stay engaged with the profession.**

To learn more, email [support@lawyerstrong-mb.ca](mailto:support@lawyerstrong-mb.ca)

### Upcoming Training Events

February 6 | 9 am - 3 pm

Online Volunteer Training session

To register email [admin@lawyerstrong-mb.ca](mailto:admin@lawyerstrong-mb.ca)



# MEMBERSHIP CHANGES



## Practising to Non-Practising:

Nov. 26, 2025	Shaliza K. Dhanani
Nov. 29, 2025	Trinda E. de Monye
Nov. 28, 2025	Marko O. Roslycky
Nov. 30, 2025	John S. Michaels
Nov. 30, 2025	Karen N. Stern
Dec. 1, 2025	Kristin S.J. Elgert
Dec. 1, 2025	Alysha R. Zorde
Dec. 2, 2025	Jana M. Vandale
Dec. 8, 2025	Parminder Kaur
Dec. 12, 2025	Brynette N. Thordarson
Dec. 15, 2025	Aminat O. Anoba
Dec. 19, 2025	Ainslie N. Schroeder
Dec. 31, 2025	Gordon E. Howorth
Dec. 31, 2025	Connie A. Weipert
Jan. 1, 2026	Michelle A. Jules
Jan. 1, 2026	Kathleen A. McIlroy
Jan. 1, 2026	W. Bryan Webber
Jan. 5, 2026	Suzanne J. De Luca
Jan. 5, 2026	Coline M. Standish
Jan. 5, 2026	Muhammad A. Riaz
Jan. 12, 2026	Kamilah A. Ahamed
Jan. 14, 2026	Sven T. Hombach
Jan. 19, 2026	Blaine T. Speck

## Non-Practising to Practising:

Dec. 1, 2025	Kikelomo B. Odeyemi
Dec. 1, 2025	Paul L.A.H. Chartrand
Dec. 8, 2025	Stephanie T. Chan
Jan. 1, 2026	Tariq M. Ali
Jan. 5, 2026	Julie M.A. Toews
Jan. 5, 2026	Damola O. Adetoro
Jan. 5, 2026	Lou R. Lamari
Jan. 5, 2026	Stephanie C.P. Harland
Jan. 6, 2026	Timothy W. Chudy
Jan. 7, 2026	Karen A. Diggins
Jan. 9, 2026	Stefanie J. Reece
Jan. 19, 2026	Sarah E. Gravelines
January 19, 2026	Tyler N. Swan

## New Admissions:

Dec. 2, 2025	Roy Rabin Obure
Dec. 5, 2025	Gladys A. Odidison
Dec. 19, 2025	Ashraf Y. Khan
Dec. 29, 2025	Tariq M. Ali
Jan. 5, 2026	Darryl A.J. Korell
Jan. 14, 2026	Humaira Jaleel

[Member Forms Available Here](#)

## NOTICE OF BENCHERS' MEETING

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

 **Thursday, February 5, 2026**



**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.



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

- March 19, 2026
- May 14, 2026
- June 18, 2026

If you wish to attend a meeting via videoconference, contact Pat Bourbonnais at [pbourbonnais@lawsociety.mb.ca](mailto:pbourbonnais@lawsociety.mb.ca).

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

## IN MEMORIAM

**Edward Lipsett**, who passed away on March 13, 2025 at the age of 79. A lifelong legal researcher, Mr. Lipsett was known to generations of law students at Robson Hall.

**Pierrette Alexandrina Marie Hebert**, who passed away on October 24, 2025 at the age of 76. Ms Hebert received her call to the Bar on April 24, 2001. She practised in Manitoba for one year before relocating to Ontario.

**Sandra Carole Swystun**, who passed away on November 1, 2025 at the age of 68. Ms Swystun received her call to the Bar on August 2, 1983. Over the course of 20 years, she served as legislative counsel to Justice Manitoba and in house counsel to several national agricultural grain-handling corporations. Ms Swystun was a practising member at the time of her death.



# CPD Education Centre



## THE 3RD ANNUAL SANKOFA LECTURE IN HONOUR OF BLACK HISTORY MONTH

**FEB 12** 2 CPD | 2 EPPM  
**2026** Members of the  
Manitoba Law  
Society -  
Register Here



### Keynote Speaker

The Honourable Justice  
**Chidinma B. Thompson,**  
Court of King's Bench of Alberta

### Hosted by



2:00 - 4:00 pm | Law Society of Manitoba Classroom, 260 St. Mary Ave | Reception to Follow

***Take the Next Step  
Connect with***



**All contacts are confidential**

204-201-1764

support@lawyerstrong-mb.ca

www.lawyerstrong-mb.ca

## Programs

### Sankofa Lecture in Honour of Black History Month + Reception

February 12 | 2:00 – 4:00 p.m. | LSM Classroom

[Register](#)

### Northern Bar CPD

March 13 | 9:00 a.m. – 4:00 p.m. | Thompson, MB

[Register](#)

### Joint Family Law Program

April 17 | Victoria Inn, Winnipeg, MB

[Learn More](#)

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Documenting & Mapping Your Processes

# Upcoming IMPORTANT DATES At a Glance



**FEBRUARY 5**  
**BENCHER MEETING**  
12:30 p.m.

**MARCH 13**  
**NORTHERN BAR CPD**

**MARCH 16**  
**FIRM PROFILE DEADLINE**  
by 4:00 p.m.  
for 2026-2027 Articling Recruitment

**MARCH 19**  
**BENCHER MEETING**  
12:30 p.m.

**MARCH 21**  
**LAWYERS FOR LITERACY**  
Mulvey School - 750 Wolseley Avenue  
10:00 a.m. to 2:00 p.m.

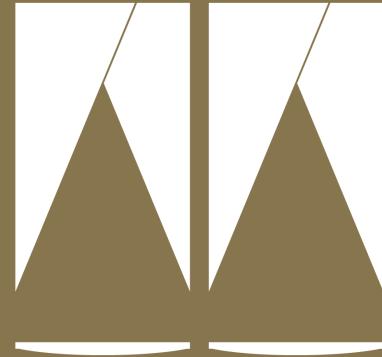
## APRIL 1

### **FILING DEADLINE:**

- 2025 Annual Member Report
- 2025 Mandatory Continuing Prof. Development (MCPD) Report

**RENEWAL DEADLINE:** Law Corporation Permit

**PAYMENT DUE:** 2026-2027 Practising Fees



### **PRESIDENT**

Kyle Dear

### **VICE PRESIDENT**

Ken Mandzuik, KC

### **CHIEF EXECUTIVE OFFICER**

Leah Kosokowsky

### **DEPUTY CEO**

Alissa Schacter

### **Mailing Address**

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

