

THE
MIDDLESEX LAW
ASSOCIATION

Snail



March Issue

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March 25, 2021

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President's Report

By: Erin Rankin Nash / Ferguson Patterson Law

This has been a year like no other in our lifetimes.

When I started as President one year ago, I thought we had a plan as to what we would be doing as a board and the goals that we would accomplish.

Any thought that we were in control of our plans was quickly washed away within two weeks. By mid-March we were at the mercy of this phenomenon called COVID.

Everyone's world has been turned upside down, and yet we have persisted. We have endured what we would not have thought possible 12 months ago and we are forging a new normal.

As lawyers our work processes have changed more in the last 11 months than they have in the last 100 years. We have remained nimble to the changes that continuously come our way. We are resilient. But we are acutely aware of our frailty and the toll of the mental stress. We have learned to lean on each other and to be kind to ourselves and to others.

As an association we could not have risen to the changing landscape without the collegiality that makes us all proud to be a member of the MLA.

This has been a difficult year with the library being closed for much of the year. Yet **Cynthia and Shabira** have been able to offer research and assist our members whether working from home or from the library. When faced with the sudden unexpected news of our budget cuts from the LSO, Cynthia and Shabira worked tirelessly with our suppliers to vary our contracts and reduce our collections. All the while keeping in mind what our members need.

Paula has completely changed her delivery of our CPD programs to online. This is no small feat! While initially we all thought this was a pandemic that would last a couple months, we soon realized there would not be any in person programs at all for the year. Paula adeptly "pivoted" and provided our programs online over Zoom. Additionally, she has ensured that sponsors are still engaged to ensure the cash flow for our programs.

We are thankful to **Cynthia, Shabira and Paula** for their dedication and commitment to the MLA.

We are fortunate to have a judiciary and courthouse staff that have worked hard to keep the wheels of justice turning. Members of the MLA have participated in committees and focus groups – locally and provincially - to keep coming up with better ways to get things done.

I am grateful to my fellow trustees who have gone above and beyond in fulfilling their duties this year. This is one year that I also need to thank the families of our trustees and my husband, **David**. The increased volume of work this year is appreciated, but it has meant more "family time" being consumed by MLA work. It was as a result of that increased work that we were able to accomplish all that we did.

Joel Belisle thought he was going to be busy as chair of the Entertainment committee, and overnight, there was not one social event for the entire year. But thankfully for us Joel was able to move to a new role which I will share later.

Marshall Mayne and the library committee found themselves with a

library that was not open for most of the year, and then had to deal with the news of a sudden drastic cut to our funding.

Anna Szczurko and her committee have worked hard ensuring those members who need a mentor are placed with a mentor.

Jake Atchison and his administration committee worked on identifying the policies that needed to be updated.

Jacqueline Fortner and her CPD committee have worked hard with Paula to ensure that our programs have been offered for our members.

Karen Hulan and Sue Noorloos have been busy ensuring **The Snail** continues to have interesting and helpful content for our members, as well as advertisers who offset the cost.

Christina Martin and her committee have been busy working on our new website which will be launched mid-March. This new website will allow us more nimbleness to serve our members better. Look for this exciting new website soon. As you navigate it, let us know what works and what is needed.

Jennifer Wall and Rasha El-Tawil roles as the **Bench and Bar Committee** was without letup. They ensured that all of your questions with respect to the changing landscape were answered promptly. Much of this is thanks due to our local administrative **Judge, Justice Grace and Regional Justice Bruce Thomas**. They were continuously available to respond to questions and issues that were submitted by our members. **Catherine Bates, Darcy Lampkin and Joy Beattie** were frequently

involved in problem solving.

I have called on the **Executive, Bob Ledgley and Karen Hulan**, frequently throughout the year in order to keep them up to date on the issues we were facing as an association, and to get their input in between Trustee meetings as we charted this unknown course. I need to thank my Vice President, now your President, for all the extra duties he has taken on this year. Normally the position of VP is a bit of a coast, but not this year. I was able to delegate to Bob many duties, including receiving and processing commentary from our members to requests for input on a variety of issues we received from the AG and FOLA.

Karen Hulan has gone above and beyond in her role as Treasurer. To have the support of Karen and Bob numerous times between meetings was invaluable to me. I cannot thank them enough.

This year we added a new position on the Board of Trustee for a Western Law professor. **Claire Houston** has been a valuable asset to keep the connection between **Western Law** and the MLA strong.

We have also been fortunate to have **Bill Woodward**, one of our members, and past President of the MLA, as the Chair of FOLA. We also consider **Teresa Donnelly**, LSO Treasurer, one of our own, although she lives in Goderich!

This year we have 6 retiring Trustees. Thank you to **Marshall Mayne, Kevin Wilbee, Ayren Brown, Sue Noorloos** and our past-president, **Jim Zegers**.

When we started this year we were going to undergo policy reviews for the MLA. Things changed, but we were able to have a strategic planning session in November. The topic was *"what do we need to do better for our members, and, what does the MLA have to do now to ensure that in 5 years we are an association that every lawyer in London wants to be a member of"*. Part of the impetus was the dramatic funding cut from the LSO. So, when you wonder what your LSO fees go towards, do not lose sight of the various libraries and resource centres all across our province that rely on your LSO membership fees.

