

# The Hamilton Law Association



**The Hamilton Law Association exists to enable its members to become successful, respected, and fulfilled in their profession.**

# Annual Report 2022



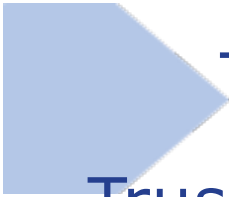
# The Hamilton Law Association

## 2022 Annual Report

The Hamilton Law Association  
John Sopinka Courthouse  
500 - 45 Main Street East  
Hamilton, ON  
L8N 2B7

Tel: 905-522-1563  
Fax: 905-572-1188  
[www.hamiltonlaw.on.ca](http://www.hamiltonlaw.on.ca)

May 4<sup>th</sup>, 2023



# The Hamilton Law Association

## Trustees & Officers of The Association

### 2022 - 2023

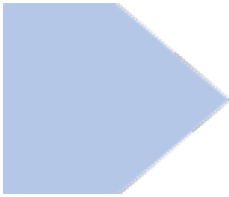
President: David van der Woerd . . . . . Ross & McBride LLP  
 Vice-President: Hussein Hamdani. . . . . SimpsonWigle LAW LLP  
 Secretary-Treasurer: Andrew Keesmaat . . . . . Agro Zaffiro LLP  
 Past President: Andrew Confente. . . . . Confente, Garcea

Trustees: Lacey Bazoian . . . . . LMB Family Law  
 Li Cheng. . . . .George Street Law Group  
 Jennifer Cooper . . . . . Hughes & Cooper LLP  
 Laura Dickson . . . . . Lamont Law  
 Mary Grosso . . . . .Grosso Hooper Law  
 Andrea Hill . . . . . Turkstra Mazza LLP  
 Paul Lawson . . . . . City of Hamilton  
 Eric Nanayakkara. . . . . Regency Law Group  
 Colleen Yamashita . . . . . Scarfone Hawkins LLP

Executive Director: Rebecca Bentham

Law Librarian: Nicole Strandholm

Library / HLA Staff: Shega Berisha  
 Maria Morales  
 Kubra Solmaz  
 Stephanie Zordan



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# Past Presidents Of The Hamilton Law Association

A. Emilius Irving . . . . .	1879-1888	Anthony M. J. Pepe . . . . .	1983-1984
Edward Martin . . . . .	1888-1904	J. Douglas Thoman . . . . .	1984-1985
Francis Mackelcan . . . . .	1904-1906	R. John Harper . . . . .	1985-1986
Stephen F. Lazier . . . . .	1906-1916	James R. Turnbull . . . . .	1986-1987
William Bell . . . . .	1916-1920	W. Ian Gordon . . . . .	1987-1988
Thomas C. Haslett. . . . .	1920-1939	Dermot P. Nolan . . . . .	1988-1989
Hon. G. Lynch-Staunton. . . . .	1939-1940	Harrison S. Arrell . . . . .	1989-1990
James Chisholm . . . . .	1940-1942	David Ivey . . . . .	1990-1991
D'Arcy Martin . . . . .	1942-1943	James A. Scarfone . . . . .	1991-1992
Stanley R. Jefferess. . . . .	1943-1945	George Czutrin . . . . .	1992-1993
William Hazell. . . . .	1945-1946	David J. Sherman . . . . .	1993-1994
C. W. Reid Bowlby . . . . .	1947-1948	Jane A. Milanetti . . . . .	1994-1995
J. A. Soule . . . . .	1949-1950	Robert S. Whitmore . . . . .	1995-1996
E. G. Binkley . . . . .	1951-1952	Daniel J. Rosenkrantz . . . . .	1996-1997
J. R. Marshall . . . . .	1953	Randall Boccock . . . . .	1997-1998
H. S. Robinson . . . . .	1954-1955	Lawrence Bremner . . . . .	1998-1999
W. K. Lees . . . . .	1956	Kendra Coats . . . . .	1999-2000
R. F. Inch . . . . .	1957-1958	Lynda Rogers . . . . .	2000-2001
A. J. Polson . . . . .	1959-1960	Helen Pelton . . . . .	2001-2002
Argue Martin . . . . .	1961-1962	Paul Dixon . . . . .	2002-2003
W. G. Welby . . . . .	1963-1964	Sandra Stephenson . . . . .	2003-2004
W. E. Griffin . . . . .	1965	Joseph Sullivan . . . . .	2004-2005
F. J. L. Evans . . . . .	1966	Allen Wynperle . . . . .	2005-2006
H. F. Lazier. . . . .	1967	Liza Sheard . . . . .	2006-2007
William Schreiber . . . . .	1968	Andrew Spurgeon . . . . .	2007-2008
E. D. Hickey . . . . .	1969	Philip J. Clay . . . . .	2008-2009
J. G. Langs . . . . .	1970	David A. Elliot. . . . .	2009-2010
M. J. Moriarity. . . . .	1971	Michael Winward . . . . .	2010-2011
F. S. Weatherston . . . . .	1972	Michael Bruder . . . . .	2011-2012
David Goldberg. . . . .	1973	Michelle L. Stark . . . . .	2012-2013
G. W. Howell. . . . .	1974	David W. Howell . . . . .	2013-2014
Morris J. Perozak. . . . .	1975	John O. Krawchenko . . . . .	2014-2015
John F. Evans . . . . .	1976	Kirsten Hughes . . . . .	2015-2016
Herman Turkstra . . . . .	1977-1978	Michael Bordin . . . . .	2016-2017
W. J. Litwiller . . . . .	1978-1979	Robert J. Hooper . . . . .	2017-2018
William Morris. . . . .	1979-1980	W Patric Mackesy . . . . .	2018-2019
Martin Luxton . . . . .	1980-1981	Mark Giavedoni. . . . .	2019-2020
Nicholas J. Zaffiro . . . . .	1981-1982	Kanata Cowan . . . . .	2020-2021
John J. Lawlor. . . . .	1982-1983	Andrew Confente . . . . .	2021-2022

# Introduction - The Hamilton Law Association

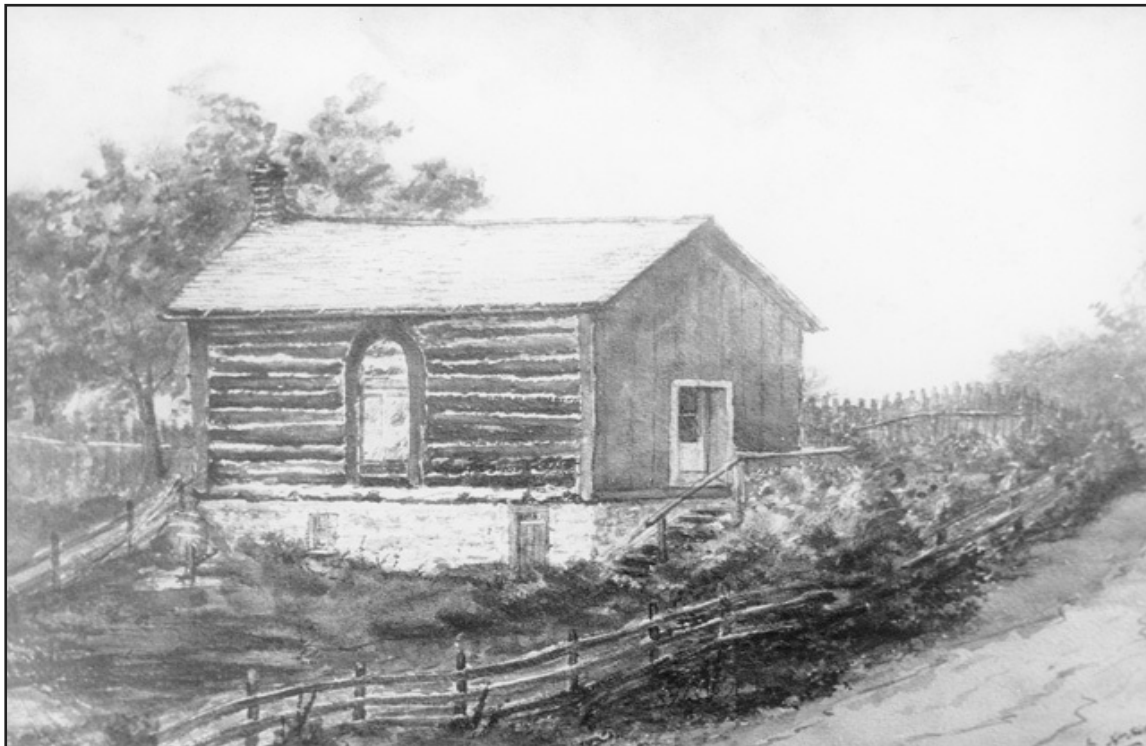
Incorporated in 1879, The Hamilton Law Association is one of the oldest county and district law associations in the Province. It was created by the hard work and inspiration of Britton Bath Osler with the purposes of supporting a law library in the Court House, promoting the general interests of the profession, and encouraging and maintaining the good feeling and harmony of its members.

The Hamilton Law Association's affairs are governed by trustees and officers who ensure that Association undertakings are within the mandate and in the best interests of our legal community.

The many valued volunteers, who are members of the numerous committees within the structure

of the HLA, strive to represent our membership consistently and effectively. The Anthony Pepe Memorial Law Library, operated within the scope of The Hamilton Law Association, is one of the largest law libraries in Ontario and houses approximately 30,000 volumes.

The Hamilton Law Association continues to strive to educate and support its membership in the practice of law as well as to advocate for their interests as lawyers. The Association is also working to promote business development for the Hamilton Bar. With over 950 members at the end of 2022, it has one of the highest rate of participation of any of the forty-seven county and district law associations.



*First Wentworth County Courthouse, c.1816*



# Message From The President

*David van der Woerd*

Dear esteemed members of The Hamilton Law Association,

It is with great pleasure that I present to you the President's Report for our 2022-2023 Annual Meeting. As

the President of The Hamilton Law Association, I am honoured to provide an overview of our accomplishments, challenges, and plans for the future. Over the past year, our Association has continued to thrive, demonstrating our unwavering commitment to the legal profession and the Hamilton legal community.

In this report, we will reflect on the achievements of the past year, highlight the hard work and dedication of our members, and outline our vision for the future. From professional development and networking opportunities to community engagement and advocacy efforts, our association has remained steadfast in its pursuit of excellence in all areas of legal practice. We also acknowledged the challenges we have faced as a legal community and the steps taken to address them. From navigating changes in legal technology and evolving regulatory landscapes to addressing the pandemic related issues, we have been proactive in addressing the issues that impact our members and the legal community as a whole.

Despite the challenges posed by the recent health crisis, our association has continued to thrive and deliver quality Continuing Professional Development (CPD) Programs throughout the year. We have adapted to changing circumstances and have successfully moved towards some normalcy, allowing our members to reconnect with each other through social events and dinners.

We began the year with our highly anticipated Annual Dinner on June 1st, 2022, held at the prestigious Art Gallery of Hamilton. This sold-out

event was a resounding success and featured the presentation of the Emilius Irving Award to Robert Hooper of Grosso Hooper Law, in recognition of his outstanding contribution towards furthering the goals of The Hamilton Law Association through participation in association activities, service to the legal community, contributions to academia, CPD, and contributions to the community generally.

Our joint New Lawyers' Welcome Dinner, co-hosted with the Hamilton Lawyers' Club, on September 29th, 2022 at Liuna Station kicked off the end of summer on a high note. It provided articling students, new lawyers, and lawyers new to Hamilton with the opportunity to connect with members of the HLA, its Board of Trustees, and Judiciary.

We also had the pleasure of hosting our Annual Solicitors' Dinner on March 2nd, 2023, where we honoured David Elliot with the Distinguished Solicitor Award. This award recognizes a solicitor member of The Hamilton Law Association who has distinguished themselves throughout their career by exemplary service to our association, our profession, and/or our community.

I am pleased to report that our membership continued to grow, reaching a milestone of 953 members by the end of 2022. We extend a warm welcome to our newest members and hope that they find the association and its offerings to be a rewarding experience, enabling them in being fulfilled, respected, and successful in their practices.

In 2022, we were able to confront the uncertainties presented to the association. Financial stability and proper management have always been a priority in the operation of the association. I would like to thank Andrew Keesmaat, our Secretary Treasurer, Rebecca Bentham, our Executive Director, and Shega Berisha, our Manager of Operations for their efforts in ensuring the financial viability of the association this past year. Our Auditor's Report for 2022 confirms that our finances and reserves are in good stead. We continue to maintain sufficient reserve funds and are prepared to address

any future financial issues. Issues that we will have to address are the changing membership demographics, and increased competition in the delivery of Continuing Professional Development programs.

Our HLA Journal has been successfully published and delivered as in the normal course of business six times this past year. It continues to be a valuable resource for practitioners providing insightful legal articles on burgeoning issues. We have many talented contributors to the Journal, and we thank each one for sharing their specialized knowledge to enrich ours. This year we thank: Alex Ross, Alexandria Palazzo, Amit Ummat, Andrea Hill, Andrew Confente, Andrew Spurgeon, Angela Papalia, Cameron Malcolm, Daniel Lawlor, David Elliot, David Thompson, Effie Lin, Geoff Read, Greg Mallia, Janis Criger, Jennifer Stebbing, John Loukidelis, John Millar, Kojo Almasi, Lacey Bazoian, Lauren Wilhelm, Li Cheng, Lisa Allen, Maria Durdan, Mark Daly, Maryam Samani, Michele Ballagh, Nicole Matthews, Renee Roy, Robert Young, Ted Stayshyn, Theresa Donnelly, W. Patric Mackesy, Zoe Kalakos, Kubra Solmaz, Stephanie Zordan, Shega Berisha, Nicole Strandholm, and Rebecca Bentham.

I would like to thank all of our committee chairs and members for their dedication throughout the year. These committees are at the core of the success of The Hamilton Law Association. The committees have planned and organized our CPD events, addressed issues impacting the profession, and kept us updated on developments. Thank you to the Continuing Professional Development Committee Chair Eric Nanayakkara and Vice-Chair Jeff Goit; Corporate Commercial Subcommittee Co-Chairs Hussein Hamdani and Colleen Yamashita; Estates and Trusts Subcommittee Chair Andrew Keesmaat and Vice-Chair Andrea Hill; Family Law Chair Jennifer Cooper and Vice-Chair Lacey Bazoian; Family Law Bench & Bar Chair Co-Chairs Lacey Bazoian and The Honourable Deborah L. Chappel; New Lawyer's Subcommittee Chair Hussein Hamdani; Real Estate Subcommittee Chair Li Cheng and Vice-Chair Mark Giavedoni; History Committee Co-Chairs The Honourable George S. Gage and Anne-Louise Cole, Professional Matters Chair Laura Dickson; and Andrew Confente for serving as our Nominating Committee Chair.

In addition, The Hamilton Law Association provides support to The Honourable Andrew J. Goodman and The Honourable Paul R. Sweeny, Regional Senior Justice for the Central South Region's Bench and Bar Committee. A special thanks to Robert Hooper and Laura Dickson, who have served as our liaisons with this group.

We are truly fortunate to have extremely capable staff who run the association on a daily basis and ensure the delivery of services to the membership. I would like to thank Nicole Strandholm, Shega Berisha, Stephanie Zordan, Kubra Solmaz, and Maria Morales. A special thank you to our Executive Director Rebecca Bentham, for her tireless dedication to ensuring that The Hamilton Law Association maintains its status as one of the preeminent legal organizations in Ontario.

I am grateful to my fellow trustees for their various contributions and support in navigating the challenges and successes of the past year. This is a highly capable, thoughtful, and dedicated group of people and it has been a pleasure to serve with them. I wish to thank them all, namely Larissa Bazoian, Li Cheng, Andrew Confente, Jennifer Cooper, Laura Dickson, Mary Grosso, Hussein Hamdani, Andrea Hill, Andrew Keesmaat, Paul Lawson, Eric Nanayakkara, and Colleen Yamashita. I would like to particularly thank Andrew Confente our Past-President for his service and commitment to the Association, and trustee Jennifer Cooper, both of whom have completed their terms as trustee.

It has been an honour to serve as the President of The Hamilton Law Association, and I am proud of the accomplishments we have achieved together. I look forward to another year of progress and success as we continue to serve the legal community in Hamilton and beyond. We are truly fortunate to have Hussein Hamdani take the helm of the association. I would like to wish him the best in his upcoming term as President.

Thank you for providing me with the opportunity to serve as your President.

All of which is respectfully, submitted, this 4<sup>th</sup> day of May 2023.

David van der Woerd  
President





# Executive Director's Report

*Rebecca Bentham*

2022 was a year of transition and challenges at The Hamilton Law Association as we move another year away from the nadir of the Covid pandemic towards the post-pandemic world. However, our volunteers and staff showed their ingenuity and resourcefulness in making 2022 a success. I am happy to report that The Hamilton Law Association has increasingly been able to host in-person events and meetings. It has been wonderful to have the opportunity to meet again in-person with our Board of Trustees; it is much easier and more productive to discuss issues in person rather than on Zoom. I would like to thank David van der Woerd, Hussein Hamdani, Andrew Keesmaat, Colleen Yamashita, Jennifer Cooper, Laura Dickson, Eric Nanayakkara, Mary Grosso, Paul Lawson, Li Cheng, Larissa Bazoian, Andrea Hill and Andrew Confente for their remarkable contributions achieved this past year.

With gratitude and nostalgia, we say farewell to Andy Confente who served the membership as president for the 2021–2022 year, representing the interests of criminal lawyers and sole practitioners with intelligence and professionalism. Andy executed a vital role on our board as president during the 2021-2022 year assisting us to make key decisions regarding services, staffing, meetings, and otherwise guiding our organization through the pandemic. Likewise, I would like to take this opportunity to thank Jennifer Cooper, also leaving the board at this Annual General Meeting, after serving two three-year terms as Trustee and ten years on the Family Law Subcommittee. Jennifer's dedication to the Hamilton bar as well as to the profession has been remarkable, and her many contributions will always be appreciated.

I would like to give thanks to our outgoing president, David van der Woerd, for his many and varied contributions to the association. Despite his busy work and volunteer schedule

David was always available when issues arose. Thank you, David, for your incredible and continued dedication throughout the year. Your vast experience and outstanding judgment have proven invaluable to the membership, board, and staff. In his report to be found on pages 6 and 7 of this Annual Report, our fearless president has detailed many of the highlights of the 2022–2023 year. I will not repeat them here except to say that staff are particularly proud of Robert Hooper who received the Emilius Irving Award on June 1st at our Annual Dinner, and David Elliot who received the Distinguished Solicitors' Award on March 2nd, at the Solicitors' Dinner.

Our staff Nicole Strandholm, Shega Berisha, Stephanie Zordan, Kubra Solmaz, and Maria Morales did an incredible job ensuring the association ran smoothly during this year of transition and have shown diligence and commitment to serving our membership. Over the year we were able to host a total of 21 educational events enjoyed by members. Gradually our programming is returning to live events with several of them remaining online through Zoom and in webinar format.

Thank you to Andrew Keesmaat for all of his diligence and assistance, as well as attending many meetings to advise us on our budget. The financial statements of The Hamilton Law Association for the 2022 year can be located on pages 37 to 48.

The committee reports, which highlight the excellent contributions of our committee members and chairs, can be found on pages 27 to 36. Our 13 committees together with our staff conducted over 60 meetings throughout the year, and we are very grateful to our volunteers for dedicating their time to ensure that our bar is well represented.

I would like to thank our Federation of Ontario Law Association representative Allen Wynperle for representing us at FOLA and the Legal Information and Research Network, as there are many issues on the horizon to resolve that may affect the HLA Library and association in the

future. With his leadership, the HLA organized three Central South regional meetings to assist in providing information to the Federation.

I thank Rick Haga of the County of Carleton Law Association, Tracy Fawdry of the Middlesex Law Association, and Joan Rataic-Lang of the Toronto Lawyers' Association for their generous collaboration. I also thank Andrew Spurgeon, Joe Sullivan and again Allen Wynperle for their continued particular efforts.

The Hamilton Law Association exists to help its members achieve acceptance, respect, and fulfillment in their profession. This mission, however humble, was never more important than in this pandemic year. To every member and to all the volunteers who participated, you contributed to the fulfillment of this mission, and I can never thank you enough.

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Rebecca Bentham  
Executive Director



# Law Librarian's Report

*Nicole Strandholm*

This past year was a whirlwind for The Hamilton Law Association, its staff, and its members. I would like to start off by introducing myself a little more in-depth, now that people are flocking

in to visit the library more often and in droves.

I was born and raised in Hamilton, Ontario, and worked in both public and academic libraries on and off for over 15 years before arriving at The Hamilton Law Association in 2021 as the Law Librarian. My duties as the librarian include reference and research, cataloguing and acquiring new books, compiling and editing the HLA Journal, and taking on and leading our co-op students and volunteers.

I completed my Bachelor of Arts (Honours) in Popular Culture, with a minor in Geography at Brock University and obtained my Master's degree in Library and Information Science at the University of Western Ontario (now branded as Western University). I also hold a diploma in Web Design from Niagara College, and certifications in both the Leadership Development Series, and Legal Skills from Mohawk College.

My best friend is my 15-year-old shih-poo Phillip, and we enjoy eating pizza and watching movies together. I am also an avid traveller and will have visited all seven continents by the end of 2023.

At the end of 2022, The Hamilton Law Association opted to bring back the Library Subcommittee, which was on hiatus since the start of the COVID-19 pandemic. We put out a call for volunteers to join the committee in December and the interest was positive. A special thanks to Colleen Yamashita, who has returned to chair the committee for the upcoming 2023-2024 season, and did a great job bringing together this newly reestablished committee for their first meeting.

On behalf of Colleen and I, we would like to give a warm welcome to the members of the Library Committee who have committed their time for the 2023-2024 year: Daniela Dobrota, Christine Gorgi, Lauren Grimaldi, Paul Ingrassia, Rebecca Locksley, Jesse Razaqpur, and Rosamund Taylor.

In 2022, our access to electronic resources increased thanks to LiRN's generous provision of Lexis and Westlaw products. As a result, we also reintroduced our Tips and Tricks roundtables moderated by yours truly, which go through quick rundowns of the resources we offer to our membership. If you are interested in learning more about our electronic products, please do not hesitate to reach out to someone at the HLA for more information.

As a reminder, we offer the following electronic resources to our members:

- LexisNexis Products - Quicklaw, Practical Guidance, Pleadings, Motions and Facta, and Context
- Westlaw Products - CriminalSource, Estates&TrustsSource, FamilySource, O'Brien's Forms
- Independent Products - Divorcemate, Rangefindr, vLex Vincent AI

The Anthony Pepe Memorial Library continues to serve our members despite the challenges presented throughout 2022 by increasing the turnaround time for reference questions asked through email, and maintaining the collection to include resources from as many practice areas as possible. We look forward to seeing you all take advantage of your library and its resources.

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Nicole Strandholm  
Law Librarian

# Staff Profiles 2022-2023



**Shega Berisha**  
*Librarian, Manager of Operations*

Shega Berisha is the Librarian, Manager of Operations at The Hamilton Law Association. She has been working at the HLA since October 2019, and currently manages our finances,

assists with daily operations, and staffs our Board of Trustees, Executive, and Nominating Committees.

Shega is a graduate of the University of Guelph with an Honours B.A. double major in Criminal Justice & Public Policy, and Philosophy. Shega also attended McMaster University where she obtained an M.A. in Critical Theory & Cultural Studies, with a focus on the intersection of public art and historical trauma. Shega has been working on a Master of Library and Information Science from the University of Western Ontario; the current estimated completion of the degree is scheduled for August of 2023.



**Kubra Solmaz**  
*Library Coordinator*

Kubra Solmaz moved from Toronto to Hamilton three years ago, and has been with The Hamilton Law Association since April 2022 as the Library Coordinator. Her primary project

is handling all membership related assignments, and in 2022, staffed the New Lawyers', Real Estate, and Corporate Commercial Committees.

Kubra graduated from York University with an Honours B.A. double major in Criminology and Gender and Women's Studies. Kubra has been working towards her Master's degree in Criminology from Wilfrid Laurier University, and is looking to complete that degree in 2023.

Since being at the HLA, she has learned so much about Hamilton and what it offers through her role at the HLA.



**Maria Morales**  
*Office & Library Coordinator*

We are excited to announce our newest staff member Maria Morales who has joined the HLA effective March 20<sup>th</sup>, 2023, as our new Office and Library Coordinator.

Maria's role will consist of performing library duties, assisting with administrative tasks, managing our social media, and acting as Rebecca Bentham's Executive Assistant.

Maria comes to us with over five years of corporate office experience predominantly focused on roles within the finance and purchasing administrative field.

Maria is a graduate of Mohawk College where she received her diploma for her studies in the General Arts and Science Program. She also has completed various continuing education programs.



**Stephanie Zordan**  
*Event Specialist*

Stephanie Zordan is the Event Specialist at The Hamilton Law Association. Stephanie joined the HLA staff on August 31st, 2021. Since then, Stephanie has organized many of the

HLA's educational and social events. Stephanie also staffed the Estates and Trusts, Continuing Professional Development and Bench and Bar Committees.

Stephanie is a graduate of the University of Guelph where she studied Political Science, as well as of Centennial College, where she received a certificate in Event Management.

Throughout her time at the HLA, Stephanie has helped with transitioning our offerings through the pandemic and with our advancement toward live events.





# Treasurer's Report

*Andrew Keesmaat*

I am humbled to report as The Hamilton Law Association's Treasurer for fiscal year ending December 31, 2022 on our 2022 financial picture and information received from our auditors, Taylor Leibow LLP. I am also

pleased to share that despite the changed landscape of our fiscal visage, the HLA remains financially sound as we enter 2023 with confidence.

Our auditors have reviewed our financial statements and the audited statements are contained in this Annual Report. Their report confirms that The Hamilton Law Association's financial statements and performance for 2022 were in accordance with Canadian accounting standards for not-for-profit organizations.

Of significant note is the changed nature of our revenue and corresponding decrease in expenses in the post-pandemic world. While the HLA is returning cautiously to in-person social and CPD events, the pandemic's impact on member services and the perceived needs of the membership is somewhat reflected in decreased CPD revenue. This trend began, obviously, in 2020, and has continued to date. Nonetheless, we remain in good financial stead.

## Audited Statements

Audited statements for year ending December 31, 2022 have been received and reviewed by the Board of Trustees. Net Assets are up by \$30,090 from 2021 to \$757,481, continuing the trend over the past two years despite the changing revenues. This is largely the result of decreased expenses.

For example, while overall consolidated (library and association) revenue saw less than a 1% decrease (from \$921,257 in 2021 to \$920,796 in 2022), expenses were \$19,861 less overall (\$910,567 in 2021 to \$890,706 in 2022).

Broken down, there was a significant decrease

in revenue in 2022 over 2021, while there was a very small decrease in membership fees and an increase in social events, fundraising, interest, and other revenue. There was a corresponding decrease in CPD, education expenses and library collection and services expenditures.

Recall that the HLA's Statement of Operations separates the accounts of the library and the association. The grant attributed to our library accounts is received each year at the direction of the Library Information Resources Network (LiRN), which is a corporate entity tasked with overseeing and delivering county and district law association grant funding from the Law Society. The great news is that the prior pressure of the pandemic to decrease the LiRN grant to the HLA (the grant was reduced by 14% from 2020 to 2021) was successfully diverted through, among other things, vocal and meaningful advocacy of the HLA, and the restoration of our library to pre-pandemic levels. The grant received in 2022 amounted to \$512,966, an increase of \$88,782 over 2021, the year in which the 14% reduction was meted.

It was a resurgent year for social and fundraising events, with cancellations due mostly to inclement weather versus waves of the pandemic as in the recent past. From the association's perspective, there is increased uptake and interest from members in getting out and meeting members of the local bar. Additionally, select online and virtual CPD events continue to be well-attended, and we're seeing a welcome return to smaller in-person education activities such as workshops, lunch buckets and roundtables. Our marquis events remain well-attended, and sponsorship revenue remains sound.

## COVID-19

The pandemic, while receded, is not completely behind us and puddles linger around corners. Its impacts will undoubtedly persist. The abrupt and swift transition to virtual attendances brought with it significant "competition" from other organizations in terms of CPD provision, such as the LSO offering free programming. Additionally, the deregulation of CPD re-

quirements has also had an impact. As foreseen by our treasurers David van der Woerd and Hussein Hamdani for 2020 and 2021 respectively, The Hamilton Law Association continues to adjust its programs and services in reaction to changing membership needs and demands.

### Moving Forward

The Hamilton Law Association has been able to nimbly adjust and continues to do so, thanks to its excellent staff contingent notwithstanding its leaner complement. We also owe gratitude to our Executive Director, Rebecca Bentham, and her unwavering devotion to the association. Additionally, our Director of Operations, Shega Berisha, has done a fantastic job in seizing the financial helm with confidence and acumen, aptly filling the shoes of Wendy Spearing (now retired).

