

Manitoba Articling Student Recruitment Guidelines for the 2021 - 2022 Articling Year(revised for COVID 19)

The following guidelines are intended to complement the rules, and contain the procedures for the recruitment of articling students in Winnipeg within the context of the rules. These guidelines 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 2021 - 2022 articling year, and all candidates applying to such employers, are expected to adhere to the guidelines and dates set out below.**

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 (phone: (204) 474-7932)
 2. The Law Society of Manitoba, via email: lehnes@lawsociety.mb.ca (phone: 204-926-2042)

no later than 4:00 p.m., Monday, August 31, 2020. All postings received by this date will be accessible to Robson Hall students through the Faculty of Law Career Development website on Friday, September 4th, 2020 by noon and to all others from the Law Society of Manitoba by emailing a request to lehnes@lawsociety.mb.ca.
Profiles received after Monday, August 31, 2020 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 2021-2022 articling positions shall be 12:00 (**noon**), **Friday, October 9, 2020.**

Interview Call Day

- Interview offers may only be made between the hours of **10:00 a.m. - 2:00 p.m., Friday, October 23, 2020.** No communication regarding interviews may be made prior to this time.

Interview Period

- **8:00 a.m., Monday, November 9, 2020 to 5:00 p.m., Monday, November 16, 2020.** Interviews shall not be conducted prior to 8:00 a.m. on Monday, November 9, 2020. 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 or lisa.griffin@umanitoba.ca if you require either. 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, 2021 will be eligible to apply for 2021 - 2022 articling positions.

Earliest Offer Date

- Approved principals or their delegates may **not** make an offer of an articling position in Winnipeg for the 2021 – 2022 articling term **before 2:00 p.m. on Tuesday, November 17, 2020**. Offers made on November 17, 2020 must remain open until 10:00 a.m. of the following morning. Offers made on November 17, 2020 can be accepted or rejected by students anytime before 10:00 a.m. on Wednesday, November 18, but must be responded to by that time. *Offers made **on or after** November 18, 2020 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.

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 November 18, 2020

- Firms and organizations may contact students directly to fill any unfilled articling positions. Offers made on or after November 18, 2020 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 or phone: (204) 474-7932.
 2. Lisa Ehnes, Law Society of Manitoba, by email: lehnes@lawsociety.mb.ca or phone: (204) 926-2042

Timeline

Employer profiles/postings due at both Robson Hall and the Law Society of Manitoba:	4:00 pm, Monday, August 31, 2020
Profiles/postings available to students:	12:00 pm (noon), Friday, September 4, 2020
Application deadline for students:	12:00 pm (noon), Friday, October 9, 2020
Interview offers:	Between 10:00 am and 2:00 pm, Friday, October 23 , 2020
Interview period:	8:00 am, Monday, November 9, 2020 – 5:00 pm, Monday, November 16, 2020
Earliest offer date:	No earlier than Tuesday, November 17, 2020 at 2:00 pm