As Trustees we developed what the core purposes of the MLA are:

- 1) Provide access to information and resources for lawyers to assist them in offering quality legal services, and ensure that the public has access to justice.
- 2) Provision of a professional network and connection for lawyers to share knowledge and provide insight and support of colleagues.
- 3) Develop continuing competence and excellence in lawyers' knowledge, skill, and wisdom.
- 4) Advocate for effective processes and conditions in the legal system that support effective practice of the law.
- 5) Provide physical space for lawyers at the courthouse for convening and for storage.

After our strategic planning session, a task force was struck to answer those

questions we posed about how to serve our members better. Thank you to **Joel Belisle** and his committee that courageously undertook this mission.

The findings of that task force will be put into place over the next year. Every decision we make will have at the forefront, our core purposes and the needs of our members.

As mentioned above, COVID has really created forced change in our practices. But the silver lining is that many of the changes are here to stay, and many of the changes are better for the clients we serve.

Thank you to my fellow Trustees for all your assistance, support and dedication. You made my role as President easier. I could not have done this without you.

To the lawyers in our association - thank you for continuing to make me humbled by how you do what you do. Being part of this collegial and considerate legal community could not make me more proud.

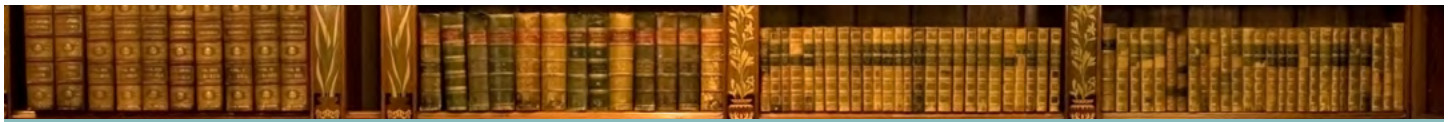
Thank you for the honour of being your President for the past year.

Erin Rankin Nash
PRESIDENT

Questions & Comments

If you have any issues or concerns regarding the Middlesex court facilities, operations, judiciary, etc., let them be known! Send all concerns to the current MLA Bench & Bar representatives:

Jennifer Wall 519.679.9660 jwall@harrisonpensa.com **Rasha El-Tawil** 519.660.7712 rasha.el-tawil@siskinds.com



Library News



Contributed by:

Cynthia Simpson and Shabira Tamachi
library@middlaw.on.ca

Quicklaw Training Session

We had another excellent training session in February on Lexis Advance Quicklaw, led by Lexis Nexis trainer Gordon Brough. We had several people sign up who were unable to attend the session that day, and probably others who were interested but couldn't fit it into their schedule. Gordon has kindly shared a recording of the session with us for members who would like to watch it and learn some tips on searching the service effectively. [You can view it here.](#)

Resource Focus: Jury Instructions

Did you know that the MLA has two services in its collection dealing with precedent jury instructions? The publications are produced by Continuing Legal Education British Columbia with one set, *CIVJI: civil jury instructions* by C. Lynn Smith and John C. Bouck on our shelves at KF 8984 .A65 S64 1989 and the other set, *Canadian criminal jury instructions : CRIMJI* by Gerry A. Ferguson and others at KF 9682 .A65 F47 2005. The MLA also has online subscriptions to both titles, available on all library user computers or by sending a research request to library@middlaw.on.ca. The desktop link will be to CLEBC Practice Manuals and the opening page lists our two purchased products: Canadian Criminal Jury Instructions, and Civil Jury Instructions, with hyperlinks to take you right into the resources. Criminal lawyers please note that we also have Watt's Criminal Jury Instructions as a print publication in our collection.

New Catalogue – Updated Information

New catalogue alert! To comply with AODA requirements, the Law Society has retired the former AdvoCAT library catalogue, which is what you searched when you clicked on the Library Catalogue link on our computers or from our website. The Law Society catalogues all the titles within the entire county and district law association library system along with what it has in the Great Library at Osgoode Hall.

You can now search for books, electronic resources, and articles in the more comprehensive [InfoLocate](#) catalogue. Before, you could search books and e-resources in AdvoCAT but had to switch over to [AccessCLE](#) to search for and download LSO CPD papers on your topic. [InfoLocate](#) allows you to do part of that in a one-stop search to find all these items together. The difference is that InfoLocate is only searching the titles of the CPD seminar papers, so your keywords would have to be in the title the speaker has given to it. However, a search of [AccessCLE](#) scans for those keywords in the actual text of the papers and will result in greater search results.

New Books

Books have arrived, but we haven't been in the library yet this year to process them. We hope to have a nice list for you next month.

Missing Books

Wills & Estates lawyers in particular!

Please look for that distinctive red and white Property of Middlesex Law Association sticker on the spine of any books that might be kicking around your office/back seat/family room sofa right now!

Wills & Estates missing books:

Hull, Ian. **Challenging the validity of wills** --2nd ed.

Hull, Ian. **Macdonell, Sheard and Hull on probate practice** --5th ed. (2016)

Oosterhoff, Albert H. **Oosterhoff on wills** --8th edition (2016)

Oosterhoff, Albert H. **Oosterhoff on wills** --7th edition (2011)

Rintoul, Margaret. **Practitioner's guide to estate practice in Ontario** --4th ed.