The association has seen a return to live visits in our physical space at John Sopinka Courthouse. We remain a physical space for networking, learning and support among our membership. We also are adjusting with technological advances, offering excellent access to online resources. The Hamilton Law Association continues to service members online and in-person, virtually and in reality, and continues to operate in a robust financial manner changed to reflect post-pandemic demands.

I am grateful to the membership for the opportunity and for entrusting me with the role of secretary-treasurer for the 2022 fiscal year. I am especially thankful to Shega Berisha, Manager of Operations and Rebecca Bentham, Executive Director, without whom we'd be a different association. I can confidently report that The Hamilton Law Association is in a strong and sound financial position and is poised to continue to deliver services consistent with our mandate to the membership.

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Andrew Keesmaat  
Secretary-Treasurer



# Professional Matters Chair Report

*Laura Dickson*

As part of the ongoing endeavour of The Hamilton Law Association to enable its members to become successful, respected, and fulfilled in their profession, the Board of Trustees created the Professional Matters Chair position in 2018.

The HLA has developed many resources and connections for our members and the bar at large in the past year. The purpose of this article is to summarize many of the matters that have affected our profession this past year and will continue to impact our profession into the future.

The HLA website is being updated regularly to reflect the changes that are affecting our profession as they happen. I encourage each of our members to visit our website for more fulsome information. Please see below the list of Notices to the Profession for the 2022 year:

- April 5/22 – Notice to the Profession RE: Mode of Appearance in Hamilton OCJ Criminal Courts;
- April 7/22 – FOLARealEstateUpdate: Information about Ontario’s More Homes for Everyone Act;
- April 20/22 – Final Notice to the Public and Profession Effective April 19, 2022;
- June 22/22 – Notice to the Profession RE: Preliminary Inquiries and Focus Hearings in the Hamilton OCJ as of July 4, 2022;
- July 26/22 – Letter from FOLA to MAG RE: E-Filing (Court Services Division – Document Filing and Issuance Issues);
- August 12/22 – Notice to the Profession RE: Local Direction to the Criminal Bar;
- November 3/22 – Notice to the Profession and Self-Represented Litigants Re: Same-Day Mediation, Expedited Mediation TBST and Requests to Adjourn Conferences Less Than 30 days Prior to the Scheduled Date.

In addition, the association is now circulating the daily court list to any interested members and their staff. If you would like to be included on this

email list, please email: [hla@hamiltonlaw.on.ca](mailto:hla@hamiltonlaw.on.ca).

The Association has also been busy drafting professional matters letters, which are included in this Annual Report on pages 15 to 26. Please see below the list of professional matters correspondence sent in the 2022 year:

- April 11/22—Letter to Matthew Proud, Chief Executive Officer of DoProcess regarding the utility fee increase;
- April 14/22—Letter to Teresa Donnelly, Treasurer of the Law Society of Ontario regarding the issue of accounting firms with law divisions;
- June 18/22—Letter to Rosalie Fox, Theresa Leitch, and Jacquie Fex regarding comments on draft Library Services and Management Policy, HR policy, and Guidelines;
- November 9/22—Letter to Law Society of Ontario Benchers regarding the need to increase the library levy fee;
- December 2/22—Letter to the Honorable Doug Downey, Attorney General of Ontario regarding Legal Aid Ontario rules and policies.

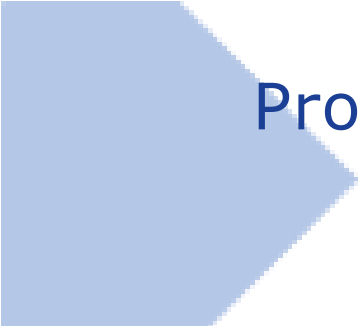
The Board of Trustees welcomed many guests to our meetings this year and on behalf of the Board of Trustees, we would like to thank delegates Andrew Spurgeon and Mike Winward for speaking on the Law Society of Ontario’s benchers elections, Augustine Krawchenko for attending on behalf of the Legal Information Resource Network, and Allen Wynperle for attending on behalf of the Federation of Ontario Law Associations. Their contributions are greatly appreciated.

The above is not an exhaustive list, and my apologies if I left off any matter that was important to you.

I am sure as more changes happen and our profession evolves, we will continue to support each other and come through this pandemic stronger and more adaptable than ever.

The above is respectfully submitted this 4<sup>th</sup> day of May, 2023.

Laura Dickson  
Professional Matters Chair



# Professional Matters Letters 2022

THE HAMILTON LAW ASSOCIATION

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45 Main Street East, Suite 500

Hamilton, Ontario L8N 2B7

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DoProcess

Dye & Durham Corporation

199 Bay Street, Suite 4610

Commerce Court West

Toronto, ON M5L 1E9

Attention: Matthew Proud, Chief Executive Officer

April 11, 2022

Dear Mr. Proud:

I write further to the letter sent to you by the Federation of Ontario Law Associations, dated February 1, 2022, and specifically on behalf of The Hamilton Law Association's Real Estate Subcommittee, an energetic group of professionals representing The Hamilton Law Association and its nearly 1,000 members.

Our membership is at the forefront of current issues impacting legal practice in Ontario. Most recently, the announcement by DoProcess of its second sizeable increase to software transaction fees since 2021 has inflamed the frustration previously expressed by our fellow members of the Ontario Bar, highlighted the lack of transparency in your communications and fostered distrust among your consumer base.

The imposition of this transaction fee increase was made without meaningful notice, without an explanation justifying a corresponding benefit to users, and in disregard of your previous commitment to freeze pricing for three years. Considering the dialogue that preceded your approach, this latest fee increase is perceived as predatory and opportunistic.

The Hamilton Law Association calls for your candid response, addressing the concerns herein and expressed by many members of the Ontario Bar.

Yours truly,

A handwritten signature in black ink, appearing to read "Mark Giavedoni". The signature is fluid and cursive.

Mark Giavedoni, Chair

The Hamilton Law Association Real Estate Subcommittee

cc: Andrew Confente, President, The Hamilton Law Association  
Nathan Baker, Chair, Federation of Ontario Law Association  
Andrew Spurgeon, Bencher, The Law Society of Ontario  
Claire Wilkinson, Bencher, The Law Society of Ontario

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**President Andrew Confente • Vice-President David van der Woerd**  
**Secretary-Treasurer Hussein Hamdani • Executive Director Rebecca Bentham**

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Teresa Donnelly  
Treasurer of the Law Society of Ontario  
Office of the Treasurer Osgoode Hall  
130 Queen Street West, Toronto, Ontario, M5H 2N6

April 14, 2022

Dear Treasurer Donnelly,

RE: Meeting Sought Regarding Accounting Firms with Law Divisions

I write this letter on behalf of the Hamilton Law Association, in its quest to navigate the unprecedented challenges that face law firms today. Lawyers, and law firms at large, have proven to be resilient when the traditional practice of law has been displaced. Although some of these changes have been abrupt, like when COVID-19 forced many lawyers to practice outside of the physical office, law firms have adapted and persevered to uphold the rule of law and provide access to justice. Lawyers recognize that businesses and individuals are becoming increasingly price conscious and are demanding leaner firm structures. Accordingly, law firms are constantly revisiting their business models and trying to adapt to the ever-changing needs of the client.

As of late, law firms are finding some recent challenges more difficult to navigate: namely, the competitors emerging in the legal arena. In this letter, while we assess accounting firms and financial institutions participating in the legal marketplace, I also invite you to ask how accounting firm competition is displacing the marketplace by asking the questions: how do accounting firms impact the legal marketplace, law profession, competency and provision of legal services to the public? What risks does that pose to the legal profession? And, what will the Law Society of Ontario do about it?

**Accounting firms, financial institutions and the legal marketplace**

A few years back, the impact came from the Big Four accounting networks by enhancing their revenue with legal divisions. The Big Four already have a combined annual revenues of \$120 billion, which exceed the \$89 billion generated by the 100 largest law firms combined.

Today, law firms are not only displaced by the Big Four, but by accounting firms and financial institutions at large. Accounting firms and financial institutions have been building up legal-

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service divisions and creating a one-stop-shop opportunity for clients that would have previously been serviced by law firms. However, accountants have assured that they do not want to compete with law firms, and will instead focus on mid-tier, process-oriented work.

The focused approach also means that accounting firms and financial institutions are concentrating on practice areas that add to their existing services. These areas are primarily: immigration, labour, compliance, commercial contracts, and due diligence.

However, the most vulnerable to the accounting firm invasion, are not the big Bay Street law firms, but rather the small to mid-tier legal firms in markets like Hamilton, Waterloo, St. Catharine's and the like. Small to mid-tier legal firms have small profit margins, so while repetitive tasks are easy to standardize for the Big Four and larger accounting firms or financial institutions, small to mid-tier law firms cannot afford any loss of market share. Further, the presence of financial institutions in the legal arena could have a direct impact on access to justice, since the invasion will affect the viability of sole-practitioners, as well as small to mid-size law firms.

### **Risks in the legal profession**

Further, what seems perhaps just as concerning to the legal profession, is not only the loss of business, but what the accountant and financial invasion means for the Rules of Professional Conduct and the resulting services provided to clients, namely: confidentiality, conflict of interest and communication.

#### *Confidentiality*

Privilege attaches to a communication between a client and a lawyer, which is made either for the purpose of enabling the lawyer to give, or the client to receive, legal advice. However, communications between an accountant and the client are *not* privileged.

Communications between clients and accountants are confidential, but this confidentiality does not come with the same protection as privilege. Client-accountant communications are available to domestic and international law enforcement and regulatory agencies. Canada draws a line at extending legal privilege to accountants based on wider community interests in full disclosure in judicial proceedings. In a 2003 case, in *Tower v. M.N.R. and BDO Dunwoody LLP*, [2002] D.T.C. 7315 (F.C.T.D.), rev'd 2003 FCA 307 the court was asked to decide whether certain communications between BDO and a client were privileged. The Federal Court held that the documents were not privileged. In the opinion of one judge, solicitor-client privilege "is recognized because it is necessary for the proper administration of justice" while confidentiality

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between accountants and their clients “is not founded upon a need to ensure an effective system of the administration of justice.”

In light of this position, clients who seek out services as full service ‘accounting firms’ may be confused about where such privilege extends. Accountants need to remain wary of the risk that, while their clients may consider the advice being provided to be “legal” in nature and therefore expect that privilege applies, that may not be the case.

*Conflict of Interest*

Secondly, the Rules of Professional Conduct outline that “**conflict of interest**” means the existence of a substantial risk that a lawyer’s loyalty to or representation of a client would be materially and adversely affected by the lawyer’s own interest or the lawyer’s duties to another client, a former client, or a third person.

Lawyers and accountants are bound and qualified by each regulatory body (the Law Society of Ontario and the Chartered Professional Accountant of Ontario). The question begs, does the integration of legal advice and accounting advice in a ‘one-stop-shop’ blur the line on ‘independent advice’, ultimately risking a conflict of interest? If accounting firms are incentivised to refer its clients to its in-house legal department, and vice versa, is the client truly receiving the best, independent and most cost-efficient advice?

*Communication*

Finally, the idea that accounting firms and financial institutions operate separate and apart from law firms, provides a false sense of departure from the rules of solicitation. These accounting firms and financial institutions offering legal services, are still in fact bound by the Rules of Professional Conduct, namely Rule 7.2-6 and 7.2-8: “Communications with a Represented Person” and “Communications with a Represented Corporation or Organization.” These rules mandate that if a person, corporation or organization is represented by a legal practitioner, a lawyer shall not, communicate, approach or deal with the person, corporation or organization, except through or with the consent of the legal practitioner.

Some clients will not realize the issues raised by solicitation, especially from a notable financial institution or accounting firm. Clients may easily swayed to hire the soliciting accounting firms or financial institutions, without realizing the impact of protecting their interests.

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**What next?**

Our lawyers recognize that accountants are a great resource for the practice of law, but acknowledge that the presence of accounting firms and financial institutions in the legal arena, provide grave concerns for the small to mid-tier law firms that have been slowest to react, in the face of an ever changing legal landscape.

Regulations have restricted the growth of accountants – to a degree. In the USA and Canada, accountants cannot own and control law firms. However, in Ontario, accountants can collaborate and share costs in such law firms. The reasons for why Ontario allows such collaboration, remains unanswered. The lawyers of the Hamilton Law Association have requested that this question be put to the Law Society of Ontario.

The Hamilton Law Association and its members are alive to the issues facing our legal practitioners and its clients in the face of legal services being offered by accounting firms and financial institutions. Namely, the presence of the legal services offered by accounting firms and financial institutions impact the protection of rights: confidentiality, communication and conflict of interest. We are asking the Law Society of Ontario for steps to address the current climate where legal services are at risk by the presence of accounting firms and financial institutions. We invite you to meet with us to discuss these important issues, the current law society rules and the necessary limits.

Yours truly,

A handwritten signature in black ink, appearing to read "Andrew Confente".

Andrew Confente,

President, The Hamilton Law Association

CC: Douglas W. Judson, Chair, Federation of Ontario Law Association

Allen Wynperle, Central South Regional Representative, Federation of Ontario Law

Associations

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Andrew Spurgeon, Bencher, The Law Society of Ontario

Claire Wilkinson, Bencher, The Law Society of Ontario

Joan Rataic-Lang, Executive Director/Library Director, Toronto Lawyers Association

Rick Haga, Executive Director, County of Carleton Law Association

Jennifer Foster, Executive Director, Middlesex Law Association

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June 28, 2022

Rosalie Fox, Theresa Leitch, and Jacquie Fex  
Legal Information and Resource Network  
130 Queen Street West  
Toronto, ON M5H 2N5

*Via Email (rosaliefox613@gmail.com; TLeitch@lirn.ca)*

Dear Ms. Fox, Ms. Leitch, and Ms. Fex:

RE: Follow-Up comments on Draft Library Policies

Thank you very much for providing Ontario Law Associations the opportunity to comment on the draft Library Services and Management Policy, HR Policy, and Guidelines. Thank you also for setting up and attending the June 20<sup>th</sup> Consultation meeting regarding these matters. The Hamilton Law Association would like to take this opportunity to provide further written comments regarding the division of responsibilities between library and association, as set out in your undated consultation drafts.

Continuing Professional Development

It is the position of the Hamilton Law Association that the Amended and Restated Unanimous Shareholder Agreement dated the 29<sup>th</sup> of November 2019 at Subsection 4.1 clearly authorizes the production and provision of continuing professional development as part of the LiRN mandate and therefore, authorizes the utilization of funds from the LiRN grant on this undertaking. In its statement of the purpose and objectives of the corporation, section 4.1 states that the central management of the Ontario County Law Library System is to take place on a not-for-profit basis in accordance with the

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**President** *David A. van der Woerd* • **Vice-President** *Hussein A. Hamdani*  
**Secretary-Treasurer** *Andrew Keesmaat* • **Executive Director** *Rebecca Bentham*

objectives, policies, and principals established and approved by the LSO from time-to-time in consultation with FOLA and TLA. In the third paragraph, the first two objectives of the corporation are set out as follows: (*numbering has been added*)

1. Ensuring that the public is served by legal professionals with high standards of learning and competence.
2. Supporting ongoing learning and development with a specific emphasis on the use and application of legal information, legal research and legal training content and activities.

As a consequence of the above provisions, it is submitted that no other interpretation is possible than that the provision of continuing professional development is authorized by the 2019 shareholder agreement and that moreover, the provision of education can only be excluded from allowable activities by the amendment of this agreement.

It is further observed that the LSO in a sincere attempt to support the profession has significantly deregulated the requirements with respect to mandatory continuing professional development and has also taken to providing a significant amount of free programming. It should be noted that members are notified monthly by the LSO of programs via email. It is submitted that in an effort to alleviate demands on members that increased during the pandemic, the Law Society has significantly hampered small and medium size associations abilities to provide moderately priced education to their members. While these changes have saved members money on education and provided them with additional value for their annual LSO fees, they have significantly increased the difficulty of small and medium associations to charge and collect reasonable modest fees for educational programming.

It is respectfully submitted that there is no such thing as “for profit” CPD at Ontario Law Associations as they all function as not-for-profit organizations. Further, any additional money collected over and above the costs of facilities, rentals, materials, etc., are spent on staffing salaries to organize seminars etc.

#### Board and Committee Support

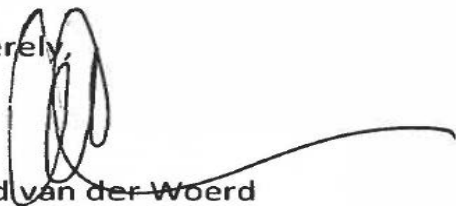
It is further submitted that LiRN grant money be authorized to be spend to support association boards who are vested with the responsibility of over seeing grant expenditures, supervising staff, and generally applying Law Society rules and guidelines. It is further observed that the vast majority of other discussions that take place at board and committee meetings relate to professional matters and practice issues all of which fall within objectives 1 and 2 of section 4.1 of shareholder agreement. Therefore, it is difficult to see how supporting committees can be supported from the list of LiRN authorized activities.

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**President** *David A. van der Woerd* • **Vice-President** *Hussein A. Hamdani*  
**Secretary-Treasurer** *Andrew Keesmaat* • **Executive Director** *Rebecca Bentham*

Thank you very much for this opportunity to comment on the draft library policies.

Sincerely,

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

**David van der Woerd**

President of the Hamilton Law Association

C. Allen Wynperle, Chair, Professional Resources Committee, FOLA, *Via Email*  
([allen@wynperlelaw.ca](mailto:allen@wynperlelaw.ca))

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**President** *David A. van der Woerd* • **Vice-President** *Hussein A. Hamdani*  
**Secretary-Treasurer** *Andrew Keesmaat* • **Executive Director** *Rebecca Bentham*

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Dear Bencher,

I would like to take this opportunity to write to you in bringing forth the need to increase the library levy fee which, as you know, is paramount in the success of courthouse libraries.

The Ontario courthouse libraries provide essential and valuable services to lawyers in their respective communities and, speaking on behalf of The Hamilton Law Association, our level of service heavily depends on the funding you provide to us.

Local law associations and their libraries are best equipped to provide services at the local level where many Ontario lawyers live and work. We not only provide assistance to our members daily, but we also regularly form relationships and assist counsel from all over Ontario at our library. By being open to all members of the Law Society of Ontario, we can ensure that access to justice is available here in Hamilton to all those who need it.

The need for law libraries and their supporting associations is greater than ever, and we believe that the services provided by our library are vital to all Ontario lawyers. Acquiring in-demand titles and resources for the Hamilton bar is at the core of what we do, however, we also need to ensure that a selection of resources are available to those visiting the area, as well as for those who infrequently visit us with niche needs.

I would like to thank you and FOLA for your work in taking into consideration an increase in the library levy to best serve counsel province-wide.

Yours truly,

  
David van der Woerd, President

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**President** *David van der Woerd* • **Vice-President** *Hussein Hamdani*  
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The Honorable Doug Downey

**Attorney General for Ontario**

Ministry of the Attorney General

720 Bay St., 11th Floor

Toronto, Ontario M7A 2S9

December 2<sup>nd</sup>, 2022

Dear Attorney General Downey,

**RE: Comments on Behalf of The Hamilton Law Association Regarding LAO Rules & Policies**

I am writing on behalf of The Hamilton Law Association's 1,000 members to urge Legal Aid Ontario to continue to press for increased funding to ensure the best possible protection and representation of the public of Ontario in order to ensure the equitable and dispassionate application of the rule of law.

I would like to urge further that an increased proportion of overall funding be advanced to the certificate system, with the effect that private bar service providers rather than clinics represent the majority of clients. It is submitted that the refocusing of legal aid expenditures on experienced lawyers in private practise would provide representation more fairly equivalent to that of cash clients, thereby promoting equity in the courts.

On behalf of the bar of Hamilton and the public of Ontario, thank you for reviewing my comments.

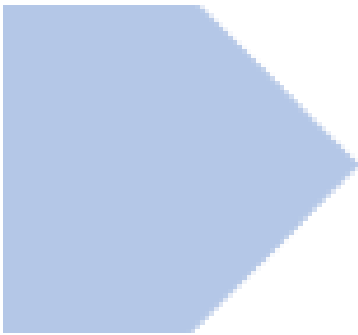
Sincerely,

A handwritten signature in black ink, appearing to read "David A. van der Woerd". The signature is fluid and cursive, with a long horizontal stroke at the end.

David A. van der Woerd,  
President, The Hamilton Law Association

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**President David A. van der Woerd • Vice-President Hussein A. Hamdani**  
**Secretary-Treasurer Andrew Keesmaat • Executive Director Rebecca Bentham**



# Committee Reports 2022-2023





## Report of The Continuing Professional Development Committee 2022-2023

*Eric Nanayakkara*

As the chair of the Continuing Professional Development Committee this term, I was joined by my Vice-Chair Jeff Goit, and committee members that consisted of Paul Ingrassia,

Gregory Mallia, Rebecca Phillips, Nigel Smith, Jennifer Vrancic, and Bianca Zimperi. I would like to thank this group of members for their time and participation over this term as we continue to navigate and fulfill the committee mandate amid the ongoing pandemic.

As we are aware, the landscape around CPD has changed significantly, with COVID being the biggest impact. With the LSO's addition of EDI Professionalism, a door to specified hours has been opened for Ontario lawyers. The goal of The Hamilton Law Association is to keep the work that we do in Hamilton, and to continue to work on events that bring everyone together.

The 2022-2023 term continued to see successful virtual events produced by The Hamilton Law Association and promoted the transition back to in-person events for 2023. The group strongly aligned with the committee's mandate to assess and interpret the needs and expectations of the association's members. With pandemic restrictions being lifted, the committee recognized that the return to in-person social and educational events is key to maintaining collegiality and servicing the Hamilton bar.

This term's CPD committee has approved to host in-person CPD roundtables in 2023. The committee also agreed that since the start of the pandemic, new lawyers have not had the opportunity to attend in-person events or socials to network with other Hamilton lawyers. The goal of these educational events is to exhibit how important attending in-person functions are. The group wants to focus on the importance of skill devel-

opment such as negotiation skills or the benefits of not speaking to someone through a screen. As always, The Hamilton Law Association is striving for quality over quantity.

Thank you to the HLA staff for their support during this term as we navigate what the future of CPD will look like in Hamilton. I would also like to graciously thank all our planners, speakers, sponsors, and attendees thus far and in the future, as you are all the reason for our success.

On behalf of the CPD Committee and HLA, we look forward to seeing you at in-person educational and social events for the rest of 2023 and hopefully in 2024 as well.

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Eric Nanayakkara  
CPD Committee Chair

## 2022 CPD Events

CPD Roundtable: Med – Arb in Civil and Family Law	January 18, 2022	Nigel Smith, Wesley Jamieson
Commercial Litigation Seminar	February 9, 2022	Michael Bordin, Eric Nanayakkara, Michael Stanton
New Lawyers Seminar Part II	February 15, 2022	Lindsay Butlin, Augustine Krawchenko
Family Law Lunch Bucket - Pandemic Valuations and Income Analyses – Is There a “Vaccine” for These?	February 17, 2022	Lacey Bazoian, Sarah Edwards
Estates and Trusts Seminar	February 24, 2022	Catherine Olsiak, David Henderson, Andrea Hill, Alyson Sweetlove
Corporate Commercial Workshop	April 14, 2022	Hassan Chaudhary, Daniel Lawlor, David J. Mifsud
Annual Advocacy Conference	April 26, 2022	Joseph Sullivan, Allen Wimperle
Intellectual Property 101 Roundtable	April 28, 2022	Michele Ballagh, Alex Ross, Kevin Holbeche
Professionalism Session	May 3, 2022	Andrew Spurgeon
Real Estate Workshop	May 10, 2022	Li Cheng, John Millar, Bilal Mirza, Thomas E. Lazier, Paul Lawson
CPD Roundtable: Credibility of a Witness	May 10, 2022	Freda Vanopoulos, Shayna Beeksma
Tips & Tricks for Paralegals, Law Clerks and Legal Assistants	May 25, 2022	Lisa Allen, David Thompson
Family Law Lunch Bucket: Intro To Crypto	June 21, 2022	Lacey Bazoian, Sarah Edwards
New Lawyers Mentoring Evening	June 14, 2022	Mark Daly, Rebecca Locksley, Taylor Johnson
Estates and Trusts Workshop	September 15, 2022	Andrew Keesmaat, Jennifer Vrancic
Corporate Commercial Law Seminar	October 6, 2022	Kelly Fawcett, Hussein Hamdani, David van der Woerd
Advocacy Back to Basics with Justice Liza Sheard	October 13, 2022	Rebecca Phillips, Effie Lin
Mediation Seminar	October 18, 2022	Joseph Sullivan
Family Law Seminar	October 27, 2022	Lacey Bazoian, Renee Roy, Whitney Smith, Jennifer Swan
Emerging Issues in Real Estate Seminar	November 3, 2022	Li Cheng, Mark Giavedoni
Employment Law Seminar	November 24, 2022	Brent Foreman, Anna Vereschagin, Jennifer Zdriluk
36 <sup>th</sup> Annual Joint Insurance Seminar	December 1, 2022	Joseph Sullivan, Allen Wimperle



## Report of The Corporate Commercial Subcommittee 2022-2023 *Hussein Hamdani & Colleen Yamashita*

Founded in 2007, the Corporate Commercial Committee is a well-established and active subcommittee of The Hamilton Law Association where the members meet regularly to share knowledge about legal developments and best practices in this broad and diverse field of the law.

The mandate of this committee is:

1. To provide a forum for discussion of topics of interest to members of the corporate and commercial bar;
2. To organize and promote CPD topics of interest to the members of the corporate and commercial bar;
3. To advocate on matters of interest to members of the corporate and commercial bar; and
4. To develop ways to interact with other practice areas of the local bar and related professionals.

This committee organizes CPD seminars and social events, manages a webpage, and distributes a quarterly e-newsletter to keep the corporate commercial bar informed and engaged.

This subcommittee produces an annual half-day seminar dedicated to providing members of the corporate commercial bar an opportunity to learn about new legal developments and share best practices in their field. Last year, in our third ever Covid-inspired all-virtual seminar, over 90 professionals attended this seminar on October 6, 2022. The attendees gave the virtual seminar an impressive score.

This year will mark the 15<sup>th</sup> year for the annual seminar, and it is scheduled for October 5, 2023 and will include a professionalism component.

On April 13, 2023, we will be hosting the workshop Back to Basics. This will be an interactive workshop and will include discussions on minute book review and shareholders' agreements.

From time to time, this committee will consider issues of concern to the corporate commercial bar as part of its advocacy role. In the past, this committee has considered issues relating to the legalization of cannabis and what that could mean for our clients and practice of non-lawyers and paralegals in the field of corporate law, and has participated in efforts to document the history of the local bar. We invite comments and suggestions for other topics and initiatives which you believe we should consider.

The 2022-2023 members of this committee were as follows:

Hussein A. Hamdani (Co-Chair), Colleen Yamashita (Co-Chair), Alex Ross, John Loukidelis, Michele Ballagh, Hassan Chaudhary, Kelly Fawcett, Nicholas N. Fur, John F. C. Hammond, Daniel Lawlor, David Mifsud, and David van der Woerd.

On behalf of the committee members, we thank the staff of The Hamilton Law Association for all their efforts to support our meetings and to facilitate the delivery of our events and various programs.

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Hussein Hamdani & Colleen Yamashita  
Corporate & Commercial Subcommittee Co-Chairs



## Report of The Estates & Trusts Subcommittee 2022-2023

*Andrew Keesmaat*

As the 2022-2023 year ends, it is my pleasure and privilege to provide to the membership this report on behalf of the Estates and Trusts Subcommittee. Over the past year, the sub-

committee has continued its excellent work and study in the area of estates and trusts, with its fingers firmly on the pulse of live issues affecting the estates and trusts bar across Ontario.

Our year kicked off with the return of the Estates and Trusts Workshop held on September 15, 2022, in The Hamilton Law Association Library. It was a well-attended in-person event that touched on various issues from both solicitors' and litigators' perspectives. There were over 30 people in attendance. The group underwent an in-depth examination of common problems that lawyers face in estates matters based on a fact scenario developed by the committee. Topics were those common in an estate practitioner's encounter with clients, including initial retainers, spotting issues such as indicia of undue influence, capacity problems and "suspicious circumstances", and how and when to "paper" a lawyer's file, with input and perspectives from attendees. There were also discussions on the nature of estate assets, taxation of assets and handling of foreign assets for the purposes of estate administration. It was a jovial discussion, with positive feedback from attendees, and a welcome return to in-person interaction and collegiality among our estates and trusts members. A special thanks to the facilitators of that event: Karen Watters, Cathy Olsiak, Heather Watson, and John Kranjc, and also to the chair of the event, Jennifer Vrancic. Look forward to the workshop's return this September 14<sup>th</sup> at the HLA Library!

Our subcommittee meetings were held in-person (albeit with some members piping in via Zoom), on September 27 and November 29, 2022, and January 18, March 28, and April 5, 2023.

