

THE  
MIDDLESEX LAW  
ASSOCIATION

# Snail

# Summer Edition



## Summer Issue

Thank you to all the contributors and advertisers for supporting this month's edition of the Snail.

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to the next issue?

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# President's Message



Contributed by: Karen Hulan / Beckett Personal Injury Lawyers and MLA Board President

## The month of June brought with it additions to the judiciary, the Law Society, and the bar.

**Justice Sharon Hassan** was appointed a **Judge of the Superior Court of Justice, Family Court** in London, replacing **Justice Mitrow** who elected to become supernumerary in February. Congratulations to Justice Hassan on this appointment.

**Teresa Donnelly** completed the second year of her two-year term as **Law Society Treasurer** in June. As a benchler, Ms. Donnelly maintained contact with our association to hear from us about issues of importance to London lawyers, and she continued to do so throughout her time as Treasurer. She attended our **Annual General Meeting in 2021**, met with board trustees throughout the pandemic, and became a regular contributor to the *Snail*. On behalf of the MLA, I would like to thank Ms. Donnelly and wish her well as she returns to legal practice.

In June, **Treasurer Jacqueline Horvat** was elected the sixth female Treasurer of the LSO in its 225-year history. This is also the first time in the LSO's history that there have been consecutive female Treasurers. There are 40 lawyer benchers in Ontario with one-half being elected every four years from outside of Toronto. I am also pleased to know that Treasurer Horvat, like Ms. Donnelly, hails from the southwest region. We look forward to hearing from Treasurer Horvat in her new role.

Our Library Assistant, **Evelyn Steedman**, is retiring from the MLA's Practice Resource Centre this month. Evelyn has worked with us since April 2016, helping

to ensure the smooth operation of the PRC. We wish you well, Evelyn, in your well-deserved retirement and thank you for the work you performed for our members

Finally, I want to extend a warm welcome to new lawyers who were called to the bar in London in June. I encourage you to become involved in MLA committees and attend programs and events. This is especially true for those who will practice in small firms. The MLA offers resources relevant to all practice areas and is an enjoyable way to meet colleagues in the city.

## Ontario Paralegals

A Law Society reception was held in June to mark the **15th anniversary of paralegal regulation by the LSO**. I met many of our paralegal colleagues that evening who represent their clients at administrative tribunals and Small Claims Court. We discussed how they conduct their practices without access to resources that lawyers have through the association and PRC. There is interest in changing that. I have spent time this spring contacting associations throughout the province to determine whether paralegals are members of law associations and where they are, how that has generally been received by lawyers and paralegals. This led to the President of the County of Carleton Law Association and I leading a panel and breakout room discussion at the FOLA Plenary in May on this topic. It was an opportunity to hear from the CCLA about the long-time success of paralegal membership in their organization. I was aware that other similarly sized associations, such as Waterloo, had also taken this step but was admittedly surprised to learn

during breakout sessions that there are both large and small associations in the province that have already done so. The MLA will continue to gauge membership interest in this issue. If you did not participate in the poll that was circulated this spring, but wish to express your support or pose questions, then please contact a Board trustee.

## MLA Awards

Nominations for MLA awards will be open until July 25 with recipients' names being announced at the **Opening of the Courts ceremony on September 15**. There are many hardworking, talented lawyers in London. Please let your colleagues know that you value their contributions to law and our community by nominating those worthy of such recognition. See page 15 of this newsletter for more details.

In addition to the Snail and the weekly email blasts to our membership, the MLA is becoming more active on social media. Please follow us on [Facebook](#), [LinkedIn](#), and [Twitter](#) for announcements and information.

*We made it. Summer is here.  
Celebrate with vigour.*

Karen Hulan  
PRESIDENT





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- Have a functioning understanding of the SABS, the HCAI system, the LAT, and the dispute process
- Understand the different heads of damages in Tort Law and how they are treated by ODSP
- Be able to analyse and apply a Future Cost of Care Report to future financial modeling
- Understand the requirements of The Bench when it comes to PUD cases
  - Be able to prepare financial and management plans that will satisfy these requirements, in particular the SDA
- Understand costs and amortization schedules of home and vehicle modifications and be able to incorporate these into financial plans
- Be aware of any changes in the legislative/regulatory environment and how to apply the benefits to new and current clients
- Be aware of any changes to financial markets and adjust clients' plans accordingly

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# Practice Resource Centre News



Contributed by:  
**Cynthia Simpson and Shabira Tamachi**  
[library@middlaw.on.ca](mailto:library@middlaw.on.ca)

## Court Attire Donation

We would like to thank MLA member Jed Chinneck for donating a full set of court attire to the MLA. If you are a new lawyer or will be called to the bar this year and need a set of robes, please contact us to arrange a time to come by to see if this set would be suitable for you.

## No Charge Reference Services

**We can't say this enough: we are here to help you with your research questions!**

Why use your precious time to come to the library to search for some cases on Westlaw or Lexis Advance Quicklaw when you can email us a list and we'll send them to you? Looking for a precedent for a form? We likely have something in either Lexis Practical Guidance, Canadian Forms & Precedents, or O'Brien's Encyclopedia of Forms and can email it to you. Do you need an old piece of legislation that you can't find online? We can get that for you too. Or, maybe you need a wrongful dismissal notice search for a 58-year-old accountant who had been working with the company for 22 years? Yup, we will do that for you also. Just send us an email and let us do the work.

## Evelyn Steedman's Retirement

We are sad to report that our library assistant, Evelyn Steedman, retired at the end of June. Evelyn started at the MLA in March 2016, not long after retiring from the Office of the Regional Senior Justice for the Ontario Court of Justice where she had worked since 2007. Evelyn came to us with a strong work ethic and the added benefit of knowing many of the courthouse employees in the

various offices. Evelyn's lovely Scottish lilt probably made getting those overdue book phone calls much more pleasant for our delinquent users! We can truly say that she was one of our most efficient library assistants and her attention to detail caught many mis-shelved books, cataloguing inconsistencies, and loose-leaf instruction errors. We always felt that the library was in good hands if we were away at conferences, and we honestly do not know what we are going to do without her. We wish her well in her retirement!

## Courthouse Entry

The security staff at the courthouse would like us to remind MLA members and summer/articling students about the procedure for using the staff/lawyer bypass entrance. Current MLA Members and registered summer and articling students all have an online profile that includes a membership card.

You can use the bypass entrance with EITHER of the following pieces of identification:

- Law Society of Ontario Photo ID Card, OR
- MLA Membership Card (printed or displayed on phone) and government-issued Photo ID.

To access your profile to get your membership card, simply [Log In](#) using the email address we have for you in our system. If this is your first time accessing your profile (or you forgot the password you created), click **Forgot Password**. Create your own password and you will then be directed to your profile. Passwords were not pre-set and we do not

have access to the one you create. **Please do not start a new profile** with a different email address. If your email has changed, please [contact us](#) to update it in our system so you can then log into your profile.

