



# Communiqué

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## President's Report



**SACHA PAUL**  
President

*"Sacha, I bet you think it is a disadvantage being Aboriginal. But I want you to know that it's not. It is actually an advantage. But I want you to know that you have to work as hard as everybody else."*

These are words that were spoken to me when I was interviewing for an articling position at a local Winnipeg law firm.

The comments bothered me and they bother me to this day, some 20 years on from my articling interviews. The reason it bothers me is the presumption that because I am Indigenous, I had to be reminded to work as hard as "everybody else." The suggestion that my skin colour gave me a free ride in law school is simply laughable.

A couple of years back with these words still ringing in my head, I actually ordered my law school transcript even though it has no practical utility to me, because I wanted to see what it would have said to someone interviewing me after second year law school. I can say without any modesty, and as a matter of fact, I was an excellent law student. As I recall, the transcript discloses that I finished second in second year law out of my class of roughly one hundred. Ultimately, when all was said and done, I would finish third overall in law school.

My law school achievements were done through a combination of privilege and time. I say privilege because I was fortunate enough to be sponsored by my First Nation through law school, so I didn't have to take on a job to pay for tuition. My parents also supported me in the form of me living at their house, so I had no rent. Almost daily, after each day of law school I would return to my parents' house and lay my notes on their brown carpet and summarize and re-read and review my notes. I put in the time because I had the privilege to do so, something I am aware isn't available to everybody.

The point to me was that I put in that time and that time was not recognized when I was interviewing at this particular law firm. My race presumed away my effort and I was not seen for what I was which was a very good law student.

I don't share this story lightly. It is an upsetting one, but one I fear could repeat if we don't discuss it.

## What's New

### REPORT TO THE PROFESSION

*Paul Hesse Defalcation*

### BENCHER BY-ELECTION

*April 26, 2023*

### CHANGES TO THE PREP CALENDAR OF OFFERINGS

### CYBER SECURITY AWARENESS BYTES

As we enter into a new round of articling student interviews for 2023 we, and myself included, must be aware of our own biases and blind spots that might lead us to intemperate comments that will span over decades. So I ask you all to bear this in mind as you enter into the articling student process. Take any available training you can get your hands on when it comes to anti-discrimination or unconscious bias. We all have our biases on any number of matters. We have an obligation to take continued action to address them.

It is my hope that through continued vigilance the profession can have an inclusive profession.



Law Society

# HEALTH RECOVERY PROGRAM

**Focusing on support, rehabilitation and recovery.**

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

[Learn More](#)



## CEO Report



**LEAH KOSOKOWSKY**  
Chief Executive Officer

“  
... the benchers engaged  
in three hours of anti-  
racism training...”

In furtherance of the Law Society's commitment to further our knowledge of principles of equity, diversity and inclusion, the benchers engaged in three hours of anti-racism training on the morning of February 9, 2023. As leaders of the legal profession in Manitoba, such training is important to our work and to our development as a board. Following a short lunch break, we moved straight into the bencher meeting with a full agenda.

The benchers gave final approval to the Language Rights amendments to the *Code of Professional Conduct* which are now in effect. The amendments to the commentaries emphasize a lawyer's professional obligation to inform a client, where appropriate, of the client's rights to full and equal access to the laws and to the courts in Manitoba in both French and English. As a result, a lawyer must also carefully consider whether they can competently deliver legal services to the client in the client's chosen language.

The benchers appointed this year's Nominating Committee and they resolved to run a by-election in the City of Winnipeg Electoral District to replace Tony Kavanagh who resigned from the bencher table in December 2022. Following the results of the by-election the benchers will appoint the successful candidate and the Nominating Committee will recommend that individual's appointment to Law Society committees.



The 2023-2024 budget was presented to the benchers in which we have budgeted for a \$185 fee reduction. We were very pleased to note that the increase in interest rates over the past year resulted in a considerably higher statutory grant from the Manitoba Law Foundation. Section 90(1) of *The Legal Profession Act* provides that this grant is for educational purposes and for expenses incurred in ensuring compliance with s. 50(2) of the *Act*, which is related to the audit function of the Law Society. Accordingly, such revenue is applied to the education and competence fund and the reimbursement fund and, in the budget, you will see a decrease in the levies allocated to those funds.

Finally, the benchers received a monitoring report on the performance of the Professional Education and Competence Department, highlighting the extensive development of resources for the profession that are hosted in the Education Centre on the website and the number of programs that were delivered both in person and by webinar. Of note in the report was a significant increase in program registrations due in large part to the accessibility of online events.

For further information, see the [published materials](#) for the February 9, 2023 benchers meeting.



## *Bencher By Election*

**Wednesday, April 26, 2023**

The Law Society is holding a Bencher By-Election to fill a vacancy for the position of elected bencher in the City of Winnipeg Electoral District. The Bencher By-election will be held on Wednesday, April 26, 2023 with Online Voting Polls opening Tuesday, April 4, 2023.

**Candidate Nominations are Due Monday, March 27 at 5:00 p.m.**

To run as a candidate, you must be a practising lawyer on Tuesday, February 28, 2023, and have your name on the voters' list on March 27, 2023.

To learn more about Who Qualifies to Run as a Candidate, Who Can Vote, and other important information about the upcoming 2023 Bencher By-Election, visit The Law Society website [Become a Bencher page](#).

## REPORT TO THE PROFESSION: *Paul Hesse Defalcation*

**LEAH KOSOKOWSKY**, Chief Executive Officer

As the discipline proceedings and the reimbursement claims process arising from the Paul Hesse defalcations have concluded, we are providing the following final report to the profession.

### **Investigation and Discipline**

In late June 2019, Pitblado LLP told the Law Society they had concerns about the conduct of Paul Hesse, who had practised primarily immigration law with the firm since 2011. The Law Society immediately commenced an investigation.

The firm terminated Hesse and on July 17, 2019 he was interim suspended by the Law Society's Complaints Investigation Committee pending further investigation and resolution of charges of professional misconduct.

The investigation was extensive and continued over the next several months. Hesse did not cooperate. By January 2020, after five separate meetings of the Complaints Investigation Committee, Hesse was charged with multiple counts of misappropriation and other professional misconduct. At a discipline hearing held in September 2020, Hesse was found guilty of professional misconduct, disbarred and struck from the rolls of the Law Society. Although served with notice of the hearing, Hesse did not respond or attend.

### **Reimbursement and Recovery**

The Reimbursement Fund responds to claims arising from theft or misappropriation of trust funds or property by lawyers and is administered by staff in our Insurance Department. Following the discipline hearing panel's findings, those staff and the Reimbursement Committee got to work. At the conclusion of 14 separate meetings, 21 claims totalling \$3,638,870 were paid.

The Law Society brought a subrogated action against Hesse in the Court of King's Bench and recently obtained default judgment which included punitive damages of \$250,000. However, significant recovery from Hesse is unlikely.

## Report of Criminal Activity to Authorities

Claimants who agreed to waive confidentiality were included in the report made by the Law Society to the Winnipeg Police Service, advising them of what we believe to be criminal conduct on the part of Hesse. In the last month, we followed up to inquire as to the status of their investigation, but have yet to hear back.