Throughout the year, the subcommittee tackled various conundrums and practice implications relevant to the seemingly waning influence of COVID-19, including difficulties that practitioners were having with filing materials online, delays in processing probate applications (applications for certificates of appointment of estate trustees) and others. The subcommittee benefited from regular updates by Andrea Hill of the Ontario Estates Bench-Bar Liaison Committee (which meets four times per year), which focused on improvements to estate rules and procedures, province-wide practice directions, and examining and providing "model" orders relevant to estate litigation issues and rules 74 and 75. The subcommittee also benefited from hearty discussions on various topics including "zombie deeds", charitable entities and initiatives on commoditization of Will drafting services, further delay in the developing virtual client identification rules through the Law Society, trust reporting requirements, the new requirements for "compendiums" in civil applications, and the remnants of issues servicing elderly and other clients in the virtual world, to name a few.

The 21<sup>st</sup> Annual Estates and Trusts Update Seminar, chaired by subcommittee members Cathy Olsiak, David Henderson, Alyson Sweetlove and hosted by Andrea Hill, was held online on February 23, 2023, and was very well attended. We had a wide array of speakers and topics including spousal and house trusts, family law aspects of estate planning and administration, trustee discretion, Indigenous estate planning and administration, LGBTQ+ estate planning and administration, a "U.S. Review" on American considerations, and a panel on the "Delicacy of Dealing with Death". Again, the seminar received fantastic reviews and feedback. Thanks to all those that attended and to the presenters for their hard work and contributions.

As usual, our subcommittee members and volunteers drafted and published regular newsletter topics and updates, and of course journal articles on various live issues as identified by the subcommittee and the HLA's membership.

All in all, this year marked yet another hugely successful year for the Estates and Trusts Subcommittee, with thanks to the HLA staff including our dedicated staff member Stephanie Zordan, Maria Morales (our newest addition) and of course our executive director, Rebecca Bentham.

As before, please continue to submit your commentary and ideas, questions, and concerns to the subcommittee. Your input is valued significantly and serves to steer the subcommittee's focus on topics for seminars, newsletters, and journal articles. Thanks kindly again for allowing me to chair the subcommittee. Sincere thanks and much gratitude to our subcommittee members whose work and time commitments are the reason that this subcommittee thrives:

Andrea Hill (Vice Chair) , Catharine Buntain Jeske, David Henderson, John Kranjc, Augustine Krawchenko, W. Patric Mackesy, Cathy Olsiak, Angela Papalia, Jennifer Stebbing, Alyson Sweetlove, Jennifer Vrancic, and Karen Watters.

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Andrew Keesmaat  
Estates and Trusts Subcommittee Chair





## Report of The Family Law Subcommittee and The Family Law Bench & Bar Subcommittee 2022-2023

*Jennifer Cooper*

Shortly before last year's AGM, the chair of our Family Law Subcommittee (and Trustee of the Hamilton Law Association) Kathleen Bingham was

appointed to the SCJ in Welland. On the same day, a former family law subcommittee member (2019-2021) and longstanding member of the family law bar Martha Tweedie was appointed to the SCJ in Kitchener. Hamilton's family law community continues its tradition of producing and nurturing leaders in our field and we are very proud of Justices Bingham and Tweedie.

The Family Law Subcommittee meets five times per year to address any issues of concern to the Family Law bar. The Family Law Subcommittee invites and welcomes input and suggestions from lawyers in the greater Hamilton area who practice Family Law.

The subcommittee provides a series of continuing professional development programs for our members. The goal of the subcommittee is to provide each member's annual CPD requirements through a combination of our lunch buckets and an annual half-day Family Law Seminar. Additionally, the subcommittee submits family law-related articles for the HLA Journal.

We resumed our in-person lunch bucket seminars starting in September 2022. Members of our bar happily crowded back into Courtroom 2 to participate in CPD and eat pizza, just like the "old days." The subcommittee is pleased to once again provide this opportunity for our members. Virtual Court attendances have made it difficult to meet practitioners who are new to the region, and also difficult to connect with practitioners with whom we do not regularly have files.

The subcommittee hosted an in-person half-day seminar on October 27, 2022, at the Convention

Centre. The event included an always-popular case highlighter, a presentation from Madam Justice Deb Chappel on issues in parenting, updates with respect to self-governance and child welfare, and a presentation with respect to domestic contracts. The event was very well attended, and we have been working hard on our next seminar, to be held on October 26, 2023 at the HLA Library.

This past year, the subcommittee has reviewed our by-laws, as they have not been updated since the 1990s.

The members of the family law subcommittee for 2022-2023 were as follows:

Lacey Bazoian (Vice-Chair), John Bland, Taylor Carson, Sarah Edwards, Sean Heeley, Nicole Matthews, Whitney Smith, Michaela Newman, Alexandria Palazzo, Marcela Rincon, Renee Roy, and Jennifer Swan.

The Family Law Bench and Bar Subcommittee meets twice per term and facilitates discussion between the bench and the bar related to family law. These meetings provide an opportunity for dialogue and the information conveyed through these meetings ensures our family law members are aware of current issues and directions. Directions are reported to members of the bar through e-mails to the membership, the HLA Journal, or at CPD events. The Honourable Madam Justice Chappel chairs this committee and the participation of Her Honour and her colleagues is appreciated. The lawyer members of this committee include Lacey Bazoian, Sean Heeley, and Sarah Edwards.

We encourage members to continue to contact members of the committee and thank them for their participation at our events.

All of which is respectfully submitted this 4<sup>th</sup> day of May, 2023.

Jennifer Cooper  
Family Law Subcommittee Chair



## Report of The History Committee 2022-2023 *Justice George Stephen Gage & Anne-Louise Cole*

This year our committee met four times, and started the year off with a presentation from Geoff Read. Geoff is a distinguished criminal lawyer in Hamilton. He shared with us the rich history of working in Hamilton as a criminal lawyer. He also shared his thoughts on what it means to be an advocate. We were very excited when Geoff joined our committee later that day.

Our next presentation was by the Honourable Justice Lofchik who was born and raised in Hamilton. He was called to the bench in 1994 and recently retired. He articulated and junioried with John Sopinka. We were privileged to have him share his thoughts about the differences between the Hamilton bar and the Toronto bar.

In 2023, we will be welcomed Terry Winchic to speak at our April meeting. Terry Winchic practiced law in Hamilton for many years before retiring. Hearing his perspective on life in Hamilton was a blast from the past.

Our committee has grown. We were excited to welcome Geoff Read, Justice Turnbull and Mary Grosso to the committee this year.

Our highlight for the upcoming year is the August 2023 Journal. The entire Hamilton Law Association journal will be dedicated to celebrating the rich history of The Hamilton Law Association's members. We will be including a collage of photographs that we have collected through our years of research on the committee. The articles are varied, and contain topics such as the

history of the John Sopinka Courthouse, the genesis and continued relevance of the St. Thomas More Lawyers Guild, Captain Maurice Cameron Roberts, Helen Okuloski, amongst others.

Special thanks to all the work the History Committee put in during the 2022-2023 year. The committee during the 2022-2023 years were as follows:

Geoff Read, Peter Boushy, John Loukidelis, Mary Grosso, Lauren Grimaldi, Amanda McInnis, Justice Jim Turnbull, and Cameron Malcolm.

All of which is respectfully submitted, this 4th day of May 2023.

Justice George Gage & Anne-Louise Cole  
History Committee Co-Chairs



## Report of The New Lawyers' Subcommittee 2022-2023

*Hussein Hamdani*

The New Lawyers' Subcommittee provides new lawyers in Hamilton opportunities to volunteer and participate within the Hamilton legal community. The subcommittee promotes the active involvement of new lawyers by providing networking and social activities to welcome and integrate new lawyers into the Hamilton legal community. New members are given opportunities to network, improve practice management skills, and give back in a meaningful way through various initiatives and events running all year long. The vibrant subcommittee is comprised of lawyers that were called to the bar less than five years ago. The level of volunteerism, optimism, cooperation, and compassion demonstrated by these members is commendable, and they should be recognized for their hard work in Hamilton.

The group contributes regularly to The Hamilton Law Association journal, organizes social gatherings and educational events, and raises charitable funds. The group meetings this year were truncated as a result of the COVID-19 pandemic. Nevertheless, journal articles this fiscal year included contributions from Mark Daly, Zoe Kalakos, and Effie Lin.

The December Food Drive initiative was repeated in 2022. This year, the group collected and distributed donations to Community Food Pantry locations across the City of Hamilton.

I sincerely thank the staff at The Hamilton Law Association for their tireless and continuing efforts in making Hamilton the best place to practice law in Ontario. I also want to thank the volunteers, and especially the subcommittee

members for their dedication to making Hamilton a welcoming and kinder place to work.

Members of the New Lawyers' Subcommittee consist of:

Hussein Hamdani (Chair), Jacqueline Angelakis, Mark Daly, Taylor Johnson, Katie Reszitnyk, Effie Lin, Zoe Kalakos, Dillon Beaulne, Daniela Dobrota, Sean Andrade, Braden Adsett, Drew Hall, Chad Regan, Sarah Gulas, Jarrett Putt, Greta Ladanyi, and Rachel Prestayko.

We thank Kubra Solmaz, Stephanie Zordan and Rebecca Bentham for their support and assistance in carrying out the subcommittee mandate.

All of which is respectfully submitted, this 4th day of May 2023.

Hussein Hamdani  
New Lawyers' Subcommittee Chair





# Report of The Real Estate Subcommittee 2022-2023

## *Li Cheng*

The Real Estate Subcommittee meets six times throughout the year to discuss issues relating to solicitors' practices in the City of Hamilton and the Province at large, with a specific

emphasis on real property interests. This focus broadly includes: residential and commercial purchases, sales and financings, lending, condominium law, planning, subdivision and development law, leasing, municipal law, and conveyancing. The mandate of the Real Estate Subcommittee is to advocate for the practicing real estate bar, provide mentorship, be current on updates in the law, identify consistency in best practices, discuss local experiences, liaise with other legal organizations, provide social opportunities, and inform the Hamilton bar.

The subcommittee returned to in-person meetings this year. We continued to monitor various trends that affect the real estate practice at large. One development affecting all practitioners (not just real estate) is the renewed focus on client identification and verification when receiving and distributing funds on behalf of a client. The LSO's new requirement was supposed to be in effect as of January 2023, but was postponed to 2024 instead. This will continue to be a hot topic as real estate lawyers are facing increased scrutiny in light of serious issues in real estate such as money laundering, and fraudulent transactions.

On November 3, 2022, we held the annual Emerging Issues in Real Estate Seminar, which was attended by 115 people via Zoom. The webinar was well-received by the membership. Five sponsors helped make it a great success. Thank you to Mark Giavedoni who hosted the event in my absence. It was a half-day event with a series of "quick hit" and expanded topics. We made an effort to incorporate issues from other practice areas that bleed into the real estate practice, ranging from intellectual property law, environmental law, and wills and estates law. We engaged in a professionalism discussion with a panel from representatives of Law-

PRO, and the Law Society of Ontario, updating us on the risks that are ever-present and evolving. As well as being very informative and entertaining, it also contributed to members' mandatory substantive and professionalism CPD hours. We are actively working on the 2023 seminar!

The 2022 Real Estate Workshop was a seminar geared to a review and assessment of certain transactional elements like purchasing of a resale condominium. It was held in-person for the first time after the pandemic. We had 21 attendees and had a lively discussion. Thank you to John Millar, Bilal Mirza, Thomas Lazier, and Paul Lawson for coordinating and planning the event.

Our subcommittee members continue to provide insightful commentary on recent issues affecting the real estate bar in each issue of the HLA Journal.

We continue to have a seat on the subcommittee for the City of Hamilton to act as a liaison on municipal matters of interest to our membership. This has been a very respectful and reciprocally beneficial platform for discussion and to further our respective concerns. Thank you to Paul Lawson and Anders Knudsen for participating in this role over the term.

I sincerely thank the staff of The Hamilton Law Association for their tireless and continuing efforts, the volunteers who contributed to our successful seminars, and the Subcommittee members for their comradery and participation.

The Real Estate Subcommittee is comprised of the following members: Li Cheng (Chair), Mark R. Giavedoni (Vice-Chair), Paul Lawson (City of Hamilton), Maria Durdan, David Elliot, Brian Hurren, Anders Knudsen (City of Hamilton), Tom Lazier, Patric Mackesy, Greg Mallia, Samantha Grilli, John Millar, Catherine Roberts, Bruno Uggenti, Monica Di Gregorio, Rebecca Bentham (ex officio), and Kubra Solmaz (recorder).

All of which is respectfully submitted this 4<sup>th</sup> day of May 2023.

Li Cheng  
Real Estate Subcommittee Chair



# Financial Statements December 31, 2022

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## INDEPENDENT AUDITORS' REPORT

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To the Trustees of The Hamilton Law Association:

### *Opinion*

We have audited the financial statements of The Hamilton Law Association, which comprise the statement of financial position as at December 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2022, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

#### HAMILTON OFFICE

7th Floor – 105 Main St E Phone: 905-523-0000  
Hamilton, ON L8N 1G6 Fax: 905-523-4681

#### BURLINGTON OFFICE

103 – 3410 South Service Rd Phone: 905-637-9959  
Burlington, ON L7N 3T2 Fax: 905-637-3195

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## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

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### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Paylor Leibow LLP*

**CHARTERED PROFESSIONAL ACCOUNTANTS**  
**Licensed Public Accountants**

Hamilton, Ontario  
April 19, 2023

**THE HAMILTON LAW ASSOCIATION  
STATEMENT OF FINANCIAL POSITION**

As at December 31

	LIBRARY \$	LAW ASSOCIATION \$	LAW ASSOCIATION \$	LIBRARY AND LAW ASSOCIATION \$	LIBRARY EXCELLENCE FUND \$	2022 TOTAL \$	2021 TOTAL \$
<b>ASSETS</b>							
<b>CURRENT</b>							
Cash	36,515	32,265	68,780	4,762	73,542	76,082	76,082
Term deposits (Note 4)	-	704,958	704,958	15,860	720,818	769,596	769,596
Accounts receivable	3,465	14,281	17,746	157	17,903	5,682	5,682
Prepaid expenses	-	15,063	15,063	-	15,063	12,833	12,833
	<b>39,980</b>	<b>766,567</b>	<b>806,547</b>	<b>20,779</b>	<b>827,326</b>	<b>864,193</b>	<b>864,193</b>
<b>LIABILITIES</b>							
<b>CURRENT</b>							
Accounts payable and accrued liabilities	14,934	30,509	45,443	-	45,443	72,121	72,121
Deferred revenue (Note 5)	-	24,402	24,402	-	24,402	64,681	64,681
	<b>14,934</b>	<b>54,911</b>	<b>69,845</b>	<b>-</b>	<b>69,845</b>	<b>136,802</b>	<b>136,802</b>
<b>NET ASSETS</b>							
UNRESTRICTED	-	-	-	20,779	20,779	20,565	20,565
INTERNALLY RESTRICTED (Note 8)	-	711,656	711,656	-	711,656	705,693	705,693
EXTERNALLY RESTRICTED	25,046	-	25,046	-	25,046	1,133	1,133
	<b>25,046</b>	<b>711,656</b>	<b>736,702</b>	<b>20,779</b>	<b>757,481</b>	<b>727,391</b>	<b>727,391</b>
	<b>39,980</b>	<b>766,567</b>	<b>806,547</b>	<b>20,779</b>	<b>827,326</b>	<b>864,193</b>	<b>864,193</b>

(See accompanying Notes to Financial Statements)

**THE HAMILTON LAW ASSOCIATION**  
**STATEMENT OF CHANGES IN NET ASSETS**

	Year ended December 31					
	EXTERNALLY RESTRICTED		INTERNALLY RESTRICTED		UNRESTRICTED	
	LIBRARY	LAW ASSOCIATION	LIBRARY AND LAW ASSOCIATION	LIBRARY EXCELLENCE FUND	2022 TOTAL	2021 TOTAL
	\$	\$	\$	\$	\$	\$
NET ASSETS, BEGINNING OF YEAR	1,133	705,693	706,826	20,565	727,391	716,701
EXCESS OF REVENUE OVER EXPENDITURES	23,913	5,963	29,876	214	30,090	10,690
<b>NET ASSETS, END OF YEAR</b>	<b>25,046</b>	<b>711,656</b>	<b>736,702</b>	<b>20,779</b>	<b>757,481</b>	<b>727,391</b>

(See accompanying Notes to Financial Statements)



**THE HAMILTON LAW ASSOCIATION  
STATEMENT OF OPERATIONS**

Year ended December 31

	LIBRARY	LAW ASSOCIATION	LAW ASSOCIATION	LIBRARY AND EXCELLENCE FUND	2022 TOTAL	2021 TOTAL
	\$	\$	\$	\$	\$	\$
<b>REVENUE</b>						
Memberships fees	-	183,381	183,381	-	183,381	186,450
Grants	512,966	-	512,966	-	512,966	424,184
Library services	929	-	929	-	929	264
Education	-	139,911	139,911	-	139,911	198,474
Publications	-	44,411	44,411	-	44,411	42,610
Social events and fundraising	-	19,364	19,364	-	19,364	4,057
Interest and other income	-	19,620	19,620	214	19,834	10,876
COVID-19 government subsidies (Note 2)	-	-	-	-	-	54,342
	513,895	406,687	920,582	214	920,796	921,257
<b>EXPENDITURES</b>						
Library collection and services	100,082	-	100,082	-	100,082	113,293
Office administration and supplies	86,525	101,486	188,011	-	188,011	186,314
Publishing	-	29,969	29,969	-	29,969	29,691
Salaries and benefits	303,375	73,542	376,917	-	376,917	371,393
Education	-	149,622	149,622	-	149,622	181,816
Social events and fundraising	-	32,765	32,765	-	32,765	15,681
Other expenses	-	13,340	13,340	-	13,340	12,379
	489,982	400,724	890,706	-	890,706	910,567
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	23,913	5,963	29,876	214	30,090	10,690

(See accompanying Notes to Financial Statements)

**THE HAMILTON LAW ASSOCIATION**  
**STATEMENT OF CASH FLOWS**

*Year ended December 31*

	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>
<b>CASH PROVIDED BY (USED IN):</b>		
OPERATING ACTIVITIES		
Excess of revenue over expenditures	<b>30,090</b>	10,690
Changes in non-cash working capital <i>(Note 9)</i>	<b>(81,408)</b>	(7,656)
	<b>(51,318)</b>	3,034
INVESTING ACTIVITIES		
Decrease (increase) in term deposits	<b>48,778</b>	(30,984)
DECREASE IN CASH	<b>(2,540)</b>	(27,950)
CASH, BEGINNING OF YEAR	<b>76,082</b>	104,032
CASH, END OF YEAR	<b>73,542</b>	76,082
<b>REPRESENTED BY:</b>		
Library Fund	<b>36,515</b>	600
Law Association Fund	<b>32,265</b>	70,768
Library Excellence Fund	<b>4,762</b>	4,714
	<b>73,542</b>	76,082

*(See accompanying Notes to Financial Statements)*

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**THE HAMILTON LAW ASSOCIATION**  
**NOTES TO FINANCIAL STATEMENTS**

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*Year ended December 31, 2022*

**1. PURPOSE OF THE ORGANIZATION**

The Hamilton Law Association (the "Organization") is a non-profit corporation incorporated without share capital by Letters Patent under the Ontario Corporations Act on May 23, 1985. It is exempt from income taxes.

The objects for which the Organization was incorporated are:

- (a) To serve the professional needs of the members by maintaining a law library for the shared use of the members;
- (b) To organize, promote and present programs for the continuing legal education of the members;
- (c) To publish and circulate newsletters and other materials for the information and legal education of the members;
- (d) To receive, hold, and dispose of funds received by the Organization by way of bequest, gift, donation or grant for the purposes and objects of the Organization;
- (e) To provide a forum for communication among members through publications, special interest sections, special events and through ancillary membership services;
- (f) To represent the members in relations with the judiciary, law society, government agencies, the media and the public;
- (g) To generally undertake and promote such other matters or activities of a non-profit nature which would best serve the interest of the members as barristers and solicitors of Ontario.

**2. COVID-19 GOVERNMENT ASSISTANCE**

To date, the Organization was eligible for grants under the Canada Emergency Wage Subsidy program and has received grants of \$167,393 for the periods from March 15, 2020 to October 30, 2021, of which \$NIL (2021 - \$54,342) is reflected in these statements as COVID-19 government subsidies.

### **3. SIGNIFICANT ACCOUNTING POLICIES**

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant policies are detailed as follows:

#### **FINANCIAL INSTRUMENTS**

##### *Measurement of financial instruments*

The Organization initially measures its financial assets and financial liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument. Amounts due to and from related parties are measured at cost less any allowance for impairment.

The Organization subsequently measures its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash, term deposits and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

The Organization does not have any equity securities quoted in an active market and has not designated any financial asset or financial liability to be measured at fair value.

##### *Impairment*

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in excess of revenue over expenditures. The write down reflects the difference between the carrying amount and the higher of:

- the present value of the cash flows expected to be generated by the asset or group of assets;
- the amount that could be realized by selling the assets or group of assets;
- the net realizable value of any collateral held to secure repayment of the assets or group of assets.

When the events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in excess of revenue over expenditures up to the amount of the previously recognized impairment.

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**THE HAMILTON LAW ASSOCIATION**  
**NOTES TO FINANCIAL STATEMENTS**

*Year ended December 31, 2022*

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**3. SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**FUND ACCOUNTING**

These financial statements are presented using fund accounting and the deferral method to account for funding received. A description of each fund is as follows:

a) Library Fund

The Library Fund reports resources that are received and expended for the administration and program delivery of the Anthony Pepe Memorial Law Library, including the cost of staffing.

b) Law Association Fund

The Law Association Fund reports resources that are received and expended for the administration and program delivery of the Hamilton Law Association, excluding the Anthony Pepe Memorial Law Library and the Library Excellence Fund.

c) Library Excellence Fund

The Library Excellence Fund reports resources that are received and expended in connection with funding the services and resources which enhance competence and legal scholarships for the Hamilton Law Association.

**CAPITAL ASSETS AND AMORTIZATION**

Capital assets are recorded at cost. An impairment loss is recognized when an asset no longer has any long-term service potential to the Organization or its carrying amount may not be recoverable. The Organization provides for amortization using the straight line method at rates designed to amortize the cost of the capital assets over their estimated useful lives. The annual amortization rates are as follows:

Computer equipment	20%
Furniture and fixtures	10%

**CONTRIBUTED SERVICES**

Volunteers contributed a substantial number of hours to assist the Organization in carrying out its activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

**REVENUE RECOGNITION**

Membership fees are recognized proportionately over the annual membership period. Membership fees received prior to the year-end which represent annual fees for the following fiscal year are deferred and recorded as revenue in the following year. The deferral method is used for accounting for contributions and grants. Restricted contributions and grants are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Education revenue is recognized as revenue at the time the seminar is held. Publication revenue is recognized when the journal is published. Interest income is recognized as earned. Other income is recorded when the service giving rise to the revenue has been performed.

**THE HAMILTON LAW ASSOCIATION**  
**NOTES TO FINANCIAL STATEMENTS**

*Year ended December 31, 2022*

**4. TERM DEPOSITS**

Term deposits bear interest at 1.19% - 4.28% and mature from July - November 2023.

**5. DEFERRED REVENUE**

Deferred revenue represents membership fees for the upcoming fiscal year, seminar fees for upcoming seminars, and deferred publications revenue.

**6. EQUIPMENT - LIBRARY AND LAW ASSOCIATION**

	2022			2021	
	Cost \$	Accumulated amortization \$	Net \$	Cost \$	Net \$
Computer equipment	8,383	8,383	-	-	-
Furniture and fixtures	174,720	174,720	-	-	-
	<b>183,103</b>	<b>183,103</b>	-	-	-

**7. EQUIPMENT - LIBRARY EXCELLENCE FUND**

	2022			2021	
	Cost \$	Accumulated amortization \$	Net \$	Cost \$	Net \$
Furniture and fixtures	7,500	7,500	-	-	-

**8. INTERNALLY RESTRICTED NET ASSETS**

The Trustees of the Organization shall strive to maintain an internally restricted reserve fund adequate to meet the Organization's obligations in the event of the following unexpected scenarios:

- a) A possible disruption/delay in future funding or grants;
- b) Costs of retaining counsel and litigation involving the Organization that cannot be reasonably accommodated in the annual budget;
- c) Moving, rental and transition costs if required to vacate the John Sopinka Courthouse and/or Unified Family Court;
- d) Extraordinary operating, capital or other expenditures of the Organization that cannot be accommodated in a single year's budget or anticipated net revenues;



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**THE HAMILTON LAW ASSOCIATION**  
**NOTES TO FINANCIAL STATEMENTS**

*Year ended December 31, 2022*

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**8. INTERNALLY RESTRICTED NET ASSETS (Continued)**

- e) Transition periods in the event of a reduction in revenue or income from reduced CPD revenue, membership dues or resulting from an economic downturn that is not forecasted to end within the current fiscal year.
- f) The wind up of the Organization and the costs inherent thereof, such as the severance costs which would then be payable to its employees; and
- g) Costs assessed by the Ministry of Government Services, the Ministry of the Attorney General, or any other government ministry or agency, or any other costs howsoever amassed and approved by the Trustees.

The Trustees of the Organization are authorized to withdraw monies from the above-mentioned reserve fund by resolution in accordance with need to be determined by the Board.

As a result, the Board of Trustees has internally restricted \$711,656 (2021 - \$705,693) of the Organization's net assets to meet its obligations if it is required.

**9. CHANGES IN NON-CASH WORKING CAPITAL**

	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>
Accounts receivable	<b>(12,221)</b>	6,995
Prepaid expenses	<b>(2,230)</b>	1,253
Accounts payable and accrued liabilities	<b>(26,678)</b>	(18,655)
Deferred revenue	<b>(40,279)</b>	2,751
	<b>(81,408)</b>	(7,656)

**10. FACILITIES ARRANGEMENT**

The Organization operates from facilities owned by the Province of Ontario on a rent free and reduced operating cost basis.



# Membership Demographics 2022



# 2022 Membership Report

The Hamilton Law Association was established in 1879 and prides itself on the contributions of its members and volunteers. It exists to enable members to become successful, respected, and fulfilled in their profession. This is thanks to all our past, present, and future members.

In 2022, our legal community expanded with the total exceeding over 950 members by the end of the year. This includes Associate Student members that aspire to practice law within the City of Hamilton and Regular New members which include students that passed their bar examination and those who have not been previous members of the HLA.

