

# The Advisory



## IN THIS ISSUE

Lawyers honoured for 50 years of service	2
New province-wide legal service launched	3
Protocol webcast a hit!	3
LSA award winners announced	4
Results of first exit survey now available	5
Using the LSA Practice Guide?	5
No Cash Rule to become a reality in Alberta	6
Recruitment dates announced	6
Exclusive use arrangements in condominium projects	7
LSA hires practice advisors	8
LSA bids farewell to equity ombudsperson	8

## Our Mission

*To serve the public interest by promoting a high standard of legal services and professional conduct through the governance and regulation of an independent legal profession.*



*by Larry Anderson, QC,  
President,  
Law Society of Alberta*

## Self regulation and the public interest – what’s the value?

Each year Alberta lawyers pay their law society fees in order to stay licensed in a self-regulated profession. What value does the LSA provide to Alberta lawyers, and to the public as well?

The mandate of the LSA is to serve the public interest by promoting a high standard of legal services and professional conduct. This approach benefits the public in two ways: they are provided with competent legal services, and they enjoy the benefits of truly independent legal representation. The Supreme Court of Canada has said: “An independent Bar composed of lawyers who are free of influence by public authorities is an important component of the fundamental legal framework of Canadian society.” (*Finney v. Barreau du Quebec (2004) SCC 36, Lebel, J.*)

Canadian law societies pay close attention to their mandates and are careful to stay focused on the public interest. The Canadian model relies on the distinction between the role of the law society as regulator, and the Canadian Bar Association as advocate for the profession. The result is standards of ethical practice and competence of which Canadian lawyers can be proud. We have also achieved and maintained a very high level of independence as a profession and are admired around the world, particularly among emerging democratic states, as a model to emulate.

Our success in maintaining an independent legal profession, which is a guardian to an independent judiciary, should not be taken for granted,

however. We enjoy a stable democracy, yet law societies in several other democratic states, including Britain and Australia, have recently seen their independence severely crippled.

On December 15th, 2004, Sir David Clementi, a senior business executive, released a final report reviewing the regulatory framework for legal services in England and Wales. He recommends that regulation of British lawyers be transferred to a government entity.

*Our success in maintaining an independent legal profession, which is a guardian to an independent judiciary, should not be taken for granted*

Such a significant development is rarely the result of only one or two factors. There is, however, one common thread in the unravelling of self-regulating law societies. That thread is the failure of the law society to separate the role as regulator of the profession from the role as representative of the profession.

In summarizing his report, Clementi said:

*The current regulatory system is flawed. There are no clear objectives and principles which underlie the system, and it has insufficient regard to the interests of consumers. The current system of oversight of the front-line bodies such as the Law Society and Bar Council is confused.*

To return to the question of what the LSA is doing for the profession – we are working to keep the profession independent and self-regulating to serve the public interest. Our professional independence is the lifeblood of the legal profession. **A**

# Lawyers honoured for 50 years of service

by Jessi-Ann Riddell,  
Communications Assistant,  
Law Society of Alberta

Certificates recognizing 50 years of membership were presented to Thomas J. Walsh, QC, Herbert D. Wyman, QC, Thomas William Snowden, QC, James S. Palmer, QC, Master in Chambers John Peter Floyd, QC and the Honourable M. Earl Lomas, QC at a luncheon during the benchers' meeting on November 25.



Honoured for 50 years of service to the profession were, left to right Thomas Walsh, QC, Herbert Wyman, QC, Honourable M. Earl Lomas, QC and Thomas Snowden, QC with Larry Anderson, QC, LSA president. Missing from photograph is James Palmer, QC and Master in Chambers John Floyd, QC.

**Thomas W. Snowden, QC** began practising law on June 23, 1953. He later worked with his father in the family's propane business while serving on the Lethbridge school board. He was named Queen's Counsel on January 26, 1976. Snowden has been director of the Glencoe Club and was awarded a lifetime membership in the Alberta Mortgage Loans Association. He has been with the firm Ellert Kuefler for the past 10 years as a solicitor.