## Impact & Consequences

The Law Society arranges insurance coverage for the Reimbursement Fund from the Canadian Lawyers Insurance Association (CLIA). This policy insures the Reimbursement Fund and the Law Society in the event the Law Society compensates clients whose funds have been stolen by a lawyer. Under the Trust Protection Indemnification Policy, the limit of liability each year is \$10 Million. Our group deductible is \$100,000 per loss and stop-loss is \$500,000.

As a result of the Hesse theft, the Law Society of Manitoba has the unhappy distinction of having the biggest payout ever under the CLIA defalcation program. In total we recovered \$2,908,870 from CLIA under stop loss and group deductible provisions in the insurance policy. However, due to the Hesse claims experience, the Law Society's premium has increased as have the premiums charged to other CLIA members. Furthermore, the Law Society of Manitoba was levied a retroactive assessment of \$1,217,001 payable in annual instalments of \$260,438.21 over five years. These costs factor into our members' annual fees.

The impact goes beyond the \$3,638,870 paid to Hesse's victims. Law Society audit, complaints, discipline and insurance staff devoted hundreds of hours to address this matter. Benchers, volunteer lawyers and public representatives also contributed significant time to the Complaints Investigation Committee, discipline hearing and Reimbursement Committee meetings – 20 separate meetings in total. Each such meeting or hearing required extensive advance preparation.

The Reimbursement Fund policy expressly waives rights of recovery against any lawyer with a financial interest in the misappropriating lawyer's firm, provided that member is neither the author, accomplice nor acting in collusion with the dishonest lawyer. This is consistent with the position of the Law Society since 1993, when, after a large misappropriation, the benchers decided that there should be no subrogation against innocent partners. Instead, the costs are born by all the lawyers in the province through their fees and assessments, the Law Society's reserve funds and our insurer, CLIA.

## Public Protection

The Law Society's mandate is to protect the public interest. As soon as Hesse's misconduct was discovered, he was immediately suspended. Despite the extent and volume of thefts and the complex nature of the investigations and reimbursement claims, the investigation and prosecution were swift, Hesse was barred permanently from practising law, and the reimbursement claims of victims were considered and paid in a timely fashion.

I am happy to discuss this matter further if anyone wishes to contact me at [lkosokowsky@lawsociety.mb.ca](mailto:lkosokowsky@lawsociety.mb.ca).

## MEMORY LANE

**LEAH KOSOKOWSKY**, Chief Executive Officer

We have come into possession of the June 1961 Winnipeg Legal Telephone Guide which provides a fantastic snapshot of the law firms in Winnipeg at the time. Many of the names are familiar and some of the lawyers named are still practising law 62 years later. Perhaps you are a descendant and practising law today.

If any of you have a special memory of this time, related to these firms, please send them in to me. We would love to publish some of those stories in the Communiqué. I have a Law Society prize for the first person who can send to me an accurate list of the lawyers listed who were appointed to the Provincial Court, the Court of Queen's Bench, the Manitoba Court of Appeal and the Supreme Court of Canada.

Finally, a huge thank you to Law Society lay bencher, **Susan Boulter**, who gifted the telephone guide to the Law Society. We will frame it and hang it in the Law Society offices.

Check out this historical treasure on the following page.



**Law(yer)  
Strong**

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

### Contact Us



204-201-1764



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



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24/7 CRISIS COUNSELLING: 204-786-8880 | 1-800-590-5553