The list of Associate Student members of the Hamilton Law Association are as follows:

- Adebayo, Adebola
- Al Rifai, Ahmad
- Almasi, Kojo
- Amarasekara, Ishara
- Andrade, Sean
- Asadullah, Mohammad
- Bailey, Michael
- Bamgbose, Olubukola Oladele
- Blackwell, Hayley
- Buchanan, Ally
- Ciancio, Allysa
- De Sousa, Alexander
- Denny-Jiles, Ross
- Dergalstanian, Raffi
- Dhanoa, Invir
- Esho, Emily
- Fortino, Alora
- Freeman, Eric
- Gilmore, Warren
- Gorgi, Christine
- Heino, Darby
- Hutchison, Andrew
- Johnson, Alyssa
- LaBianca, Jonathan Vincent
- Luk, Horace
- Manku, Manvir
- Matalia, Malay
- McClure, Sarah
- McDermott, Nicole
- McIvor, Luke
- McLaughlin, Tyler
- Merrilees, Christopher
- Munshi, Rushda
- Niazi, Jamil (Jimmy)
- O'Brien, Tyler
- O'Keefe, Emily
- Pellizzari, Nicole
- Perl, Joshua Daniel
- Powell, Brianne
- Ranganai, Yemurai
- Rissley, Candace
- Sahai, Navdeep
- Sandhu, Gursharan
- Sant, Olivia
- Shah, Olivia
- Smith, Samantha
- Sunda, Rohit
- Taraky, Tahmina
- Tatomir, Katarina
- Turchyn, Robbie
- Walker, Alexandra
- Whyte, Nicole
- Will, Alexander

The list of Regular New members of the Hamilton Law Association are as follows:

- Abeysekara, Shalini Anne
- Adsett, Braden
- Alam, Muhammad Maqsood
- Baker, Meredith
- Belgrau, Aneta
- Bernacik, Damian
- Beuerle, Sam
- Bruni, Cassandra
- Craig, Melissa
- Crumb, Hayley L.
- D'Ippolito, Melissa
- Dada, Victoria
- Dales, Tyler
- Daniels, Enje
- Debenetti, Kyle David Joseph
- Djogo, Anja
- Eckart, Andrew J.
- Ersoy, Kerem

- Ferreira, Kristian
- Gunawardana, Narmada
- Hardy, Rachael Lynn
- Harrington, Elise
- Harrison, Christopher J.M
- Hashim, Asad
- Hatton, Rose
- Haykin, Nigel
- Hutter, Rachel
- Jackson, Sophie
- Lopez, Carolyn
- MacDonald, Daniel
- Mandl, Stefanie
- Marchand, Jonathan
- Martin, Jason
- Maziarz, Patrick Przemyslaw
- McPherson, James
- Meader, Jennifer
- Mouck, Warren
- O'Rourke, Katy
- Ollier, C. Michael
- Petermann, Alexandra
- Prevalus, Sandra
- Putt, Jarrett
- Ramsey, Michael
- Redgate, William Edward
- Regan, Blake
- Regan, Chad
- Russell, Dan
- Sahota, Ravi
- Salah, Lawin
- Samra, Sareena
- Sethna, Zenia
- Sidhu, Jag
- Singh, Steve
- Triemstra, Lucas John
- Wang, Haiyun
- Yavasca Esen, Ceylan
- Zacharia, Tresa Susan
- Zimperi, Bianca

We would also like to thank our Board of Trustees, whose countless hours of dedication to The Hamilton Law Association has allowed our association to prosper and maintain its exceptional standard of service during such an uncertain time:

## HLA BOARD OF TRUSTEES

### Attendance Record 2022-23 Term

Member	15-Jul	21-Sep	19-Oct	9-Nov	7-Dec	15-Feb	22-Mar	19-Apr
David van der Woerd	✓	✓	✓	✓	✓	✓	✓	✓
Hussein Hamdani	✓	✓	✓	✓	✓	✓	✓	✓
Andrew Keesmaat	✗	✓	✓	✓	✓	✓	✓	✓
Colleen Yamashita	✓	✓	✓	✓	✗	✓	✗	✓
Jennifer Cooper	✓	✓	✗	✓	✓	✓	✗	✓
Laura Dickson	✓	✓	✓	✓	✓	✓	✓	✓
Eric Nanayakkara	✓	✓	✓	✓	✓	✓	✓	✓
Mary Grosso	✓	✗	✗	✓	✓	✓	✓	✓
Paul Lawson	✗	✗	✗	✓	✗	✓	✓	✓
Li Cheng	✓	✓	✓	✗	✓	✓	✓	✓
Larissa Bazoian	✓	✓	✓	✓	✓	✓	✓	✓
Andrea Hill	✓	✓	✓	✓	✓	✓	✗	✓
Andrew Confente	✓	✓	✓	✓	✓	✓	✓	✓

## **Hamilton Law Association 2022 Membership Survey – Summary Report**

### **Background**

In late January and early February 2022, members of the Association were emailed a link to an online survey on SurveyMonkey. The survey contained a set of demographic questions related to age, education, experience, gender, and type of firm. In addition, respondents were asked to indicate the types of law they practiced, their involvement in volunteer activities, and how they accessed member information about the HLA. A total of 210 members responded (from a total membership of 940 at the end of 2021), for a response rate of 22.3%. This report summarizes the main findings of the survey, with an emphasis on how age, experience, gender and size of firm influence the type of law practiced by HLA members. The report also makes some comparisons between this year's survey results to those from the earlier years.<sup>1</sup> The report also compares this year's results, where possible, to similar types of information from different data sources.

### **Type of Firm**

- The single largest group of HLA lawyers are those who practice in large firms, with 1/3<sup>rd</sup> working for firms with 15+ lawyers. This continues a long-term trend towards members working in larger firms. A consistently significant percentage of lawyers (around 20%) are still sole practitioners. Together, what these results indicate is that increasingly fewer lawyers practice in medium sized firms.
- As in other years, very few HLA members practice law in an In-House Corporate Counsel (2.4%), Government (8.6%), or Other (4.8%) capacity.

### **Experience**

- The 2022 survey results indicate fewer younger HLA lawyers than in previous years the survey was done. For example, 17.1% of lawyers had 5 or less years of experience in 2022. This is noticeably lower than it was in 2013 (29.6%) and 2018 (29.2%). The experience profile of HLA lawyers in 2022 is more like it was in 2004, when only 16.4% of members were new to the profession. A significant percentage (47.1%) of membership has more than 21 years of experience - which is almost exactly the same as it was in 2017 (46.7%).
- Overall, Figure 2B shows that the Association still has a significantly large, experienced cohort of lawyers (those with 21+ years of experience).

### **Age**

- In terms of the membership's age profile, Table 3 shows that HLA lawyers are slightly older on average now than in 2018. While there was noticeable trend towards younger members since the mid 2010s (Figure 3B), in 2022 this has reversed slightly. For example, only 19% of members reported being under age 35 in 2022, while in 2018 this was 29.5%.

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<sup>1</sup> The HLA first started conducting the survey in 2004.

- The average age of HLA lawyers in 2022 is 49.4, which is noticeably higher than the average of 41.4 years for the Ontario labour force.<sup>2</sup> Figure 3C also shows that HLA membership is slightly older than Ontario lawyers in general (although the data for Ontario lawyers come from a survey done in 2020, and therefore is not completely comparable).<sup>3</sup>
- Table 4 and Figure 4 indicate that, similar to the patterns found in other years, there is a clear career progression in terms of the type of firm in which a lawyer practices:
  - Younger lawyers are more likely than older lawyers to work in larger firms. For example, 55% of lawyers younger than age 35 practice in firms with 15+ lawyers, while only 7.5% of these younger lawyers are sole practitioners.
  - Older lawyers are more likely than younger lawyers to work in smaller firms or be sole practitioners. For example, 33.3% of lawyers aged 65+ work as sole practitioners. Only 15.4% of them work in firms with 15+ lawyers (which is actually an increase from 2004, when only 5.6% of them worked in large firms).<sup>4</sup>
  - While there are some slight exceptions for a few of the age-firm combinations, the basic pattern is that as lawyers age they are more likely to work in smaller, rather than larger, firms.

## Gender

- The gender question was changed in 2022, such that respondents were provided with four new answer options: *Transgender*, *Non-binary/non-conforming*, *Other*, *Prefer not to disclose*. Of these options, only one was chosen - 5.7% of respondents chose *Prefer not to disclose*. In addition, the *Male* and *Female* answers were changed to *Man* and *Woman*.
- Table 5 indicates that the gender gap in membership has narrowed considerably since 2004. While HLA membership in 2004 was almost 75% male, females now comprise just over 40% of HLA membership – 42.1%. This is still lower than the gender composition of the Ontario labour force, where in 2022 females comprised 51.6% of the labour force.<sup>5</sup>
- Figure 5A shows that while female membership in the HLA has increased from 2004, it has not changed much since the early 2010s.
- Figure 5B shows that female HLA members tend to be significantly younger than males. For example, while 44.3% of female HLA lawyers are younger than 40 years old, only 22.9% of male HLA lawyers are younger than 40.

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<sup>2</sup> The average age for the Ontario labour force was calculated using data from Statistics Canada, *Labour Force Survey*, (January 2022 estimates). Unfortunately, Statistics Canada has not yet released the labour force age data from the most recent Census of Canada (2021). It is only the Census (not the Labour Force Survey) which provides data at the city level – i.e for the Hamilton Census Metropolitan Area.

<sup>3</sup> Law Society of Ontario, *Statistical Snapshot of Lawyers in Ontario, 2020*.

<sup>4</sup> Age and experience are highly related, with the result that a comparison of firm size and experience revealed similar results – more experienced lawyers are more likely to work in smaller firms, and less experienced lawyers are more likely to work in larger firms.

<sup>5</sup> Statistics Canada, *Labour Force Survey* (January 2022 estimates).



## Legal Education

- As would be expected, most HLA members (71.7%) received their law education in Ontario (as shown in Figure 6). Table 6 shows that York University/Osgoode Hall is the largest source of HLA lawyers, followed closely by the University of Windsor and Western Law. These three law schools consistently have been the three top source schools for HLA members.

## Board and Volunteer Activity

- Respondents were also asked to provide information about any volunteer work they do. Figure 7A shows that just over 13rd of HLA members (37.6%) sit on some sort of Board, and that just over half (53.6%) volunteer for some other type of organization. These results have been very consistent since 2008, when the Association first began asking about volunteer work.
- The volunteerism rate is higher than it is for Canadians in general (41.1%) and for Canadians with a university education (51.8%).<sup>6</sup>
- The members who volunteer spend an average of 8.5 hours per month volunteering (Figure 7B).

## Practice Composition

Table 7A shows the overall profile of a typical HLA lawyer's practice. The first column shows the *average percent of a lawyer's practice* devoted to each of the different types of law listed. The second column shows the *percent of lawyers practicing* each of these types of law. Table 7B shows these same values for just the top ten areas of practice in 2022 compared to the 2004 results. Figures 8 and 9 display some of these results in graphical form. Some basic observations can be made based on these results:

- Three types of law are practiced by 70% of HLA lawyers – Real Estate, Civil Litigation, and Wills, Estates & Trusts. While these three types of law are practiced almost equally (with close to 23% practicing them), Wills, Estates & Trusts comprises a relatively small percentage of a lawyer's practice (5.2%). Real Estate and Civil Litigation, by contrast, comprise close to 11% a lawyer's practice.
- Family/Matrimonial Law is, on average, the most popular types of law in terms of *percentage of practice*. It comprises 15.8% of the average lawyer's practice. This is slightly higher than it was in 2004, when it comprised 13.9% of the typical lawyer's practice. Combined with Real Estate and Civil Litigation, just over a 1/3<sup>rd</sup> (37.2%) of an average lawyer's practice is made up of these three types of law.
- The next five areas of law (Criminal/Quasi-Criminal Law, Personal Injury, Corporate/Commercial, Commercial Litigation, and Will, Estates & Trusts) together comprise 33% of the average lawyer's practice.
- There are some noticeable differences when comparing 2004 to 2022. There are far fewer lawyers practicing a Family/Matrimonial, Real Estate, Civil Litigation, Wills/Estates/Trusts, and Criminal/Quasi-Criminal law.

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<sup>6</sup> Statistics Canada, *General Social Survey, 2018*. 2018 is the most recent year for which this data is available.

- Overall, HLA members are slightly more varied now (compared to 15-20 years ago) in terms of the law they practice – which confirms a pattern detected in the past few iterations of the survey. For example, in 2022, the two most practiced types of law (Real Estate and Civil Litigation) were practiced by 57.6% of lawyers. In 2004 70.7% of lawyers practiced these two types of law.

Tables 8 through 11 show how firm size, age, experience and gender influence a lawyer’s practice. These four tables show the top 5 types of law (as based on percent of time devoted to that type of law) based on these four factors. In particular, they illustrate how ‘work profiles’ differ according to these factors. Some notable features of these profiles include:

- Table 8 indicates that Family/Matrimonial Law comprises a much larger portion of a sole practitioner’s practice than any other type of law. A few other areas are also important to both sole practitioners and lawyers in small firms, and less so to lawyers in larger firms: Real Estate, Criminal/Quasi-Criminal, and Wills, Estates & Trusts. Personal Injury is by far the most important type of law in medium-sized firms (6-14 lawyers), comprising 26.4% of their practice. Among medium and large firms, Civil Litigation is a key type of law.
- Table 9 shows that Family/Matrimonial, Real Estate and Civil Litigation are important to almost all lawyers, regardless of age. Personal Injury is a top-5 type of law for lawyers aged 35 to 54, while Wills, Estates & Trusts are a top-5 type of law only for the oldest group of lawyers.
- Table 10, which summarizes the results by the experience of a lawyer, reflects some of the age-related patterns seen in Table 9. Specifically, Family/Matrimonial, Real Estate Law and Civil Litigation are important to lawyers at almost all experience levels. Criminal/Quasi-Criminal is a top-5 type of law only for the two most experienced groups of lawyers.
- Table 11 indicates that Family/Matrimonial Law is important for both males and females, but is much more important for female lawyers. Real Estate law is a top-5 area for both males and females, but slightly more so for males. Criminal/Quasi-Criminal law is also in the top-5 for only male lawyers, and Corporate/Commercial only for females. Civil Litigation is almost equally important for male and female lawyers.

### **Career Progression of Female Lawyers**

The types of law practiced by female lawyers were analyzed based on their years of experience. The results (Table 12) indicate the following:

- Real Estate is the most practiced type of law among female lawyers with the least experience, with 28.9% of them doing so; it is less important to the more experienced lawyers (with 18.8%) practicing it. Other areas where less experienced female lawyers are more likely to practice than are more experienced female lawyers are: Wills, Estates & Trusts, Corporate/Commercial, Family/Matrimonial, Civil Litigation, and Commercial Litigation.
- Female lawyers with less experience are more diversified than are more experienced female lawyers; that is, less experienced female lawyers are likely to practice more types of law than more experienced female lawyers.

## Racialized Members

As Figure 10 shows, 13.2% of members in 2022 self-identified as a racialized person. This is a slight increase from 2017 year (the first year in which this question was asked), when 11% identified themselves as such.<sup>7</sup> Analyzing the types of law practiced by racialized licensees (Table 13) shows that:

- Racialized licensees are much more likely to practice Real Estate and Family/Matrimonial law, and slightly more likely to practice Wills, Estates & Trusts and Commercial Litigation.
- They are much less likely to practice Civil Litigation and Criminal/Quasi-Criminal, and slightly less likely to practice Corporate/Commercial and Employment law.

## Contacting/Finding Other Members

Figure 11 indicates that, of the two main methods that HLA members use to locate each other, online searching using Google (or some other search engine) is the most popular. It is much higher (by about 22 percentage points) than using the HLA's online directory.<sup>8</sup>

## Current Professional Development

Given how the Covid pandemic impacted the delivery of the Association's CPD offerings, a few related questions were added to the 2022 survey. Figure 12 shows that for the vast majority of members (71.8%), the decision to move CPD online did not have an impact on their decision to attend. Only a very small minority (1.9%) chose not to attend because they were online. Interestingly, almost a quarter (26.2%) indicated that they attended *because* CPD offerings were being held online.

Perhaps the reason why so many members indicated that online CPD had no impact was because a large percentage of them get very little of their CPD from the HLA. Figure 13 shows that almost 40% (38.6%) indicated that they received less than 20% of their CPD from the Association. Close to half (47.2%) receive upwards of 40% of CPD from the association.

Reaction was mixed when respondents were asked about their preferred format for CPD events after the pandemic. A slight majority (55.1%) indicated that they would prefer a continuation of the online format, and a slight minority (44.9%) who would prefer in-person events. Open-ended comments confirm the difference of opinion, and also provide some insight to these mixed opinions. Many respondents indicated that a mix of online and in-person would be fine. But key among those who prefer some types of in-person events are the opportunities to socialize. While most comments noted that online offerings/events were good learning opportunities, they lacked the social interaction afforded by meeting people in-person.

## Summary

There has not been much change in membership composition compared to last few years. But when viewed over the longer time period (with 2004 as the starting period), the 2022 results confirm long-term change in HLA membership. Key changes include the fact that sole practitioners are no longer the most predominant type of practice. That distinction increasingly goes to large firms. Compared to 18 years ago, membership is much less predominantly male (although the trend towards more female lawyers

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<sup>7</sup> In 2022 the question was changed slightly from when it was first asked in 2017. Previously it used the term *racialized licensee*.

<sup>8</sup> The 'HLA printed directory' was not used an answer option for the 2022 survey.

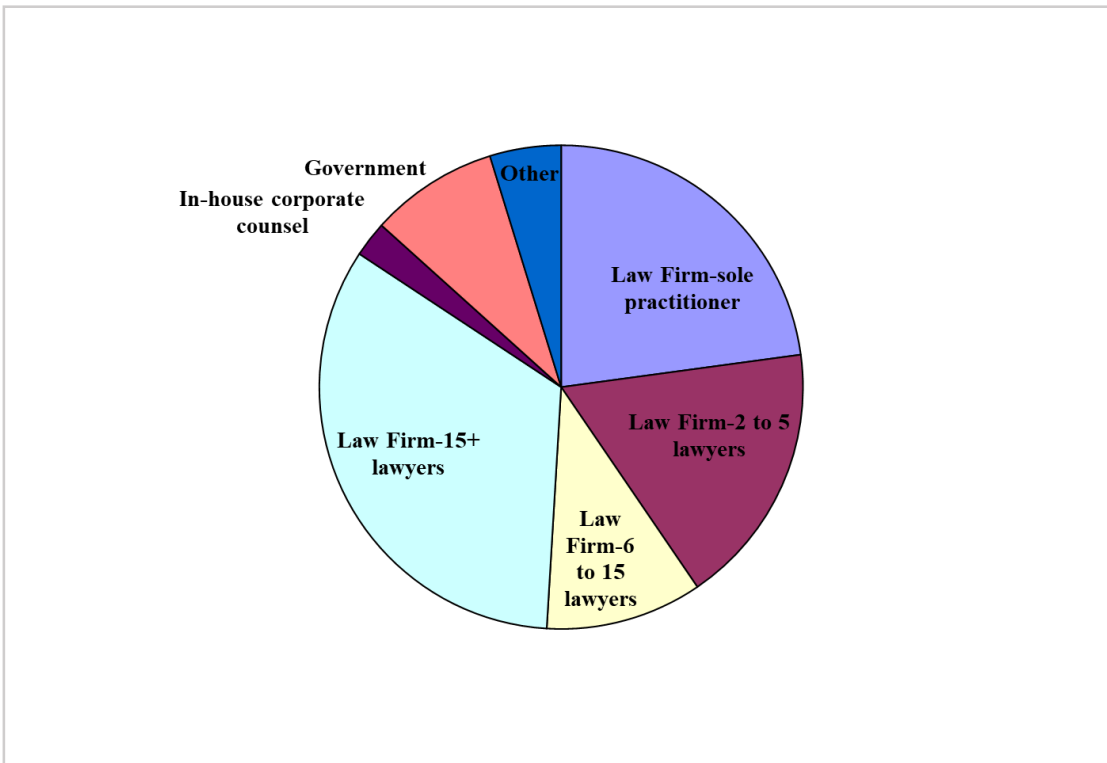
seemed to have plateaued). In terms of age, membership is slightly older than it was in 2018. As noted in previous reports, the influx of younger lawyers occurred mostly during the 2008-2013 period. The composition of a typical lawyer’s practice is still related to age, gender, experience and firm size in much the same way that it was in previous years.

**Hamilton Law Association**  
**2022 Membership Survey Respondents – Summary Results**  
 (Note: Unless otherwise noted, charts and tables show results for the 2022 survey)

**Table 1: Type of Law Firm**

	2004	2011	2017	2018	2022
	%	%	%	%	%
Law Firm - sole practitioner	27.9	29.2	21.8	26.4	22.9
Law Firm - 2 to 5 lawyers	24.9	21.0	20.0	22.2	17.6
Law Firm - 6 to 14 lawyers	19.5	22.8	13.8	8.0	10.5
Law Firm - 15+ lawyers	17.9	16.9	28.0	25.5	33.3
In-house corporate counsel	3.5	3.7	3.1	4.7	2.4
Government	2.2	3.2	8.9	8.5	8.6
Other	4.1	3.2	4.4	4.7	4.8

**Figure 1: Type of Law Firm, 2022**



**Table 2: Years of Experience of Being a Lawyer**

	2004	2011	2017	2018	2022
	%	%	%	%	%
Up to 5 years	16.4	15.8	22.7	29.2	17.1
6 to 15 years	25.7	24.6	23.6	22.6	26.2
16 to 20 years	12.6	10.8	7.1	7.5	9.5
21+ years	45.2	48.8	46.7	40.6	47.1

**Note:** Different age categories were used in the Member’s survey before 2011. For comparison purposes, Table 2 collapses the 5-year categories used since 2008.

**Figure 2A: Years of Experience of Being a Lawyer, 2022**

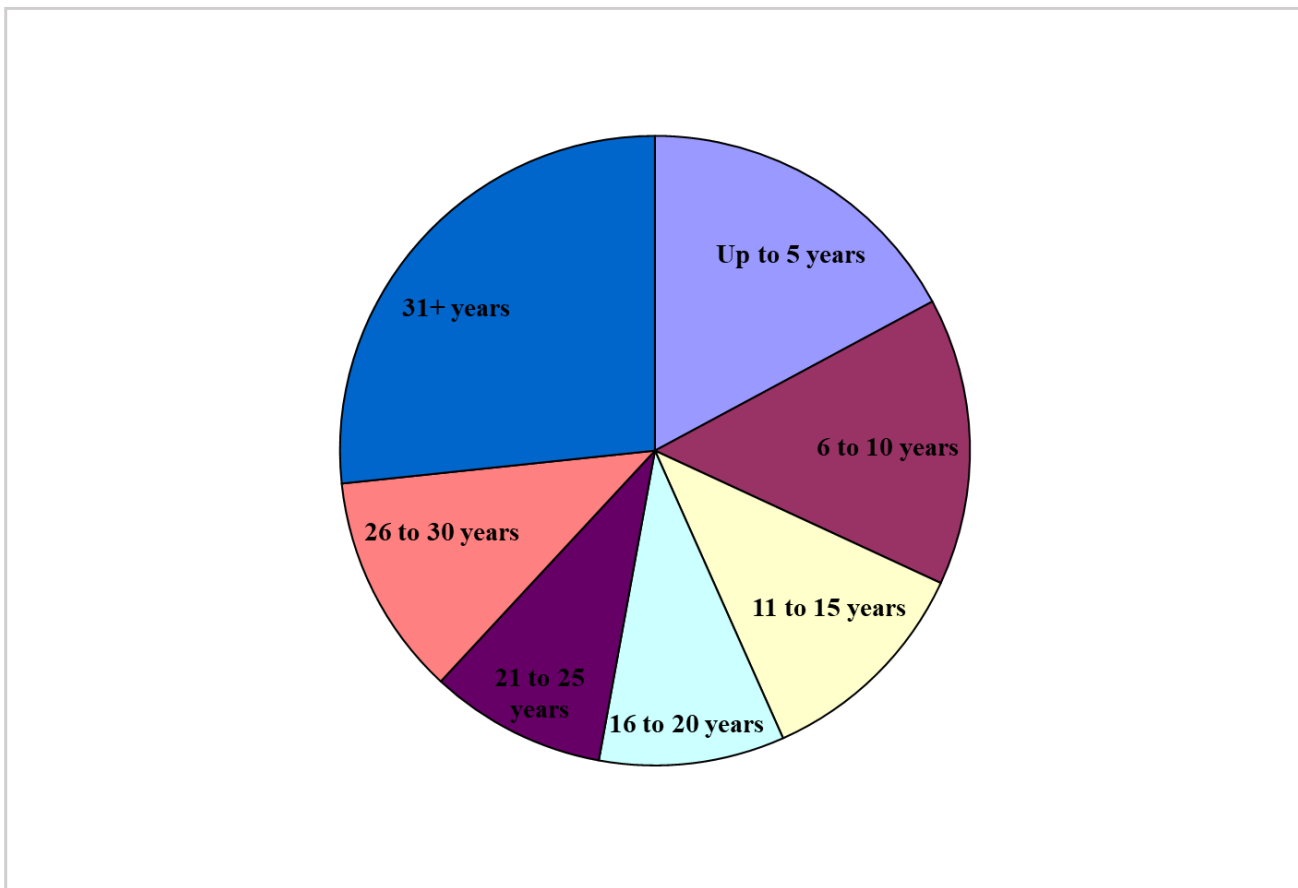
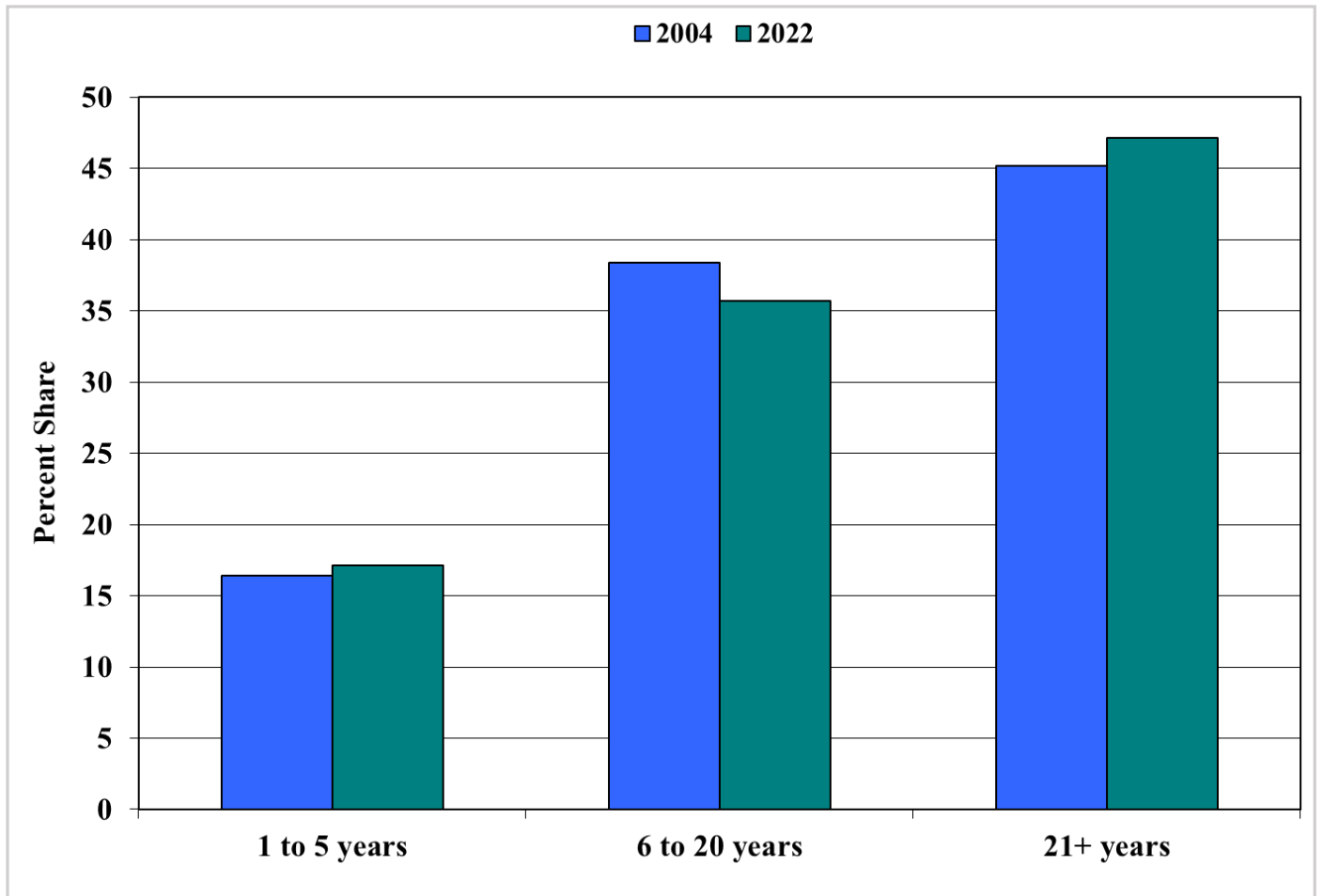


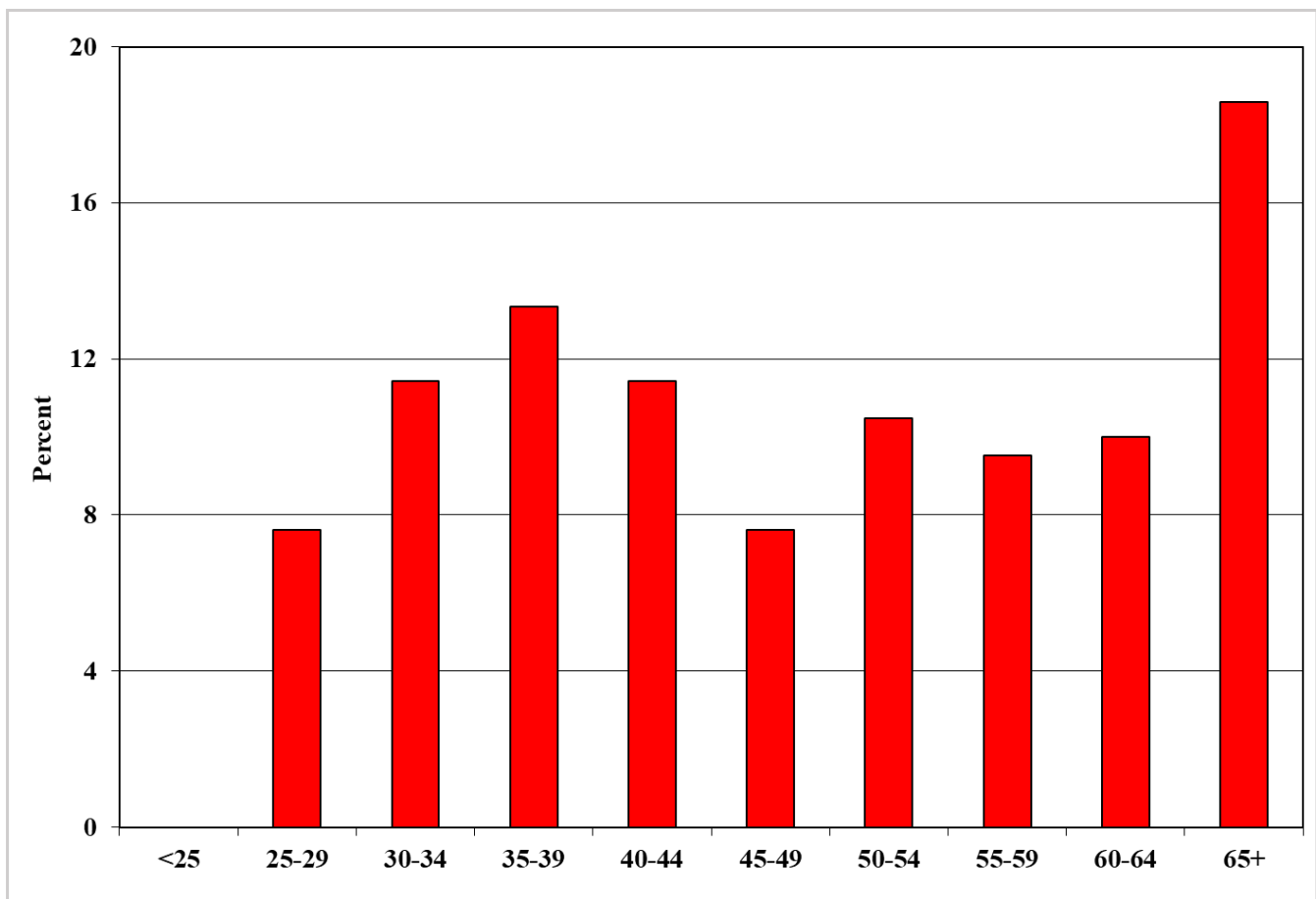
Figure 2B: Years of Experience (2004 vs 2022)



**Table 3: Age of HLA Members**

	2004	2011	2017	2018	2022
	%	%	%	%	%
<25	0.0	0.0	0.4	0.0	0.0
25-34	16.0	19.3	23.2	29.5	19.0
35-44	25.5	20.3	20.5	22.9	24.8
45-54	31.1	24.3	18.8	15.7	18.1
55-64	20.2	25.7	19.6	18.1	19.5
65+	7.3	10.4	17.4	13.8	18.6

**Figure 3A: Age of Members, 2022 (Average = 49.4)**



**Note:** \* Average was calculated using grouped frequency data, and therefore may be slightly different than if ungrouped – i.e. single-year – data had been used.