Admitted as a member of the LSA on December 24, 1952, **James S. Palmer, QC** has practised law with Burnett, Duckworth and Palmer for over 50 years. He was named Queen's Counsel on January 26, 1976. He is a member of the Honorary Patrons Council for Theatre Junction, the Partners in Health Steering Committee, a Trustee of the Royal Academy of Arts Foundation, Associate Governor for Dalhousie University, and Governor (and past Alberta president) of The Council for Canadian Unity. In 1999 he received a Distinguished Service Award for service to the community.

**Master in Chambers John P. Floyd, QC** was admitted as a member of the LSA on June 1, 1954. He practised with the firm McLaws & McLaws until his appointment to the Court of Queen's Bench in 1987. He was named Queen's Counsel on January 18, 1980. He became Master in Chambers on July 1, 1987 and continues today in this capacity. He has also been chair and president of the Heritage Park Society.

**The Honourable M. Earl Lomas, QC** was admitted as a member of the LSA on June 7, 1954. He was named Queen's Counsel on December 19, 1973. Lomas practised in corporate securities and corporate tax until his appointment to the Court of Queen's Bench on April 28, 1981. Fifteen years later he was appointed as a supernumerary judge and after a total of 22 and a-half years with the Court of Queen's Bench he voluntarily retired. He currently carries out various roles for McLeod Dixon.

Although not in attendance at the luncheon **Raymond S. Tharp** also celebrated 50 years at the bar. **A**

## Rules of Court

The Rules of Court Project of the Alberta Law Reform Institute has produced 17 consultation memoranda. A few more will come in early 2005 before new draft rules are submitted to the statutory Rules of Court Committee. The three most recent memoranda are:

- CM 12.15 – Non-Disclosure Order Application Procedures in Criminal Cases
- CM 12.16 – Trial and Evidence Rules
- CM 12.17 – Costs and Sanctions

The memoranda are available on [www.law.ualberta.ca/alri](http://www.law.ualberta.ca/alri). ALRI seeks the views of the profession on these topics.

**Thomas J. Walsh, QC** became a member of the LSA on June 15, 1954. Since 1963 he has been heavily involved with the CBA and its committees including acting as national president in 1978. He was named Queen's Counsel on December 29, 1967. He is an honorary member of the Bar of Paris, France, the American Bar Association, and the law societies of Saskatchewan and Manitoba. He is also a past bencher of the Law Society of Alberta and won a Distinguished Service Award in 1998 for service to the community.

Admitted as a member of the LSA on June 15, 1954, **Herbert D. Wyman, QC** has served in various capacities in legal associations including vice-president of the Canadian Bar Association Alberta. He was named Queen's Counsel on January 30, 1978. He has also been director of the Nat Christie Foundation, the Alberta Provincial Council, Operation Eyesight Universal, the Alberta Scout Foundation, and the Multiple Sclerosis Society of Canada.



by Nancy Brown Medwid,  
Executive Director,  
Legal Aid Society of Alberta

## New province-wide legal service launched

The Legal Aid Society of Alberta is pleased to announce the opening of the AtLAS Alberta Law Call Centre (AtLAS). AtLAS is a telephone service that helps people obtain legal information, and legal advice.

When someone calls AtLAS to obtain legal information, a legal resource agent will answer the call, identify the legal problem and direct the caller to an appropriate legal resource. If such a resource does not exist, the legal resource agent will provide the caller with the legal information, which is available in any area of law to any Albertan.

To obtain legal advice from one of the staff lawyers, the legal resource agent will ensure the caller meets the Legal Aid Society of Alberta's financial eligibility guidelines. This legal advice is available in any area of law to Albertans who qualify financially for legal aid.

AtLAS went live in October 2004. In its first seven weeks of operation, AtLAS has provided legal information and advice to over 1,300 callers, mostly in the areas of criminal, family, employment and residential tenancies law.

AtLAS will also take over daytime Brydges Duty Counsel service as of April 1, 2005. Brydges

Duty Counsel service is immediate legal advice, by telephone, to persons who have been detained by police. The service is currently being provided through the Legal Aid Society's toll-free telephone number.