## New Books

Blake, Sara. **Administrative law in Canada, 7th ed.**, LexisNexis, 2022

Chan, Gerald. **Digital evidence, 2nd ed.**, Emond, 2022

Findlay, Hilary. **Legal aspects of sport and recreation**, Emond, 2022

Gottardi, Eric V. et al. **Qualifying and challenging expert evidence**, Emond, 2022

LSO. **Six-minute criminal lawyer**, 2022

LSO. **Wills and estates refresher**, 2022

Matas, David. **Canadian refugee protection law guide**, Emond, 2022

Wileman, Kandace Bond et al. **Tribunal practice and procedure, 2nd ed.**, Emond, 2022

## Missing Books

Auerback, Stephen. **Annotated Municipal Act, Volume 3**, Carswell

Bourgeois, Donald J. **Charities and not-for-profit administration and governance handbook, 2nd ed.**, LexisNexis, 2009

Bullen, Edward et al. **Bullen & Leake & Jacob's precedents of pleadings, 14th ed., Volume 1**, Sweet & Maxwell, 2001

Bullen, Edward et al. **Bullen & Leake & Jacob's Canadian precedents of pleadings, 3rd ed., Volume 3**, Thomson Reuters, 2017



Fridman, G.H.L. **Law of contract in Canada, 5th ed.**, Thomson Carswell, 2006

Harris, David. **Law on disability issues in the workplace**, Emond Montgomery Publications, 2017

Hull, Ian M. **Macdonell, Sheard and Hull on probate practice, 5th ed.**, Thomson Reuters, 2016

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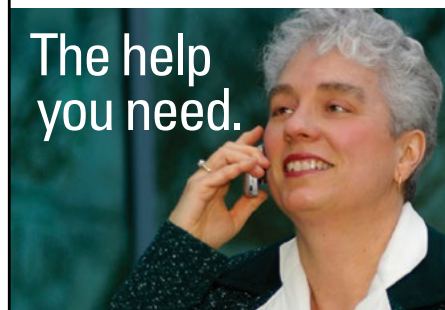
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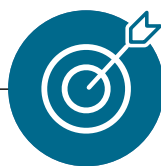
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# Continuing the conversation and action on the mental health of legal professionals



Contributed by:

Teresa Donnelly / Former Treasurer, Law Society of Ontario

Originally published on [LSO.ca/gazette/blog](https://lso.ca/gazette/blog) on April 27, 2022

In the spring of 2021, the Federation of Law Societies of Canada launched the [National Well-Being Study](#), the most comprehensive study on the mental health of legal professionals to be done in Canada.<sup>1</sup>

In Ontario, the Law Society, legal organizations and individual lawyers and paralegals are advocating for legal professions that prioritize the mental health of legal professionals. Why does the mental health of lawyers, paralegals and students matter?

It matters for many reasons – individually and collectively, at a personal and a professional level.

Mental illness and addictions issues are present in significant numbers within the general Canadian population. **There is increasing evidence suggesting that legal professionals are at an even higher risk than the general population of experiencing career and life challenges as well as struggles with mental illness and addictions.**<sup>2</sup>

Mental health in the legal professions must be considered broadly. A lawyer or paralegal who does not have a mental illness or addiction issue, but experiences the death of a loved one, separation, caring for a sick child or aging parent or other

issues may find their ability to do their work is impacted. Major life events can throw anyone off course. Lawyers and paralegals need to be aware of that for themselves and for their colleagues.

The culture in which we practice law can contribute to mental health challenges. Law is a demanding, fast-paced and competitive profession; from expectations we impose on ourselves, to those imposed by others. It can feel like we are simultaneously expected to solve all problems, meet billable hour targets, spend necessary time on client development and undertake complex legal analysis, sometimes while serving difficult clients and even being exposed to vicarious trauma. Added to this challenging legal landscape are the stresses of the global pandemic and additional pressures imposed by technology, globalization, competition from other sectors, specialization and the rapid rate of change.

In extreme circumstances, if a lawyer or paralegal is unwell and not receiving adequate support or treatment, they may be unable to harness the skills to properly serve their clients, manage their practices or perform their important functions in the justice system. This could have negative impacts on the client, colleagues, employer, employees, the Law Society as regulator and public perception of the legal professions.

It is in the public interest that lawyers and paralegals be well enough to comply with their professional obligations to clients. We need to engage in open, frank

and constructive dialogue about the mental health of lawyers, paralegals and students to reduce stigma associated with disclosure of lived experience, to understand the supports available and to seek help when needed.

Mental illness is inconvenient at best and devastating at worst. It is part of the human condition and should be recognized and addressed head on.

**Mental health struggles need not define a person nor prevent a legal professional from having a successful career.**

We need to accept and address that there are barriers for lawyers and paralegals seeking help for their mental health. Some of the barriers to disclosing the truth about mental health challenges include fear of job loss, loss of status at work, perfectionism, stigma, stereotyping, adverse reactions of others, gossip and lack of role models who openly discussed being a legal professional with a major mental illness.<sup>3</sup> It is essential that individuals facing challenges know that they are not alone and that support is available. By normalizing the mental health experiences of legal professionals, we will feel less isolated and be more likely to get help if needed.

## The Litigator and Mental Health

George R. Strathy, the Chief Justice of Ontario has released a paper on mental health in the professions. In support of Mental Health Week, the Chief Justice has shared his thoughtful and compassionate paper, [The Litigator and](#)





## ***The Litigator and Mental Health***

**By: George R. Strathy,  
Chief Justice of Ontario**

**“These past two years, in which our lives have been dominated by the global pandemic, have enhanced our awareness of the importance of mental health in our society and in our profession.”**

**Read Chief Justice Strathy’s *The Litigator and Mental Health*, now on the Gazette.**

[Mental Health](#), on the Gazette. Inside, Chief Justice Strathy calls for top-down change in our approach to mental health in the legal professions and asks leaders of law firms and the bar to consider four actionable strategies for change.

### **Supports from the Law Society**

The Law Society recently launched the [Well-being Resource Centre](#) on LSO.ca to help ensure mental health supports and resources are easily accessible to legal professionals. Available at LSO.ca/well-being, the resource centre shares a variety of supports for lawyers, paralegals and students available through the Law Society, including the confidential [Member Assistance Program \(MAP\)](#) operated by Homewood Health. In addition to professional counselling, coaching and on-line resources, MAP has a peer support program which is an effective means to reduce the isolation faced by legal professionals living with mental health or addiction issues. The program matches a lawyer or paralegal to one who has personally experienced a relevant disorder creating a connection that lends credibility and combats isolation and stigma.<sup>4</sup>

The Law Society has several [practice supports and resources](#) to help lawyers and

paralegals navigate their careers. A coach from the Coach and Advisor Network can assist with challenges that include returning to work after a leave, work-life balance, time management, career development, feeling overwhelmed, discussing mental health struggles with an employer, and managing the stress of building a practice.