Figure 3B: Age (2011 vs 2022)

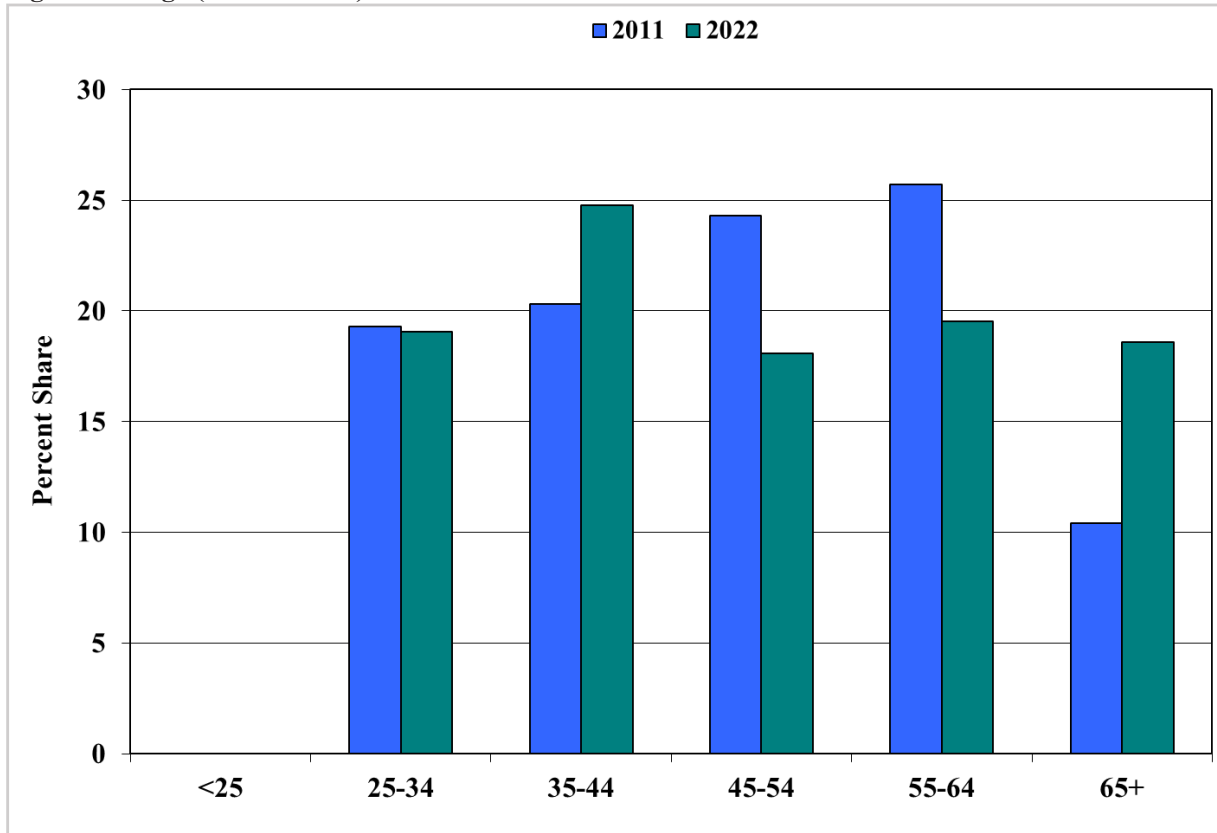
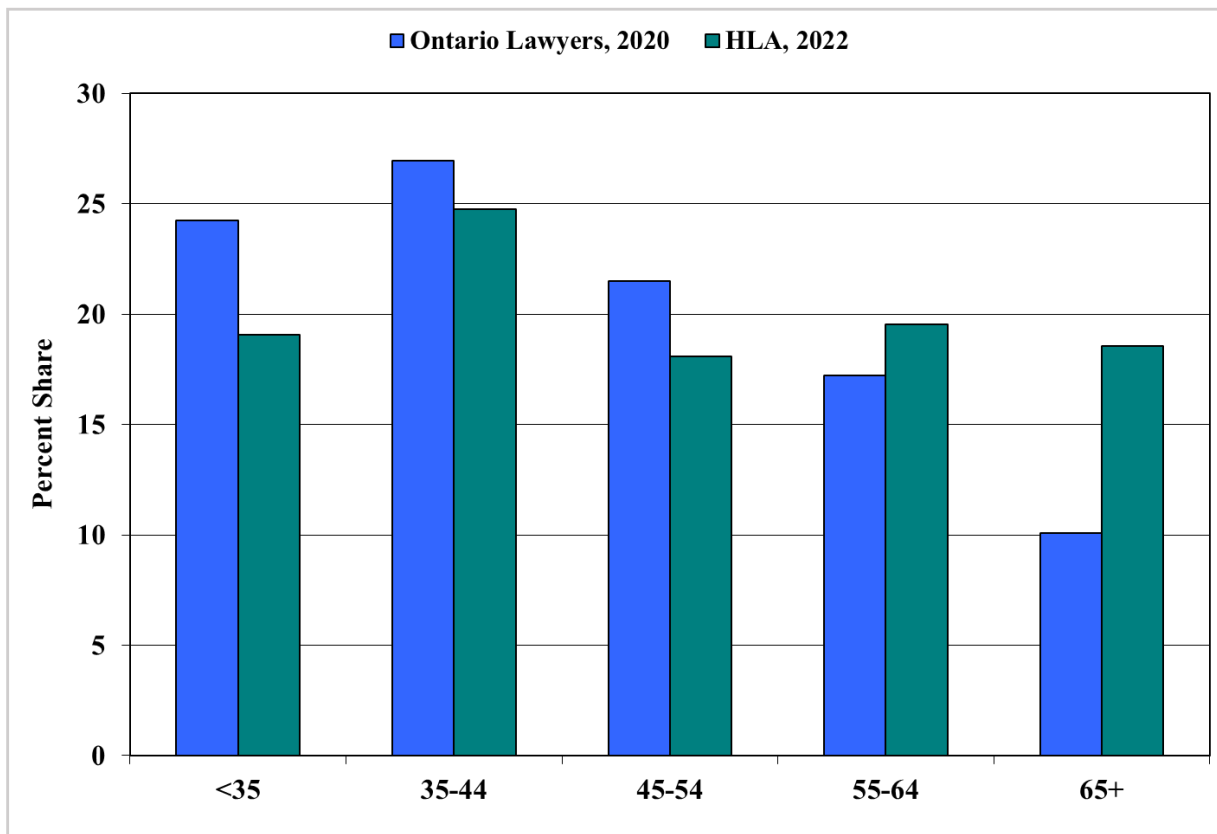


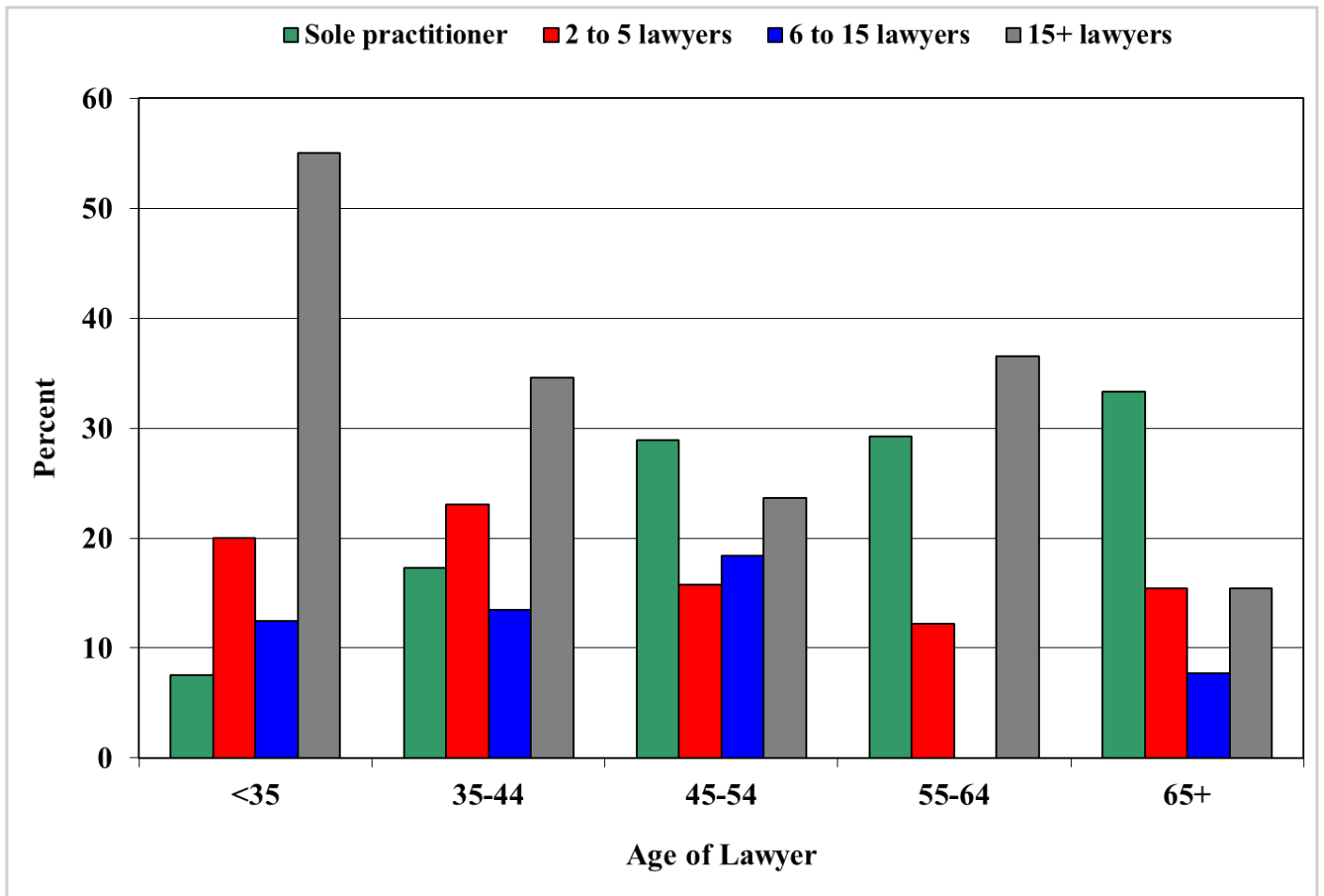
Figure 3C: HLA Lawyers 2022 vs. Ontario Lawyers 2020



**Table 4: Age-Firm Profile of Respondents, 2022**

	<35	35-44	45-54	55-64	65+	Total
Law Firm-sole practitioner	7.5	17.3	28.9	29.3	33.3	22.9
Law Firm-2 to 5 lawyers	20.0	23.1	15.8	12.2	15.4	17.6
Law Firm-6 to 15 lawyers	12.5	13.5	18.4	0.0	7.7	10.5
Law Firm-15+ lawyers	55.0	34.6	23.7	36.6	15.4	33.3
In-house corporate counsel	2.5	3.8	2.6	2.4	0.0	2.4
Government	2.5	5.8	10.5	17.1	7.7	8.6
Other	0.0	1.9	0.0	2.4	20.5	4.8
Total	100	100	100	100	100	100

**Figure 4: Age-Firm Profile of Respondents, 2022**



**Table 5: Gender Identification**

	2004	2011	2017	2018	2022
	%	%	%	%	%
Man	74.5	62.2	59.4	57.1	52.2
Woman	25.5	37.8	40.6	42.9	42.1
Prefer not to disclose					5.7

**Figure 5A: Gender Profile of Respondents: 2004 to 2022 (% of HLA Member Identifying as Female)**

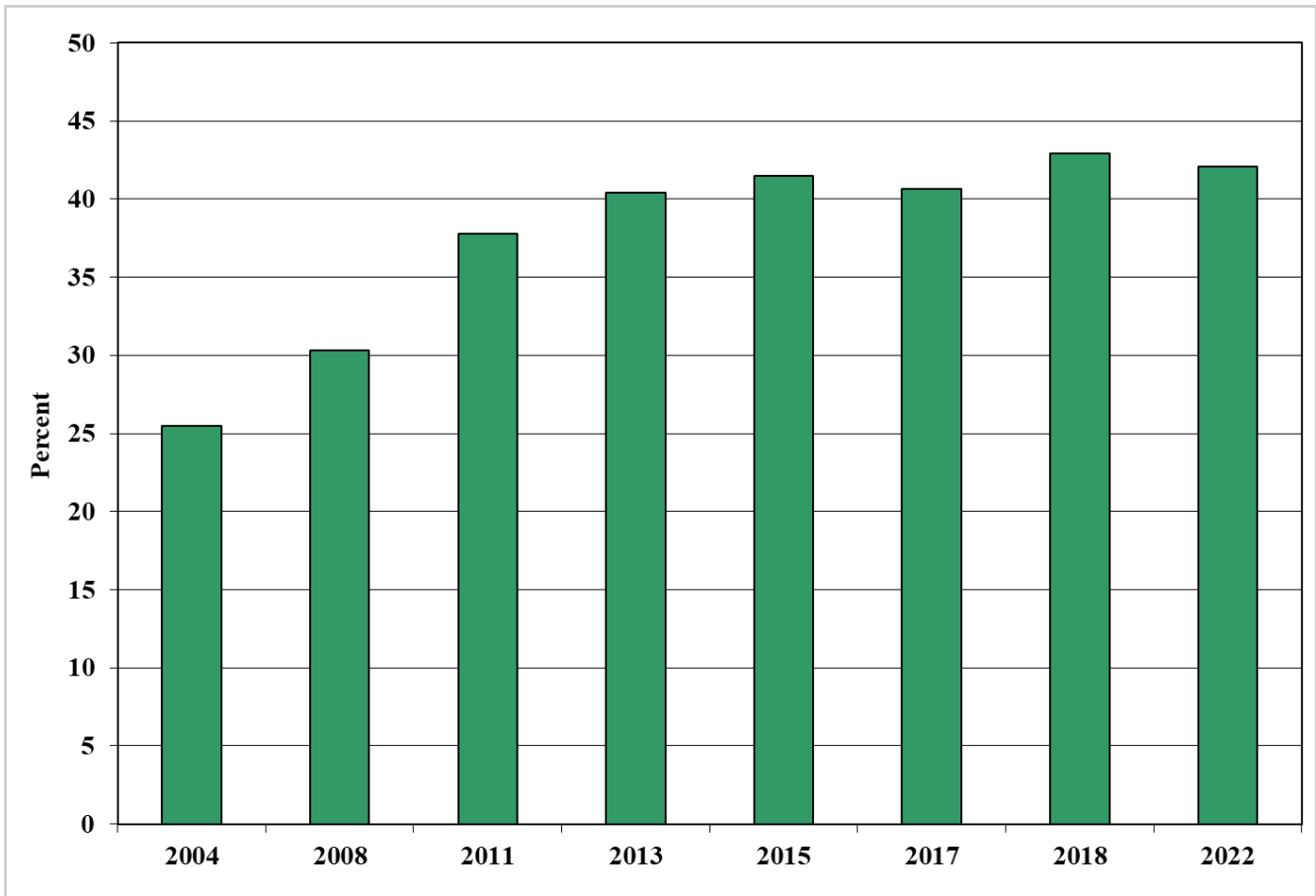
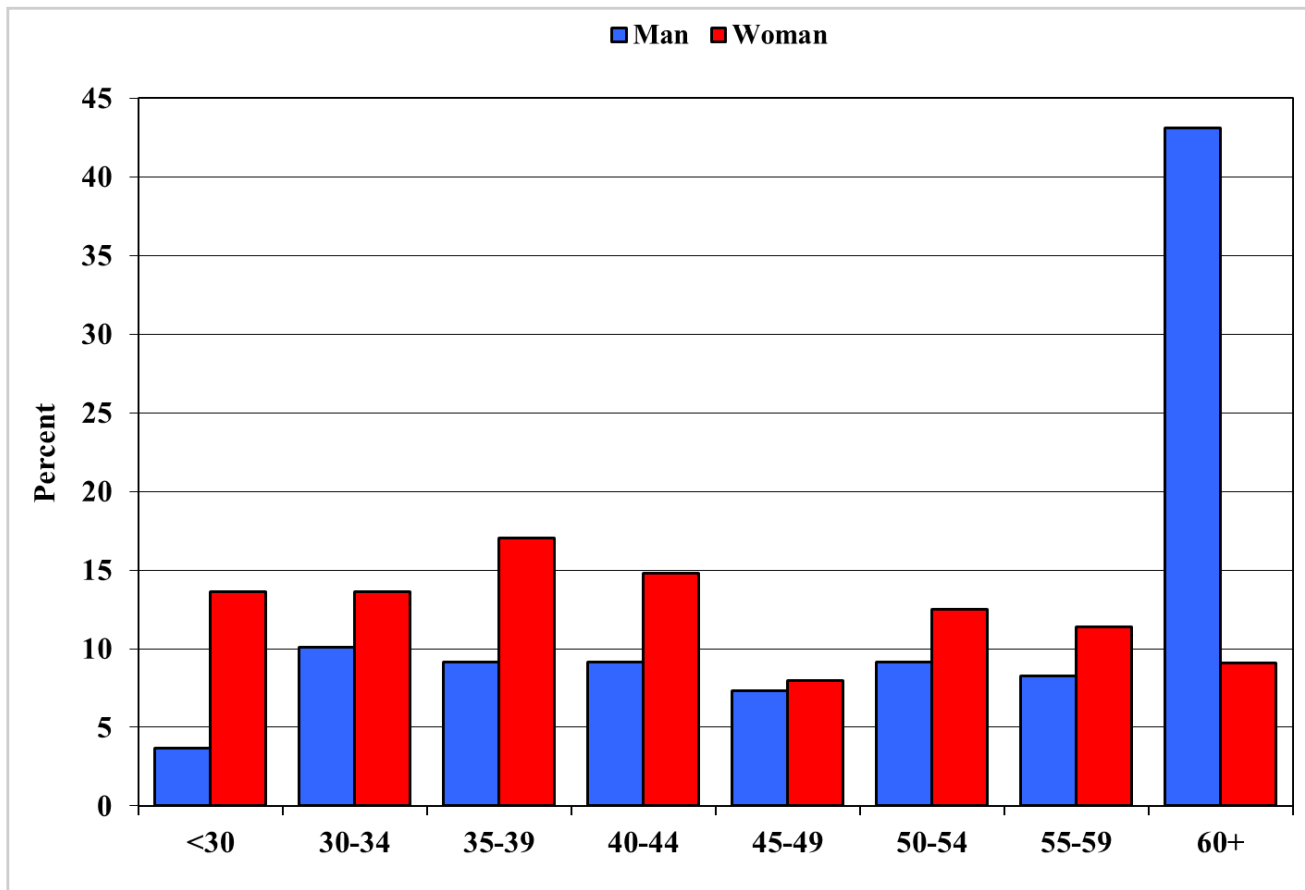


Figure 5B: Age and Gender Profile of Respondents, 2022



**Note:** Because the 'Prefer not to disclose' option was chosen by so few respondents, only respondents who chose either Male or Female are shown.

**Table 6: Law School, 2022**

	<b>Percent</b>
York University	18.6
Western Law (UWO)	17.6
University of Windsor	14.8
Queen's University	10.5
University of Ottawa	9.5
University of Toronto	7.1
United Kingdom	6.7
Other	4.8
Dalhousie University	2.4
McGill University	2.4
University of Alberta	1.4
Law school in US	1.4
University of British Columbia	1.0
University of Victoria	1.0
University of Saskatchewan	1.0

Note: Law schools with only 1 respondent were grouped into the 'Other' category.

**Figure 6: Region of Law School, 2022**

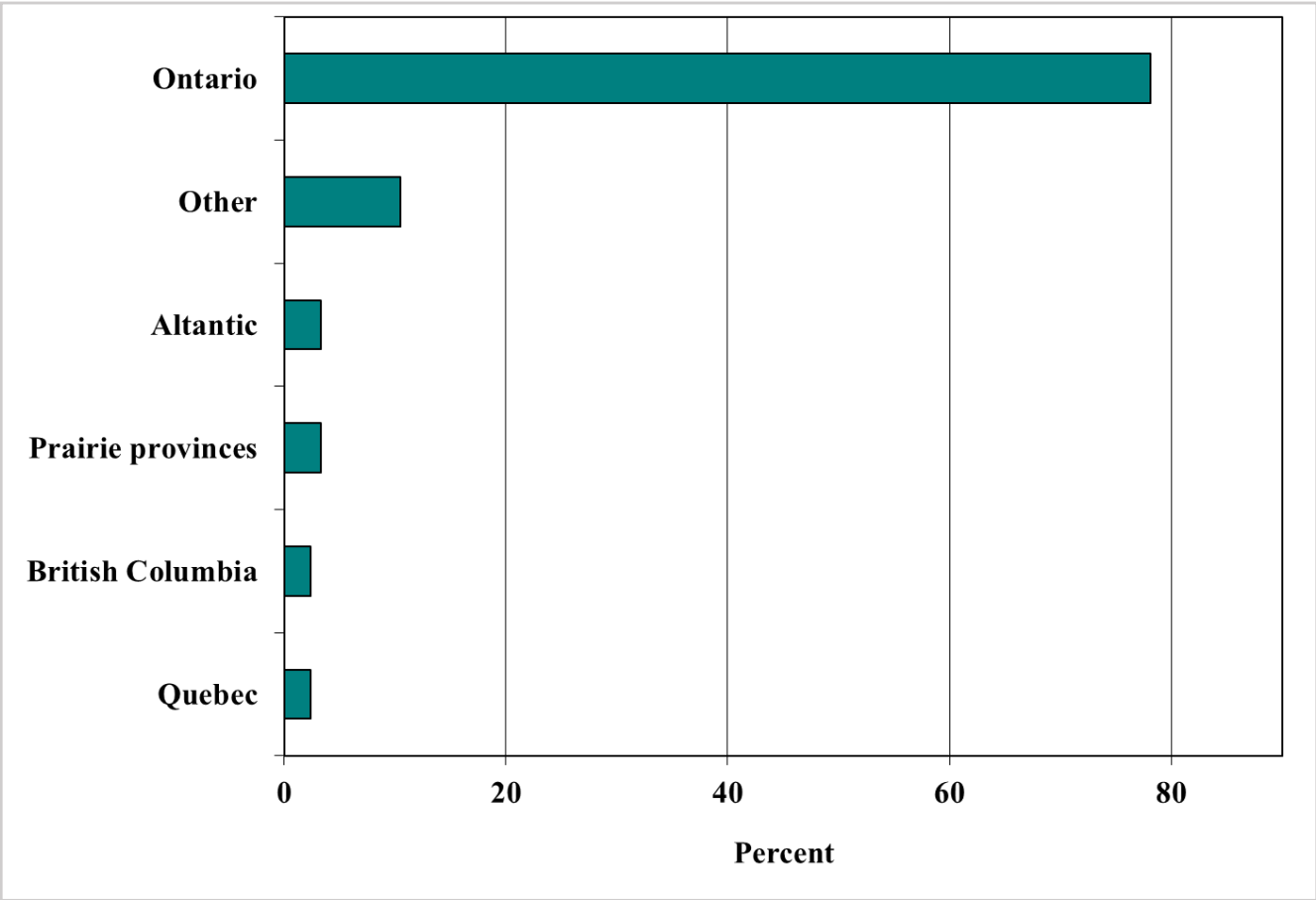


Figure 7A: Members Doing Board and Volunteer Work in Past Year, 2022

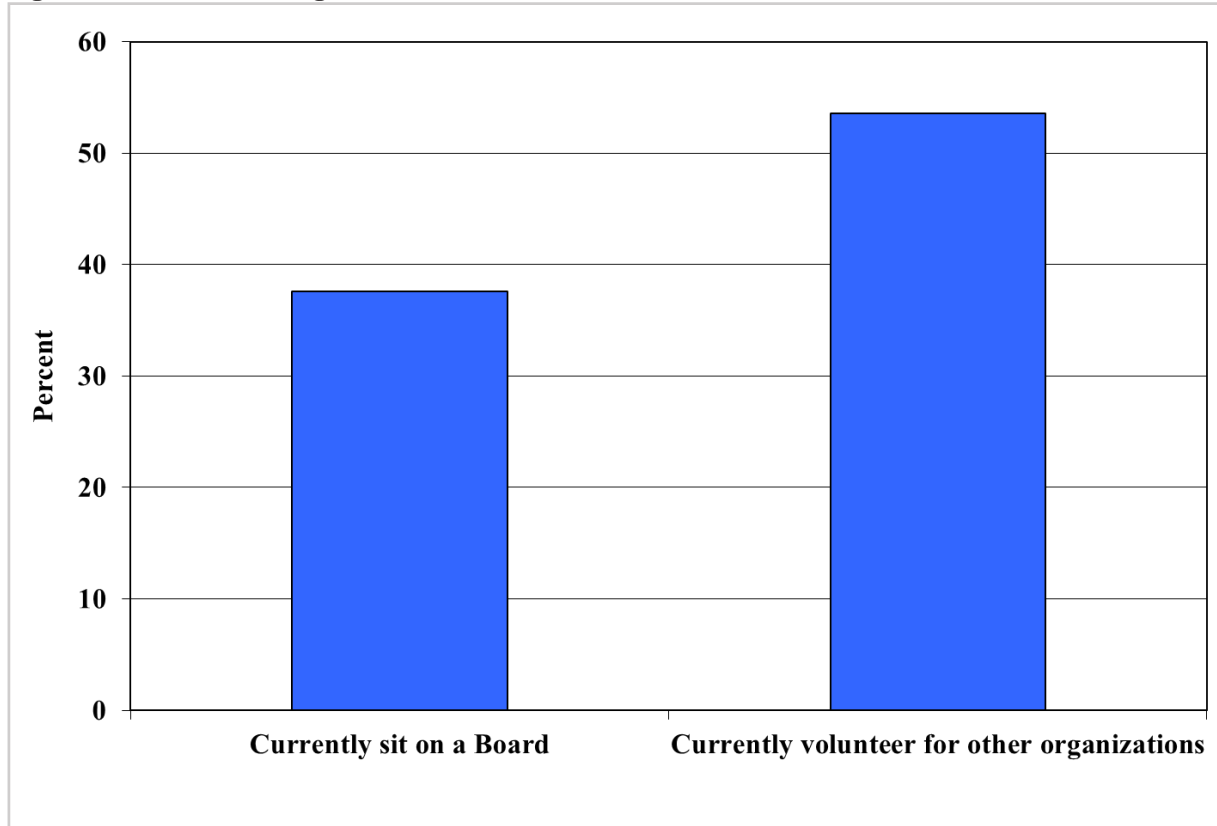
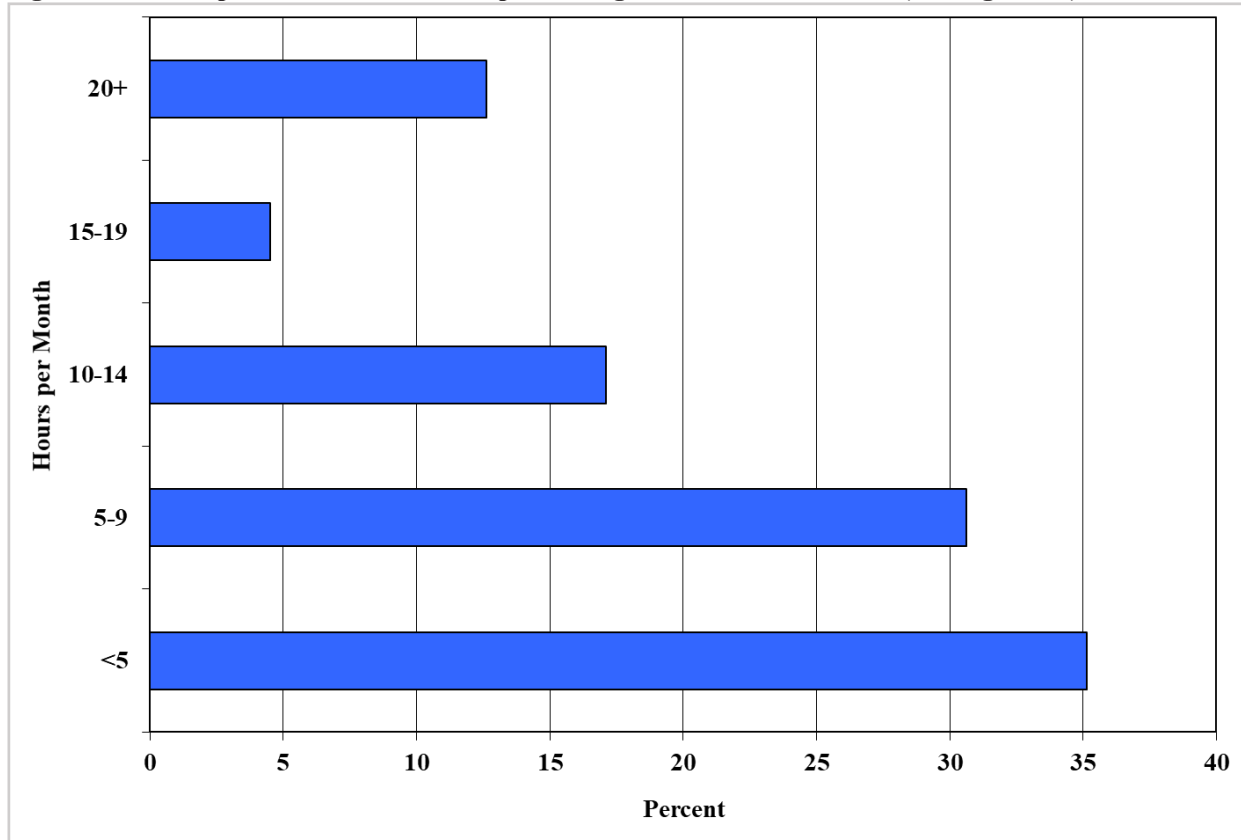