Other Missing Books:

Bourgeois, Donald J. **Charities and not for-profit administration and governance handbook** --2nd ed.

Goodis, David. **2012 annotated Ontario Freedom of Information & Protection Act**


Lavender, Stephen. **2015 annotated Ontario Human Rights Code**

Johnston, David. **Canadian securities regulation** --3rd ed.

MacDonald, James. **2015 annotated Divorce Act.**

MacFarlane, Q.C., Bruce A. **Cannabis law. OBA. Business agreements: practice and precedents.**

n/a. **The Annotated 2015 Tremear's Criminal Code.**



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Want to contribute to the next issue? Deadline is March 25, 2021

The Snail welcomes articles from MLA members. in Word format, along with photos, headshot and headline. For clarity and readability, we encourage submissions in the range of 200-500 words, with a maximum limit of 1000 words for news and opinions, and a limit of 2000 words for articles on law and legal issues. At the request of the contributor, any submissions shortened in this way can also be published with a link to the full article to be obtained directly from the author.

Potential topics for submissions include:

News, the promotion of an upcoming event, a review of a past event
Recognition of someone in the legal community

Opinion and letters to the editor
Discussion of a legal issue & case reviews
Practice tips

Send your submissions to Karen Hulan: khulan@beckettinjurylawyers.com

Protect your copyright, or risk losing it



Contributed by:
David Canton / Harrison Pensa

A recent Federal Court decision is a reminder about how important it is to document copyright ownership.

You may not own what you think you own — or be able to prove it.

The Dunn's v. Devine case was about trademark and copyright infringements for restaurant use. The plaintiff was successful on its trademark claims, but failed on the copyright claim because the judge felt the plaintiff had not proven they actually owned the copyright in the website that the defendant allegedly copied.

Copyright in a creative work is owned by the individual author who created it. Creative works include written material, audio, video, photographs, art, computer code, and websites.

Service Agreement Language

If the author who created it did so as part of their employment, their employer owns it. But if the author was anyone other than an employee — such as an independent contractor, a friend, or an online gig worker — the author owns the copyright. The fact that they were asked to create it or were paid to create it is irrelevant. If the party who asked the author to create it wants to own the copyright, it is a simple matter of including assignment language in a purchase or service agreement. Or if the author wants to own it, the agreement should include license language setting out what the buyer can do with it.

Absent written language, if a party pays someone else to create something, the

law implies a license to use it. But the scope of that implied license may not be clear, and may not be adequate.

Moral Rights

Moral rights waivers should be obtained from the authors at the same time — or if the provider is a corporation or in turn

“It’s actually quite simple to document copyright ownership and to waive moral rights, but it is surprising how often it is not done.”

hires individual authors, assurances that the provider has obtained them. Unlike copyright, moral rights can't be assigned — they can only be waived. An author's moral rights are the right to be recognized as the author, and the right that their reputation won't be negatively affected by the use of the creative work.

It's actually quite simple to document copyright ownership and to waive moral rights, but it is surprising how often it is not done.

Timing And Language

Copyright assignments and moral rights waivers can be documented at any time — even years later — but it is far easier to do it upfront. Years later you may have difficulty finding the party that created it for you, and they may not be willing to cooperate long after they have done the work.

One caveat about the simplicity of documenting copyright is that for things like computer code or websites, the author may create them using pre-existing code. In that case, they won't want to give up their rights in that pre-existing code. But that just requires a creative approach to negotiating and drafting.

The Dunn's claim failed because adequate evidence of ownership was not presented to the court. We don't know whether they actually had the evidence to produce. This issue goes beyond proving claims in court, though. Proving ownership or rights to use can be crucial at other times as well — such as when financing or selling your business.

David Canton is a business lawyer and trade-mark agent with a practice focusing on technology issues and technology companies. Connect with David on [Twitter](#) and [LinkedIn](#).



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In 1994 was certified as a Specialist in Civil Litigation by the Law Society of Upper Canada.

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Report on Past CPD Programs



Contributed by:

Paula Puddy, MLA CPD Director

Update on your 2021 LSO CPD Hours & Clarification on EDI/ Professionalism Hours

Here are some updates and reminders about your CPD hours and LSO reporting for 2021:

1. Any EDI Professionalism Hours reported in the LSO portal in excess of the 1 EDI Professionalism Hour required each year will be automatically applied to the lawyer's Professionalism Hours for the reporting year.
2. Any Professionalism Hours reported in the LSO portal in excess of the 3 required Professionalism Hours each year will be automatically applied to the lawyer's Substantive Hours requirement for that reporting year.
3. Due to COVID-19, the LSO removed the 6-hour maximum limit that applied to watching an archived program without a colleague (e.g. CPDonline.ca), teaching, and professional writing for 2021.