The Law Society’s Practice Management Helpline can assist with pressing ethical or practice management issues. Discrimination and Harassment Counsel can assist those who have witnessed or experienced discrimination or harassment on human rights grounds by an Ontario lawyer, paralegal or student member of the Law Society. [The Practice Management Guideline on Personal Management](#), which is also available online, provides strategies to recognize sources of stress and signs of mental illness.

By building a community of support as we saw with the inaugural Mental Health for Legal Professionals Summit and by providing mental health services, the needs of individual lawyers and paralegals can be met, clients well-served and the public interest protected. The legal community is well-positioned to make great strides forward in ending stigma and isolation.

It begins by recognizing that the mental health of lawyers, paralegals and students matters.

### **References**

- [1] A collaboration between the Federation, all the Law Societies in Canada, the Canadian Bar Association and Sherbrooke University.
- [2] Mental Health Strategy Report to Convocation, 2016, Law Society of Ontario; Ethics and Wellbeing: How the Elevated Incidence of Mental Illness is Impacting the Profession, Canadian Bar Association, 2021, Roza Milani; Study of Factors Affecting the Mental Health of Québec Lawyers in the Workplace, Barreau du Québec and Sherbrooke University; U.S. National Task Force on Lawyer Well-Being, *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change*, 2017; International Bar Association Report Mental Wellbeing in the Legal Profession: A Global Study, 2021.
- [3] Hypocrite, Heretic or Heroine, Why I believe senior lawyers should disclose their mental illness at work, Beth G. Beattie, 2019 Lexpert.
- [4] National Task Force on Lawyer Well-Being: Creating a Movement To Improve Well-Being in the Legal Profession (August 14, 2017) at pg. 12 citing PWs. Corrigan, S. B. Morris, P. J. Michaels, J. D. Rafacz, & N. Rusch, Challenging the Public Stigma of Mental Illness: a Meta-Analysis of Outcome Studies, 63 Psychiatric Serv. 963 (2012).



# Opening of the Courts: September 15, 2022

It has been more than two years since the Middlesex Bench and Bar have been able to meet in person. After a long hiatus, we are extremely excited to announce that we are actively planning the return of the Opening of the Courts Ceremony, so please save the date and plan to attend on **September 15, 2022 at 4:30 p.m.**

We plan to have a procession from the courthouse to Museum London

where the event will be held, followed by a reception to reconnect with your colleagues. For those wishing to stay after the ceremony and reception and reconnect further with members of the bench and bar, dinner will be offered in the River Room at Museum London. Spaces for dinner will be limited, and tickets will be sold in advance.

If you can help on the day of the event, please reach out to any of your Bench and Bar representatives, [Rasha El- Tawil](#), [Hilary Jenkins](#), or [John Nicholson](#).

Please watch for updates in the coming months as this important event approaches.

## Upcoming CPD Programs & Events

### Social for Sole Practitioners & Small Firm Lawyers

Thurs. September 8, 5:00-7:00pm  
Toboggan Brewing Co.

### Opening of the Courts

Thurs. September 15, 4:30-7:30pm  
Museum London

### CPD for In-House Counsel on Working with Information & Data

Fri. October 14  
9:00am-1:00pm

### CPD for Sole Practitioners & Small Firm Lawyers on Practice Management & LSO Audits

Wed. October 26 & Thurs. October 27  
1:00-2:00pm

### Stay tuned for more details about the following CPD programs!

MAID (medical assistance in dying)

Tort of Family Violence

Tips from Top Lawyers on Cross-Examination

Small Claims Court

Highway Traffic Act & Provincial Offences Act

Catastrophic Impairments & Statutory Accident  
Benefits

Personal Injury & Employment Law

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**Heather Spencer Grim**

Owner

# Sometimes a simple lunch can change a career trajectory



*Contributed By:*

Jennifer Hawn / Polishuk, Camman & Steele and MLA Board Trustee

**After leaving a large firm where she had litigated class actions for seven years, Kerry McGladdery Dent was determined to align her future career with her feminist, community-oriented values.**

The perfect opportunity presented itself at a casual lunch with Susan Toth, a partner at Polishuk, Camman & Steele, set up by a mutual friend. Ms. McGladdery Dent describes the connection as immediate. Even better, Ms. Toth's firm had a sudden opening for a solicitor who fit with the firm's values and long-term vision. Kerry explains, "they were looking for someone who could take the position and make it their own."

Nearly four years later, Kerry has built a successful solicitor practice at Polishuk, Camman & Steele. In her new role, Kerry prioritizes being approachable and providing value, in particular for small businesses and not-for-profit organizations. When a client calls, they

speak directly with her.

Thinking outside the box, Kerry developed a governance coaching package for new and growing not-for-profit organizations that helps Directors understand their fiduciary and legal obligations and the nuts and bolts of non-profit governance. She also collaborates with these clients to build policies, contracts, and documents that clients both understand and know how to use effectively within their organizations. Additionally, Kerry helps non-profits and charities navigate moments of crisis. As a lifelong volunteer and current Chair of the Board of Directors for Anova (a woman's shelter and sexual assault counselling centre), Ms. McGladdery Dent connects with this legal work on a personal level.

Ms. McGladdery Dent's progressive, client-centred approach suits the growing number of women-led businesses in southwestern Ontario. At first, some of these clients are intimidated by navigating the corporate world. When they have questions, they want someone who can answer a call or email the same day, without judgment or the risk of a large bill. They are also looking for lawyers who

share their values and understand their multi-faceted lives – as mothers, spouses, and business people.

In Ms. McGladdery Dent's opinion, taking the extra time to empower newer business owners by educating them on how corporations work, and the factors they need to consider as directors and officers, leaves clients feeling supported and respected. This has proven to be especially helpful when there are changes to the law, such as the recent long-awaited enactment of the *Not-For-Profit Corporations Act* and the introduction of the online filing system.

What started out as a simple lunch has turned into a busy and fulfilling practice. Susan Toth could not be happier. "Kerry exemplifies what our firm believes in: quality, compassion and integrity. She cultivates trust with clients because they are more than just billable hours to her." Kerry, in turn, sums it up as follows: "For me, corporate law is just as much about relationships as family law. Investing in understanding your client and their critical business goals and relationships makes all the difference."





## In-House “Warming” Social Recap

Members who practice as in-house counsel came together on June 22 for their first ever social event at Toboggan. Many of those who attended the event commented they were happy to reconnect with their colleagues in a social

setting. Others commented they were pleased to put faces to the names of in-house counsel they had never met in person. We look forward to having more successful events like this one!

Thank you to our committee, **Grace Smith of the City Solicitor's Office, City of London, Erika Webb of Intact Insurance, and Sandra Drozd of the Canada Life Assurance Company** for their help in organizing the event!





# Silencing Survivors with Defamation Lawsuits



Contributed By:  
Anju Fujioka / Beckett Personal Injury Lawyers

**In the wake of the Depp/Heard trial, I noticed a shift in the focus of my conversations with victims/survivors of sexual violence. Increasingly, our discussions started with questions about whether they could be sued for reporting their assault or for starting a lawsuit.**

To be clear, this is not a new issue. Many survivors are rightly fearful of their abuser and sceptical about the legal system. However, prior to the high-profile and televised Depp/Heard case, being sued for defamation was rarely a survivor's primary concern.