# WINNIPEG LEGAL TELEPHONE GUIDE

LAW OFFICES	
WH3 1461	Abrams, W.
WH3 8601	Adamson, Herbert
WH3 4198	Adelman, Benjamin
WH2 5555	Aikins, MacAulay, Moffat, Dickson, Hinch & McGavin
WH2 3894	Anderson & Seoman
WH3 0003	Appleby & Backlin
WH2 6516	Arpin, Rich, Houston & Karlicki
WH2 7507	Asper, I. H.
WH2 5151	Baryluk & Genik
WH2 6049	Bell, Allan B.
WH3 2155	Benard, Leon H., Q.C.
GL 2 4230	Blackwood, H. P., Q.C.
GL 2 7766	Bond, G. F. D., Q.C.
WH2 7953	Boswell, C. M.
TU 8 1584	Bourke, J. T.
WH3 4479	Bowles, David A.
WH2 0641	Bowles, Pybus, Gallagher, Chornous, Smith & Green
WH2 0435	Braker, Samuel B.
WH2 7150	Bridges, Edmund C.
WH3 0626	Brock & Brock
WH2 3168	Brotman, Ernest A., Q.C.
SP 2 9539	Brown, Anderson & Sellner
WH2 7953	Bruce, Robert A.
WH2 2171	Buhr & Friesen
WH2 3589	Campbell & Driscoll
WH3 4595	Campbell & Haig
WH3 0755	Canor, Matos, Simkin, Cantor & Goltzman
WH2 6208	Cardin, W. J.
TU 8 7973	Chapman, Chapman & Chapman
WH2 4666	Chapman, Daryl R., Q.C.
WH3 1702	Chapman, Jack M.
WH2 3309	Charne, Thaddeus L.
WH3 3477	Cherniack, Cherniack & Marantz
WH3 0594	Chown, Gordon
CA 2 1105	Christensen, W. R.
WH2 6477	Christie, DeGraves, MacKay & Settle
WH2 4781	Christopherson, John
WH2 6371	Cohan, Sydney
WH3 8152	Cohen, Joseph J.
WH3 6376	Cook, R. S.
WH2 7381	Corne, Gillis, Corne & Corne
WH2 7127	Cowan & Farwell
TU 8 4849	Crawford & Crawford
WH3 5567	Crawford, James Lloyd
WH2 5646	Cutler, I. I.
WH2 2271	D'Arcy, Irving, Beatty & Redgwell
WH2 3044	David & David
WH2 4440	Davies, S. L., Q.C.
WH2 2316	De Lucia & De Lucia
WH3 4593	Denaburg, S.
WH3 4464	Diamond, Max Yale
WH2 2334	Dick, Clifford
WH3 3428	Drache, S. J., (Q.C.) & Associates
WH2 3527	Dubienski & Dubienski
WH2 8016	Dysart, Streight & Co.
WH3 4885	Dzinkowski, Karl E.
WH3 2980	Easton, Dorothy A.
ED 4 6978	Easton, H. H.
WH2 3149	Eggertson & Eggertson
WH3 4531	Eibner, Francis J.
WH2 5333	Erin & Minuk
WH3 9822	Eyres, Winston C.
WH2 0131	Fillmore, Riley, Hunt, McLachlan, Norton, Philp & Yarnell
SP 4 6175	Finkelstein & Co.
WH3 6619	Fitch & Fitch
WH3 2333	Fletcher & Baker
WH2 4135	Freeman, J. Calvin
WH2 4803	Gelley, G. Maurice
WH2 6867	Gibbon, Wm. A.
SP 2 0335	Gingera & Hammerling
WH3 5555	Ginpl, Harry
WH3 3761	Glowacki, J. R.
WH2 4160	Goldberg, Stanley
WH3 4474	Golsaf & Guld
WH3 1461	Goodman, H. G.
WH2 3135	Grafton, Deniset, Dowhan, Betourney & Muldoon
WH2 0188	Green & Green
WH2 3391	Gregory, Gilbert T.
WH2 4087	Grubert, O. B.
WH2 6408	Gyles & Gyles
WH2 5419	Haig & Haig
WH2 8024	Haig, J. B.
WH3 6691	Halprin & Halprin
WH2 1822	Halter, Aubrey J.
WH2 5854	Halter, G. Sydney, Q.C.
WH2 6891	Hamilton, Frank A. E.
WH2 5555	Hansell, Roger J.
WH2 2606	Harvey, J. Gurzon, Q.C.
VE 2 6898	Heppenstall, Lawrence F.
WH2 8692	Hoffman, Allan A.
CH 7 3937	Huppe, H. A.
WH2 0284	Inkster, Walker, Irish & Hughes
WH2 8639	Isaacs & Isaacs
WH2 7416	Israel, Manly W.
WH2 2439	Israels, A. Montague, Q.C.
WH2 8051	Jaeger, S. E.
WH2 7238	Johnston, Garson, Forrester, Davison & Taylor
WH3 1561	Johnston, Jessiman, Gardner, & Johnston
WH3 8010	Juravsky, Wilfred
WH2 2414	Karasevich & Radchuk
WH3 2475	Keith, Westbury & Hnidan
LE 3 2526	Kelekis, L. C.
WH2 3826	Kennedy & Kennedy
WH3 9724	Kessiloff, Edward C.
WH3 1229	Kimmel, Arnold K.
SP 5 7947	Klein, Kenneth D.
WH3 1862	Kohn, H.
WH2 6209	Kopstein, Kimelman & Kopstein
WH3 5936	Krawchuk, Barry E.
SP 4 4501	Kushner, Breen & Gordon
WH2 8595	Lamont, Buriak & Zivot
WH2 7125	Landry, J. N.
WH3 7541	Lawrence, Sansone & Sharie
WH2 8335	Lear, Colin D.
WH2 7641	Leech, Leech & Sutton
WH3 7333	Levin, D., Q.C.
WH2 7080	Long, T. Mackay, Q.C.
WH2 4135	Ludlow, H. J. Lawrie
WH2 3214	Lys, Henry T.
WH2 5881	MacInnes, Burbidge, Hetherington, Allison, Findlay & Cantlie
WH2 4028	MacInnes, R. B., Q.C.
WH2 3915	Burbidge, F. M., Q.C.
WH2 3914	Hetherington, E. G.
WH2 4026	Allison, J. O.
WH2 3721	Cantlie, R. B.
WH2 3917	Moylan, D. W.
WH3 2220	Champagne, R. C.
TU 8 1977	Mackling & Gibson
WH2 5419	MacLean, John
WH2 0038	Marcoux, Dureault & Betourney
WH2 6179	Martens & Goulet
WH3 0416	Masciuch, Y. O.
WH2 3181	Matlin, Kushner & Buchwald
WH3 4525	Meltzer, Essers & Gold
WH3 7305	Michel & Rosner
ED 9 0246	Miedzybrocki, Edward P.
WH2 1272	Miles & Peikoff
WH3 1931	Miller, Irene V.
WH2 1030	Minuk, Berry
WH3 2801	Mitchell & Green
WH2 8636	Moffatt & Smith
WH2 5435	Monk, Goodwin & Higenbottam
WH2 7841	Moore, T. Kells
WH2 7536	Morkin, Hayes & Trudel
WH2 4077	Morley, Arthur W.
TU 8 2384	Morrison, Keith L.
WH2 7045	Morrison & Maxwell
WH2 8821	Morton, J. K., Q.C.
WH2 7416	Munch, Clubine & Koteles
WH3 5567	Munson & Crawford
WH2 7541	McArthur, McArthur & Gillies
WH2 2241	McCarthy, Don A.
WH2 7841	McMillan, N. A.
WH3 7902	McMurray & McMurray
WH3 0594	Newman, MacLean & Associates
WH3 8555	Nittkman & Nussgart
WH2 0961	Nurgitz, Nathan
WH3 8601	Nutter, McLaughlin & McTavish
JU 2 3558	Parashin, P.
WH3 2312	Parker, Jos. H.
WH2 3561	Parker, Tallin, Kristjansson, Parker, Martin & Mercury
JU 2 4033	Pearlman, D. M.
WH3 2244	Percy, Reginald W. C., Q.C.
WH2 6501	Pitblado, Hoskin & Co.
WH2 2430	Pollock, Harvey I.
WH2 8917	Polson, Hugh
WH2 7751	Powell, Jack A.
WH2 7329	Pulkam, Bass & Goldberg
WH2 3924	Regnier L. A.
WH2 7467	Richardson, Richardson, Huband & Wright
WH3 8439	Robertson & Long
WH2 7701	Rosen, Albert
CH 7 3172	Roy, Louis P.
WH2 1590	Rusen, Manly S.
SU 3 3984	Rusimovich, Rade
WH2 8565	Sawula & Pilutik
WH2 3161	Scarth, Honeyman, Scarth & Simonsen
WH2 3795	Schick, F. E.
WH3 2477	Schwartzwald, Martin H.
WH2 2646	Seipp, L. A.
WH3 9493	Sharie, Lorne
WH2 7563	Shepe, S. G.
WH2 6371	Shinbome, Dorfman, Kane & Henteleif
WH2 2166	Shuckett, B. A.
WH3 5428	Shulman, H.
WH2 1978	Sigsmund, Arnold
SP 4 4501	Silver, Isaac
WH2 1682	Simms, Stephen R.
WH3 6626	Slusky & Slusky
WH3 1323	Smith, Diamond & Victor
WH3 3495	Smith & Kirby
WH2 6187	Sokolov, Wolinsky & Sokolov
WH2 2533	Solonon, Earl
WH3 6644	Solonow, R. I., Q.C.
WH2 7315	Spivak & Spivak
WH2 4829	Stapley & Guttormsson
WH2 4737	Steinkopf, Matland B.
WH2 7363	Stubbs, Stubbs & Stubbs
WH2 3391	Sweet, MacLeod, Deacon, Kirby & Gregory
WH3 1589	Swystun, Ratuski & Swystun
WH2 5191	Swystun, Swystun, Skwark & Lizakowski
WH2 0961	Tapper & Pollock
WH3 6307	Tax, Wm. S.
WH2 2969	Thomas & Lyon
WH3 6481	Thompson, Dilts, Jones, Hall & Dewar
WH2 5334	Thompson & Scarth
WH2 7051	Thorarinson, S. A.
WH2 8291	Thorvaldson, Eggertson, Saunders & Mauro
WH2 8489	Trick, Restall & Follett
WH2 0161	Tupper, Adams & Co.
WH3 1463	Turner, Milner, Turner & Saunders
WH2 8013	Udow, Stanley N.
WH2 6641	Van Vliet, G. Lyman
WH2 4888	Waisman & Miles
WH2 0081	Walsh, Macey, O'Sullivan, Bowman, Schwartz, Wilder & Weinberg
WH2 3758	Warburton & Campbell
WH3 8546	Warner, Billinkoff & Smethurst
JU 9 3209	Wawrykow, Mary A.
WH3 3279	Williamson, J. R.
WH2 4096	Wortzman, Arthur
WH2 7509	Wyrzykowski & Borowski
WH3 6431	Yanoisky & Pollock
WH2 6329	Zimmerman, M. Norman
WH3 3486	Zuken, Joseph

**PROVINCIAL GOVERNMENT**

- WH6 1170 Legislative Building
- WH6 7223 Deputy Attorney General
- WH6 7121 Crown Attorney
- WH6 7298 Deputy Provincial Secretary
- WH6 7226 Queen's Printer
- WH6 7236 Registrar of Companies
- WH6 7171 Juvenile & Family Court
- WH6 7121 Inspector of Legal Offices