AtLAS is a three-year pilot project, funded through Alberta Justice from Justice Canada's Federal Investment Fund. This fund is designed to promote innovative approaches to the delivery of legal aid services in Canada. The total cost of the pilot project, over the three year period, is expected to be approximately \$1.4 million.

AtLAS can be reached toll-free at 1-866-845-3425 or at [www.atlaslaw.ab.ca](http://www.atlaslaw.ab.ca).

### New board members appointed

The Legal Aid Society of Alberta is pleased to announce the following individuals have been appointed to its board of directors: Daniel McKinley and Perry Sirota as public members, and Fred Fenwick, Colin Kloot and Kristine Robidoux, lawyers.

The Legal Aid Society of Alberta thanks outgoing directors Lydia Bubel, Bill Grace, Réal Topping and Chair, David Younggren for their commitment to the society. **A**

### Court of Queen's Bench Notice of the Profession

A commercial practice committee has been established which is made up of justices of the court who have a particular interest in dealing with commercial matters, an extension of a long-standing informal practice of the court.

To view the full Notice to the Profession, visit [www.albertacourts.ab.ca](http://www.albertacourts.ab.ca)



by Susan V.R. Billington,  
Policy and Programs Counsel  
Law Society of Alberta

## Protocol webcast a hit!

Responding to increasing demand by real estate lawyers for information about the Western Law Societies Conveyancing Protocol, the Legal Education Society of Alberta delivered its first ever on-line live webcast on August 19. The webcast featured the chair of the Alberta Conveyancing Advisory committee, Steve Raby QC and committee member Linda Wright who role-played a residential real estate transaction with Steve as the seller's lawyer and Linda as the buyer's lawyer. This format provided a comprehensive review of the ins and outs of a Protocol closing.

Paul Wood, director of continuing education for LESA, reports that there were over 345 computers connected to the webcast. The geographical spread was from all over Alberta –

from Slave Lake, to Onoway, to the big downtown firms. Fifty per cent of connections, including the LSA, had two or more people watching or listening from one computer station. The success of the webcast delivery was so overwhelming, that the questions submitted by email during the webcast overloaded the capacity of the system to deliver the emails. All of the email questions subsequently were delivered to LESA and answers were emailed to participants and posted on the LESA website at [www.lesa.org](http://www.lesa.org).

The webcast is available for viewing by contacting LESA at 1-800-282-3900. For more information on the Western Law Societies Conveyancing Project, visit the LSA website at [www.lawsocietyalberta.com](http://www.lawsocietyalberta.com) and click on *Publications and Policies*. **A**

## Winners announced for Viscount Bennett awards, Peter Freeman QC bursary and W.B. Kelly memorial prize

### Viscount Bennett Award

Alberta graduate students Catrin A. Coe, Sarah Dawn Hansen and Tracie Scott were the recipients of the 2004 Viscount Bennett Scholarships. The scholarships are funded from a trust fund established by the Honourable Viscount Bennett. The annual awards for postgraduate studies in law are presented to individuals who are dedicated to their community and profession, and wish to further their legal education.

#### Catrin A. Coe BA, LLB

will be pursuing her Master of Laws degree at the University of Cambridge with an emphasis on international law and restitution.



#### Sarah Dawn Hansen

BA, LLB will be pursuing her Master of Laws degree at the London School of Economics in London England, specializing

in international law.

#### Tracie Scott BA, LLB

will be pursuing a PhD. program at the University of London, Birbeck College, focusing on Aboriginal issues.



Applications for the Viscount Bennett Awards are collected each year by the University of Alberta, through the Dean of Law. Application letters must be postmarked no later than May 1, 2005.

### Peter Freeman, QC, Bursary

In recognition for hard work, enthusiasm and commitment to studying law Jay Kyle Bran of Calgary and Nonnie Jackson of Edmonton were selected as the 2004 recipients of the Peter Freeman, QC, Bursary for Indigenous Students in Law.



**Jay Kyle Bran** plans to return to his home in Yellowknife to work with the Territorial Department of Justice.

"As an Aboriginal law school graduate

returning to the north, I hope that I can inspire more northern Aboriginal students to pursue a legal education." he said.