Now, the very victims who have a viable civil claim for sexual assault – one in which the defendant has sufficient assets to satisfy a judgement for damages – must increasingly reckon with the fear of being sued by their affluent abuser.

A defamation suit, or the threat thereof, can be weaponized against a survivor contemplating litigation in much the same way as perpetrators of intimate partner violence abuse the family court system to maintain power and control over their partners. The financial risk of a successful defamation claim can be significant; courts have adopted the reasoning that allegations of criminal conduct, especially sexual crimes, are so damaging to a person's reputation that significant damages are warranted or presumed.

The spectre of a defamation suit also increases the emotional, psychological, and reputational toll of litigation for the plaintiff and can re-traumatize them in the process.

Further, a survivor's willingness to pursue a civil action may depend less on whether the defamation claim is likely to succeed, and more on whether the survivor thinks it will. Societal attitudes carry a lot of weight in this regard. The Depp/Heard trial highlighted that a large segment of the population was willing to condemn a person for causing reputational damage by alleging sexual violence, even if they believed that the allegations were (at least partially) true. This knowledge will likely embolden some abusers to pursue a defamation case, even if the claim is destined to fail. It may dissuade survivors from pursuing a civil case even if the defamation risk is low.

## Defending a Defamation Claim

The very nature of sexual assault, its effects, and roads to recovery create unique obstacles to defending a defamation claim. Allegations of sexual assault are generally defamatory. The onus is on the person who made the statement to raise a defence.

The defence of truth (or justification) is a complete defence to defamation but proving that sexual assault happened on a balance of probabilities in the absence of a criminal conviction can be challenging. Credibility of the parties is often a central issue in a sexual assault case. As the societal response to the Depp/Heard trial demonstrated, rape myths and internalized stereotypes about the

"perfect victim" affect conclusions about credibility. This played out more locally during the Jacob Hoggard trial as well.

The defence of absolute privilege – another complete defence – is very limited. The more common defence of qualified privilege exists if a person making a communication has "an interest or duty, legal, social, moral or personal, to publish the information in issue to the person to whom it is published" and the recipient has "a corresponding interest or duty to receive it" (*Bent v. Platnick*, 2020 SCC 23 at para. 121).

In general, victims who report a crime to the police have the benefit of qualified privilege. However, where a defamatory statement is shown to have been made with malice, qualified privilege can be defeated. This was the case in *Haight v. R.B.*, 2017 ONSC 5359, where the alleged abuser, Haight, successfully sued for defamation and was awarded damages and costs for defending himself in the criminal proceedings. In this case, the Crown had withdrawn criminal sexual assault charges after the preliminary inquiry because R.B.'s evidence at the preliminary inquiry significantly contradicted the medical evidence. The Court in the civil action found that R.B. made a defamatory statement out of malice because she knowingly made a false statement out of anger at Haight's perceived infidelity. It should be noted that *Haight* is the exception – false allegations of rape are extremely rare.

Courts have held that the defence of qualified privilege also protects a survivor speaking about their alleged abuser's

conduct to a health care provider for the purpose of treatment, or to immediate family members for the purpose of protecting other family members, preventing future abuse, or seeking emotional support. However, disclosures to former friends, co-workers, extended family, or a disproportionate number of recipients have been found to be situations where qualified privilege does not apply.

The limits on a survivor's ability to discuss their sexual assault can have serious repercussions. Speaking one's truth, feeling heard, and finding community are often integral to healing from the trauma of assault. Although some will find the human connection they need in therapists and immediate family, others

may not have these supports. Instead, they may find community in online spaces or heal through writing about their experiences – activities that may attract civil liability.

Despite these potential risks, fear of a defamation suit should not stop survivors from pursuing civil litigation. For many, a lawsuit can provide accountability, catharsis, closure, and funds to move forward from an assault.

A few things I find helpful when speaking with survivors contemplating litigation:

- First, being clear about the law. The headlines and narratives that make the rounds on social media lack nuance and are often incorrect. At the same time, it is important to validate any emotions the survivor may be
- experiencing, even if they are based on a (mis)understanding of the state of the law.
- Second, prioritizing informed consent. Speaking candidly about the pros and cons of a civil action for sexual assault helps the survivor decide whether a lawsuit is in their best interest and conducive to their healing.
- Third, cautioning the survivor against speaking or posting about the assault indiscriminately. Using pseudonyms or removing identifying information if writing about the assault on public forums.
- Finally, telling the survivor "I believe you". It matters, and it isn't said enough.

“

*If you are facing a serious charge your first call should be to **James Zegers**.*

Having faced a charge that would have altered the rest of my life, I can confidently tell anyone **I would trust no other criminal defense lawyer. James's performance at trial was masterful.** I was in awe of the time and detail that was put into the defense, and his ability to think quickly and change the direction of questioning in the moment if needed.

*Thank you James for fighting for my life.*

**Zegers Criminal Law Office**

JAMES ZEGERS / LAWYER

585 Talbot St., London ON N6A 2T2

james@zegers.ca / 519.673.0440

**zegers.ca**

# Cannabis Record Suspension Project at Community Legal Services

Contributed By:

Jason Voss and Nikki Sandhu (law student) / Community Legal Services, Western University

[Community Legal Services \("CLS"\)](#) is the student legal aid clinic at Western Law.

Many of you are aware of the casework performed by law students at CLS. Some readers of this article may have even been a caseworker during law school. The law students at CLS perform casework in the areas of family law, civil Small Claims Court matters, landlord and tenant matters, academic offences and Student Code of Conduct matters, provincial offences, and certain summary conviction criminal law matters. The casework performed by the law students plays an important role in providing access to justice. Nearly all CLS clients would otherwise be self-representing.

Casework, however, is not the only role fulfilled by the law students at CLS. They also work on special projects within our community. One such project is the Cannabis Record Suspension project for a non-profit organization called [Nokee Kwe](#). Nokee Kwe is located in south London at 104-1069 Wellington Road South. It provides employment, training, and transitional services to Indigenous

and non-Indigenous youth and adults in London and surrounding area. Its services are geared towards those experiencing unemployment and difficulties with career and life transitions. Like CLS, their services are free.

Some of Nokee Kwe's clients have difficulties obtaining employment due to a Criminal Record for possession of cannabis. On August 1, 2019, federal legislation created a streamlined process to obtain a Record Suspension for simple possession of cannabis convictions. To be eligible for a Cannabis Record Suspension, the applicant must not have convictions for offences other than cannabis possession on their Criminal Record.