**LAW COURTS**

- WH6 7340 Court of Appeal Registrar
- Court of Queen's Bench
  - WH6 7330 Registrar, Official Receiver in Bankruptcy, Master & Referee
  - WH6 7331 Prothonotary's Office
  - WH6 7367 Reporter
  - WH6 7327 Sheriff's Office
  - WH6 7325 Judges' Secretary

**Surrogate Court**

- WH6 7338 General Office
- WH6 7338 Registrar, W. J. S. Isaac

**County Court**

- WH6 7336 General Office
- WH6 7342 Chief Reporter
- WH6 7343 Judges' Secretary
- WH6 7324 Bailiff
- WH6 7378 Law School
- WH6 7320 Law Society

**LAND TITLES OFFICE**

- WH6 7355 General Office

**GOVERNMENT OF CANADA**

- WH2 0311 Income Tax, Estates Tax
- WH2 6331 Post Office (Enquiry)
- WH3 0391 Department of Veterans' Affairs

**MEROPOLITAN CORPORATION OF GREATER WINNIPEG**

- WH2 0711 D. Murray Peden, Solicitor

**CITY OF WINNIPEG**

- WH6 0102 W. Fraser, Q.C., City Solicitor
- WH6 0103 R. A. L. Nugent, Deputy City Solicitor
- WH6 0208 P. McCormack, Solicitor
- WH6 0288 K. B. Peters, Solicitor
- WH6 0209 H. H. Rubens, Solicitor

**CANADIAN NATIONAL RAILWAYS**

- WH6 2225 W. T. Patterson, Q.C., Regional Counsel
- WH6 2225 H. F. Hutton, Solicitor
- WH6 2225 C. J. Irwin, Assistant Solicitor
- WH6 2225 G. H. Nerbas, Asst. Solicitor

**CANADIAN PACIFIC RAILWAY COMPANY**

- WH6 3341 H. M. Pickard, Assistant General Solicitor
- WH6 3342 R. R. Mitchell, Q.C., Solicitor
- WH6 3343 D. J. Levesque, Assistant Solicitor
- WH6 3344 B. E. Scott

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MANAGER

H. T. MARTIN  
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# LAWYERING UP FOR A GREAT CAUSE



**West Broadway Youth Outreach** (WBYO) is extremely grateful for the continued support of the legal profession and the Law Society of Manitoba. Thank you to everyone involved in making the 13th annual Lawyers for Literacy a success.

It's not too late to make an online donation to West Broadway in support of this event. You can do so by visiting [CanadaHelps](https://CanadaHelps.com) and selecting **Lawyers for Literacy** as the **Fund Your Donation Will Support**. WBYO will provide a charitable receipt for donations of \$25.00 or more.

More to come, including a total of funds raised and lots of fun photos, in our next issue.



## Manitoba Blue Cross

### Employee Assistance and Wellness Solutions

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

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



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1-800-590-5553

**Hearing-Impaired Line**  
204-775-0586

Do You Know If You  
Have a Manitoba Blue Cross  
ID Card?



If Not, Don't Sweat it



Manitoba Blue Cross is issuing new identification cards to all articling students and practising Law Society members. Later this month, you will receive this card in the mail at your business address. This ID card confirms your eligibility for services available through the Employee Assistance & Wellness Solutions program, assisting Manitoba Blue Cross with quickly verifying your coverage.

# DISMISSAL FOR DELAY IN CIVIL AND FAMILY FILES

TANA CHRISTIANSON, Director - Insurance



Litigation used to be a long game. It was not unusual for a plaintiff to take no steps for months or even years. And defendants operated on the sacred principle of 'let sleeping dogs lie', which was all they could really do anyway. As a result, many of us had ancient litigation files in our file cabinets, dormant but still open.

Those old dogs could sit forever. It was difficult to get a claim dismissed for delay without a dead plaintiff or missing key witness.

## THEN EVERYTHING CHANGED

What changed? *M.R.130/2017*, which amended the dismissal for delay rules, dramatically altered the way civil and family litigation will be conducted in Manitoba.

## The 'New' Dismissal Rules

There are two parts to the 'new' dismissal rules. Rule 24.01 and 24.02 work together to speed up the pace of litigation, 'or else'.

### 24.01 Presumption of Significant Prejudice

Rule 24.01(1) says the court may dismiss if it finds a delay in the action resulted in significant prejudice.

Rule 24.01(2) says if the court finds a delay 'was inordinate or inexcusable', there is a **presumption** of significant prejudice.

Rule 24.01(3) says delay is inordinate and inexcusable if it is in excess of what is reasonable having regard to the nature of the issues in the action and the particular circumstances of the case.

### 24.02 Three-Year Drop Dead

The second part of the dismissal rule, 24.02, is modeled on the Alberta 'drop dead' rules and is even more draconian.

Rule 24.02 (1) says that if three or more years have passed without a significant advance in an action, the court **must**, on motion, dismiss the action, with only certain limited and narrowly-interpreted exceptions.

## A Deluge of Dismissal Claims

Although the rules were introduced in 2017, the transition rules created a January 1, 2019 kick-off date. January 2019 arrived and the motions for delay began in earnest. If you practise in the Courts in either civil or family law, you have probably brought (or been served with) a motion to dismiss for delay.

If you would like to review the almost 100 reported cases on Rule 24.01 and 24.02, do a CanLII search at: <https://www.canlii.org/en/mb/>. In CanLII - Manitoba, type 'Rule 24.01' or 'Rule 24.02' (in quotations) in the document search box for MBCA or MBKB; you will be astonished by the number of reported cases ruthlessly dismissing civil and family division claims for delay.

## A Hard Line on Dismissals

The Courts have been strict in applying the rules. Interpretation of what constitutes a significant advance in litigation has surprised many counsel. While the first round of discoveries is probably a significant advance, most answers to undertakings are not. Filing a counterclaim might be a significant advance. Making a demand for particulars probably is not a significant advance. Some motions might be a significant advance, but not all. Letters to opposing counsel are not significant advances. Trying to get a response from your expert is not a significant advance.

As Master Goldenberg said in [Smoke v Attorney General of Canada](#) 2022 MBQB 148:

*Determining whether a step significantly advances the action requires a functional approach ... The court must view the whole picture of what transpired in the three-year period framed by the real issues in dispute and viewed through a lens trained on a qualitative assessment. This necessarily involves assessing various factors, including the nature, value and quality, genuineness and timing of the step at issue and whether that step moved the lawsuit forward in a meaningful way in the context of the action ... The focus is on the substance of the step taken and its effect on the litigation rather than its form.*



continued...

... continued

## Proactive Steps to Avoid Dismissal

We all know there are various reasons for delays in litigation – strategic and tactical reasons, waiting for clients to come up with the money to fund the fees or disbursements, waiting for clients with other preoccupations in their own lives to find the time, attention and resources, lawyers being too busy or disinterested, not being able to find or fund an expert, and even difficult defendants or difficult defendant’s counsel.