Here is a link to the LSO's FAQ page:

[FAQs - Lawyer | Law Society of Ontario \(lso.ca\)](#)

The Semi-Annual Women's Networking Event

The latest Women's Networking Event was held virtually on January 22, 2021 with 20 lawyers and articling students in attendance. It was an excellent program featuring two local small business owners:

1. Allison Graham of Elevate Seminars
[Allison Graham Home - Allison Graham, Author, Speaker](#)
2. Alenka Manners of Life Made Easier

[Home - Life Made Easier:](#)

Allison presented portions of her program entitled, Take Back your Weekends! [Take Back Your Weekends: Do It All Without the Stress \(allisongraham.co\)](#). Allison shared her insights, lessons and strategies to take control of your personal time. She encouraged us to divide the "stressors" in our life into different categories. These stressors don't have the same weight or importance! Ultimately, our ability to be resilient and stay motivated (and find our sweet spot) is important as the to-do list will likely never end! Her messages really resonated with our group of busy professional women trying to do it all!

Alenka shared information about her personal and corporate concierge business. Many lawyers and professionals hire her because time is in short supply and everyone is feeling overwhelmed or anxious about getting things done! We often delegate appropriately at work but try and take on everything at home. No task is too big or too small for Alenka or her team!

Thank you to all participants who strongly supported and participated in this program! The Middlesex Law Association was pleased to make a donation to London Lawyers Feed the Hungry.

The Biennial Commercial Litigation Update

The commercial litigation update was held on January 28, 2020 with 15 lawyers in attendance. Thank you to our chair, **Kyle MacLean of Advocates LLP** for hosting this program. Thank you to our presenters, **Rob Danter, Linda Smits and Eric Grigg** for their time and effort. The

MLA will donate to London Lawyers Feed the Hungry as a token of our appreciation.

Thanks to **Gary Phelps of Davis Martindale LLP** for sponsoring this program. More information can be found at [Insurance Claims & Litigation - Davis Martindale](#)

Here is a brief summary of the presentations:

Rob Danter of Harrison Pensa LLP commented on the "Impact of COVID-19 on Receivership Proceedings". Surprisingly, there hasn't been a lot of case law to date that supports the failing of businesses due entirely to COVID-19. With the prolonged lockdown, Rob believes that we will likely see more receivership applications and proceedings in the future, and more case law.

Linda Smits of McKenzie Lake Lawyers LLP provided a case comment on *C.M. Callow Inc. v Zollinger*. Find out whether silence impacts the contract! This case of the Supreme Court of Canada delves into the duty of honest performance, and what that means.

Eric Grigg of Advocates LLP discussed "How Law Abhors a Vacuum: A case comment on *Tran v. Bloorston Farms Ltd*, 2020 ONCA 440".



A Valuable Partnership

In 2020, CPDOnline.ca contributed over \$10,000 to the MLA's CPD revenue. This contribution was comprised of royalty payments and payments of \$100 per new subscriptions, and payments for subscription renewals. Thank you to those members who subscribed to CPDOnline.ca or renewed their subscription, indicating their affiliation with the MLA. A big thank you to all of our presenters for agreeing to be recorded. After the program, I share the video, agenda, bios, materials, LSO accredited hours and description with CPDOnline.ca for marketing and promotional purposes.

Middlesex Law Association Videos Available on [CPDOnline.ca](https://www.cpdonline.ca)

A list of this year's past programs is available on the website at this link: [On-demand Law CPD CPE CLE Videos | CPDOnline.ca](https://www.cpdonline.ca)

How to Sign-Up:

[Click here to register:](#)
1. [Register | CPDOnline.ca](#)

2. Scroll down to the "Middlesex Law Association" where it asks, "to which association do you belong"
3. Click on the box where it asks, "were you referred by your law association?"

Continuing Professional Development Programs & Events 2021

Common Human Rights Pitfalls in Organizations/Workplaces

Friday, March 26, 2021 – 2:00pm to 3:00pm

Presenters: Susan Toth and Mihad Fahmy

The Semi-Annual Real Estate Update

Friday, April 9, 2021 – 1:00pm to 2:30pm

Chairs & Presenters: Matthew Wilson and Casey Hayward

The Quick & Dirty Personal Injury Update

Thursday, May 6, 2021 – 1:00pm to 3:00pm

Chairs:

Alysia Christiaen, Kerry Figliomeni and Lucy Lee

The 14th Annual Mentoring Event: What you didn't learn in law school about the path to becoming a judge!

Wednesday, June 2, 2021, 4:00pm to 6:00pm

Featuring Keynote Speaker:

the Honourable Madam Justice Lynne Leitch will share her experience as the recent Chair of the Judicial Advisory Committee

Chairs:

Jennifer Butkus and Jacqueline Fortner

The 16th Annual Straight from the Bench Conference will be held via Zoom

Monday, November 1, 2021

Tuesday, November 2, 2021

9:00am to 12:30pm

Guest Speaker:

Professor Thomas Telfer on "Mindfulness & Lawyer Well-Being"

Chairs:

Anne Marie Frauts, Elizabeth Harding, Dara Lambe, Evelyn ten Cate, and Dagmara Wozniak

Which Way of the Lady Barristers' Room?

The #PowerGap



Contributed by:
Yola Ventresca and Debbie Boswell / Lerner LLP

Many of you will have seen the *PowerGap* series of investigative articles from *The Globe and Mail*.

If you haven't, I strongly encourage you to read this powerful series, which can be [found online here](#).

PowerGap explores gender gaps in a variety of settings, including universities, municipal and provincial governments, corporate Canada, and law firms. This ground-breaking reporting confirms what many of us already know, or should know – there continues to be a significant gap in both power and remuneration for women at Canada's leading law firms. I was honoured to be interviewed for *The Globe and Mail* article published on February 6, 2021.