Figure 7B: Hours per Month Volunteers Spent Doing Volunteer Work, 2022 (Average = 8.5)



**Table 7A: Practice Composition: Legal Work Done by HLA Lawyers, 2022**

	<b>% of Practice (average)</b>	<b>% of Lawyers Practicing Type of Law (average)</b>
Family/Matrimonial Law	15.8	19.5
Real Estate Law	10.8	23.8
Civil Litigation	10.6	23.8
Criminal/Quasi-Criminal Law	7.9	10.0
Personal Injury	7.2	12.9
Corporate/Commercial Law	6.3	21.4
Commercial Litigation	5.4	17.6
Wills, Estates & Trusts Law	5.2	22.4
Insurance Defence Litigation	3.9	5.7
Employment Law	2.6	13.3
Intellectual Property Law (Trademarks, Copyrights, Patents)	2.5	2.9
Estate Litigation	2.1	9.0
Construction Law	2.0	5.7
In-house Counsel	1.8	2.9
ADR/Mediation Services	1.8	3.3
Business Purchase/Sale	1.7	10.5
Labour Law	1.5	2.9
Child Protection	1.4	2.4
Bankruptcy/Insolvency/Receivership Law	1.3	3.3
Accident Benefits	1.3	3.8
Human Rights	1.1	5.7
Debt Collection	1.1	3.3
Banking & Loan Security	0.8	4.3
Administrative Law	0.7	4.8
Workplace Safety & Insurance	0.6	1.4
Municipal Law	0.4	3.3
Charities/Non-Profit	0.4	2.9
Arbitration	0.3	1.9
Mental Health Law	0.3	1.0
Commercial Leases	0.3	4.8
Professional Liability Defence (LawPRO)	0.3	1.0
Medical Malpractice	0.3	1.9
Tax Law	0.2	1.4
Aboriginal Law	0.0	0.5
Government Lawyer	0.0	0.5
Immigration Law	0.0	0.5
Cross Border Litigation	0.0	0.0
Environmental Law	0.0	0.0
Franchising Law	0.0	0.0
International Law	0.0	0.0
Internet/E-Commerce Law	0.0	0.0
Pensions	0.0	0.0

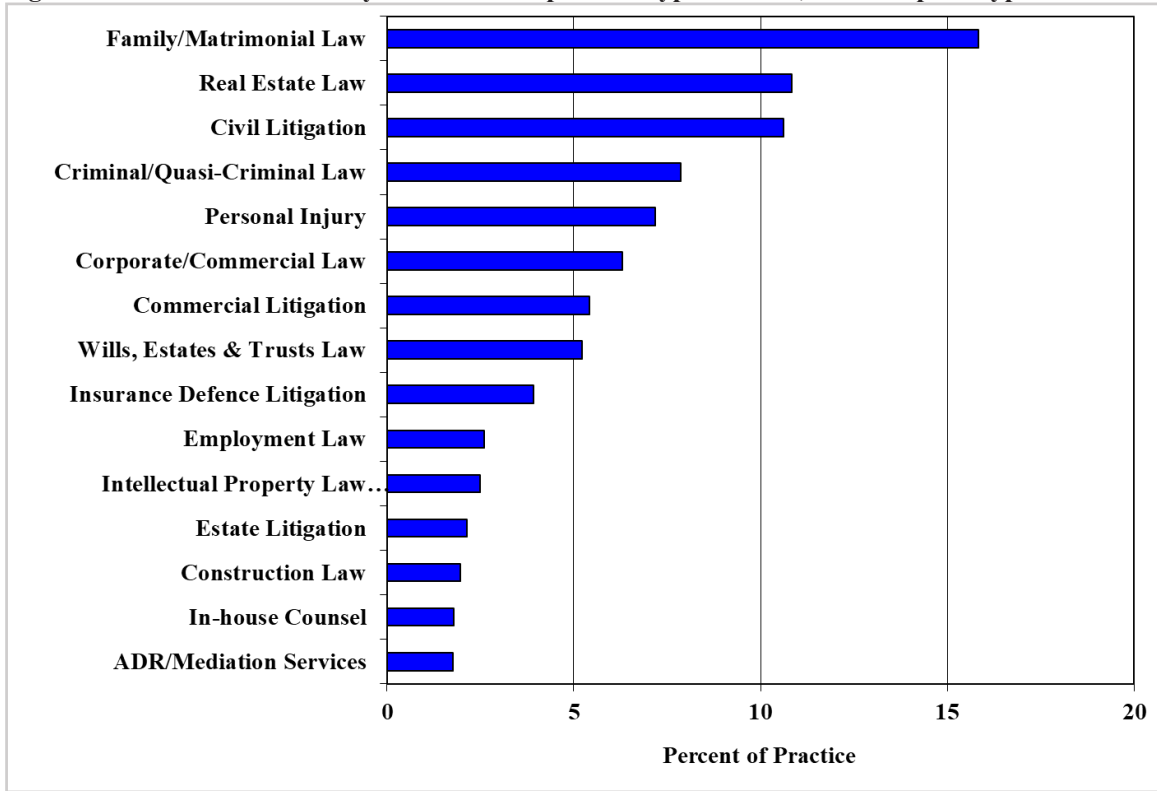


**Table 7B: Top Ten Areas of Practice, 2022 (Compared to 2004)**

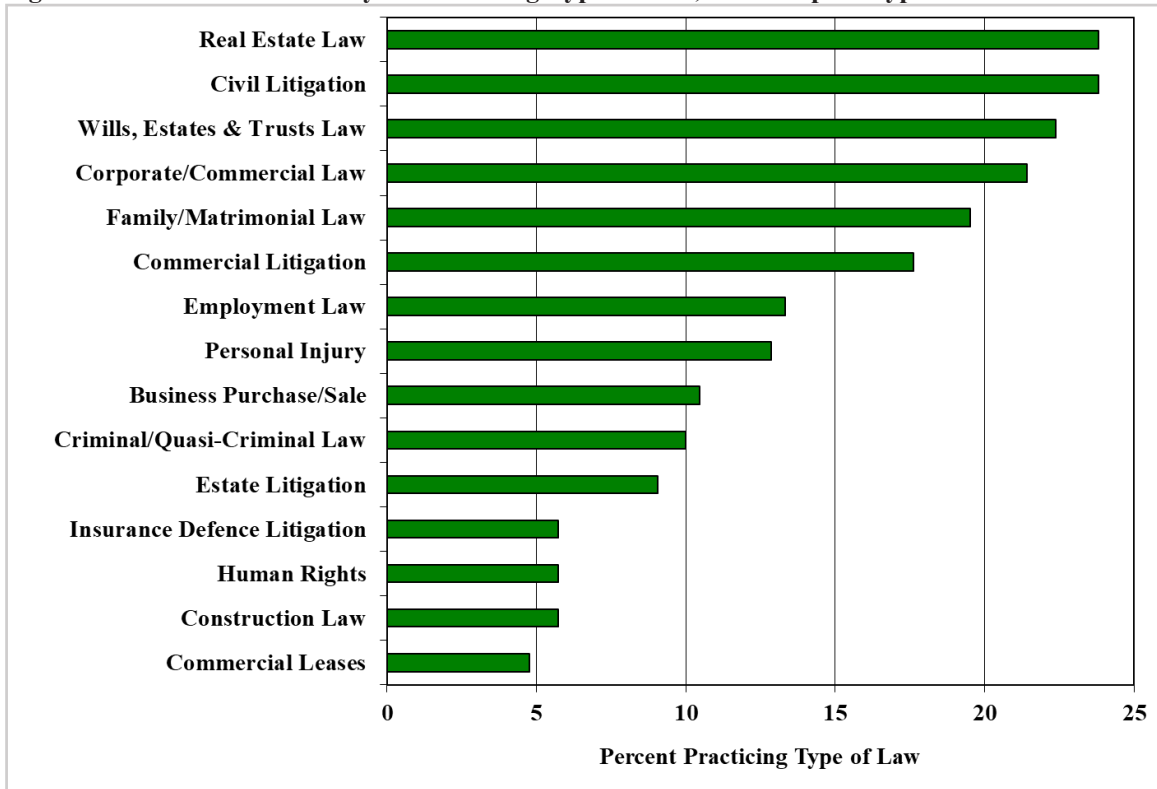
	Percent of Practice (average)		Percent of Lawyers Practicing Type of Law (average)	
	2004	2022	2004	2022
Family/Matrimonial Law	13.9	15.8	27.3	19.5
Real Estate Law	13.2	10.8	36.6	23.8
Civil Litigation	9.9	10.6	34.1	23.8
Criminal/Quasi-Criminal Law	13.2	7.9	20.8	10.0
Personal Injury	6.9	7.2	18.6	12.9
Corporate/Commercial Law	9.8	6.3	29.3	21.4
Commercial Litigation	6.0	5.4	20.8	17.6
Wills, Estates & Trusts Law	7.2	5.2	36.9	22.4
Insurance Defence Litigation	6.2	3.9	10.4	5.7
Employment Law*		2.6		13.3

\* Category not listed in 2004 survey.

**Figure 8: Percent of HLA Lawyers' Practice Spent on Types of Law, 2022: Top 15 Types**



**Figure 9: Percent of HLA Lawyers Practicing Type of Law, 2022: Top 15 Types**



**Table 8: Percent of HLA Lawyers' Practice Spent on Types of Law by Type of Firm, 2022: Top 5 Types of Law for Each Type of Firm**

Law Firm-sole practitioner	Law Firm-2 to 5 lawyers	Law Firm - 6-14 lawyers	Law Firm - 15+ lawyers
Family/Matrimonial Law – 33.8	Family/Matrimonial – 22.1	Personal Injury – 26.4	Civil Litigation – 15.0
Real Estate Law – 16.0	Real Estate Law – 18.3	Civil Litigation – 14.5	Commercial Litigation – 11.3
Criminal/Quasi-Criminal – 11.5	Personal Injury – 11.4	Real Estate Law – 13.7	Insurance Defence Litigation – 9.1
Wills, Estates & Trusts – 7.2	Wills, Estates & Trusts – 9.0	Corporate/Commercial Law – 9.4	Corporate/Commercial Law – 8.4
Intellectual Property Law – 4.7	Criminal/Quasi-Criminal – 7.6	Commercial Litigation – 6.8	Family/Matrimonial Law – 6.9

**Note:** The 'Government', 'In-house Corporate Counsel', and 'Other' categories are not shown, as there were relatively few respondents in each of these categories.

**Table 9: Percent of HLA Lawyers' Practice Spent on Types of Law by Age of Lawyer, 2022: Top 5 Types of Law for Each Age Group**

<35	35-44	45-54	55-64	65+
Commercial Litigation – 13.8	Family/Matrimonial Law – 16.9	Family/Matrimonial Law – 13.2	Family/Matrimonial Law – 27.3	Criminal/Quasi-Criminal – 18.5
Family/Matrimonial Law – 12.3	Civil Litigation – 13.2	Personal Injury – 10.7	Civil Litigation – 8.5	Real Estate Law – 18.1
Real Estate Law – 10.5	Real Estate Law – 10.4	Civil Litigation – 10.3	Corporate/Commercial Law – 8.2	Civil Litigation – 9.9
Civil Litigation – 10.4	Insurance Defence Litigation – 8.8	Real Estate Law – 9.0	Criminal/Quasi-Criminal – 8.0	Family/Matrimonial Law – 7.9
Corporate/Commercial Law – 8.7	Personal Injury – 7.7	Criminal/Quasi-Criminal – 7.5	Real Estate Law – 7.1	Wills, Estates & Trusts – 7.1

**Table 10: Percent of HLA Lawyers' Practice Spent on Types of Law by Experience of Lawyer, 2022: Top 5 Types of Law for Each Experience Group**

<b>0 to 10 Years</b>	<b>11 to 20 Years</b>	<b>21 to 30 Years</b>	<b>More Than 30 Years</b>
Family/Matrimonial Law – 13.2	Family/Matrimonial Law – 17.8	Family/Matrimonial Law – 20.1	Criminal/Quasi-Criminal – 14.8
Real Estate Law – 11.9	Civil Litigation – 17.3	Real Estate Law – 10.9	Family/Matrimonial Law – 14.1
Civil Litigation – 10.0	Insurance Defence Litigation – 8.4	Criminal/Quasi-Criminal Law – 9.1	Real Estate Law – 12.6
Commercial Litigation – 9.5	Personal Injury – 7.1	Civil Litigation – 7.4	Corporate/Commercial Law – 9.3
Personal Injury – 7.8	Real Estate Law – 6.9	Personal Injury – 6.7	Civil Litigation – 8.5

**Table 11: Percent of HLA Lawyers' Practice Spent on Types of Law by Gender of Lawyer, 2022: Top 5 Types of Law for Each Gender**

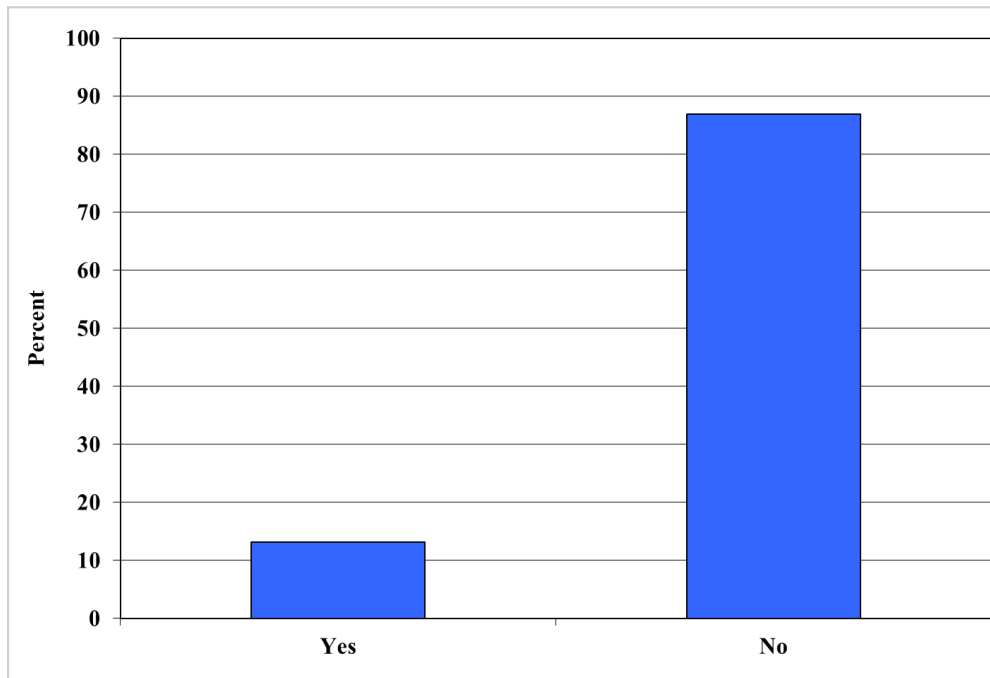
<b>Male</b>	<b>Female</b>
Real Estate Law – 13.1	Family/Matrimonial Law – 24.9
Civil Litigation – 12.4	Civil Litigation – 9.8
Criminal/Quasi-Criminal – 10.0	Real Estate Law – 8.6
Personal Injury – 8.4	Corporate/Commercial Law – 7.2
Family/Matrimonial Law – 7.8	Wills, Estates & Trusts – 6.3

**Note:** The 'Prefer not to disclose' category is not shown, as there were relatively few respondents in this category.

**Table 12: Areas of Practice by Years of Experience, % (Top 20 Areas Overall, Females only)**

	<b>10 Years or Less</b>	<b>11 or more Years</b>	<b>Total</b>
	<b>%</b>	<b>%</b>	<b>%</b>
Real Estate Law	28.9	18.8	23.3
Wills, Estates & Trusts Law	23.7	16.7	19.8
Corporate/Commercial Law	23.7	14.6	18.6
Family/Matrimonial Law	21.1	16.7	18.6
Civil Litigation	21.1	10.4	15.1
Commercial Litigation	23.7	8.3	15.1
Criminal/Quasi-Criminal Law	10.5	8.3	9.3
Estate Litigation	13.2	6.3	9.3
Personal Injury	13.2	6.3	9.3
Employment Law	10.5	6.3	8.1
Insurance Defence Litigation	7.9	8.3	8.1
Child Protection	2.6	6.3	4.7
Human Rights	5.3	4.2	4.7
Accident Benefits	7.9	0.0	3.5
Bankruptcy/Insolvency/Receivership Law	2.6	4.2	3.5
Construction Law	2.6	4.2	3.5
Labour Law	5.3	2.1	3.5
Commercial Leases	2.6	2.1	2.3
Debt Collection	2.6	2.1	2.3
Intellectual Property Law (Trademarks, Copyrights, Patents)	2.6	2.1	2.3
<b># of Female Lawyers</b>	<b>38</b>	<b>48</b>	<b>86</b>

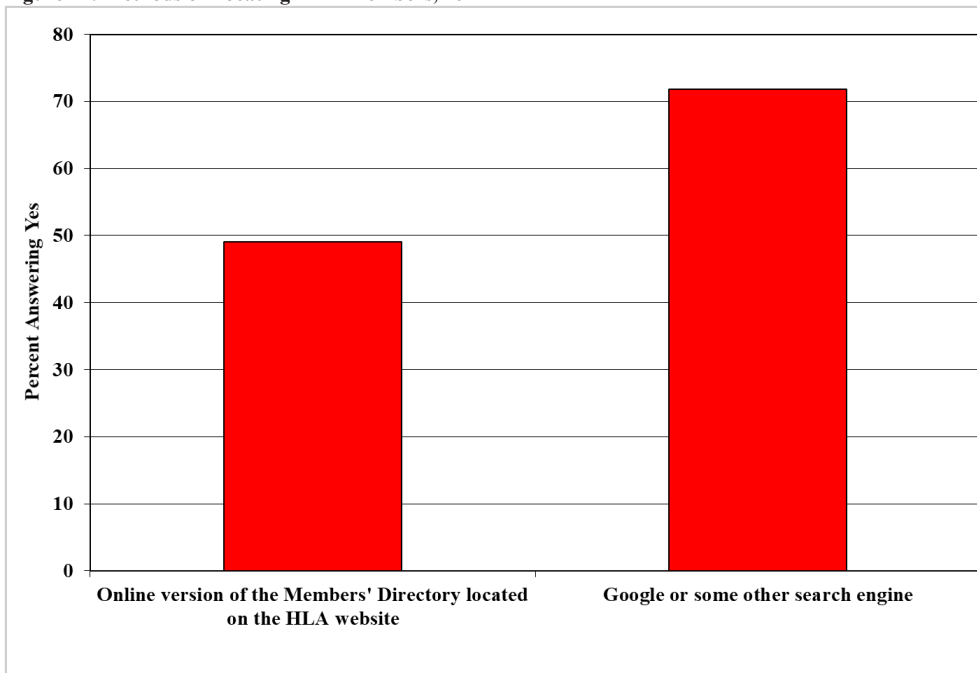
**Figure 10: Self-Identification as Racialized Person, 2022**



**Table 13: Areas of Practice by Racialized Identification, % (Top 20 Areas Overall)**

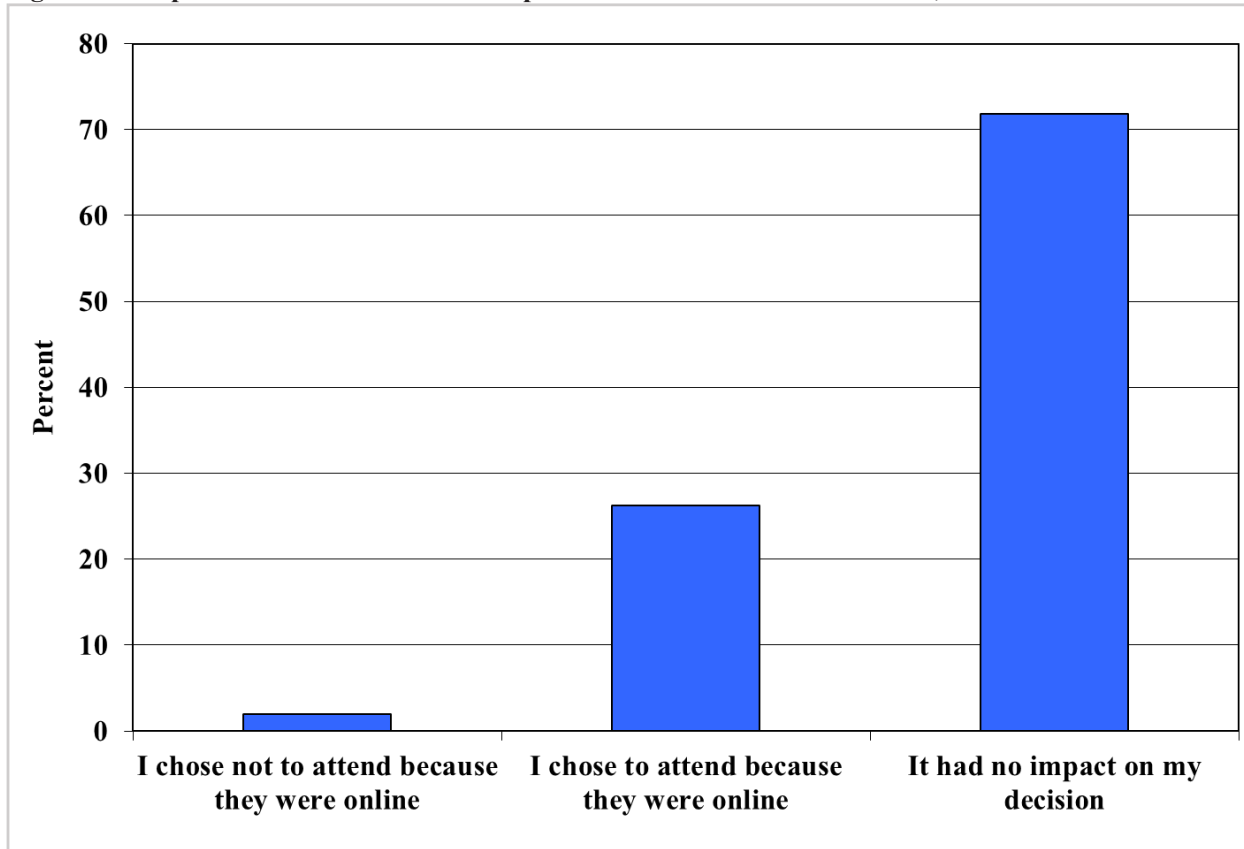
	Racialized Person	Not a Racialized Person	Prefer not to disclose	Total
	%	%	%	%
Civil Litigation	12.5	28.6	5.3	24.5
Real Estate Law	37.5	23.6	10.5	24.0
Wills, Estates & Trusts Law	25.0	23.6	10.5	22.5
Corporate/Commercial Law	20.8	23.0	15.8	22.1
Family/Matrimonial Law	41.7	15.5	26.3	19.6
Commercial Litigation	20.8	18.0	15.8	18.1
Employment Law	12.5	14.3	10.5	13.7
Personal Injury	4.2	14.9	10.5	13.2
Business Purchase/Sale	8.3	11.8	5.3	10.8
Criminal/Quasi-Criminal Law	4.2	10.6	15.8	10.3
Estate Litigation	8.3	10.6	0.0	9.3
Construction Law	0.0	6.8	5.3	5.9
Human Rights	4.2	0.0	5.3	5.9
Insurance Defence Litigation	4.2	6.2	5.3	5.9
Commercial Leases	4.2	5.6	0.0	4.9
Banking & Loan Security	4.2	5.6	0.0	4.4
Accident Benefits	4.2	10.6	0.0	3.9
Administrative Law	0.0	3.7	5.3	3.4
Bankruptcy/Insolvency/Receivership Law	4.2	3.7	0.0	3.4
Debt Collection	0.0	4.3	0.0	3.4
<b># of Lawyers</b>	<b>24</b>	<b>161</b>	<b>19</b>	<b>204</b>

**Figure 11: Methods of Locating HLA Members, 2022**

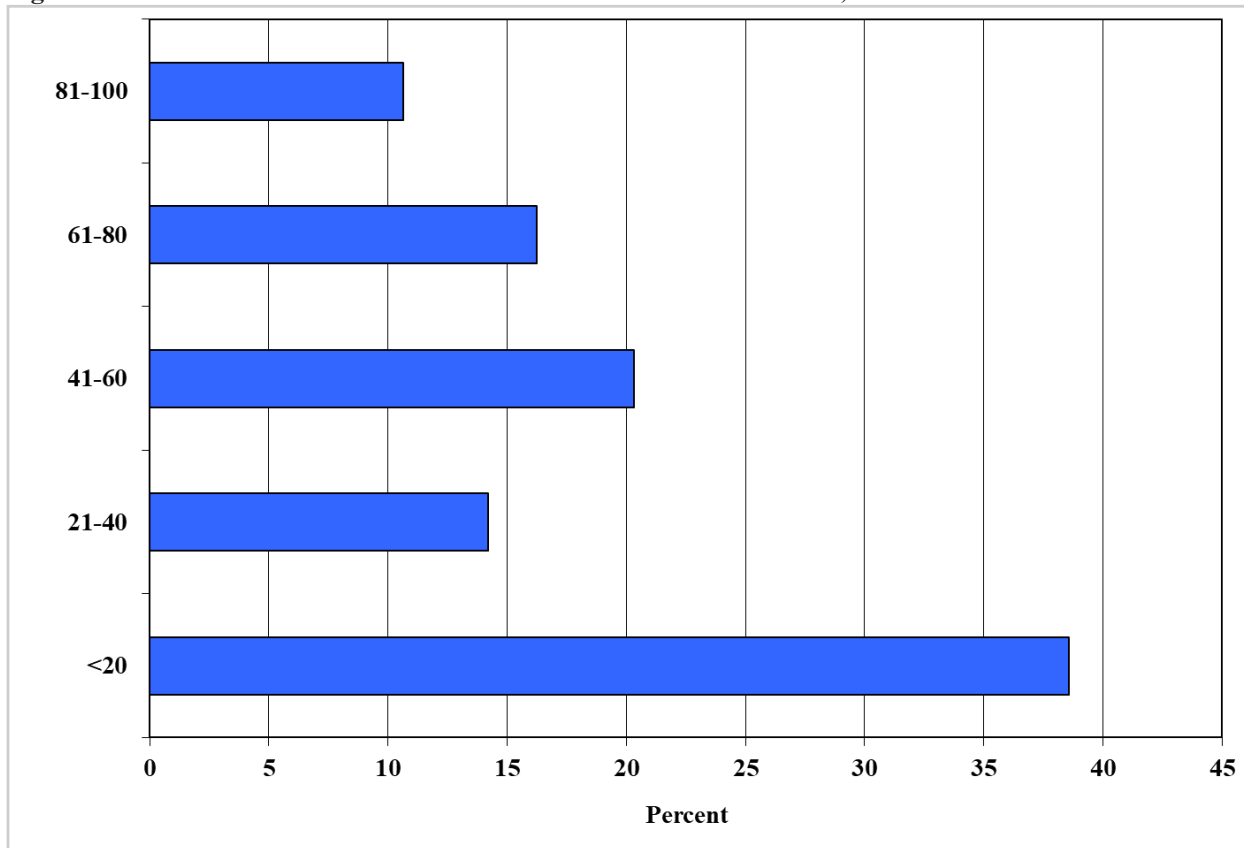


**Note:** In 2022 the following answer option was not provided in the survey: *Paper version of the Members' Directory.*

**Figure 12: Impact of Online CPD Workshops/Seminars on Decision to Attend, 2022**



**Figure 13: Amount of CPD Obtained from Hamilton Law Association, 2022**





## **Project Consultant**

The survey analysis and report preparation (along with the accompanying charts and tables) were completed by Gerald Bierling. Gerald has taught undergraduate and graduate research methods and statistics courses in the Political Science and Sociology departments at McMaster University. In addition, he provides research and statistical consulting services to various private and public-sector organizations. His services include labour force analysis, demographic projections, consumer spending summaries, and survey construction and analysis. He can be reached at:

905-529-5141  
gbierling@cogeco.ca



# The Hamilton Law Association Strategic Action Plans Progress Report December 31, 2022

# 2022 Strategic Action Plans Progress Report

The Hamilton Law Association will strive to be a leader among all Ontario bar associations in the following ways:

## GOAL #1

Identify, analyze, and disseminate information regarding professional matters to the membership, at the discretion of the Board of Trustees.

## GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

## GOAL #3

Represent The Hamilton Law Association to other organizations related to professional matters, at the discretion of the Board of Trustees.

## GOAL #4

Attract, grow, and support a diverse, equitable, and inclusive membership and volunteer base.

## GOAL #5

Promote a positive image of Hamilton Law Association members the Hamilton and broader communities.

## Strategic Action Plans Progress Report

### GOAL #1

Identify, analyze, and disseminate information regarding professional matters to the membership, at the discretion of the Board of Trustees.

<b>Strategy</b>	<p>STRATEGY 1</p> <p>Seek a volunteer (assign) from Board to update Board from each of OBA, FOLA, LSO.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Assign Professional Matters Chair (PMC) annually.</li> <li>• Volunteer to submit a minimum of two 250-word memos to Board as needed.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• President</li> <li>• Board Spokesperson</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• L. Dickson volunteers as Professional Matters Chair for the 2022 year.</li> <li>• OBA Council meeting report drafted and submitted to Board of Trustees.</li> <li>• Held FOLA Central South Regional Meetings as needed &amp; provided update to Board of Trustees.</li> <li>• A report to the Board of Trustees at the March meeting was provided Re. FOLA's Lobby Day, held on February 23, 2022</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #1

Identify, analyze, and disseminate information regarding professional matters to the membership, at the discretion of the Board of Trustees.

<b>Strategy</b>	<p>STRATEGY 2</p> <p>Re-align Board agenda to assign prominence to professional matters</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Create a Professional Matters standing Board agenda item before Treasurer’s Report.</li> <li>• Invite delegates from outside organizations to Board meetings as needed.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• HLA Staff</li> <li>• Professional Matters Chair</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Professional Matters Chair Report a standing Board agenda continuing in the 2022- 2023 term.</li> <li>• Professional Matters Chair Report directly following President’s Report on Board of Trustees meeting agenda.</li> <li>• Invitation to Board of Trustees meeting issued to Andrew Spurgeon (LSO Rep./Bencher Candidate), Mike Winward (Bencher Candidate), Augustine Krawchenko (LiRN Rep.), &amp; Allen Wynperle (FOLA Rep.)</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #1

Identify, analyze, and disseminate information regarding professional matters to the membership, at the discretion of the Board of Trustees.

<b>Strategy</b>	<p>STRATEGY 3</p> <p>Update membership via HLA email in a timely manner on professional matters.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Co-ordinate dissemination of information received from Board Spokesperson from each organization as needed.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Professional Matters Chair</li> </ul>
<b>Actions Taken</b>	<p>Notices to the Profession for the 2022 year:</p> <ul style="list-style-type: none"> <li>• April 5/22 – Notice to the Profession RE: Mode of Appearance in Hamilton OCJ Criminal Courts</li> <li>• April 7/22 – FOLA Real Estate Update: Information about Ontario's More Homes for Everyone Act</li> <li>• April 20/22 – Final Notice to the Public and Profession Effective April 19, 2022</li> <li>• June 22/22 – Notice to the Profession RE: Preliminary Inquiries and Focus Hearings in the Hamilton OCJ as of July 4, 2022</li> <li>• July 26/22 – Letter from FOLA to MAG RE: E-Filing (Court Services Division – Document Filing and Issuance Issues)</li> <li>• August 12/22 – Notice to the Profession RE: Local Direction to the Criminal Bar</li> <li>• November 3/22– Notice to the Profession and Self-Represented Litigants Re: Same-Day Mediation, Expedited Mediation TBST and Requests to Adjourn Conferences Less Than 30 days Prior to the Scheduled Date</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #1

Identify, analyze, and disseminate information regarding professional matters to the membership, at the discretion of the Board of Trustees.

<b>Strategy</b>	<p>STRATEGY 4</p> <p>Hold Board meeting or retreat annually dedicated to Professional Matters.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Set agenda and invite delegates from outside organizations.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• President</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Planning of an in-person retreat has been deferred amid the global health pandemic.</li> </ul>



## Strategic Action Plans Progress Report

### GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

<b>Strategy</b>	<p>STRATEGY 1</p> <p>Provide well organized, successful CPD for the membership at a variety of prices in a variety of practice areas.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Consider implementing webcasts for non-local members and non-members to increase revenue and exposure for HLA members.</li> <li>• Continue approaching CPD with a focus on quality over quantity.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• CPD Committee</li> <li>• CPD Event Chair(s)</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• The HLA Continuing Professional Development Chair, alongside the CPD Committee and CPD Coordinators, continually canvas ideas from the HLA members for relevant topics that pertain to a wide variety of practice areas. Past CPD events are evaluated with ongoing discussion for improvement.</li> <li>• A combination of 22 webinars and in-person events were facilitated for Hamilton Law Association members.</li> <li>• Feedback &amp; Evaluation forms are provided in half and full-day seminar material packages and are reviewed regularly.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

<b>Strategy</b>	<p>STRATEGY 2</p> <p>Identify networking opportunities between senior lawyers and new lawyers.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Encourage junior members of the bar to attend events including practice dinners.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• CPD Event Chair(s)</li> <li>• Dinner Chair(s)</li> <li>• Board of Trustees</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• In 2022, 7 networking events between senior lawyers and new lawyers were held, including:             <ul style="list-style-type: none"> <li>◦ Feb. 15/22- New Lawyers' Seminar Social</li> <li>◦ May 19/22- President's Reception</li> <li>◦ June 2/22- Annual Dinner</li> <li>◦ June 14/22- New Lawyers' Mentoring Evening</li> <li>◦ July 26/22- New Lawyers' Subcommittee Summer Social</li> <li>◦ Sept. 28/22- New Lawyers' Welcome Dinner</li> <li>◦ Dec. 2/22- Members' Appreciation Lunch</li> </ul> </li> <li>• All junior members of the bar are invited to the HLA's various roundtables, half and full-day seminars and each practice group dinner throughout the year.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

<b>Strategy</b>	<p>STRATEGY 3</p> <p>Include practice management in HLA educational forums.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Include practice management in CPD Roundtable series.</li> <li>• Include articles regarding practice management in HLA Journal.</li> <li>• Identify and centralize practice management resources.</li> <li>• Prepare members for the future of the practice of law including changes in technology and artificial intelligence with a focus on technology.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Chair of CPD Committee</li> <li>• Practice Management Task Force Chair</li> <li>• Executive Director</li> <li>• Librarian</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Practice Management topics included in various Hamilton Law Association CPD events and seminar.</li> <li>• Practice Management topics included as part of various Journal articles.</li> <li>• Practice management links to resources are continually updated on each HLA Committee webpage.</li> <li>• Hamilton Law Association members received updates throughout the 2022 year related to court procedure and practice direction web services and remote access changes.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

<b>Strategy</b>	<p>STRATEGY 4</p> <p>Forum for knowledge transfer.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Continue to review mentoring programs.</li> <li>• Consider recruiting elder statespersons or experienced lawyers to volunteer time and set up regular appointments in The Hamilton Law Association Library.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Executive Director</li> <li>• New Lawyers' Chair</li> <li>• President</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• The HLA provided law and articling students with the Young Lawyer Mentor program, organized through the New Lawyers' Subcommittee.</li> <li>• In 2022, 4 networking events between senior lawyers and new lawyers were held, including:             <ul style="list-style-type: none"> <li>◦ Feb. 15/22- New Lawyers' Seminar Social</li> <li>◦ June 14/22- New Lawyers' Mentoring Evening</li> <li>◦ July 26/22- New Lawyers' Subcommittee Summer Social</li> <li>◦ Sept. 28/22- New Lawyers' Welcome Dinner</li> </ul> </li> </ul>

## Strategic Action Plans Progress Report

### GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

<b>Strategy</b>	<p>STRATEGY 5</p> <p>Focus on training and information for members in technology and practice management tools.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Promote information sharing among members about experience using products</li> <li>• Consider a technology symposium or seminar</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Practice Management Task Force Chair</li> <li>• President</li> <li>• Executive Director</li> <li>• CPD Chair</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Hamilton Law Association members received instructions related to Zoom teleconferencing tools related to Hamilton Law Association committee meeting and webinar attendance.</li> <li>• The Hamilton Law Association held various webinar events related to navigating virtual court.</li> <li>• Distributed information to the membership regarding virtual court updates and resources.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #2

Provide relevant and high-quality professional development and practice management resources for our members for each stage of their career.

<b>Strategy</b>	<p>STRATEGY 6</p> <p>Recruit and engage more of the membership to avoid volunteer fatigue.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Continue to offer the membership volunteer opportunities</li> <li>• Consider tracking and providing annual stats with respect to volunteers to understand input</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Board of Trustees</li> <li>• Executive Director</li> <li>• CPD Chair</li> <li>• CPD Coordinators</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• CPD Chair, CPD Committee, and CPD event planning committees consider new volunteers on a regular basis.</li> <li>• CPD Coordinators maintain and access volunteer list annually.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #3

Represent The Hamilton Law Association to other organizations related to professional matters, at the discretion of the Board of Trustees.

<b>Strategy</b>	<p>STRATEGY 1</p> <p>Seek a volunteer (assign) from Board to update Board from each of OBA, FOLA, LSO as needed.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Assign Professional Matters Chair annually</li> <li>• Volunteer to submit a minimum of two 250-word memos to Board per year.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• President</li> <li>• Board Spokesperson</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• L. Dickson volunteered as Professional Matters Chair at June 2019 Board meeting.</li> <li>• OBA Council meeting report drafted and submitted to Board of Trustees as available.</li> <li>• A report to the Board of Trustees at the March meeting was provided re. FOLA's inaugural Lobby Day, held on February 23, 2022.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #3

Represent The Hamilton Law Association to other organizations related to professional matters, at the discretion of the Board of Trustees.

<b>Strategy</b>	<p>STRATEGY 2</p> <p>Forward matters received from outside organizations requiring response to Professional Matters Chair or Board Spokesperson responsible for that organization, where applicable.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Professional Matters Chair or Board Spokesperson responsible to identify issues requiring a policy response.</li> <li>• Determine process for arriving at organizational position depending upon importance of issue and time available.</li> <li>• Implement process.</li> <li>• Generate any necessary correspondence.</li> <li>• Consider retaining outside assistance for the creation of policy positions or responses, where appropriate.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• President</li> <li>• Professional Matters Chair</li> <li>• Executive Director</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• President D. van der Woerd drafted numerous correspondences with various legal stakeholders regarding professional matters relating to practice direction, legislation, and court procedure.</li> <li>• The Hamilton Law Association professional matter submissions were published to the HLA website and were referred to in various issues of the HLA Journal.</li> <li>• Professional Matters Chair L. Dickson provided an overview of professional matters issues addressed in 2022 in the 2022 Annual Report.</li> <li>• Executive Director R. Bentham participated in ongoing teleconference calls regarding LiRN updates and news.</li> </ul>



## Strategic Action Plans Progress Report

### GOAL #4

Attract, grow, and support a diverse, equitable, and inclusive membership and volunteer base.

<b>Strategy</b>	<p>STRATEGY 1</p> <p>Continue to review the organization through an inclusive lens.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Review Hamilton Law Association policies and update as required.</li> <li>• Support EDI in HLA activities.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• President</li> <li>• Board of Trustees</li> <li>• Executive Director</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Attendee Accessibility line item maintained in HLA Budget for the purchase of assistive devices and services for attendees at CPD and social events requiring accommodations.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #4

Attract, grow, and support a diverse, equitable, and inclusive membership and volunteer base.

<b>Strategy</b>	<p>STRATEGY 2</p> <p>Incorporate EDI topics into existing CPD.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Ensure CPD chairs are aware of LSO EDI requirements.</li> <li>• Strive to offer EDI programming each year.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• CPD Chair</li> <li>• Executive Director</li> <li>• CPD Coordinators</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• The Hamilton Law Association held the following EDI Hours in 2022:             <ul style="list-style-type: none"> <li>◦ April 26, 2022- The 20th Annual Advocacy Conference, presentation on the Indigenous Perspective on the Canadian Legal System</li> <li>◦ May 3, 2022- The Professionalism Session, presentation on Equity, Diversity, and Inclusion in the Workplace</li> </ul> </li> </ul>

## Strategic Action Plans Progress Report (relating to May 27/21 - May 19/22)

### GOAL #4

Attract, grow, and support a diverse, equitable, and inclusive membership and volunteer base.

<b>Strategy</b>	<p>STRATEGY 3</p> <p>Review Board composition and succession.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Board to identify succession needs to Nominating Committee.</li> <li>• Nominating Committee to receive written requests from prospective Board members.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• President</li> <li>• Past President</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Succession needs and timeline of term of Trustees addressed by Board in June 2022.</li> <li>• Written requests from prospective Board members were reviewed in February 2023 by the Nominating Committee.</li> </ul>

## Strategic Action Plans Progress Report

### GOAL #5

Promote a positive image of Hamilton Law Association members in the Hamilton and broader communities.

<b>Strategy</b>	<p>STRATEGY 1</p> <p>Investigate a marketing campaign focusing on the contribution of HLA membership in the community.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Consider allocation in budget.</li> <li>• Consider hiring an outside consultant.</li> <li>• Create marketing plan.</li> <li>• Communicate with OBA or other law organizations who have done similar campaigns.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Board of Trustees</li> <li>• President</li> <li>• Executive Director</li> <li>• Board Spokesperson</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• The Hamilton Law Association donated \$500 to the Onkwawenna Kentyohkwa Language School from revenue generated by the 2022 Advocacy Conference.</li> <li>• The Hamilton Law Association Scholarship under the auspices of Mohawk College was maintained with a \$500 donation.</li> <li>• All Hamilton Law Association charitable donations reported in HLA Journal and published to website.</li> </ul>

## Strategic Action Plans Progress Report

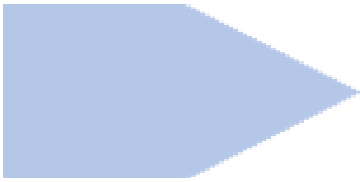
### GOAL #5

Promote a positive image of Hamilton Law Association members in the Hamilton and broader communities.

<b>Strategy</b>	<p>STRATEGY 2</p> <p>Maintain &amp; facilitate opportunities for lawyers to contribute to the community.</p>
<b>Tasks</b>	<ul style="list-style-type: none"> <li>• Maintain section on the HLA website under “current volunteer opportunities” with list of available community-based volunteer opportunities for lawyers.</li> </ul>
<b>Person(s) Responsible</b>	<ul style="list-style-type: none"> <li>• Webmaster</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>• Volunteer opportunities are submitted to the webmaster for posting on The Hamilton Law Association’s careers page on a regular basis.</li> </ul>



## Events Update and Flyers 2022



## 2022 Recap of Events

In the following pages, please review the 2022 flyers from last year's educational events, wherein which we continued to see nothing but exceptional virtual, hybrid, and in-person events produced by the HLA.

We had a total of 1,182 attendees at 22 educational events and 455 attendees at six of our social events in 2022.

This year's educational events couldn't have been successful without the generous contributions of over 180 of our volunteers who diligently planned, spoke, and participated in our events. We thank each of you for your continuous work that you are providing to the Hamilton bar.

Some highlights from the 2022 event year include the successfully attended social events that gave members the opportunity to get together again amid the ongoing pandemic.

Although almost all of our educational events were hosted via webinar, 2022 saw the return of the first Hamilton Law Association Annual Dinner since the start of the pandemic. The HLA had a sold-out event where on June 1st, 2023, 108 members gathered at the Art Gallery of Hamilton. The Emilius Irving Award was also presented at the dinner to Robert Hooper of Grosso Hooper Law. The staff at the HLA would like to congratulate Rob again on his achievements!

On September 29th, 2022, The Hamilton Law Association also brought back the New Lawyers' Welcome Dinner that gave articling students, new lawyers' and lawyers who are new to Hamilton the opportunity to get together with members of the HLA Board of Trustees and Judiciaries for a dinner

at Liuna Station. This dinner was sold out at 110 guests and was certainly entertaining with our hosts holding a reverse draw for articling students for three pre-paid Visa gift card prizes. Thank you to everyone who attended; we hope you enjoyed it!

The most attended seminar of the year was the Annual Emerging Issues in Real Estate Seminar, hosted on November 3rd, 2023. Presented via webinar, Li Cheng of George Street Law Group and Mark Giavedoni of Gowling WLG (Canada), gathered ten volunteer speakers to cover a wide range of real estate practice topics. Registration numbers exceeded 2021 with 116 attendees including five sponsors. Thank you all again to those who participated in this event!

The last event of the year is always the HLA Members Appreciation Luncheon. Over 105 members gathered in the lawyer's lounge on December 2nd, 2022. It was lovely to see everyone gathered, meeting faces that we had only seen over Zoom for the longest time and enjoying delicious snacks and beverages. We look forward to seeing you all again in 2023.

We would like to thank all of our 2022 sponsors for their generous contributions and support of HLA events. These sponsors include: Henderson Structured Settlements LP, DJB Chartered Professional Accountants, Royal Botanical Gardens, McKellar Structured Settlements, ADS Forensic Accountants, BridgePoint Financial, EPS Settlements Group of Canada, CaseMark Financial, Krofchick Valuations, Vine Valuations Inc., Lawyer Done Deal Corp., SureFund by Teranet, Title Plus, Stewart Title, and Closer.

The Hamilton Law Association Continuing Professional Development Committee  
is pleased to present...

# CPD ROUNDTABLE: ARBITRATION AND MEDIATION IN CIVIL & FAMILY LAW

January 18th 2022 | 12:00pm - 1:30 pm  
AVAILABLE THROUGH ZOOM

Planning Chairs & Hosts : **Nigel Smith**, *Nigel Smith Family Law* and  
**Wesley Jamieson**, *Ross & McBride LLP*

## Speakers

**Cathryn Paul**, *Paul Family Law Professional Corporation* and  
**Mitchell Rose**, *Rose Dispute Resolution*

## Topics Include:

- When to use mediation, when to use arbitration and when to stay in court
- Tips on Mediation and Arbitration and Med-Arb processes from those who conduct them
- Procedural differences between trial and arbitration



**TOTAL 1.5 HOURS**

This program contains:

**1.5 Substantive Hours**

*This organization has been approved  
as an Accredited Provider of  
Professionalism Content by  
The Law Society of Ontario*



E-Mail this form to:  
[events@hamiltonlaw.on.ca](mailto:events@hamiltonlaw.on.ca)



Fax this form to:  
905-572-1188



Mail this form to:  
ATTN: Stephanie Zordan  
500 - 45 Main Street East  
Hamilton, ON  
L8N 2B7



For more information:  
Contact Stephanie Zordan  
[szordan@hamiltonlaw.on.ca](mailto:szordan@hamiltonlaw.on.ca)

## REGISTRATION FEES (INCLUDES MATERIAL):

HLA Members	\$40.00 + HST = \$45.20
Non-Member Lawyers & Other Professionals	\$50.00 + HST = \$56.50
Articling Students, LPP Candidates, Non-Practicing Members & Paralegals	\$30.00 + HST = \$33.90
Law Firm Staff & Clerks	\$30.00 + HST = \$33.90

## REGISTRATION

Name: \_\_\_\_\_ \* Firm: \_\_\_\_\_ \*  
Email: \_\_\_\_\_ \* City: \_\_\_\_\_ \*

## PAYMENT METHOD\*

Credit Card  VISA  MasterCard) OR  Cheque OR  Invoice Me

Credit Card Number: \_\_\_\_\_ Expiry: \_\_\_\_\_

Cardholder Name: \_\_\_\_\_ CVV Number: \_\_\_\_\_

Confirm Amount: \_\_\_\_\_

\* Required Field

Need a price break?\* If so, please contact HLA Executive Director Rebecca Bentham at [rbentham@hamiltonlaw.on.ca](mailto:rbentham@hamiltonlaw.on.ca)

\*only current HLA members are eligible.

Refund Policy: Registration fee less than 25% plus HST is refundable  
if cancellation is received at least FIVE working days before the program



The Hamilton Law Association presents....

# The 17th Annual Commercial Litigation Seminar

Wednesday February 9th, 2022

9:00 am to 12:00 pm

Available Via Webcast

Planning Committee & Host: **Michael Bordin**, Gowling WLG | **Eric Nanayakkara**, Regency Law Group  
| **Michael Stanton**, Scarfone Hawkins LLP

### The Challenges of the Virtual World & Case Management

Presented by: **Judge of the Superior Court of Justice TBD**

**Top 5 COVID Cases** Presented by: **Kayla Carr**, Ross & McBride LLP

### To Tender or Not to Tender?

Presented by: **Hussein Hamdani**, SimpsonWigle Law LLP

### Quick Hits:

- **Tort of Harassment** Presented by: **Angela Papalia**, Regency Law Group
- **Contractual Interpretation** Presented by: **Michael Bordin**, Gowling WLG
- **Employment Law** Presented by: **Anna Vereschagin**, Vereschagin & Brown LLP

**Caselines Update** Presented by: **Ross MacFarlane**, Flett Beccario

### Benefits and Challenges of a Virtual Trial Hearing

Panelist: **David Thompson**, Scarfone Hawkins LLP,

**George Limberis**, SimpsonWigle Law LLP, **Eric Nanayakkara**, Regency Law Group

Moderated by: **Andrew Keesmaat**, Agro Zaffiro LLP



**TOTAL 3 HOURS**

This program contains:

**1.25 Professionalism  
&  
1.75 Substantive Hours**

*This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario*

Thank you to our sponsor:



**CHARTERED  
PROFESSIONAL  
ACCOUNTANTS**

*Big enough to know. SMALL ENOUGH TO CARE.*

## Registration

**HLA Members**

\$230.00 +HST = \$259.90

**Non-Member Lawyers & Other Professionals**

\$260.00 +HST = \$293.80

**New Lawyers (Under 5 Years)**

\$200.00 +HST = \$226.00

**Articling Students, LPP Candidates, Non-Practicing Members & Paralegals**

\$190.00 +HST = \$214.70

**Law Firm Staff & Clerks**

\$190.00 +HST = \$214.70

  
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905-572-1188



Mail this form to:  
ATTN: Stephanie Zordan  
500 - 45 Main Street East  
Hamilton, ON  
L8N 2B7



For more information:  
Contact Stephanie Zordan  
szordan@hamiltonlaw.on.ca

Name: \_\_\_\_\_ \* Firm: \_\_\_\_\_ \*

Email: \_\_\_\_\_ \* City: \_\_\_\_\_ \*

### PAYMENT METHOD \*

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Cardholder Name: \_\_\_\_\_ CVV Number: \_\_\_\_\_ Expiry: \_\_\_\_\_

Need a price break?\* If so, please contact HLA Executive Director Rebecca Bentham at rbentham@hamiltonlaw.on.ca \*only current HLA members are eligible.  
Refund Policy: Registration fee less than 25% plus HST is refundable if cancellation is received at least FIVE working days before the program

The HLA's New Lawyers' Subcommittee presents...

# NEW LAWYERS' SEMINAR PART II

TUESDAY, FEBRUARY 15, 2022 | 2:00 PM - 4:00 PM  
Available via Zoom

Hosts: **Lyndsay Butlin**, George Street Law Group & **Augustine Krawchenko**, Krawchenko Law



**TOTAL 2.0 HOURS:** This program contains 0.75 Professionalism hours and is eligible for up to 1.25 Substantive Hours

### Small Claims Court

**Janis Criger**, Deputy Judge, Small Claims Court

### Introduction to Practicing Labour & Employment Law

**Sarah Molyneaux**, McMahon Molyneaux Henriquez

- Common legal issues

### Library and Research Tips & Tricks

**Nicole Strandholm**, Law Librarian, The Hamilton Law Association

### Life Outside Law

**Hussein Hamdani**, SimpsonWigle LAW LLP

### Tips Gleaned from Litigation Disasters

**David Thompson**, Scarfone Hawkins LLP

**Michael Bordin**, Gowling WLG

**Rob Hooper**, Grosso Hooper Law

Moderated by: **Lyndsay Butlin**, George Street Law Group

### REGISTRATION FEES (INCLUDES MATERIALS)

HLA Members	\$75.00 + HST = \$84.75
Non-Member Lawyers & Other Professionals	\$85.00 + HST = \$96.05
Articling Students, LPP & NCA Candidates & Non-Practicing Members	\$65.00 + HST = \$73.45
Law Firm Staff & Clerks	\$60.00 + HST = \$67.80
Social Attendance	\$5.00

EMAIL THIS FORM TO:  
events@hamiltonlaw.on.ca

FAX THIS FORM TO:  
905-572-1188

MAIL THIS FORM TO:  
Attn: Sara Kasum  
500 - 45 Main Street E,  
Hamilton, ON L8N 2B7

FOR MORE INFORMATION:  
Contact Sara Kasum at  
skasum@hamiltonlaw.on.ca  
or call 905-522-1563

**Join us afterwards for an in person social!**  
**Location: Earth to Table Bread Bar - James St N.**  
**Time: 5:00 pm - 7:00 pm**  
 \*Must register for seminar to attend social, limited spots.

**REGISTRATION**

Name: \_\_\_\_\_ \* Firm: \_\_\_\_\_ \*

Email: \_\_\_\_\_ \* City: \_\_\_\_\_ \*

**PAYMENT METHOD\***

Credit Card (  VISA  MasterCard )  Cheque OR  Invoice Me

Credit Card Number: \_\_\_\_\_ Expiry: \_\_\_\_\_

Cardholder Name: \_\_\_\_\_ CVV Number: \_\_\_\_\_

I would like to attend the social! (\$5.00 added to total amount)

Confirm Amount: \_\_\_\_\_

\* Required Field



This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario

Need a price break? Contact Rebecca Bentham at rbentham@hamiltonlaw.on.ca \*only current HLA members eligible.  
Refund Policy: Registration fee less 25% plus HST is refundable if cancellation is received at least FIVE working days before the program.



THIS PROGRAM IS ELIGIBLE  
FOR 1.0 SUBSTANTIVE HOUR



**THE HAMILTON LAW ASSOCIATION FAMILY LAW  
SUBCOMMITTEE PRESENTS...**

**THE FAMILY LAW LUNCH BUCKET SERIES:  
PANDEMIC VALUATIONS AND INCOME  
ANALYSES – IS THERE A “VACCINE” FOR THESE?**

**SPEAKER: TREVOR HOOD, SB PARTNERS**

**Thursday, February 17, 2022  
1:00 pm - 2:00 pm**

**VIA ZOOM**

[https://us06web.zoom.us/webinar/register/WN\\_SAREgxWbR3CCqwwLxEp3bA](https://us06web.zoom.us/webinar/register/WN_SAREgxWbR3CCqwwLxEp3bA)

**FREE OF CHARGE**

This event is limited to HLA and LSO Members Only

Please contact Nicole at: [nstrandholm@hamiltonlaw.on.ca](mailto:nstrandholm@hamiltonlaw.on.ca) to register.