We highly recommend that you advise clients, in writing, that the courts in Manitoba can and will dismiss their proceeding unless steps are made in the court to move it forward. Make this part of a standard retainer letter on every file. Diarize litigation files to remind you to take a significant advance. If your client is the reason for the delay, warn them again that their inertia may result in their claim being permanently thrown out and consider whether you want to withdraw from the file. And if the file is not moving forward because you do not have the time or the inclination to advance it, get your client to new counsel and get off the file so the client will not have a claim against you if the claim is dismissed. If you cannot locate or motivate a client, make a motion to withdraw even if you have to get substitutional service.

Do not ignore files. Make sure that a significant step is taken at least once a year. If the client is not prepared to pay for or participate and cooperate in that significant advance, then send the client off to new counsel.

Lawyers may want to reconsider files where the plan is to simply file a Statement of Claim to keep their client’s options open and decide later whether to proceed. If you are filing a Statement of Claim to keep options open or to preserve a limitation, give a strong warning about the potential for dismissal for delay.

## When Defence Counsel is the Cause of the Delay

If opposing counsel is dragging their feet in the discovery process or in answering undertakings, consider bringing a motion to compel or serve a notice of examination or set the matter down for a pre-trial conference or even case management. Such steps may seem unfriendly but could be necessary to keep your client’s action alive. It doesn’t matter if defence counsel is the cause of the delay. As unfair as it seems, the defence can still successfully rely on their own delay when they bring their motion to dismiss.

Where the defendants are the cause of the delay, ask **all** parties to agree, expressly and in writing, to the delay under 24.02(1)(a). If the parties refuse, then you know where they stand and you can expect a motion to dismiss for delay to be forthcoming. Don’t assume there is an agreement to delay unless it is in writing and specifically references the rule.



## Getting out from under the Drop Dead Rule

There are only a few ways to get out from under the threat of a Three-year drop dead dismissal, set out under [24.02\(1\)](#):

- A** The time can be extended if all parties have expressly agreed to the delay. However, the cases show this agreement must be clear and specific.
- B** Where an action is stayed or adjourned pursuant to an order, that will preclude a dismissal motion. Cases show this is a prudent step if you are waiting for something else to happen, for instance, for a parallel or related proceeding to conclude.
- C** Also, you can seek an order extending the time for a significant advance in the action to occur. But be warned: this will only work before you fall short of a significant advance, not retroactively.
- D** If the delay is provided for as the result of a case conference, case management conference or pre-trial conference, the action will not be dismissed.
- E** Finally, if a motion or other proceeding has been taken since the delay and the moving party has participated in the motion or other proceeding for a purpose and to the extent that warrants the action continuing, the action may survive.

The takeaway is as stated by Mr. Justice Martin in [Knutson Building Ltd. v Winnipeg Environmental Remediations Inc. et al.](#), 2022 MBKB 119.

*I make one last observation and caution. The revised dismissal for delay rules have now been in effect for over four years. Anecdotally, early warnings from the court, about the dawn of a new day respecting delay, appear not to have fully resonated, as seen in several cases. As is clear from this case, that is folly. And, without criticizing defence counsel here, it should be obvious that taking advantage of a delay opportunity is a tactic that can work. Prosecuting counsel cannot afford to overlook files or be lulled into inaction, not only for their client's sake but for their own.*



# PRACTICE MANAGEMENT QUICK TIPS

## *To Make Practice (and Life) Easier*

**TANA CHRISTIANSON**, Director - Insurance

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



Here's what Barney wants to share this month:

Every time I hear someone say "I am overwhelmed", a voice in my head says "you are letting others manage your time instead of doing it yourself". A favourite practice advisor of mine is Catherine Reach. If you are thinking that you are overwhelmed, TAKE THE TIME to read [Ten Tips for Time Management](#).



Some blue-sky thinking about your place in life:

*"At the risk of stating what perhaps should be obvious, lawyers valued for their abilities and insight are generally happier. They are certainly happier than those valued almost entirely on their production (i.e., billable hours). The latter group is by and large less healthy than the former. And in the long run, the happier lawyers are more-not less- productive than their unhappy, stressed-out brethren."*

If you want to do some thinking about your role, or your firm's productivity, grab a coffee tonight and read [Lawyers Valued For Insight and Ability Are Happier. And More Productive](#)

A while ago, I mentioned that some hackers have found a way to circumvent two-factor authentication. Lesson learned is you have to keep upping your game to stay ahead of them. A new proposal is masked email. Find out [What is Masked Email?](#)

You are going to die or retire. Read that again. I hope you have a plan in place for either event. Here is one lawyer's experience with retiring: [A Funny Thing Happened on the Way to My Retirement](#).



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

## PRACTICE MANAGEMENT ADVISOR

Do any of these images look familiar to you? If your familiarity is recent, you really need to upgrade your dictation equipment. If you need advice on choosing new equipment, call the Law Society of Manitoba's Practice Advisor, Barney Christianson.



IBM Executory Model 212



If you would like to contact Barney, you can call him directly at 204-857-7851 or by sending an email to [barney.christianson@gmail.com](mailto:barney.christianson@gmail.com). As the Law Society's practice management advisor, Barney can talk to you about how to make your practice more effective and efficient, including what to consider when replacing antique technology in your office.

# PREP and ARTICLING - Important Dates

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

If you have articling students in your workplace, please familiarize yourself with this table so you can be aware of the bar admission program's demands on your students. Detailed schedules can be found [here](#).

	<b>Summer 2022 Intake</b> June to March (results in May)	<b>Winter 2022 Intake *</b> December to late September (results in November)
March 2023	Phase Four Capstone Assessment online: March 13 <sup>th</sup> to 16 <sup>th</sup> or March 20 <sup>th</sup> to 23 <sup>rd</sup> or March 27 <sup>th</sup> to 30 <sup>th</sup>  <i>Students will be completing assessments online for 4 full days. Workplaces are reminded to not assign any work to students during their assigned Capstone week.</i>	Complete work on Phase One: Foundation Modules by March 26 <sup>th</sup>
April 2023		Foundation Workshops pre-work to be completed
May 2023	Phase Four Capstone results released May 11 <sup>th</sup>  <i>(Students required to do a supplemental evaluation or to attempt a further Capstone assessment will not be able to participate in the Call Ceremony on June 15<sup>th</sup>)</i>	Phase Two: Foundation workshops <i>Students attend weeklong workshops. Workplaces are reminded to not assign any work to students during their assigned workshop week (May 8<sup>th</sup> to 12<sup>th</sup>)</i>  Phase Three: Virtual Firms opens on May 20 <sup>th</sup> with the <b>Business Law</b> rotation
June 2023	Call to the Bar Ceremony June 15 <sup>th</sup> , 2023 at RBC Convention Centre  Capstone Re-Assessments	Phase Three: Virtual Firm <b>Business Law</b> rotation is completed  <b>Criminal Law</b> rotation starts

\* Last offering of a winter intake of PREP. Going forward there will only be the summer intake and the summer accelerated intake offered each year. See page 23 of this issue for further details.

## Manitoba Articling Recruitment Guidelines For the 2024-2025 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 2024–2025 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), 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 20<sup>th</sup>, 2023.** All postings received by this date will be accessible to Robson Hall students through the Faculty of Law Career Development website on Friday, March 24<sup>th</sup>, 2023, 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 20<sup>th</sup>, 2022, will be posted as soon as possible.