It is striking, though not surprising, to read in the pages of the national paper of record that a significant gender gap still exists. This, despite all the progress we have made in encouraging women to attend law school and become lawyers. Women lag behind men both in terms of partnership and compensation. We have not made nearly as much progress as we would like to believe.

While complete information about the gender gap in compensation is hard to come by, the evidence we do have suggests considerable disparities in both salaries and bonuses.¹ According to one document reviewed by *The Globe and Mail*, equity partners at a large Toronto law firm earned nearly 25% less than their male colleagues on average.

Similarly, although women are attending law school in record numbers, and

comprise 58% of lawyers under 30, those numbers change dramatically with seniority. Women comprise only 40% of lawyers between the ages of 50-65 and only 17% of lawyers over age 65.²

Of course, some of these numbers can be attributed to the fact that women have only recently joined the legal profession in large numbers. I have colleagues who can remember when they were some of the only women in their law school classes, their bar admissions classes, and practising law. That said, I have seen firsthand that many highly qualified female lawyers leave the practice of law. Their reasons for doing so vary; yet taken together, they reflect a disconcerting trend.

Many of the issues that have led women to leave the law, such as sexual harassment and the challenges in balancing both a busy family life and a busy legal practice, have existed for many years. The pandemic will certainly exacerbate some of these factors. Numerous studies have demonstrated that women have been and will continue to be disproportionately affected by the pandemic.

For women within the legal profession, and especially women with children, these impacts have been considerable.

In a virtual work environment, it can be challenging to participate in networking and mentorship opportunities. Within the legal profession, work is often assigned or referred based on personal relationships. These relationships are especially hard to cultivate during a pandemic, particularly if a woman is also balancing competing child-care obligations that may require

her to adjust her work schedule or work reduced hours.

The *PowerGap* series from *The Globe and Mail* comes at a most opportune time. It provides an opportunity for us to reflect critically on the challenges that women continue to experience in becoming full and equal members of the legal profession. There is much more to be done, especially when the pandemic poses new challenges to women in the profession.

As we wait and work toward systemic change, however, let me offer a few suggestions for those who have supervisory responsibility over young women lawyers.

First, ensure that you are checking in at least weekly with those lawyers; feelings of isolation are rampant during the pandemic. These weekly check-ins allow for a much needed sense of connectivity for both the mentor and mentee. Take the opportunity to use the discussion to focus not only on files, but how the mentee is managing her workload, competing demands on her time, and the pandemic generally. I find that opening up about the challenges I am facing in trying to "do it all" lead to a more honest and frank conversation.

Encourage your mentee to guard jealously her personal time. One of the best ways to do this is to model this behaviour yourself. Encourage boundaries and speak openly about expectations in terms of turnaround times, responses to emails, and client responsibilities. To my mind, flexibility must be the order of the day. Yes, there are hard deadlines in law. However, internal deadlines are usually

quite arbitrary. Unless there is a specific reason to deviate from it, my approach is to speak with the associate about what works for her in terms of timing. I have found that I am almost always able to make my schedule work to accommodate the suggested date.

Finally, for those with standing and influence at firms, make it a point to advocate for the young female lawyers. And be seen to be doing so. Let them know there are people who support and understand the very unique burdens that have been placed on them during the pandemic.

¹ Robyn Doolittle and Christine Dobby, "Female Partners Earned Nearly 25 per cent Less than their Male Colleagues at a Major Toronto Law Firm, Document Shows" *The Globe and Mail* (9 February 2021), online: <https://www.theglobeandmail.com/canada/article-female-partners-earn-less-than-male-colleagues-at-big-law-firm>.

² Christine Dobby, "At Bay Street's Top Law Firms, Pay and Power Gaps are Well-Kept Secrets – But Women are Struggling Towards Equality" *The Globe and Mail* (6 February 2021), online: <https://www.theglobeandmail.com/business/article-power-gap-law>.



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Jessy Hawley CPA, CGA, CFF, CIP

Gary Phelps CPA, CMA, CFF, CFE

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advisoryservices@davismartindale.com

London: 519.673.3141

Toronto: 416.840.8050

davismartindale.com



2021 Membership Dues

Thanks to all those members who have already submitted payment for their 2021 dues! Our updated website has been delayed but we didn't want to wait to start using our new membership management program, and emails have gone out to individual lawyers with a link to their profile and invoice. [You will be directed to the back end site.](#) Don't worry – that's still us!

Membership Level: Please review the membership level rates below to determine the amount you owe. If your current invoice should be for a different rate, just [email us](#) and we'll correct that so you can pay your fees.

How to Pay: We are encouraging payments via e-transfer (*please use security code Dues2021*) as the MLA does not incur any administration charges as we do with credit card payments. Payment online via credit card is still available. You may also mail in a cheque if that is your preferred method of payment.

Join the MLA: New to the MLA? [We'd love to have you join us.](#)

Bulk Law Firm Payment: Are you a firm representative who would like to pay for all your lawyers in one transaction? You can still do that by simply calculating the relevant rates for each firm member and sending payment to us, along with the list of names and membership levels. If you need a list of who we currently have as members from your firm and if they also have a locker, [please email us](#) and we will provide that to you. We can also register any new firm members who are not in our records at that time.