Normally, an applicant for a Record Suspension would have to complete all terms of their sentence before the waiting period to apply begins. The waiting period for a regular Record Suspension is ten years for an indictable offence and five years for a summary conviction offence. Under the Cannabis Record Suspension program, an applicant can apply even if they have unpaid fines or victim surcharges, provided they have completed all other parts of

their sentence (e.g., probation). Lack of financial resources is not a barrier to obtain a Cannabis Record Suspension. In fact, there is no fee to apply for a Cannabis Record Suspension. The legislation for a Cannabis Record Suspension also waives the five- and ten-year waiting periods.

Law students, Nikki Sandhu, Delaney Gilmour, Razeen Moubarak, and Sandra Doidge-Federer, began working on an information package to be used by staff and clients at Nokee Kwe. The information package will guide those who wish to apply for a Cannabis Record Suspension through the process. It outlines the steps to be taken and includes contact information for the various police agencies and court offices in London and the surrounding area. Nikki Sandhu is continuing the work on the information package and we hope to present it to Nokee Kwe this summer. The law students at CLS will also be available to provide assistance with the application process.

The staff and students at Community Legal Services are happy to play a role in providing access to justice through casework and community outreach.

HAPPY  
*Canada*  
DAY



# 2022 MLA Awards

## Nominations are now open for the MLA Awards! Recognize your talented colleagues!

**AWARD FOR DISTINGUISHED SERVICE** recognizes exceptional career contributions and/or achievements by MLA members to the legal profession and/or a law-related benefit to the community including mentorship related to the profession of law and/or leadership roles in the community. Those who receive the award will have made a significant contribution to the profession of law, whether as a solicitor in effectively performing services in that position, as a barrister in attaining an excellent reputation in the courts, as an academic, or for a single act of notable distinction and/or innovation in the practice of law that advances the ideals of the profession.

**AWARD FOR ACCESS TO JUSTICE** recognizes individuals who have demonstrated a commitment to providing commendable legal services to those in need through Legal Aid Ontario or through pro bono legal services and/or offered academic contributions pertaining to the study of legal aid and/or created innovative measures or built links between lawyers and community organizations/advocates to promote better access to justice in Middlesex County.

**RISING STAR AWARD** recognizes individuals who have distinguished themselves in the practice of law, who advance the ideals of the profession, demonstrating community involvement, and have been practicing for less than 10 years.

**AWARD FOR PHILANTHROPY** recognizes exceptional contributions and/or dedication by MLA members to the community by supporting not-for-profit organizations and/or performing charitable services.

**Nominations open: Mon. July 4**  
**Nominations close: Mon. July 25**  
**Voting opens: Mon. August 8**  
**Voting closes: Fri. August 26**  
**Awards presented:**  
**Opening of the Courts Ceremony on**  
**Thurs. September 15**

To nominate a worthy colleague, please complete a [Nomination Form](#). Award recipients will be selected based on a combination of voting by the membership and the Committee's review of the nomination forms.

# Subcommittee Recruitment:

## *Be a Leader in Your Practice Area*



Contributed By:

Jake Aitcheson / Lerner LLP and MLA Board Trustee

**The Middlesex Law Association continues to actively recruit members to contribute their expertise and voice to the newly-formed subcommittees detailed below.**

This opportunity will raise your profile within the community, earn you a reputation as a leader in your practice area, and connect you with other lawyers in your field.

As previously reported in the Snail, the MLA has reformed the way in which it delivers CPD programming to its membership. Following the Annual General Meeting in February, the MLA formed nine distinct subcommittees, reflecting the diverse practice areas and experiences of our membership: **Criminal; Family; Real Estate; Corporate/Commercial; In-house; Personal Injury; Wills, Estates and Trusts; EDI/Professionalism; and Small Firms/Sole Practitioners.**

Each subcommittee is responsible for organizing informative, creative, and engaging CPD programming within the subcommittee's area of specialization and producing high quality content for publication in the Snail. Each subcommittee is overseen by a Trustee but is comprised mainly of volunteers who practice in the subcommittee's area.

For instance, as I practice plaintiff personal injury, I would volunteer with the Personal Injury subcommittee. As I'm practicing exclusively in this area, I ought to be one of the first to learn of new developments, trends, decisions, or legislative changes that have wide-ranging consequences to the practice area. If I learned of something of this nature, I would connect with other members of the Personal Injury subcommittee and discuss how we should share this information with the local Personal Injury bar. For this example, the subcommittee could plan a seminar, develop an agenda, and then recruit lawyers or other experts to present on the topic. Having organized

the substantive component of the event, the subcommittee would then delegate the execution of the program to Jennifer Foster, the MLA's Executive Director, who would assist in securing a venue, marketing the event, securing sponsorship, receiving RSVPs and payment, etc. Following the event, one of the members of the subcommittee would then prepare a brief update for publication in the Snail. In this way, the MLA aims to leverage the legal expertise and connections of our membership to not only enhance our CPD offerings, but the overall competency of our bar.

If you are interested in volunteering within one of the listed practice area subcommittees, please reach out to me directly at [jaitcheson@lerner.ca](mailto:jaitcheson@lerner.ca) or call me at 519-640-6396 and I will put you in touch with a representative of the applicable subcommittee.

**VOLUNTEERS  
NEEDED**

**Contact [Jake Aitcheson](#),  
VICE PRESIDENT, MLA BOARD OF TRUSTEES  
if you are interested in being involved  
in any of the subcommittees.**

Criminal, Family, Real Estate, Corporate/Commercial,  
In-House, Personal Injury, Wills, Estates and Trusts,  
EDI/Professionalism, Small Firms/Sole Practitioners

# CHOOSE FROM CANADA'S TOP MEDIATORS AND ARBITRATORS



## Derek Sarluis

CIP, Q.Med., CSIA

Derek brings 40 years of insurance experience to his mediation practice with expertise in personal injury, product liability, professional liability, property and casualty, reinsurance and medical malpractice disputes. Derek was Vice-president of Claims for a large insurance provider and was in management at a major bank. He has instructed Chartered Insurance Professional courses, and was Vice-Chair of the Insurance Bureau of Canada Claims Committee.

Available online and in-person throughout southwestern Ontario.







Image credit: ©Tim - stock.adobe.com

# When do you need a non-disclosure agreement?



Contributed by:  
David Canton / Harrison Pensa LLP

**An obligation to keep business information confidential is rarely implied by law. If an organization or business plans to share sensitive information, they need to protect that information with a non-disclosure agreement, also known as an NDA or confidentiality agreement.**

## **What does a non-disclosure agreement include?**

NDAs have two different but important basic elements: What can the recipient do with the information, and who can the recipient share the information with, both inside and outside the organization. It may, for instance, say that the recipient can only use it to evaluate a product and

can only share it with those who need to see it for that evaluation.

But be on the lookout for other things buried within an NDA. These agreements usually stick to non-disclosure concepts but occasionally contain unexpected provisions.

## **Why are some NDAS one-sided and others two-sided?**

It depends on the context. If only one party shares information, it may only be important to protect that party's information. If both parties share with each other, the obligations should be mutual.

## **Are there exceptions to what can be used and shared?**

Non-disclosure agreements will define what information is confidential.