#### Application Deadline

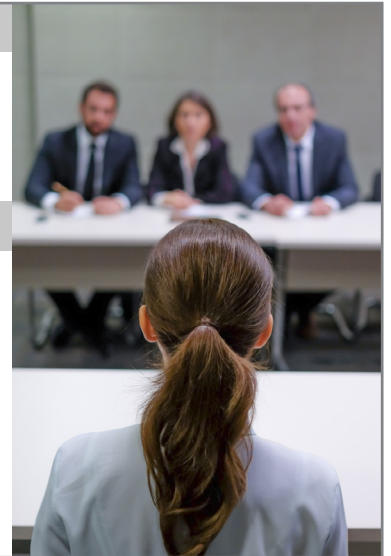
The application deadline for students to submit resumes, cover letters and transcripts directly to the employers for 2024-2025 articling positions shall be **12:00 (noon), Tuesday, May 16<sup>th</sup>, 2023.**

## Interview Call Day

Interview offers may only be made between the hours of **10:00 a.m. to 2:00 p.m., Friday, May 26<sup>th</sup>, 2023**. No communication regarding interviews may be made prior to this time.

## Interview Period

**8:00 a.m., Monday, June 5<sup>th</sup>, 2023, to 5:00 p.m., Tuesday, June 13<sup>th</sup>, 2023**. Interviews shall not be conducted prior to 8:00 a.m. on Monday, June 5<sup>th</sup>, 2023. 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 space. Firms cannot communicate with students between this **Interview Period** and the **Earliest Offer Date** described herein.



## 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<sup>th</sup>, 2024 will be eligible to apply for 2024-2025 articling positions

## Earliest Offer Date

Approved principals or their delegates may **not** make an offer of an articling position in Winnipeg for the 2024-2025 articling term **before 2:00 p.m. on Wednesday, June 14<sup>th</sup>, 2023**. Offers made on June 14<sup>th</sup>, 2023 must remain open until 10:00 a.m. of the following morning. Offers made on June 15<sup>th</sup>, 2023 can be accepted or rejected by students any time before 10:00 a.m. on June 15<sup>th</sup>, but must be responded to by that time. *Offers made after June 15<sup>th</sup>, 2022 must be responded to no later than 10:00 a.m. the following morning.*

## Content of Offers

At the time the offer is made, firms must provide students with the name and contact information of the person to whom the student should communicate acceptance or rejection of the offer. Firms 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 firms and fellow students, students shall deal with offers received as soon as reasonably possible. Once a student has accepted an offer from one firm, the student must promptly communicate his/her rejection to any other firm that has extended an offer to the student. Failure to promptly communicate rejection of an offer prejudices the offering firm as well as fellow students to whom subsequent offers may be made.

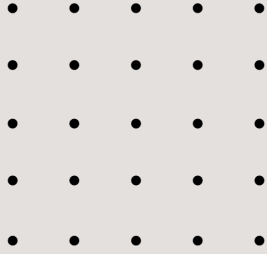
These [recruitment guidelines](#) for workplaces looking to hire articling students to start in the spring/summer of 2023 are also posted on our website.

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<h3>Accepted Offers</h3>	
<p>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.</p>	
<h3>Offer of Articling Positions after June 15<sup>th</sup>, 2023</h3>	
<p>Firms and organizations may contact students directly to fill any unfilled articling positions. Offers made after June 15<sup>th</sup>, 2023 must remain open until 10:00 a.m. the following day, unless accepted or rejected by the student.</p>	
<h3>Communication of Results</h3>	
<p>Once an offer has been accepted, the student and the employer <b>must immediately</b> advise <b>both</b>:</p> <ol style="list-style-type: none"> <li>1. Lisa Griffin; Career Development, University of Manitoba, Faculty of Law by email: <a href="mailto:lisa.griffin@umanitoba.ca">lisa.griffin@umanitoba.ca</a> or phone: 204-474-7932); and</li> <li>2. Lisa Ehnes, The Law Society of Manitoba, by email: <a href="mailto:lehnes@lawsociety.mb.ca">lehnes@lawsociety.mb.ca</a> or phone: 204-926-2042)</li> </ol>	

<h2>Timeline</h2>	
Employer profiles/postings due at both Robson Hall and the Law Society of Manitoba	4:00 pm CDT, Monday, March 20 <sup>th</sup> , 2023
Profiles/postings available to students	12:00 pm (noon) CDT, Friday, March 24 <sup>th</sup> , 2023
Application deadline for students	12:00 pm (noon) CDT, Tuesday, May 16 <sup>th</sup> , 2023
Interview offers	Between 10:00 am and 2:00 pm CDT, Friday, May 26 <sup>th</sup> , 2023
Interview period	8:00 am, Monday, June 5 <sup>th</sup> , 2023 to 5:00 pm CDT, Tuesday June 13 <sup>th</sup> , 2023
Earliest offer date	No earlier than Wednesday, June 14 <sup>th</sup> , 2023 at 2:00 pm CDT



# BARRISTER

## ROBES

If you are on track to be called to the Bar later this spring and anticipate that you will want your own set of barrister robes for your legal career, now is the time to place your order in time for your call. If you wait until mid-March or April, it may be too late.

Locally, you can order the robe, waistcoat, shirt and tabs through [Hanford Drewitt](#). There are also [stores out of Toronto](#) that can assist.

If you are unable to purchase or borrow robes, there is a very limited number of robes available to rent from the Law Society of Manitoba on a first come, first served basis by contacting Lisa Ehnes at [lehnes@lawsociety.mb.ca](mailto:lehnes@lawsociety.mb.ca).

## Changes to the PREP Calendar of Offerings

In the fall of 2022, the Canadian Centre for Professional Legal Education (CPLED) engaged with stakeholders to consult on the program calendar offerings for the Bar admission program, the Practice Readiness Education Program (PREP).

Articling employers indicated that their preferred program offerings for students are the Summer (June to March) and Accelerated (May to August) programs, stating the Winter (December to September) offering would only be selected in unusual circumstances, such as off-cycle hiring.

Based on the feedback collected and after reviewing historical registration numbers, CPLED has decided to eliminate the Winter PREP offering from its annual calendar of programs starting in late 2023. The current Winter offering which just started will still proceed. CPLED will continue to offer Summer and Accelerated programs allowing students to select the delivery style best suited for their learning, lifestyle, and employment needs.

## 2023-2024 Practising Fee RENEWAL

April 3, 2023

An email was sent on March 1st with instructions on how to retrieve your personalized invoice in the

Member's Portal



If you did not receive your email or invoice, you can contact **Carol Hiebert**



[chiebert@lawsociety.mb.ca](mailto:chiebert@lawsociety.mb.ca)



204-926-2046

Payment Due:  
April 3, 2023

## DO YOU QUALIFY AS A PART-TIME PRACTITIONER?

FIND OUT HERE

If you were approved as a part-time practitioner last year, you will be required to apply for part-time status again for the upcoming 2023-2024 practising year. To re-apply, sign in to the **Member's Portal**.

Questions? Contact Alissa Schacter

[aschacter@lawsociety.mb.ca](mailto:aschacter@lawsociety.mb.ca)

204-926-2029





# PAYMENT METHODS

Four convenient ways to pay:

 Cheque

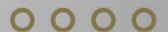
*Online* E-transfer  
Online Bill Payment

through your financial institution

 CAFT Customer Automated Funds Transfer



Visit our website for details and instructions on each [payment method](#).



## FAST TRACK PHOTO ID RENEWAL

YOUR FAST TRACK PHOTO ID CARD EXPIRES ON MARCH 31ST

You will have a 30-day grace period where your 2022-2023 card will allow you access to the Law Courts. After April 30th, Manitoba Sherriff's Officers will confiscate any expired cards.



