



Law Society of Ontario | Barreau de l'Ontario

Osgoode Hall
130 Queen Street West
Toronto, Ontario
M5H 2N6

tel (416) 947-3300

Wednesday, December 12, 2018

W. Patric Mackesy, President
Rebecca Bentham, Executive Director
The Hamilton Law Association
45 Main Street, Suite 500
Hamilton, Ontario
L8N 2B7

Dear Ms. Bentham and Mr. Mackesy:

I am writing to update you on the status of your request to amend the 2020-21 Articling Recruitment Procedures ("Procedures"), seeking to remove the additional procedures governing all articling recruitment by firms located in Hamilton (section D.7).

After reviewing your detailed request, we had the opportunity to consult with our stakeholders and undertake a review of the Law Society's records as they relate to these provisions. In the process of our consultation, we also received a request from several London employers who participate in the articling recruitment process to remove the additional procedures governing the recruitment of firms in Middlesex County (section D. 6), to bring both geographical areas into alignment with the dates and times of all other firms in Ontario, outside of Toronto and Ottawa.

Removing the provisions for both Hamilton and Middlesex will allow candidates seeking positions in markets outside Toronto and Ottawa to consider a wider range of offers across competing markets. In implementing this change, candidates will be better positioned to select their preferred offer and, ultimately, be better placed in the long term. As such, we will be amending the 2020-21 Procedures to remove the additional procedures for both Hamilton and London.

The 2020-21 Procedures will be posted on the Law Society's website in or around January 2019. The Law Society will continue to monitor the impact of these amendments with a view to ensuring the objectives of the Procedures are being met.

Should you have any further questions or concerns, please feel free to contact Claire Hepburn, Manager, Articling Program, by email at chepburn@lso.ca or by phone at (416) 947-3422.

Yours Truly,

Ken Osborne, CD, B.A., LL.B, M.s. Ed, CTDP
Director, Licensing and Accreditation
Professional Development and Competence

cc. Priya Bhatia
Executive Director, Professional Development and Competence