Locker Rentals: The rate per individual for a half-locker is \$56.50 including HST. Current locker holders will already have that amount on their invoice. Let us know if you would like to rent a locker.

Middlesex Law Association 2021 Membership Levels & Descriptions:

Our membership rates for 2021 are outlined below. Please submit the appropriate amount for each lawyer at your firm based upon the categories listed. All rates include 13% HST and memberships are non-refundable and non-transferable.

Regular MLA Member rate: \$197.75

Applies to all lawyers who were called to the bar prior to 2020.

New Call (2020-2021) rate: \$101.70

Applies to all lawyers called to the bar in either 2020 or 2021.

Retired rate: \$101.70

Applies to MLA members who have retired from the practice of law but who would still like to retain their membership benefits.

Non-Practicing rate: \$101.70

Applies to LSO members who have not practiced law for at least 12 months prior to dues payment.

Parental Leave rate: (new): \$101.70

Applies to MLA members who will not be practicing law, due to the arrival of a child. This reduced rate will apply for one year only. If you will be off work for most of 2021, you can pay the reduced rate this year. If you go on leave later this year and paid the full rate for 2021, you will be eligible to use the Parental Leave rate for 2022.

Honourary Member rate: Free

Honourary Member status is automatically bestowed upon lawyers who have belonged to the Middlesex Law Association for 45 years and is based upon our membership records. Honourary members do not pay annual dues and have full membership privileges. However, if the Honourary Member has a locker at the courthouse, rental payment is still due.

[More information here: Membership page](#)



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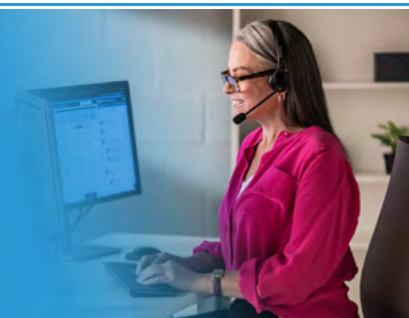
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Avocado Cucumber Salad



Contributed by:
Jeremy Forrest
Brown Beattie O'Donovan

This is an Obsessively Good
Avocado Cucumber Salad!

Servings: Serves 2 as a main or 4 as a side

Source: smittenkitchen.com

Ingredients

- 3/4 to 1 pound seedless cucumber, washed and chopped into chunks
- 2 thin or 1 regular scallions, thinly sliced
- 1 large avocado, pitted and diced
- 2 tablespoons mayonaise
- Juice of half a lime, plus more to taste
- Salt and hot sauce (we used Sriracha) to taste
- Chopped cilantro or flat-leaf parsley to garnish

Instructions

Combine cucumber, scallions and avocado in a bowl. Whisk together mayo, lime and seasonings, adjusting levels to taste. Drizzle salad with dressing and garnish with cilantro or parsley.

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Zoom Tips from a Host who has seen and heard it all!



Contributed by:
Paula Puddy / MLA CPD Director

Although many of us are “Zoomed Out”, here are 15 tips to be a better “Zoomer” since virtual meetings and online programming is here to stay!

1. Sign-in early

With dozens of people signing in at the last minute, admitting everyone through the waiting room, and recording everyone's name for the LSO, is a slow process. At a few programs, several participants were invisible and stuck in the waiting room! If there are any technical issues, you can also resolve them before the program begins.

2. Consider a trial run if you are presenting

A trial run will help you iron out any bugs particularly when sharing your screen or showing a video.

3. Your full name, and your real name

Please don't sign in with initials, or “John's iPad”. If your name doesn't appear on your black Zoom square, click the three dots on the top right of your box and rename yourself.

4. Open the Chat

The host often uses chat to deliver messages to the audience while someone is presenting. Open the chat box by clicking on it at the bottom of your screen.

5. Close other applications

Closing other files, programs and applications may improve the speed of your system and stop it from freezing.

6. Put Zoom links into your calendar or ask for a calendar invite

7. Sharing your Screen

If you are presenter, have the relevant file open and everything else closed! We don't want to see any confidential documents, or personal pictures while you locate the appropriate document!

8. Connect via an ethernet cable rather than relying on wireless

Issues with wireless internet seems to be the most common problem during Zoom meetings. Having your laptop or desktop hard-wired is the best option.

9. Consider your lighting

Bright sunshine or a dark room can significantly impact the ability to see you! If you are presenting, close your blinds or, if you have a skylight, move your chair to a different location.

10. Small font on PowerPoint slides

Increase your font size, or significantly reduce the content on your PowerPoint slides. If you have a lot of detail to share, consider using Word, and prepare a paper.

11. Virtual backgrounds

Virtual backgrounds can be creepy when you disappear behind it! Test your virtual background before using it.

12. Change your ‘View Option’ Settings

When a presenter shares her screen, click on “view options” toolbar right beside the green share screen message, and click on ‘Side by Side mode’. You can then make the Powerpoint smaller, and the speaker bigger by hovering over the edge of the boundary with your mouse. Click here for detailed instructions. Side-by-side Mode for screen sharing – Zoom Help Center

13. Don't fret about interruptions.

Everyone has been interrupted by something or someone! Whether it is your son, daughter, dog, cat, spouse, partner, phone ringing, or the doorbell, don't stress!