The agreements may describe it or may require anything confidential is marked as confidential. (It's always a good idea to mark anything confidential as confidential regardless.)

Typically, the definition has some narrow exclusions, such as independently developed information and information that becomes public.

## **Does a non-disclosure expire?**

It depends on how an NDA is drafted. Some will apply to information exchanged within a fixed term but continue to preserve confidentiality after that. Some will say confidentiality only lasts for a specified number of years. I'm not a fan of limited time periods for confidentiality. If it is confidential now, it is probably still confidential a couple of years from now. My preference is to make confidentiality indefinite and rely on the information becoming public to end the obligation. The answer may depend on whether you are on the giving or receiving side.

## **How are NDAS enforced?**

If parties violate an NDA, they can be sued for damages, or a court order could compel them to stop. Keep in mind that

an NDA is only as good as the ethics of the party receiving the information. Having a non-disclosure agreement with an untrustworthy party or a party in other countries where enforcement is difficult may be hard to enforce.

### Can confidentiality language be included in an agreement for goods or services?

A standalone NDA is typically used when information is shared in an early stage of a business relationship, such as testing a service, pitching an idea, or trying to negotiate a deal. Confidentiality language is often included in contracts for the supply of goods and services. A pitfall to avoid is signing an NDA upfront, and not dealing with it in the resulting contract. Contracts typically have entire agreement clauses saying that it is the entire agreement and nothing done earlier that survives. If the resulting contract does

not expressly refer to the original NDA, it may no longer apply.

### Final thoughts

Most non-disclosure agreements are typical and straightforward. But it is important to read them carefully to make sure they accurately describe what is confidential and that they are appropriate in the context of the parties, the reason for the disclosure, and what is being protected.

[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](#).

This article was originally published on the [HPTechlaw blog](#). To get HP's Tech Law Weekly Newsletter - which includes a blog post and other top stories at the intersection of tech and law - delivered to your inbox each week, [sign up here](#).

**Want to contribute to the next issue?**

**DEADLINE IS NOON ON AUGUST 25**

We encourage submissions in the range of 200-500 words, with a maximum limit of 1,000 words for news and opinions, and a limit of 2,000 words for articles on law and legal issues.

**Contact:**  
**Jennifer Foster**  
EXECUTIVE DIRECTOR  
[jennifer@middlaw.on.ca](mailto:jennifer@middlaw.on.ca)







# Mentoring Dinner Recap



Contributed by:

Grace Smith / City Solicitor's Office, City of London and MLA Board Trustee

**The MLA hosted its 15th Annual Mentoring Dinner on a beautiful summer evening on June 14.**

The Mentoring Dinner, held on the tented patio of Anderson Craft Ales, was the first in-person MLA CPD event since the pandemic. It was well attended, with 10 mentors and 36 mentees from a wide range of local firms in the London-Middlesex area, and representatives from event sponsors.

The theme of the Mentoring Dinner, co-chaired by Grace Smith, City Solicitor's

Office, City of London, and Jennifer Hawn, Polishuk, Camman & Steele, was "Law in Transition". The event started off with a networking reception followed by a three-course sit down dinner prepared by the talented team at EatOA. The attendees engaged in meaningful discussions about various aspects of the practice of law in a post-pandemic environment throughout the evening. After each course, each mentor moved to a different table of mentees and focused on a new topic, which ranged from developing working relationships and managing work-life balance to challenges

experienced in navigating transitions in new professional settings.

Thanks to our mentors, who graciously led the conversations at each table and shared interesting insights based on 10+ years of experience in different areas of law and practice types, our mentees gained two hours of valuable takeaways about legal professionalism (CPD hours also included).

The attendees maximized the opportunity to experience in-person interactions with colleagues, and the evening concluded with full hearts and full stomachs all around.

## Thank You to our Sponsors!

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*"It was interesting to hear from a variety of lawyers from the community about their experiences with the law. The mentors were very open and provided some great advice in advancing my legal career."*

*"It was really interesting and informative to hear about the mentors' practices and how they've changed since they started practising. Especially as a new lawyer, I like hearing about different ways to practice law and how lawyers transitioned to a new practice area later in their careers."*



*"It was interesting to learn of challenges and concerns of young lawyers so I could take them back to the firm to make sure we address them."*

*"The diversity of people and the rotation system was perfect - the conversations were fluid and interesting."*

*"It was just as important to hear what mentees were looking for in an employer."*

*"My favourite MLA event. The food was amazing. Wonderful people, great location, loved that it was outdoors. Great questions and format. Love love love."*





# Islamophobia and the Law CPD



Contributed by:

Rasha El-Tawil / Siskinds LLP and MLA Board Trustee

**June 6, 2022 marked the first anniversary of the horrific and tragic hate-filled deaths of the Afzaals, a Muslim family in London, Ontario.**



To help the local legal community understand and learn more about Islamophobia, the MLA hosted a CPD presentation on June 8 on "Islamophobia and the Law". **Ali Chahbar, General Legal Counsel and Executive Officer with the Thames Valley District School Board, and Nusaiba Al-Azem, a staff lawyer at the National Council of Canadian Muslims (NCCM),** shared their expertise and

knowledge on this important topic. Their insightful two-hour presentation included a discussion on general information about Islamophobia, occurrences of Islamophobia in Canada, caselaw review and update on relevant cases, and information on legislative amendments and reform. Specifically, they discussed Quebec's Bill 21, some recent sentencing decisions which have factored in the impact of Islamophobia, and decisions on the duty of candour relating to CSIS, educational reforms, and finally, the *Our London Family Act*.

Participants also heard, on a practical note, what we can do, as lawyers/legal professionals to combat Islamophobia and other forms of discrimination in our profession.

During the presentation we also took time to play videos created by the Youth Coalition Combatting Islamophobia, a group of youth in our community who came together after the tragedy to honour

their late friend. We encourage you to watch these [powerful and moving videos](#).

We thank Nusaiba and Ali for taking the time to share their valuable insights with the MLA community.

Susan Toth of Polishuk, Camman & Steele, summed up the presentation in her message to Ali and Nusaiba:

*"I wanted to tell you how important your seminar was to me. I was in turn touched, saddened, in tears, then enraged, then hopeful and inspired. It was powerful and important, and I wish it was mandatory! Thank you for taking the time to share your thoughts, both academic, legal, and deeply personal. It is an honour to be your colleague. I will work to take action, and not just speak words."*

The MLA looks forward to hosting more EDI and professionalism content in the fall. Please contact [Rasha El-Tawil](#) if you are interested in participating.