**Nonnie Jackson** is in her second year of studies at the University of Alberta. She says, "I have thoroughly enjoyed the experience thus far and look forward to graduating in 2006. I have been focusing on classes relating to Aboriginal legal issues but am also interested in constitutional and other substantive areas of law." Jackson is an editorial board member of the Alberta Law Review and vice-president of the Aboriginal Law Students' Association.

Each year the bursary is awarded to one student at the University of Calgary and one student at the University of Alberta enrolled in the faculty of law who is of aboriginal descent (as defined by the *Constitution Act*, 1982, section 35 (2)). The bursary was created by the Law Society of Alberta in 2001 in honour of Peter Freeman, QC, who served as the executive director from 1989 until his retirement in 2001. The principal amount for the bursary was established through generous donations from the legal community and the LSA.

### W.B. Kelly, QC Memorial Prize

The late William Bernie Kelly, QC served as the LSA's deputy secretary (1966-1969), secretary treasurer (1969-1986) and secretary until his passing in 1988. In honour of Mr. Kelly's contributions to the LSA and his interest in encouraging a high level of legal education and practice in Alberta, an endowment was created that would fund a prize to be awarded annually at each of the Alberta law faculties.

The annual prize has been offered since 1989 to students of good academic standing who have performed with distinction in a skills training or professional responsibility and ethics course (or program) in the law faculties of the University of Calgary and the University of Alberta.

Alberta graduate students Salimah Janmohamed and R.J. Daniel Gilborn were the recipients of the memorial prize for 2004.



#### Salimah Janmohamed

is a law student from the University of Calgary currently articling at Macleod Dixon LLP in Calgary.

She anticipates

practising for about five years before pursuing graduate work with an emphasis on international relations.

#### R.J. Daniel Gilborn

is a law student from the University of Alberta. He is currently articling at Borden Ladner Gervais LLP in Calgary.







Ken Nielsen, QC,  
LSA representative to the Federation  
of Law Societies of Canada

The Alberta Law Review will be celebrating its 50th year of publication with a fundraising banquet on February 19, 2005 at the Sutton Place Hotel in Edmonton.

The Right Honourable Beverly McLachlin, Chief Justice of the Supreme Court of Canada will be our keynote speaker.



The Law Review would like to thank our many supporters in the legal community.

For information on contributing to the endowment fund or for tickets to the banquet please contact us at (780) 492-5559 or [info@albertareview.com](mailto:info@albertareview.com).



by Jim Peacock, QC,  
Bencher and Chair,  
Credentials and  
Education Committee

## No Cash Rule to become a reality in Alberta

### An update on money laundering legislation

The Federation of Law Societies of Canada is continuing in its efforts to find a permanent solution exempting lawyers from the application of the *Proceeds of Crime (Money Laundering) and Terrorist Financing Act*. Lawyers across Canada are currently exempt until a permanent solution is found or the litigation is heard in the Supreme Court of British Columbia.

The FLSC Money Laundering Task Force has been working with the federal government to draft a No Cash Model Rule on cash transactions, as part of an overall package to deal with all of the issues in relation to money laundering and terrorist financing. To date, the task force has been unable to negotiate a resolution which is satisfactory to the FLSC and the federal government.

In the meantime, the Law Society of British Columbia recently passed a No Cash Rule, and it is likely the LSA will follow suit early in 2005 and pass the No Cash Model Rule.

Features of the No Cash Model Rule are as follows:

- ✦ A lawyer shall not receive or accept from a person, cash in excess of \$7,500 Canadian dollars in any one client matter or transaction;

- ✦ The prohibition applies where a lawyer engages on behalf of a client or gives instructions on behalf of a client in respect of the following activities:
  - (a) The lawyer receives or pays funds;
  - (b) The lawyer purchases or sells securities, real properties or business assets or entities;
  - (c) The lawyer transfers funds by any means.
- ✦ The prohibition does not apply when the lawyer:
  - (a) Receives cash from a financial institution or public body;
  - (b) Receives cash from a peace officer, law enforcement agency or other agent of the Crown;
  - (c) Receives cash pursuant to a court order or to pay a fine or penalty; or
  - (d) Receives cash of \$7,500 or more for professional fees, disbursements, expenses or bail.