### RENEWAL IS FAST AND EASY!

If you had a card last year, the renewal is included on your personalized invoice in the [Member's Portal](#). Cards are automatically issued when your practising fees and fast track payment are received.

For assistance, contact SHARI LOUGH

 [slough@lawsociety.mb.ca](mailto:slough@lawsociety.mb.ca)  204-942-5571



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## **NOTICE OF WITHDRAWAL P. Richard Stefanyshyn**

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**P. RICHARD STEFANYSHYN** has retired from the active practice of law, effective January 24, 2023.

Effective immediately, **P. RICHARD STEFANYSHYN** will no longer be accepting new client matters or files.

January 24, 2023

**Leah Kosokowsky**  
Chief Executive Officer

*Issued: January 24, 2023*



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## NOTICE OF WITHDRAWAL

### Karen Webb

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**KAREN WEBB** will be retiring and withdrawing from the practice of law on or before **June 30, 2023**.

As of February 9, 2023, **KAREN WEBB** will not:

- practise law on any real estate transaction or matter;
- accept new client matters or retainers; and
- undertake new legal work on matters opened by others in her law firm.

**February 10, 2023.**

**Leah Kosokowsky**  
Chief Executive Officer

*Issued: February 10, 2023*



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## **NOTICE OF RESIGNATION**

### **Jeffrey Mark Rabb**

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By resolution of a Panel of the Discipline Committee of The Law Society of Manitoba, **JEFFREY MARK RABB** was found guilty of conduct unbecoming a lawyer and was permitted to resign his membership with The Law Society of Manitoba effective February 1, 2023.

February 24, 2023

**Leah Kosokowsky**  
Chief Executive Officer

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*Issued: February 24, 2023*

## Notice of Benchers' Meeting

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

Thursday, March 23, 2023  
at 12:30 p.m.  
at the Law Society offices  
and via videoconference.

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

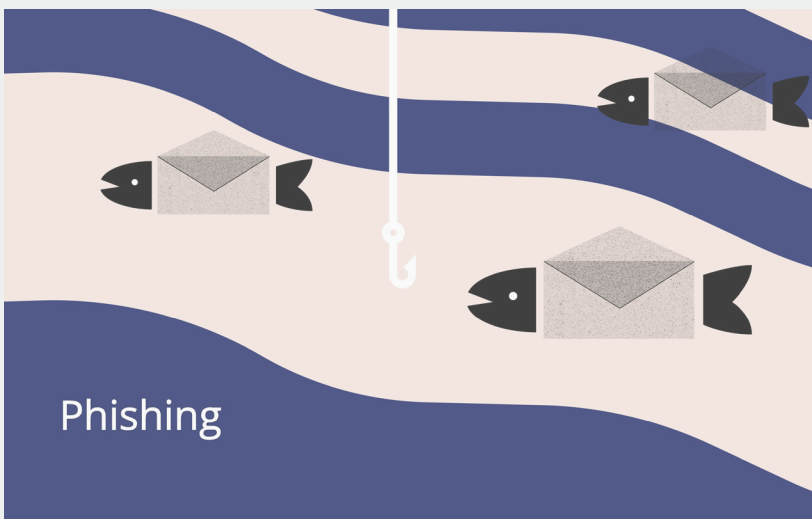
- May 18, 2023
- June 22, 2023

*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).*

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

## CYBER SECURITY AWARENESS BYTES



**Introducing...** our new cyber security online learning Bytes, designed to help you and your staff protect your clients' data and your computer systems.

Bytes can be accessed on demand, and completed in about 15 minutes. An added bonus – they will count towards satisfying the conditions under your mandatory cyber insurance. Plus, they can be applied to your CPD/EPPM requirements. And don't forget to share the Bytes with your staff, who also have a significant role in your firm's cyber safety.

We recently sent you an email with the link to our first Byte about Phishing. It can be accessed [here](#), or look on the LSM Education Centre website under Practice Management, [Cyber Security](#).

Stay tuned for an email when we post our next Byte.

# Annual Member Report

**Complete Online**

*Due April 1, 2023*

This year's Annual Member Report is now available in the Member's Portal and is due April 1, 2023. It combines your annual report on your continuing professional development activities in 2022 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 2022.

Completing and submitting this report is mandatory. If you have provided us with your business email address, then you should have already received notification by email that your personalized online report is ready for completion. The email notification would also have contained your user ID and login instructions on how to access the Member's 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 [admissions@lawsociety.mb.ca](mailto:admissions@lawsociety.mb.ca) or contact us by phone at 204-942-5571. If you have not provided the Law Society with your business email address, please do so immediately.

## IN MEMORIAM

**David Lawrence Fraser**, who passed away on December 8, 2022 at the age of 89. Mr. Fraser received his call to the Bar on September 30, 1959. He practised as an associate with two Winnipeg law firms and also as inhouse counsel with the Winnipeg Land Titles Office before joining Tupper & Adams in 1963. In 1985 he joined James Richardson & Sons Ltd. as inhouse counsel and remained with this company until his retirement in 1996.

**Chrysostomos Pappas, K.C.**, who passed away on December 11, 2022 at the age of 79. Mr. Pappas received his call to the Bar on June 26, 1968. He practised with D'Arcy & Deacon for 21 years before joining Thompson Dorfman Sweatman LLP in 1989. Mr. Pappas practised with TDS up to the date of his death. He served as a bencher of the Law Society from 1974 to 1984 and in 2019 was recognized by the Law Society for having practised law for 50 years. Mr. Pappas was appointed Kings Counsel in 1989.

**Allan Farrell Weinshenker**, who passed away on December 23, 2022 at the age of 63. Mr. Weinshenker received his call to the Bar on June 28, 1984. He practised as a sole practitioner for six years before joining Gutnik Law Office where he practised until leaving practice in 1997.

**Ronald Edward Dearman**, who passed away on January 1, 2023 at the age of 64. Mr. Dearman received his call to the Bar on June 27, 1985. He practised as a sole practitioner in Flin Flon, Manitoba for eight years. In 1993 he moved his practice to Thompson, where he practised with Mayer Dearman & Pellizzaro up to the date of his death.

**Sidney Gold Soronow**, who passed away on January 28, 2023 at the age of 75. Mr. Soronow received his call to the Bar on June 28, 1972. Over the course of his 50 years of practice, he practised as an associate or partner with several Winnipeg firms. At the time of his death he was practising as a sole practitioner.