*"I was unfamiliar with any of the case law discussed and was grateful to have a substantive law review portion included in an EDI program that typically does not include case examples. Loved this."*

*"I typically perceive racism to not be as much of an issue as it was in the past. The anecdotes provided by the presenters have challenged that perception as it is clear from their lived experience we have a long way to go."*

*"The depiction of daily Islamophobic incidents, their impact and extent challenged my views of Canadian society."*

*"The presentation was informative and challenged my perceptions by broadening my understanding, also informative re: what we can do as allies to combat Islamophobia."*

*"I thought the program was very relevant and timely. It is also a topic that is warranted for the legal profession considering it is not paid much attention to within legal circles but has far reaching consequences for our communities and we as lawyers can have a positive impact in this sphere."*

*"Easily the best EDI program I have attended. Very eye opening and informative. The presenters were exceptional. The timing was right (2 hours), but honestly could have listened longer knowing that they had to skip over content to complete on time. 10/10, would recommend. We need more programs like this."*

*"This was a call to action for an ally that needed it. I found this presentation exceptionally well done, informative and passionate. What an EDI program should be. Did not skirt around the hard issues and facts."*



#### EMPLOYMENT OPPORTUNITY – FAMILY LAW LAWYER

Lyon Family Law is looking for a capable and engaging lawyer with 1-4 years' experience. The successful candidate will have experience in Family Law. Outstanding individuals with less experience will also be considered.

The ideal candidate will be a self-starter able to endure the not inconsiderable rigours of private practice. You must work well independently and in a team. The preferred candidate will have excellent communication skills coupled with writing abilities. It goes without saying that you will demonstrate a commitment to excellence both to the law and serving our clients. A sense of humour is essential and the ability to take the issues seriously but not oneself is a must.

Please note that we operate in an Apple computer environment.

Those up to the challenge and interested may submit their resume and any other particulars you feel appropriate by email to Jaclyn Jensen at [jaclyn@lyonfamilylaw.ca](mailto:jaclyn@lyonfamilylaw.ca).

Only those selected for an interview will be contacted.

To learn more about Lyon Family Law please visit [www.lyonfamilylaw.ca](http://www.lyonfamilylaw.ca)

Medical and dental benefits are available and the compensation package will be commensurate with experience and the successful candidate's ability to negotiate.

# Report from the Ontario Estates Bench-Bar Liaison Committee



Contributed By:  
Lou-Anne Farrell / Harrison Pensa

**In January of this year, I was honoured to be invited by Justice Bernadette Dietrich to join the newly-created Ontario Estates Bench-Bar Liaison Committee.**

The Committee is essentially an expansion of the former Toronto Estate List Users' Committee to now include regional representation and to address estate matters on a province-wide basis. The group includes several judges of the Superior Court of Justice, senior court operations staff, and a number of lawyers, like myself, who practice in the estates field.

I have attended four virtual meetings of the Committee so far, and have been asked to provide a short summary for my Middlesex Law Association colleagues of some of the things the Committee is working on and information that we have been asked to help disseminate.

## **New Estate Rules and Forms**

As most of you will know, there were significant changes made in January to the Rules of Civil Procedure regarding the forms and procedures for obtaining Certificates of Appointment. There are some further changes coming into effect on July 1, 2022 to clarify and address some issues that have arisen since January with the new processes. An overview of this regulation is available on the [Ontario Regulatory Registry](#). The amended estate court rules and forms are highlighted in grey in the [Rules of Civil Procedure](#) and the [Court Forms website](#). A detailed summary of the changes is

available [here](#).

The Ministry of the Attorney General's Estate Procedures Manual for court staff, which gives detailed instructions regarding the process the court staff are to follow when processing applications for Certificates of Appointment and related matters, has also been updated. While MAG does not want the handbook published or shared publicly, counsel can request a copy for their own use by emailing [CSDManual@ontario.ca](mailto:CSDManual@ontario.ca).

## **Model Orders**

Several model orders had been prepared by members of the previous Estates List Users' Committee for use in Toronto. Those orders were posted on the Superior Court of Justice website under Estates List Forms. They were also circulated a couple of months ago through FOLA, and [a link](#) was posted in a previous MLA notice.

Some of the model orders may not be completely suitable for practice outside of Toronto because of some of the different procedures that apply there (e.g., scheduling appointments, case management, and mandatory mediation). There will be further consultation with the Regional Senior Justices regarding the extent to which the RSJs would like to adopt and/or adapt the model orders in their respective regions. However, in the meantime, the model orders can still be a valuable resource for counsel throughout the province, subject to appropriate modifications.

In addition to the model orders already on the website, additional material is

being developed to address some of the July 1 rule changes, including a model affidavit that can be used to support a request to dispense with a bond, in order to comply with the new, more specific Rules on that point.

## **Monitoring Case Decisions Arising from Recent Legislative Changes**

The Committee is interested in collecting copies of recent judicial decisions arising out of the changes to the *Succession Law Reform Act* and other legislation as a result of Bill 245. The idea is to create a repository of these decisions to ensure that the judges hearing these matters are apprised of developments as they occur.

If you have been involved in, or know about, a recent decision dealing with those new provisions, it would be appreciated if you could provide me with a copy of the reasons to share with the Committee. This includes cases about:

- Cessation of spousal status as a result of separation, for the purpose of intestacy, support, and equalization claims, and the revocation of gifts in a will;
- The new "substantial compliance" provisions that allow the Court to validate improperly executed wills;
- The repeal of will revocation by marriage; and
- The interpretation of the transition provisions related to the above changes.

## **Changes to the Operation of the Estates List (Toronto)**

In recent years, the Estates List and the Commercial List were administered



together and shared the same judges. For those of you who deal with matters in Toronto, you should know that effective September 2022, the two lists will be separated, with each list having a dedicated team of judges served by a dedicated team of staff. Justice Dietrich will be leading the Estates List while Justice McEwen will continue to lead the Commercial List. Justice Gilmore will be joining Justice Dietrich on the Estates List, plus one or two additional justices to be assigned. This will allow all estate matters in Toronto to be heard by judges with specific subject matter expertise, not only in the initial stages as has been the case, but now also up to and including trials.



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MIDDLESEX LAW ASSOCIATION

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## Summer 2022

### Middlesex Law Association Newsletter

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Do you have a legal assistant or law clerk at your firm who would like to receive hands-on training with Caselines software?

Fanshawe College is offering a Caselines User Certification course this fall. This certification course will provide learners with an overview on all of the features and functionality of Caselines software. Users will receive hands-on experience conducting basic tasks, along with key functions associated with inviting people to a case, uploading of documents and review of evidence. This certification is accredited through the Law Society of Ontario.

For further information and to register [click here](#).



# Member Updates

Copies of our print Members' Directory are available for pickup in the library. We are asking that members only take one copy for now until we can offer additional copies, due to our reduced printing this year. Our continued thanks to Davis Martindale LLP for their generous sponsorship of this valuable resource. These updates below came in after the directory files were sent for printing so will not be reflected in the new edition. However, you can also search the [MLA's online Members' Directory](#) for updated information.