All Canadian law societies are being urged by the FLSC to accept and implement the No Cash Model Rule as quickly as possible. Further information about the LSA implementing the No Cash Model Rule will be available in early 2005. **A**

## Recruitment dates announced

The 2005 recruitment period will be from June 6 to 17. Recruitment activity, as defined in the Rules, may not commence before 8:00 a.m. on Monday, June 6 and may continue until the blackout period, which will start at 5:00 p.m. on Friday, June 17. Employers who are not participating in the Matching Program may only make offers on June 14, 15 and 16 between the hours of 8:00 a.m. and 5:00 p.m. Those offers

must remain open for acceptance until 12:00 noon the following day. Offers may be made again after the blackout period ends on Monday June 20 at 5:00 p.m.

Anyone with comments or questions concerning the current Student Hiring Rules is invited to contact the Chair of the Credentials and Education committee, Jim Peacock, QC at [james.peacock@gowlings.com](mailto:james.peacock@gowlings.com). **A**

### ARTICLING STUDENT MATCHING PROGRAM

The Articling Student Matching Program is used by some Alberta firms to facilitate the recruitment of articling students in Alberta for the 2006-2007 articling term.

Information and a schedule of dates is located at [www.natmatch.com/albart](http://www.natmatch.com/albart)

In order to obtain an articling position with a participating firm, students must register for and participate in the program. Interested students must obtain the student agreement and registration instructions from the website. Firms that wish to participate must obtain a registration package by contacting:

National Matching Services  
595 Bay Street, Suite 301, Box 29  
Toronto, Ontario M5G 2C2

Phone: 1-800-461-6322 or (416) 977-3431  
Fax: (416) 977-5020  
Email: [albart@natmatch.com](mailto:albart@natmatch.com)



by Steve Raby, QC,  
Bencher

Western Law Societies  
Conveyancing Project at  
CBA Law Conference

The Western Law Societies Conveyancing Project was an exhibitor at the Canadian Bar Association Law Conference trade fair in Winnipeg last August. Representing the project at the booth were Steve Raby (vice-chair) Marilyn Billinkoff (deputy CEO, Law Society of Manitoba), Ron Usher (staff Lawyer, Law Society of British Columbia) and Susan Billington (project director). There was a great deal of interest in the project from lawyers across the country. There was an opportunity to meet with the CBA (National) Real Property Section and provide our ideas on how the CBA could promote the practice of real estate law across the country.

The project intends to continue to heighten the profile of real estate lawyers in Western Canada and will be present at the CBA Law Conference held in Vancouver in the summer of 2005 and at the Western Realtors Conference in January 2005.

For more information on the Western Law Societies Conveyancing Project including a list of lenders, visit [www.lawsocietyalberta.com](http://www.lawsocietyalberta.com) and click on *Publications and Policies, Conveyancing*

# Exclusive use arrangements in condominium projects

The Alberta Court of Appeal in a June 2004 decision ruled on a case that may cause problems for lawyers acting for developers of condominium projects, in dealing with what have been commonly known as exclusive use areas (such as patios, balconies and back yards). In *The Owners: Condominium Plan No. 992 5205 vs Carrington Developments Ltd.*, the developer of a condominium project obtained from the Condominium Corporation an exclusive right to use a portion of common property (in this case, a number of parking stalls) for a term of 100 years while the developer controlled the condominium corporation. The developer then attempted to sell portions of that exclusive use area to unit owners so they could park their cars. The court struck down the Exclusive Use Agreement.

The reasons for the conclusion are somewhat troubling. The court concluded that the term of the Exclusive Use arrangement was so long as to make this tantamount to a lease and the statutory requirements to lease common property as set forth in the *Condominium Property Act* had not been complied with. Does this then mean that it is impossible to create an Exclusive Use arrangement for any significant period of time?