## Membership Changes

### Inactive to Practising:

January 20, 2023	Stephen J. Christie
February 1, 2023	Shannon C. McNicol
February 1, 2023	Kristine E. Shittaker
February 1, 2023	Shaliza K. Dhanani
February 1, 2023	Dr. Virginia E. Torrie
February 2, 2023	Silas A.W. Koulack
February 13, 2023	Kyle Emond
February 14, 2023	Joel J. Rhiner
February 27, 2023	Jenna R. Seavers
March 1, 2023	Melissa L.M. Schrader

### Practising to Inactive:

January 26, 2023	Irvin D. Frost, K.C.
January 26, 2023	Jaidan E. Merry
January 30, 2023	Charles D. Taylor
January 31, 2023	Kelly A. Kennedy
February 1, 2023	Alexandra M. Philippot
February 25, 2023	Jennifer L.M. Gaba
February 28, 2023	Amy M. Scribner
March 3, 2023	P. Richard Stefanyshyn

### Practising to Non-Practising:

February 8, 2023	Mathew V. Jensen
February 28, 2023	Heather S. Leonoff, K.C.
February 28, 2023	Leonard M. French
March 1, 2023	Elizabeth A. Tutiah
March 1, 2023	Adrienne J.V.M. Cooper
March 4, 2023	Andrew P.C. Sieklicki
March 7, 2023	Rebecca M. Jaremko Bromwich

### Non-Practising to Practising:

February 1, 2023	Elizabeth J. Sims
February 6, 2023	Caroline N. Lacey
February 27, 2023	D. Mark Finnbogason
March 1, 2023	Alexa N. Cantor
March 2, 2023	Julie M.A. Toews

### New Admissions:

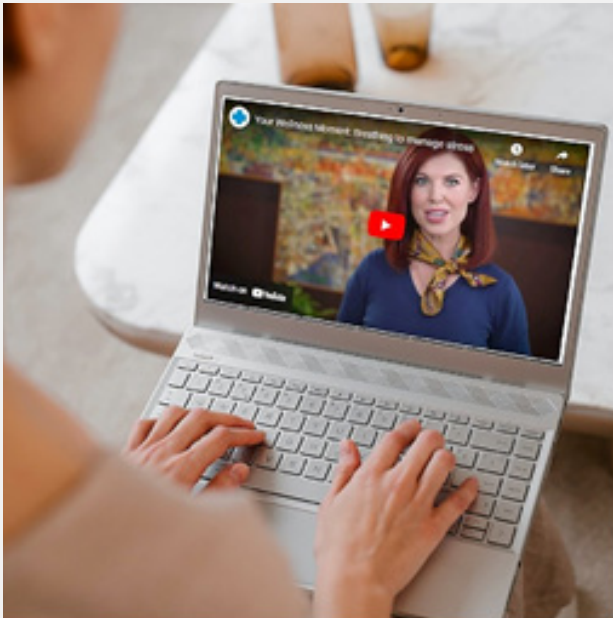
January 25, 2023	Kaisha A. Thompson
March 1, 2023	Efren P. Cabrera
March 9, 2023	Ewann M. Waschuk

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



## Health and Wellness Resource Library

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



Articles, advice and tools



One-Minute Blue Cross  
Wellness Moment Videos



CPDonline Well-Being Courses



*and much more!*

[Learn More](#)

### Practice Resources >>>

#### NEW! EDUCATION CENTRE RESOURCES

##### **Practice Management - Cyber Security Resource Library**

This resource library contains links to relevant content from various sources that have been collected for you. It includes a variety of content formats, including articles, infographics, quizzes, and videos that range in tone from serious to more lighthearted.

[Learn More](#)

# Great Library

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

For assistance, please contact us by phone 204-945-1958  
or email at [library@lawsociety.mb.ca](mailto:library@lawsociety.mb.ca).



On March 7, 2023, repairs and replacements to the overhead lighting in the Great Library began and will continue for several weeks.

There will be construction scaffolding erected starting in the south area near the entrance, with limited access during this initial phase of repairs. Access will improve as the project progresses north away from the entrance.

Access to books, computers, and work space will be restricted during this time. Please see staff if you require resources during this time.



**The Manitoba Law Library is on Twitter!**

Follow us [@MBLawLibrary](https://twitter.com/MBLawLibrary) for the latest updates on essential legal information and resources.

# CPD Events and Resources

## Upcoming Programs

### 2023 Joint Wills and Estates Program: Estate Administration Fundamentals

*Jointly presented by The Law Society of Manitoba and  
The Manitoba Bar Association, Wills, Estates and Trusts Section*

**May 12, 2023**  
9:00 a.m. - 4:00 p.m.

Register

Join our extensive and experienced teaching faculty for this intensive one-day program, covering estate administration from A-Z, starting with the questions you need to ask prior to taking on a file, to the distribution of the estate, and the key steps in between.

### Criminal Defence Advocacy Skills Workshop: Pre-Trial Considerations & Cross-Examination

Contact [cpd@lawsociety.mb.ca](mailto:cpd@lawsociety.mb.ca) to register

**April 22, 2023**  
9:00 a.m. - 4:00 p.m.

Limited Enrolment

### Northern Bar CPD *to be held in Thompson, MB*

**June 2, 2023**

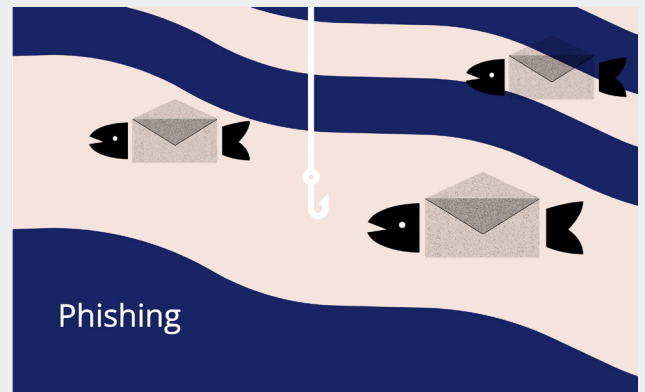
Save the Date!

## Cyber Security

Cyber criminals love lawyers and law firm staff.

That's why we've introduced cyber security awareness online learning Bytes. They offer a chance to quickly brush up on cyber safety topics. PLUS, you can:

- Access them on demand.
- Apply them to your MCPD requirements.
- Share them with your staff.
- Use them to help satisfy the conditions under your mandatory cyber insurance requirement.



Take the first [Byte](#) about Phishing now!

The Phishing Byte (and future ones) can also be accessed from our new Practice Management [Cyber Security](#) resources page on the Education Centre website.

# Upcoming IMPORTANT DATES At a Glance



**MARCH 20**

**FIRM PROFILE DEADLINE**

by 4:00 p.m.

for 2024-2025 Articling Recruitment

**MARCH 23**

**BENCHER MEETING**

12:30 p.m.

**MARCH 27**

**BENCHER BY-ELECTION**

Candidate Nomination Form Deadline

**APRIL 1**

**FILING DEADLINE**

2022 Annual Member Report

**APRIL 1**

**FILING DEADLINE**

2022 Mandatory Continuing  
Prof. Development (MCPD) Report

**APRIL 3**

**RENEWAL DEADLINE**

Law Corporation Permit

**APRIL 3**

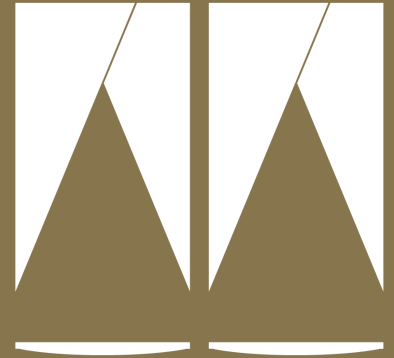
**PAYMENT DUE**

2023-2024 Practising Fees

**MAY 18**

**BENCHER MEETING**

12:30 p.m.



**PRESIDENT**

Sacha Paul

**VICE PRESIDENT**

Wayne Onchulenko

**CHIEF EXECUTIVE OFFICER**

Leah Kosokowsky

**DEPUTY CEO**

Rennie Stonyk

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**Office Hours**

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



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