**Nouredeen Abouhamra** – new call at Kasi Law, [nouredeen@kasilaw.com](mailto:nouredeen@kasilaw.com)

**Shannon Dinh** – new call at Salim J. Khot Professional Corporation, [shannon@sjklpc.com](mailto:shannon@sjklpc.com)

**Stephanie Fair** – new member at Legal Aid Ontario – Criminal Court Duty Counsel, [fairs@lao.on.ca](mailto:fairs@lao.on.ca)

**Harrison Pensa** – has moved its office to 1101-130 Dufferin Ave., London, N6A 5R2, all else the same

**Layla Hassan** – is now at Hassan Law, [layla@hassanlaw.com](mailto:layla@hassanlaw.com)

**Andie Hunter** – is now with Syngenta Canada Inc., 140 Research Lane, Guelph, N1G 4Z3, ph: 519-319-9265, [andie.hunter@syngenta.com](mailto:andie.hunter@syngenta.com)

**Kelly, Hayes** – the firm is now Kelly Law

**Maya Kotob** – new member at Leners LLP, direct ph: 519-932-5224, [mkotob@leners.ca](mailto:mkotob@leners.ca)

**Andrea Levstik** – is now at Leners LLP, direct ph: 519-932-5206, [alevstik@leners.ca](mailto:alevstik@leners.ca)

**Christina McCreery** – new call at the Corporation of the City of London, City Solicitor's Office, ph: 519-661-2489 x4770, direct ph: 226-377-8558, [cmccreery@london.ca](mailto:cmccreery@london.ca)

**Pedram Najafi** – new member at Siskinds LLP, direct ph: 519-660-7702, [pedram.najafi@siskinds.com](mailto:pedram.najafi@siskinds.com)

**Katelyn Parry** – is now with Kelly Law, ph: 519-672-1075 x34, [katelynparry@forestcitylawyers.com](mailto:katelynparry@forestcitylawyers.com)

# Will Notices

## Evelyn Annie Abram (Moir)

Anyone knowing of a Last Will and Testament for Evelyn Annie Abram or Evelyn Annie Moir who died March 3, 1991 is asked to contact her daughter, Pam Bennett, at 519-636-5640 or [robertbennett555@outlook.com](mailto:robertbennett555@outlook.com). Her daughter thinks her mother's lawyer used to practice at 360 Queens Ave.

## Gary Allan Chase

Anyone knowing of a Last Will and Testament for Gary Allan Chase who lived in St. Thomas, and who died on May 23, 2022, is asked to contact Helen Button at Gunn & Associates at [helenbutton@gunn.on.ca](mailto:helenbutton@gunn.on.ca).

## Ruth Gladys May Eastlake

Anyone knowing of a Last Will and Testament for Ruth Gladys May Eastlake, born November 6, 1938 and died September 22, 2021, of Windsor, Ontario, please contact Lisa Plant Serenity at Home Support Services Inc. at 519-318-5147 or [serenityathomehss@gmail.com](mailto:serenityathomehss@gmail.com).

# SAVE THE DATE

## 194<sup>th</sup> Opening of the Courts THURSDAY, SEPTEMBER 15, 2022

5:00 p.m. \*procession to commence at 4:30 p.m.  
from the Court House to Museum London

On September 15, 2022, we will celebrate the new lawyers and judges in the London region and we will celebrate and honour the lives of those we have lost. We will celebrate the judicial system and the privilege of practicing in the legal profession. Most importantly, we will celebrate each other together in person.



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## Insurance Claims Litigation Personal Injury Valuation

**Jessy Hawley** CPA, CGA, CFF, CIP

**Gary Phelps** CPA, CMA, CFF, CFE

**Ron Martindale** CPA, CA, LPA, CBV, CFF

[advisoryservices@davismartindale.com](mailto:advisoryservices@davismartindale.com)

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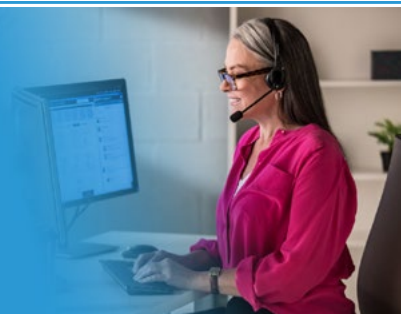
### WE ARE MOVING!

We are pleased to announce that Polishuk, Camman & Steele is relocating to **400 – 291 King Street**, London, Ontario, on August 2, 2022. We look forward to seeing you there.

### LOOKING FOR AN OFFICE TO RENT?

We have a large office (with room for two people) available at our new location. Suitable for lawyer, lawyer + clerk, one or two paralegals etc. Some shared resources available (photocopier, internet etc). Please email Susan [stoth@pcslawyers.com](mailto:stoth@pcslawyers.com) for more information.

## Criminal Lawyers Needed



The Assistance Services Group is an award-winning organization that provides premium, private label contact centre solutions for many of Canada's largest organizations.

Our Legal Assistance Division is seeking lawyers to respond to the toll-free Duty Counsel telephone service.

We require qualified lawyers to fill a variety of overnight shifts commencing at 8pm or later. Successful candidates can complete shifts from their home or office.

#### Successful candidates should:

- Be in Private Practice
- Have LawPRO coverage

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Riyad Bacchus, Director – Legal Assistance Division

[Riyad.Bacchus@sykes.com](mailto:Riyad.Bacchus@sykes.com) • T: (519) 953-3416 • F: (888) 963-1035

# Easy Peasy Hamburger Macaroni and Cheesy



Contributed By:

Jennifer Hawn / Polishuk, Camman & Steele and MLA Board Trustee

Dinner time, especially with children, can be a hassle at the best of times, but when you are preparing for attendance at court or just had a long day, you want something that is quick and easy. The MLA is here to help!

This month's recipe comes from Jennifer Hawn, an employment lawyer at Polishuk, Camman & Steele, MLA Board Trustee, and mom of two young children.

For this recipe, all you need is a large skillet with a lid and ingredients you likely already have in your kitchen.

## Ingredients:

1 package of ground beef or ground turkey (either works well)

1 large can of diced tomatoes, undrained (no salt added)

1 box of macaroni and cheese

1 cup of milk

1 cup of peas

Shredded mozzarella or Tex Mex cheese to taste

## Directions:

Brown and drain the meat. Add the entire can of tomatoes, the package of macaroni and cheese (including cheese powder), milk and peas. Stir ingredients together and let mixture come to a boil. Cover with a lid and let simmer for 12 minutes, stirring occasionally. Turn off heat. Sprinkle cheese on top (to taste), cover, and let stand for 5 mins.

## We want your recipes!

We are asking our membership to share their go-to quick and easy recipes, to potentially help make another member's life just a little easier. We will pick one or two recipes to share in each issue of the *Snail*!

## 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:

**Rasha El-Tawil**

519-660-7712

[rasha.el-tawil@siskinds.com](mailto:rasha.el-tawil@siskinds.com)

**John Nicholson**

519-914-3358

[jnicholson@cohenhighley.com](mailto:jnicholson@cohenhighley.com)

**Hilary Jenkins**

519-672-5666 ext.7301

[hilary.jenkins@mckenzielake.com](mailto:hilary.jenkins@mckenzielake.com)





Have a  
GREAT  
Summer



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## 2022

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