## Trust accounting seminars 2004

The Law Society of Alberta held its 10th annual Trust Accounting Seminars in November 2004, with the Calgary and Edmonton offices each hosting two separate seminars. Both venues were full, attracting 250 participants – one-third lawyers and two-thirds law firm support staff and accountants.

Part 5 of the LSA Rules was reviewed, along with examples and instruction on how to apply them in both manual and computerized environments. The LSA auditors explained the audit process, the types of audit reports commonly issued after an audit is conducted on a law firm, and the common Rule exceptions found. Current trends including electronic banking were discussed, tips were given for maintaining accounting records, and the LSA resources and contacts were provided.

Frequently Asked Trust Accounting questions are now posted on [www.lawsocietyalberta.com](http://www.lawsocietyalberta.com), under *Services for Lawyers, Audit Department*.

In addition the court seemed to suggest that it is not possible to have an Exclusive Use Agreement granted by a condominium corporation at all unless the exclusive use area is expressly delineated in the condominium plan. This would cause all sorts of difficulties with existing condominium corporations who routinely grant exclusive use to owners for areas like patios, parking pads, etc.

It would be hoped that the subsequent interpretation of this case would be limited to its facts such that an Exclusive Use Agreement granted by the condominium corporation to a unit owner either in its by-laws or by separate document to a unit owner for an area that is truly incidental to the residential unit owner's use of the residential unit (which could even include a parking stall) would be upheld by the courts. Certainly, the developer had other options to avoid the conclusion in this case. Rather than attempting to sell portions of exclusive use area to unit owners, it could have, as is normally the case, allocated non-titled parking stalls amongst the residential units and simply set the purchase price of the residential units on the basis of the inclusion of the right to use such a parking stall.

Lawyers acting for developers of condominium projects or condominium corporations should review this case before attempting to establish an exclusive use arrangement over common property. **A**

## Third Party Service Providers

The Professional Responsibility committee has recently issued a Bulletin regarding the processing of mortgage loans and provision of mortgage instructions to lawyers by third party service providers. The Bulletin provides guidance to lawyers on their ethical obligations prior to accepting retainers to act in such transactions including: conflicts of interest; obtaining instructions from the actual client; sale of products of the third party service provider; fees and other charges; benefits received or provided by the lawyer; and the unauthorized practice of law. Please look for the Bulletin as an insert in this issue of the *Advisory* and as posted on our website at [www.lawsocietyalberta.com](http://www.lawsocietyalberta.com). For further information please contact Bradley Nemetz, QC, Chair of the Professional Responsibility committee.

## LSA hires practice advisors

In February Ross McLeod and Nancy Carruthers will be joining the LSA as the new practice advisors.

Ross is from Bryan & Company in Edmonton. He was called to the bar in 1975 and practises mostly in civil litigation and insurance law. He is also an experienced mediator, receiving his training from the Alberta Mediation and Arbitration Society.

Nancy is from Parlee McLaws LLP in Calgary. She was called to the bar in 1991 and practises in many areas of law, including personal injury, property damage, negligence, life and disability claims, and employment matters. She is an experienced mediator and seminar presenter.

More information about Ross and Nancy's division of responsibilities and department structure will be available in the next issue of the *Advisory*. **A**



### THE LAW SOCIETY OF ALBERTA

#600, 919 - 11th Avenue SW  
Calgary, Alberta T2R 1P3  
Telephone (403) 229-4700  
Toll free 1-800-661-9003  
Fax (403) 228-1728  
Website: [www.lawsocietyalberta.com](http://www.lawsocietyalberta.com)  
Editor – Eileen Dooley  
Editorial Assistant – Jessi-Ann Riddell

The *Advisory* is published five times a year for the members, partners and key stakeholders of the Law Society of Alberta. Articles and comments should be directed to Eileen Dooley, at (403) 229-4744, or [eileen.dooley@lawsocietyalberta.com](mailto:eileen.dooley@lawsocietyalberta.com)