14. Check your SPAM!

If you haven't received the Zoom link, it may be in your spam. Check your spam often, or contact the host.

15. Some good news!

We are recording virtually all our MLA programming, so if you miss it, we can email you the link to the recording. Also, the price of CPD programs is lower in this virtual environment, and the commute is better too!

Spencer Experts - Lunch & Learn Series

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March 2021

Middlesex Law Association Newsletter

Publisher

Karen Hulan

519.673.4944

khulan@beckettinjurylawyers.com

Editors

Cynthia Simpson

519.679.7046

cynthia@middlaw.on.ca

Shabira Tamachi

519.679.7046

shabira@middlaw.on.ca

Design

Jason Recker

519.777.7196

jason@carvedesign.ca

Member Updates

Send your updates to library@middlaw.on.ca

Eduardo Krupnik – has opened Krupnik IP Professional Corporation, B-151 York St., London ON N6A 1A8, ph: 519-472-3040, email: krupnikip@gmail.com

Advocates LLP – has moved to 400-700 Richmond St., London N6A 5C7

Foster Townsend LLP – is now Fosters Law LLP and all emails end @fosterslaw.ca

Ted Madison – is now practicing at Fosters Law LLP and his email is tmadison@fosterslaw.ca

Ferguson DiMeo Lawyers – is now Ferguson DiMeo Law

Patrick Michael – has rejoined the MLA and is practicing at the London Duty Counsel Office, ph: 226-224-0342, email: michaelp@lao.on.ca

Aulaire O'Malley – new member practicing at Neighbourhood Legal Services and her email is omalleya@lao.on.ca

Terrah Smith – has re-joined from Cohen Highley LLP's Kitchener office, 1001-55 King St. W., Kitchener, ON N2G 4W1, ph: 226-476-4444, fax: 519-576-2830, email: tsmith@cohenhighley.com

Tyler Hortie – has re-joined from Cohen Highley LLP's Kitchener office, 1001-55 King St. W., Kitchener, ON N2G 4W1, ph: 226-476-4444, fax: 519-576-2830, email: hortie@cohenhighley.com

Ko Bhamra – has changed her email to ko@kobhamra.com

Chris Dobson – has changed his fax to 226-330-0220

Jennifer Butkus – is now practicing at McKenzie Lake LLP, ph: 519-672-5666 x7407, email: jennifer.butkus@mckenzielake.com

Katharine Creighton – is now practicing at McKenzie Lake LLP, ph: 519-672-5666 x7409, email: katharine.creighton@mckenzielake.com

Lauren Cullen – is now practicing at Siskinds LLP, direct ph: 519-660-7826, email: lauren.cullen@siskinds.com

Sarah Bauer Cooke – is now practicing with Szemenyei MacKenzie Group LLP and her email is sbauercooke@smglaw.ca

Jessica Toldo – new member practicing at Hicks Morley Hamilton Stewart & Storie LLP and her email is Jessica-toldo@hicksmorley.com

Ashley Moon – new call practicing at Szemenyei MacKenzie Group LLP and her email is amoon@smglaw.ca

Vivian Owah – new call practicing at Michael Loebach Law Office and her email is vivian@mloebachlaw.com

Curtis Cleaver – has re-joined and is practicing at Brown Beattie O'Donovan LLP and his email is ccleaver@bbo.on.ca

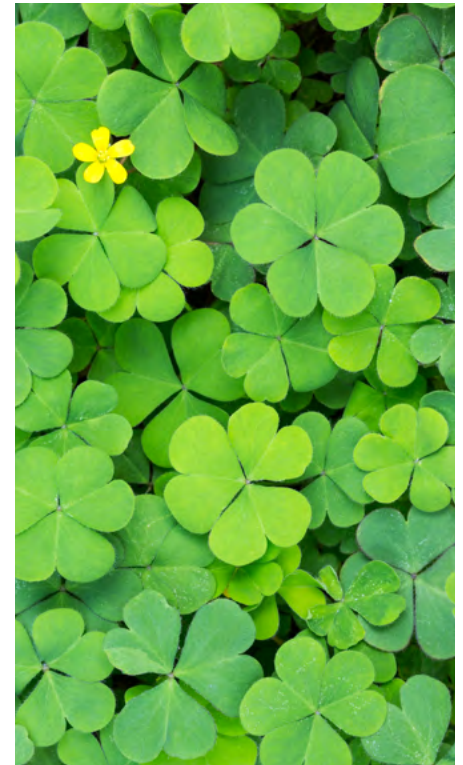
Will Notices

Neil Jeffrey Pickup

Anyone knowing of a Last Will and Testament for Neil Jeffrey Pickup, born November 14, 1962, died May 15, 2019, last known residence 119 Centre Street, London, Ontario, please contact Sharon Owen at Siskinds LLP at 226-213-7426, email: sharon.owen@siskinds.com.

Gloria Beland/Feeney

Anyone knowing of a Last Will and Testament for Gloria Beland/Feeney, born March 17, 1949, who died February 15, 2021, please contact Gregory Beland at 613-561-4485, email: beland71@aim.com.



