



### REPORT ON CHALLENGES FACED BY RACIALIZED LICENSEES:

After a full day debate, punctuated by personal and emotional experiences Convocation approved an important landmark report. Benchers recognized the existence of unacceptable discrimination, racism and sexism within our profession. The Law Society will now proceed to implement thirteen recommendations intended to address the longstanding and significant challenges faced by our colleagues. We will lead by example to address systemic problems in our profession and society at large as the new initiatives are to be extended to all equality seeking groups. Review this important comprehensive report at [www.lsuc.on.ca](http://www.lsuc.on.ca).

### LPP PATHWAYS PROJECT: Who Blinked?

A consultation undertaken in September resulted in more than 100 submissions from individuals, organizations, law schools and others. In a welcome, but rare about face, a committee Report to Convocation containing a number of unanimous recommendations was reconsidered and revised. The original view contemplated the termination of the pilot project at the end of its three year term because of second-tier perceptions, financial viability and sufficiency for licencing purposes. However that Report failed to contemplate what was to fill the vacuum once the LPP project ended. As we know, there are insufficient adequate articling positions for the ever increasing number of qualified students from Canadian and other law schools. As well. that Report did not address a range of critical perspectives

about the entire licensing process because the report considered the LPP project in isolation. Accordingly, Convocation once again dodged the "freight train coming down the tracks" by agreeing to extend the LPP project for 2 years, to the end of the 2019 licensing year, to gather more data on the LPP project, articling and the licensing process at large. Licensing will likely loom large as an issue in the Bencher election scheduled for the spring of 2019. Stay tuned.

### **2017 MEMBERSHIP LEVY:**

Convocation has approved a modest fee increase of \$50 to \$1916 for full time lawyers based in part on a three year forecast of the Law Society's needs. That fee includes a contribution of \$194 per lawyer to court house libraries managed by LibraryCo. The increase was not larger because it is projected that there will be an increase of 700 lawyers boosting the Ontario Bar to 40,200. However, by merely enrolling in the preauthorized payment plan most lawyers can save the amount of the fee increase.

### **SECONDED LAWYERS:**

Corporate clients giving temporary secondments to lawyers in private practice are no longer able to assert claims against their "in house" lawyer for professional services provided during the secondment. This parallels the principle that a corporation cannot assert a claim against an employed lawyer to simply access a LawPRO policy.

### **REGULATORY MEETINGS:**

In the context of issues of professional misconduct, a lawyer may be invited to meet with a panel of Benchers. Both the fact of the meeting and the matters in issue will be placed on the Law Society website and published in the Ontario Reports. Although, this type of remedial action does not form part of a lawyer's discipline record it does not have the element of confidentiality associated with an Invitation to Attend.

### **DISCIPLINE HEARINGS:**

The 21<sup>st</sup> century is catching up with our hearing process in 2017. The introduction of a new electronic case management system will allow for electronic filing that will be accompanied by modernized rules written in plain language. Hopefully the information on the Tribunal website will become easier to review and follow.

## OSGOODE SOCIETY:

Since 1979 a Canadian Legal History has been maintained based on over 600 interviews with judges, lawyers and judicial support staff. It has the world's largest collection of oral histories relating to legal history.

Visit: [www.osgoodesociety.ca](http://www.osgoodesociety.ca).

## APPOINTMENTS:

Convocation appointed Jerry Udell and Sid Troister as Co-Chairs to the Committee in Emerging Issues in Real Estate.

## COACH AND ADVISOR NETWORK:

The Coach and Advisor Network (CAN) is designed to support lawyers seeking enhanced competence through connection with Coaches and Advisors drawn from the profession.

Coaching to implement best practices begins with a 1.5-hour session followed by a series of five 30-minute sessions set on alternating weeks, resulting in approximately a 3-month commitment.

Advisors assisting with substantive and procedural law inquiries on client files provide up to 30 minutes of guidance.

CAN has created tools and templates to ensure that lawyers will be able to maximize their time with a volunteer Coach or Advisor.

CAN is supporting the development of a culture in which coaching and advising are seen as integral to competence and professionalism.

To volunteer or to request time with a Coach or Advisor contact the Practice Management Helpline on a confidential basis at 416-947-3315 or 1-800-668-7380, ext. 3315.

Remember that for health and wellness issues the confidential Member Assistance Program is always available at 1-855-403-8922.

## IMPORTANT DATES:

**December 31** - Final date to complete all required CPD hours and record them on the LSUC Portal. Failure to complete and record CPD Hours will result in a \$100 late fee and referral for suspension.

**December 31** - Final date to renew the Certificate of Authorization for a Professional Corporation.

**January 1** - 2017 Annual Fees due

**January 3** - Access the 2016 Lawyer Annual Report through the LSUC Portal. The deadline to file is March 31.

**January 27** - Last date for nominations for Law Society Awards, details of which can be found online at [www.lsuc.on.ca](http://www.lsuc.on.ca).

### **HOLIDAY WISHES**

I wish for you and your family a happy, healthy and safe holiday season.

I am sending this public service newsletter to you at the email address you provided or published, as permitted by Canada's Anti-Spam Legislation. If you no longer wish to receive it please "Unsubscribe" below.

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