### THE BENCHERS

Larry Anderson, *ac*, *President*  
Doug McGillivray, *ac*, *President-Elect*  
Tudor Beattie, *ac* Judy Boyes, *ac*  
Mona Duckett, *ac* Ron Everard, *ac*  
Charles Gardner, *ac* John Holmes, *ac*  
Rodney Jerke, *ac* Perry Mack, *ac*  
Douglas Mah, *ac* Larry McConnell, *ac*  
Peter Michalshyn, *ac* Vaughn Myers, *ac*  
Bradley Nemetz, *ac* Jim Peacock, *ac*  
Brian Peterson, *ac* John Prowse, *ac*  
Steve Raby, *ac* Norma Seippert  
Yvonne A. Stanford Vivian Stevenson, *ac*  
Morris Taylor Wilfred Willier

### MANAGEMENT TEAM

Don Thompson, *ac*, *Executive Director*  
Steven Dyer, *Chief Financial Officer*  
Lindsay MacDonald, *ac*, *Senior Counsel*  
Greg Busch, *Director of Lawyer Conduct*  
Lisa Sabo, *Director of Insurance*  
Nona Cameron, *Director of Human Resources*

## LSA bids farewell to equity ombudsperson

Jeanne Byron, the LSA's equity ombudsperson since 1999 and acting/alternate equity ombudsperson from 1997 – 1999 has resigned. Jeanne has provided valuable education and assistance to the legal profession in Alberta regarding the issues of equality, equity and diversity throughout this period. She has dealt with hundreds of calls from lawyers, articling students and support staff, requesting help in dealing with harassment and discrimination. The LSA thanks Jeanne for her years of dedicated service to the legal profession in the role of equity ombudsperson.

On January 4, 2005, Janet Gaetano, a Calgary

lawyer and mediator assumed the role of acting equity ombudsperson. This will ensure that this important resource and service to the profession is maintained during the interim period while a search for a new equity ombudsperson is conducted.

The Office of the Equity Ombudsperson provides confidential advice, information and assistance to lawyers, articled students and support staff working for firms and other legal employers on issues of discrimination or harassment by lawyers. The Office of the Equity Ombudsperson can be contacted at 1-888-429-3939. More information is available at [www.lawsocietyalberta.com](http://www.lawsocietyalberta.com). **A**

### SERVICES FOR LAWYERS

**Office of the Practice Advisor:** Confidential professional and personal advice for lawyers on legal, ethical and practice concerns, personal matters or mediation, practice start-up, practice management, solo and small firm management, risk management, career transition.

**Phone:** (780) 412-2301 or toll free 1-800-272-8839 **Fax:** (780) 424-1620

**Membership Department:** Lawyers and students should contact this department for changing contact information, membership status, insurance status and any student issues.

Contact (403) 229-4781 or toll free 1-800-661-9003 **Email:** [membership@lawsocietyalberta.com](mailto:membership@lawsocietyalberta.com)

**Practice Review:** A committee of the Law Society of Alberta that helps lawyers recognize areas of concern within their practices and provides information about resources and help to implement a program of change. Lawyers seeking practice review services will work with a panel of three members of the practice review committee and a staff person.

Contact Barbara Cooper, Manager, Practice Review at (403) 229-4720 **Email:** [barbara.cooper@lawsocietyalberta.com](mailto:barbara.cooper@lawsocietyalberta.com)

**Mentor Program:** A free service that provides lawyers with the names of experienced mentors or practitioners in family law, criminal law, wills and estates, real property law and civil litigation.

Contact (780) 429-3343 or 1-800-272-8839

**ASSIST Program:** A service, totally separate from the Law Society of Alberta, provided through Kelly, Luttmer & Associates, an independent consulting firm. This service provides free confidential counselling to lawyers and their immediate family on issues such as emotional distress, depression, substance and gambling abuse, grief and loss, and career issues. Users of the ASSIST program are never identified to the Law Society of Alberta.

**Phone:** (403) 237-8880 or toll free 1-800-461-8908

**Office of the Equity Ombudsperson:** Confidential assistance with the development of workplace policies and the resolution of harassment and discrimination concerns.

Contact Janet Gaetano, Acting Equity Ombudsperson at toll free 1-888-429-3939 **Fax:** (780) 429-1660