Appeals Advisor, University Secretariat

westernu.ca

Western University, founded in 1878, is a leading research intensive university located in London, Ontario, that provides the best student experience in Canada to more than 30,000 students.

We are seeking to fill the position of **Appeals Advisor**, a key resource in the University Secretariat, to be responsible for supporting student academic and non-academic appeals processes. With varying hours up to 24 per week, this position has primary oversight of the effective functioning of the Senate and Board's highest-level student academic and non-academic appeal tribunals, ensuring that they operate in accordance with both University policies and legal requirements governing tribunals. The candidate will also provide policy interpretation, drafting assistance, direction, and advice to senior academic staff on student judicial issues, and other academic matters to ensure that Faculties are acting in accordance with Senate and Board policies.

As our ideal candidate, you possess a University Degree (preferably a Masters) and at least 5 years of progressive experience in legal studies, public policy, governance and/or higher education leadership. You have significant understanding of administrative law principles and the requirements of due process as they apply to appeal processes within universities. You thrive in a detailed oriented environment, using your critical thinking and analytical skills to assess complex cases. You have the ability to understand, interpret, and effectively communicate University guidelines, policies and practices to key stakeholders.

Please visit: <https://recruit.uwo.ca> to apply online to job reference #21466 by **midnight on March 24, 2021**.

The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.



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President

Erin Rankin Nash
t. 519-963-0162 x6 f. 519-963-0159
erin@fplaw.ca

Vice-President

Robert Ledgley
t. 519-640-6351 f. 519-932-3351
rldegley@lernalers.ca

Treasurer

Karen Hulan
t. 519-673-4944 f. 519-432-1660
khulan@beckettinjurylawyers.com

Past President, Sick & Visiting

James Zegers
t. 519-673-0440 f. 519-673-0442
james@zegers.ca

Secretary

Nicola Circelli
t. 519-601-9977
nicola@nicolacircellilaw.com

Administration

Jake Aitcheson - Chair
t. 519-640-6396 f. 519-932-3396
jaitcheson@lernalers.ca

Jacqueline Fortner
t. 519-640-6322 f. 519-932-3322
jfortner@lernalers.ca

Joel Belisle
t. 519-432-6721 x49960
f. 800-878-2424
joel.belisle@intact.net

Bench & Bar

Jennifer Wall - Chair
t. 519-661-6736 f. 519-667-3362
jwall@harrisonpensa.com

Rasha El-Tawil
t. 519-660-7712 f. 519-660-7713
rasha.el-tawil@siskinds.com

CPD

Jacqueline Fortner - Chair
t. 519-640-6322 f. 519-932-3322
jfortner@lernalers.ca

Jennifer Wall - Chair
t. 519-661-6736 f. 519-667-3362
jwall@harrisonpensa.com

Alex Sharpe
t. 519-640-6325 f. 519-932-3325
asharpe@lernalers.ca

Director of CPD

Paula Puddy
t. 519-434-1901
cle@middlaw.on.ca

Entertainment

Joel Belisle
t. 519-432-6721 x49960
f. 800-878-2424
joel.belisle@intact.net

Kevin Wilbee
t. 519-673-1670 f. 519-439-5011
kwilbee@cramassociates.com

Ayren Brown
t. 519-673-1100 f. 519-679-6108
abrown@dyerbrownlaw.com

Rasha El-Tawil
t. 519-660-7712 f. 519-660-7713
rasha.el-tawil@siskinds.com

Library

Marshall Mayne - Chair
t. 519-432-0632 f. 519-432-0634
mmayne@cplaw.com

Ayren Brown
t. 519-673-1100 f. 519-679-6108
abrown@dyerbrownlaw.com

Robert Ledgley
t. 519-640-6351 f. 519-932-3351
rldegley@lernalers.ca

Alex Sharpe
t. 519-640-6325 f. 519-932-3325
asharpe@lernalers.ca

Law Library

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Cynthia Simpson
t. 519-679-7046 f. 519-672-5917
cynthia@middlaw.on.ca

Shabira Tamachi
t. 519-679-7046 f. 519-672-5917
shabira@middlaw.on.ca

Mentoring

Anna Szczurko - Chair
t. 519-660-7784 f. 519-672-6065
anna.szczurko@siskinds.com

Sue Noorloos
t. 519-672-5666 f. 519-672-2674
noorloos@mckenzielake.com

Newsletter

Karen Hulan
t. 519-673-4944 f. 519-432-1660
khulan@beckettinjurylawyers.com

Sue Noorloos
t. 519-672-5666 f. 519-672-2674
noorloos@mckenzielake.com

Scholarship

James Zegers
t. 519-673-0440 f. 519-673-0442
james@zegers.ca

Website

Christina Martin - Chair
t. 519-672-2121 f. 519-672-6065
christina.martin@siskinds.com

Jake Aitcheson
t. 519-640-6396 f. 519-932-3396
jaitcheson@lernalers.ca

Marshall Mayne
t. 519-432-0632 f. 519-432-0634
mmayne@cplaw.com

Anna Szczurko - Chair
t. 519-660-7784 f. 519-672-6065
anna.szczurko@siskinds.com

Kevin Wilbee
t. 519-673-1670 f. 519-439-5011
kwilbee@cramassociates.com