The Hamilton Law Association Presents

# The 20th Annual ESTATES & TRUSTS SEMINAR

Thursday February 24th 2022

1:00 pm - 4:00 pm

Available Via Webcast

**Planning Committee:**

**Catherine Olsiak**, *SimpsonWigle LAW LLP* | **David Henderson**, *Agro Zaffiro LLP* |  
**Alyson Sweetlove**, *George Street Law Group LLP* | **Andrea Hill**, *Turkstra Mazza Associates*

This program contains:  
**2.5 Substantive Hours and 0.5 Professionalism Hours**

This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario



### Three Year Vesting Rules

Presented by: **Elise Harrington**, *SimpsonWigle LAW LLP*

### Calmusky v. Calmusky Update

Presented by: **Karen Watters**, *De Vries Litigation LLP*

### Updates to the Succession Law Reform Act, R.S.O. 1990, s.26 & Estates Forms

Presented by: **Andrea Hill**, *Turkstra Mazza Law* & **Alicia Asimoudis**, *Estates Office*

### Choice of Executors and Attorneys and Associated Corporations

Presented by: **John Loukidelis**, *Loukidelis Professional Corporation*

### Dealing with Banks; Powers of Attorney, Actions Before Probate, Payment of Expenses and Ascertaining and Dealing with Assets

Moderated by: **Catherine Olsiak**, *SimpsonWigle LAW LLP*

Panelists: **Lori Robinson**, *TD Canada Trust* and **Tammy Alcock**, *Scotiabank*

### Assessors 101

Presented by: **Justin De Vries**, *De Vries Litigation LLP*

### Ontario Consent and Capacity Board

Presented by: **Jim Sweetlove LLM (ADR)**, *Lawyer Member Consent and Capacity Board*

### Estate Administration While Facing Litigation Issues

Moderated by: **David J. Henderson**, *Agro Zaffiro LLP*

Panelists: **Andrew Keesmaat**, *Agro Zaffiro LLP* and **John Kranjc**, *Regency Law Group*



## REGISTER TODAY

HLA Members	\$180.00 +HST= \$203.40
Non-Member Lawyers & Other Professionals	\$200.00 +HST= \$226.00
Articling Students, LLP Candidates, Non-Practicing Members & Paralegals	\$160.00 +HST= \$180.80
Law Firm Staff & Clerks	\$100.00 +HST= \$113.00

Name: \_\_\_\_\_ Firm: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Confirm Amount: \_\_\_\_\_

**Payment Method:**

Credit Card (  VISA  MasterCard ) **OR**  Cheque **OR**  Invoice Me

Credit Card Number: \_\_\_\_\_ Expiry: \_\_\_\_/\_\_\_\_

CVV: \_\_\_\_\_ Cardholder Name: \_\_\_\_\_

The Hamilton Law Association Corporate Commercial Subcommittee is pleased to present...

# CORPORATE COMMERCIAL WORKSHOP: BACK TO BASICS



Thursday, April 14th, 2022 | 12:30 pm to 2:30 pm  
HLA Library (Suite 500) | John Sopinka Courthouse | 45 Main Street East

Hassan Chaudhary, Ross & McBride LLP, Daniel Lawlor, Weisz, Rocchi & Scholes & David J. Mifsud, George Street Law Group LLP

### Know Your Client

- Who is your client?
- The virtual/electronic client
- Avoiding conflicts of interest
- New anti-money laundering requirements

### Corporate Approvals and Changes:

- Director & Shareholder approvals and thresholds
- Virtual meetings and electronic signings
- Administration and issues with the Ontario Business Registry

### Minute Book Health:

- Issues with digital records
- Ensuring the new legislative requirements are met

### Choosing the Best Legal Structure

- Sole proprietorship, corporation (provincial or federal), or partnership (general or limited)
- Benefits for certain types of businesses and the new entrepreneur



**TOTAL 2 HOURS**  
**1 Professionalism**  
**Hour & 1 Substantive**  
**Hour**

*This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario*

**This program is designed for articling students, young lawyers, or practitioners seeking a refresher in basic issues or are new to Corporate Law.**



E-Mail this form to:  
events@hamiltonlaw.on.ca



Fax this form to:  
905-572-1188



Mail this form to:  
ATTN: Shega Berisha  
500 - 45 Main Street East  
Hamilton, ON L8N 2B7



For more information:  
Contact Shega Berisha at  
sberisha@hamiltonlaw.on.ca or  
905-522-1563

### REGISTRATION FEES (INCLUDES MATERIAL):

HLA Members	\$100.05 + HST = \$115.00
Non-Member Lawyers & Other Professionals	\$121.80 + HST = \$140.00
Articling Students, LPP Candidates, Non-Practicing Members & Paralegals	\$78.30 + HST = \$90.00
Law Firm Staff & Clerks	\$78.30 + HST = \$90.00

### REGISTRATION

Name: \_\_\_\_\_ \* Firm: \_\_\_\_\_ \*

Email: \_\_\_\_\_ \* City: \_\_\_\_\_ \*

### PAYMENT METHOD\*

Credit Card (  VISA  MasterCard )  Cheque OR  Invoice Me

Credit Card Number: \_\_\_\_\_ Expiry: \_\_\_\_\_

Cardholder Name: \_\_\_\_\_ CVV Number: \_\_\_\_\_

Confirm Amount: \_\_\_\_\_

\* Required Field

Refund Policy: Registration fee less 25% plus HST is refundable if cancellation is received at least FIVE working days before the program.

The Hamilton Law Association presents...

# THE 21ST ANNUAL ADVOCACY CONFERENCE

APRIL 26, 2022 | 8:50 AM - 3:50 PM  
Available via Webcast

Hosts: Joseph Sullivan, Sullivan Mediations & Allen Wynperle, Wynperle Law

## Update from the Bench

**Regional Senior Justice Paul Sweeny**, Central South

## Top Accident Benefit Cases

**Leanne Zabudsky**, Evans, Philp LLP  
• LAT update

## Top Tort Developments

**Branko Kurpis**, Sullivan Festeryga LLP

## ★ Expert Evidence and Changes to the Rules ★

**Kim Jossul**, Grosso Hooper Law  
• Changes to the Rules of Civil Procedure effective March 31/22  
• Timing of Expert Evidence  
• Pre-Trials  
• Adjournment of Trials

## COVID-19 Medical Update

**Dr. Zain Chagla**, MSc, MD, FRCPC,  
DTMH Associate Professor, Division of Infectious Diseases,  
Department of Medicine & Active Physician, St. Joseph's  
Healthcare Hamilton and Hamilton Health Sciences

## Caselines in the Courtroom

**Betty Montoni**, Senior Solutions Consultant, CaseLines (Thomson Reuters)  
**Brendan Sullivan**, Sullivan Injury Law  
**Kenneth Raddatz**, Evans, Philp LLP  
Moderated by: **Joseph Sullivan**, Sullivan Mediations

## LAWPRO Update

**Andrew Spurgeon**, Chair, LAWPRO

## Managing Chronic Pain Patients

**Dr. Nadia Alam**, MD CCFP-A, Faculty at University of Toronto's IHPME & DFCM, Halton Healthcare - Georgetown

## Witness to an Indigenous Perspective on the Canadian Legal System

**Lyndon E. George**, Hamilton Community Legal Clinic  
• Personal and familial experiences regarding the legal system  
• How the colonial nature of the Canadian legal system has impacted the Indigenous community, and how it has created a lack of trust within it  
• Gladue principles

### Total 6 hours

This program contains:

1 hour and 30 minutes of Professionalism content

& 30 minutes of EDI Professionalism Hours

& 4 hours of Substantive content

*This organization has been approved as an Accredited Provider of Professionalism Content by the Law Society of Ontario*



Email this form to:  
[events@hamiltonlaw.on.ca](mailto:events@hamiltonlaw.on.ca)



Fax this form to:  
905-572-1188



Mail this form to:  
Attn: Sara Kasum  
500 - 45 Main Street East,  
Hamilton, ON L8N 2B7



For more information:  
Contact Sara Kasum at  
[skasum@hamiltonlaw.on.ca](mailto:skasum@hamiltonlaw.on.ca)

## REGISTRATION FEES (INCLUDES MATERIALS)

HLA Members	\$250.00+ HST = \$282.50
Non-Member Lawyers & Other Professionals	\$285.00 + HST = \$322.05
Law Firm Staff & Clerks	\$140.00 + HST = \$158.20
Articling Students, LPP Students, Paralegals & Non-Practicing Members	\$140.00 + HST = \$158.20

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## THANK YOU TO OUR SPONSORS!



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Refund Policy: Registration fee less 25% plus HST is refundable if cancellation is received at least FIVE working days before the program.

The Hamilton Law Association Corporate Commercial Subcommittee is pleased to present...

# INTELLECTUAL PROPERTY 101



Thursday, April 28th, 2022 | 12:00 p.m. to 1:30 p.m.  
Available through Zoom

## Seminar Chairs & Speakers:

**Michele Ballagh**, BLAZE IP | **Alex Ross**, Gowling WLG | **Kevin Holbeche**, HOLBECHE LAW

### Trademarks: Navigating Complexity

Presented by **Michele Ballagh**, BLAZE IP

### Unsheathing the Double-Edged Sword: Patents and Trade-Secrets

Presented by **Alex Ross**, Gowling WLG

### Cutting through Confusion: Asking the Right Copyright Questions

Presented by **Kevin Holbeche**, HOLBECHE LAW



**accredited**  
**TOTAL 1.5**  
**SUBSTANTIVE**  
**HOURS**

*This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario*



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Fax this form to:  
905-572-1188



Mail this form to:  
ATTN: Shega Berisha  
500 - 45 Main Street East  
Hamilton, ON  
L8N 2B7



For more information:  
Contact Shega Berisha at  
[sberisha@hamiltonlaw.on.ca](mailto:sberisha@hamiltonlaw.on.ca) or  
905-522-1563

#### REGISTRATION FEES (INCLUDES MATERIAL):

HLA Members	\$45.00 + HST = \$50.85
Non-Member Lawyers & Other Professionals	\$55.00 + HST = \$62.15
Articling Students, LPP Candidates, Non-Practicing Members & Paralegals	\$35.00 + HST = \$39.55
Law Firm Staff & Clerks	\$35.00 + HST = \$39.55

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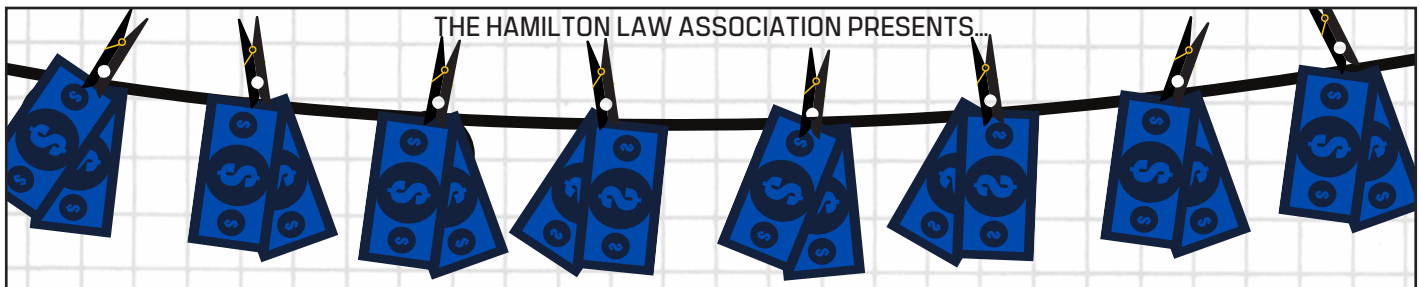
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Refund Policy: Registration fee less 25% plus HST is refundable if cancellation is received at least FIVE working days before the program.



THE HAMILTON LAW ASSOCIATION PRESENTS...



# PROFESSIONALISM SESSION

May 3rd, 2022 | 1:00pm - 3:00pm | HLA Library and Zoom

Hosted by: Andrew Spurgeon, *Ross and McBride LLP*

## Anti-Money Laundering: The Problem in Historical Context

Presented by: Andrew Spurgeon, *Ross and McBride LLP*



## Your New Anti-Money Laundering Obligations

Presented by: Li Cheng, *Li Cheng Professional Corporation*

**2 CPD HOURS**  
 This program contains  
**1 EDI Professionalism and 1 Professionalism Hour**  
 This organization has been approved as an Accredited  
 Provider of Professionalism Content by The Law Society  
 of Ontario

## Equity, Diversity, and Inclusion in the Workplace

Presented by: Anandi Naipaul, *Ross and McBride LLP* &  
Kathleen Lickers, *Barrister & Solicitor*

HLA Members	\$95.00 +HST= \$ 107.35
Non-Member Lawyers & Other Professionals	\$105.00 +HST= \$ 118.65
Articling Students, LLP Candidates, Non-Practicing Members & Paralegals	\$70.00 +HST= \$ 79.10
Law Firm Staff & Clerks	\$65.00 +HST= \$ 73.45

NAME: \_\_\_\_\_ \* FIRM: \_\_\_\_\_ \*

CITY: \_\_\_\_\_ \* EMAIL: \_\_\_\_\_ \*

I WOULD LIKE TO ATTEND:  IN PERSON OR  VIRTUALLY \*

**PAYMENT METHOD\***  
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CREDIT CARD NUMBER: \_\_\_\_\_ EXPIRY: \_\_\_\_\_

CARDHOLDER NAME: \_\_\_\_\_ CVV NUMBER: \_\_\_\_\_

CONFIRM AMOUNT: \_\_\_\_\_



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500 - 45 Main Street East  
Hamilton, ON L8N 2B7



For more information:  
Contact Stephanie Zordan  
szordan@hamiltonlaw.on.ca





The Hamilton Law Association Presents:

# REAL ESTATE WORKSHOP: PURCHASE OF A RESALE CONDOMINIUM

Tuesday May 10th, 2022 | 12:00 pm - 2:00 pm  
To be held in the HLA Library

Planning Committee:

**Li Cheng**, *George Street Law Group* | **John Millar**, *Millar, Alexander* |  
**Bilal Mirza**, *SimpsonWigle Law LLP* | **Thomas E. Lazier**, *Ross & McBride LLP* |  
**Paul Lawson**, *Legal Services Division (City of Hamilton)*


- Review of the following documents:
  - Agreement of Purchase and Sale
  - Status Certificate
  - Declaration
  - Other Status Certificate Appendices
  - Plan of Condominium
  - Relevant Regulations, Legislations and Authorities



\*This program is designed for articling students and new lawyers

## REGISTRATION FEES

HLA Members	\$85.00 +HST= \$ 96.05
Non-Member Lawyers & Other Professionals	\$105.00 +HST= \$ 118.65
Articling Students, LLP Candidates, Non- Practicing Members & Paralegals	\$70.00 +HST= \$ 79.10

LAW SOCIETY OF ONTARIO 

**accredited**

This program contains:  
**2 Substantive Hours**

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szordan@hamiltonlaw.on.ca

Need a price break? \* If so, please contact HLA Executive Director Rebecca Bentham at rbentham@hamiltonlaw.on.ca  
\*only current HLA members are eligible.

**Refund Policy: Registration fee less then 25% plus HST is refundable  
if cancellation is received at least FIVE working days before the program**

The Hamilton Law Association Continuing Professional Development Committee is pleased to present...

# CPD ROUNDTABLE: ASSESSING CREDIBILITY OF A WITNESS VIRTUALLY

TUESDAY, MAY 10, 2022 | 12:00 P.M. TO 1:30 P.M.  
Available through Zoom

Planning Chairs: Freda Vanopoulos, Aviva Trial Lawyers & Shayna Beeksm, Beeksm Law

## FEATURED SPEAKERS



**Justice Kim A. Carpenter-Gunn**, *Superior Court of Justice*



**Justice John Krawchenko**, *Superior Court of Justice*



**Dr. Diana Velikonja**, *Ph.D., C.Psych., MScCP,*  
*Neuropsychologist at SVA Psych*



**TOTAL 1.5 HOURS**  
THIS PROGRAM CONTAINS:  
1.5 SUBSTANTIVE HOURS

*This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario*

## TOPICS COVERED:

- How do virtual hearings affect our capacity to assess a witnesses' credibility
- Tips for presenting a credible witness by videoconference
- What factors do Judges take into account in their final judgment ?
- What factors do experts take into account when assessing credibility of claimants virtually?
- How to sharpen advocacy skills in the new virtual reality



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Hamilton, ON L8N 2B7



For more information:  
Contact Sara Kasum  
[skasum@hamiltonlaw.on.ca](mailto:skasum@hamiltonlaw.on.ca)  
or call 905-522-1563

### REGISTRATION FEES (INCLUDES MATERIAL):

HLA Members	\$40.00 + HST = \$45.20
Non-Member Lawyers & Other Professionals	\$50.00 + HST = \$56.50
Articling Students, LPP Candidates, Non-Practicing Members & Paralegals	\$30.00 + HST = \$33.90
Law Firm Staff & Clerks	\$30.00 + HST = \$33.90

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Refund Policy: Registration fee less 25% plus GST is refundable if cancellation is received at least FIVE working days before the program.



The Hamilton Law Association Presents...

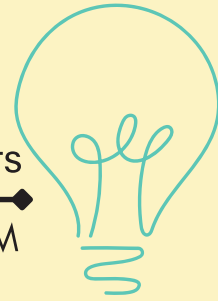
# TIPS & TRICKS

## For Paralegals, Law Clerks & Legal Assistants

MAY 25TH 2022 | 2:00 PM - 4:00 PM

Available via webcast

Planners: **Lisa Allen & David Thompson, Scarfone Hawkins LLP**



### • Tips and Tricks on Outlook

Presented by: **Stephanie Boich, Gowling WLG (Canada) & Lisa Allen**

- Practice Neutral Top 10 Tips and Tricks
- Efficiency
- Workflow
- Organization for Emails, Calendar, Tasks, Contacts and more

### • Top 10 Tasks and Time Management Tips

Presented by: **Laura Cochrane, Hughes & Cooper LLP & Stephanie Boich, Gowling WLG (Canada)**

- Task Delegation Tips and Tricks
- Stay organized
- Being proactive
- Follow-ups
- Organization for Emails, Calendar, Tasks and more

### • Options for Effective Team Task Completion Panel

Presented by: **Lindsay Garinger & Rachel Thompson, Agro Zaffiro LLP, Alexandria Palazzo & Sharrieff Mapp, Scarfone Hawkins LLP**

### • Help Me, Help You!

Presented by: **Justice Meredith Donohue of the Superior Court of Justice, and David Thompson**



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This program contains:  
2.00 HOURS OF PROFESSIONALISM CONTENT

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**Registrants: Fill out the program evaluation at the end for a chance to win a pair of Toronto Blue Jays Tickets for July 2nd VS Tampa Bay Rays**

**REGISTRATION FEES (INCLUDES MATERIALS): ALL ATTENDEES: \$75.00 +HST = \$84.75**

#### Registration

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The Hamilton Law Association & The New Lawyers' Subcommittee Present...

# Mentoring Evening

**JUNE 14TH, 2022 | 5:30 PM - 7:30 PM**

**Mills Hardware  
95 King St E, Hamilton  
\$15.00 per mentee**

**LIMITED SPOTS AVAILABLE**



Network and learn from experienced Hamilton lawyers from several practice areas!

Articling students, new calls & new lawyers\* all welcome

\*Preference given to articling students and 2017-2021 call years

Snacks & refreshments will be provided.

Please RSVP to Stephanie Zordan at [szordan@hamiltonlaw.on.ca](mailto:szordan@hamiltonlaw.on.ca)  
or call 905-522-1563

**INTERESTED IN REGISTERING AS A MENTOR?**

Please contact Mark Daly at [md@nolanlaw.ca](mailto:md@nolanlaw.ca) or Rebecca Locksley at [locksley@mchughwhitmore.ca](mailto:locksley@mchughwhitmore.ca)

LAW SOCIETY  
OF ONTARIO



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THIS PROGRAM IS ELIGIBLE  
FOR 1.0 SUBSTANTIVE HOUR



**THE HAMILTON LAW ASSOCIATION FAMILY LAW  
SUBCOMMITTEE PRESENTS...**

**THE FAMILY LAW LUNCH BUCKET SERIES:  
INTRO TO CRYPTO**

**SPEAKERS: VICKY RINGUETTE, MATTHEW  
KROFCHICK, & MAUREEN EDWARDS**

**Thursday, June 21, 2022  
1:00 pm - 2:00 pm**

**VIA ZOOM**

[https://us06web.zoom.us/webinar/register/WN\\_ccIWcCITTEaacSCP1f2msA](https://us06web.zoom.us/webinar/register/WN_ccIWcCITTEaacSCP1f2msA)

**FREE OF CHARGE**

This event is limited to HLA and LSO Members Only

Please contact Nicole at: [nstrandholm@hamiltonlaw.on.ca](mailto:nstrandholm@hamiltonlaw.on.ca) to register.



# Estates and Trusts Workshop

Thursday September 15th, 2022

Held in the HLA Library | 12:15pm-2:15pm

Hosts:

**Andrew Keesmaat**, Agro Zaffiro LLP & **Jennifer Vrancic**, Scarfone Hawkins LLP

Facilitators:

**Heather Watson**, Dermody Law: A Division of Agro Zaffiro LLP | **Catherine Olsiak**, SimpsonWigle LAW LLP |  
**John Kranjc**, Regency Law Group | **Karen Watters**, de VRIES LITIGATION LLP

Limited to 40 registrants

This interactive fact scenario workshop will examine:

- Indica of undue influence and addressing capacity issues
- Cross border taxation
- Substantiating inter vivos gifts
- Dealing with real estate and other valuable estate assets
- Estate planning and barriers to a testator creating a valid will
- Identifying and navigating complicated circumstances in litigation

This program contains:

**2 Substantive Hours**



This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario

HLA Members

\$115.00 (HST included)

Non-Member Lawyers & Other Professionals

\$140.00 (HST included)

Articling Students, LLP Candidates, Non-Practicing Members, Law Clerks and Legal Support Staff

\$90.00 (HST included)

## Registration

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The Hamilton Law Association Presents...

# The 15th Annual Corporate Commercial Law Seminar

## Thursday October 6th 2022

### 9:00 a.m. - 12:30 p.m.

### Available Via Webinar

Planning Committee: **Kelly G. Fawcett**, Inch Hammond Professional Corporation | **Hussein A. Hamdani**, SimpsonWigle LAW LLP | **David van der Woerd**, Ross & McBride LLP

This program contains:  
3.5 Substantive Hours and up to 1 hour may be claimed as Professionalism Hours

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#### The Ontario Business Registry - A Year in Review

Presented by: **David Mifsud**, George Street Law Group LLP

#### Advising a Client on Bankruptcy

Presented by: **Colleen Yamashita**, Scarfone Hawkins LLP

#### Tax Considerations for a Share or Asset Transaction

Presented by: **Brad Perco and Andrew Zucker**, Brownlow Partners Chartered Professional Accountants

#### A Primer on Employment Law for Business Lawyers

Presented by: **Ned Nolan**, Nolan Ciarlo LLP

#### Professionalism Panel: New Know Your Client

#### Provisions in the Rules of Professional Conduct

Moderated by: **Hussein Hamdani**, SimpsonWigle LAW LLP

Panelists: **Andrew Spurgeon**, Ross & McBride LLP, **Kelly G. Fawcett**, Inch Hammond Professional Corporation & **Lindsay Buchanan-Clarke**, SimpsonWigle LAW LLP

#### Quick Hits

#### New Ontario Online Gaming Regulations

Presented by: **Ian Buist**, Inch Hammond Professional Corporation

#### An Overview of IP Issues for the Business Lawyer

Presented by: **Alex Ross**, Gowling WLG (Canada)

#### Risk Management for the Equine Industry

Presented by: **Alicia Windsor**, Ross & McBride LLP

#### Security Considerations in Business Transactions

Presented by: **Michael John McHugh**, McHugh Whitmore LLP

#### Cybercrime: Fraud in the Digital Era

Presented by: **Fraser McCracken**, Assistant Crown Attorney

HLA Members	\$180.00 + HST = <b>\$203.40</b>
Non-Member Lawyers & Other Professionals	\$200.00 + HST = <b>\$226.00</b>
Articling Students, LLP Candidates, Non-Practicing Members & Paralegals	\$160.00 + HST = <b>\$180.80</b>
Law Firm Staff & Clerks	\$100.00 + HST = <b>\$113.00</b>

#### Registration

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THE HLA'S NEW LAWYERS' SUBCOMMITTEE PRESENTS THE NEW LAWYERS' ROUNDTABLE...



# Advocacy Back To Basics with Justice Liza Sheard

October 13th 2022 | 1:00pm-2:30pm  
Available via Zoom

Planning Chairs: Rebecca Phillips, *Ross & McBride LLP* & Effie Lin, *Agro Zaffiro LLP*

TOTAL 1.5 HOURS: This program contains 1 hour and 30 minutes of substantive content

**Panelists:** Justice Liza Sheard, *Superior Court of Justice*

Rosemary Fisher, *SimpsonWigle LAW LLP*



## Topics Covered:

- Expectations of advocates on Zoom vs. Live court
- Nuances of appearing in Hamilton court
- Common Errors Seen Everyday
- Etiquette for the Courtroom
- Orders 101
- Dealing with opposing counsel
- Document preparation

<b>HLA Members</b>	<b>\$40.00 +HST= \$45.20</b>
<b>Non-Member Lawyers &amp; Other Professionals</b>	<b>\$50.00 +HST= \$56.50</b>
<b>Articling Students, LLP Candidates, Non-Practicing Members &amp; Paralegals</b>	<b>\$30.00 +HST= \$33.90</b>
<b>Law Firm Staff &amp; Clerks</b>	<b>\$30.00 +HST= \$33.90</b>



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# Mediation for the Injury and Insurance Lawyer

Plaintiff and Defense Lawyers: Best Practices

October 18th 2022 | 12:00pm - 1:30pm | Available Via Zoom

Chair: **Joseph Sullivan**, *Sullivan Mediations*

## Topics Include:

### For the Plaintiff:

**Leigh McFadden**, *Mackesy Smye*

- When to propose mediation and how to do so
- How and when to prepare your plaintiff for mediation, managing expectations
- Tips on how to prepare your brief
- How to make an Effective Mediation Opening

### For the Defence:

**Brad Remigis**, *Agro Zaffiro LLP*

- Preparing the insurer to obtain adequate settlement authority
- Managing Insurers' expectations
- Understanding the plaintiff's theory
- Tips on preparing the Mediation Brief for the defence
- How to make an effective defence opening

## Meditators Perspective

**Joseph Sullivan**, *Sullivan Mediations*

- What counsel should do and not do
- The Mediation Agreement
- Who pays for the mediation - The Law, Insurance Act and Regulations
- Review of Material Settlement terms not to overlook

Thank you to our sponsor!



HLA Members	<b>\$78.00 + HST= \$88.14</b>
Non-Member Lawyers & Other Professionals	<b>\$88.00 + HST= \$99.44</b>
Articling Students, LLP Candidates, Non- Practicing Members & Paralegals	<b>\$68.00+ HST= \$76.84</b>
Law Firm Staff & Clerks	<b>\$68.00+ HST= \$76.84</b>

This program contains:  
**1.5 Substantive Hours**



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\*only current HLA members are eligible. Refund Policy: Registration fee less then 25% plus HST is refundable if cancellation is received at least FIVE working days before the program

# 2022 Family Law Seminar

Thursday, October 27th, 2022

1:00 pm to 4:00 pm

From 12:30 pm to 1:00 pm, join us for the Family Bar Appreciation Buffet!

The Hamilton Convention Centre  
1 Summers Lane, Hamilton, ON  
Webster Room A & B

**Planning Committee:** Lacey Bazoian, LMB Family Law, Renee Roy, Lawyer & Mediator,  
Whitney Smith, Whitney Smith Family Law, and Jennifer Swan, Swan & Saenz LLP

## Parenting Issues in Family Law

Presented by: Madam Justice Deborah Chappel, Superior Court of Justice

## Section 35: Right to Self-Government in Child and Family Services

Presented by: Imran Kamal, Ministry of the Attorney General

## Tips and Tricks: Domestic Contracts

Presented by: Ian Brown, Brown Family Law & Mediation

## Pants Are No Longer Optional: Back in the Saddle (Courtroom) Again

Presented by: Jamie Mountford, Ross & McBride ft. Madam Justice Lauren Bale, Superior Court of Justice

## Case Highlighters

A Fast-Paced High Level Overview of Recent Must-Know Cases



This program contains 0.75 EDI Professionalism Hours & 2 Substantive Hours

This organization has been approved as an Accredited Provider of Professionalism Content by the Law Society of Ontario

Thank you to our Sponsor!



**HLA Members** **\$225 + HST = \$254.25**

**Articling Students, LPP Students & Law Staff** **\$180 + HST = \$203.40**

**Non-HLA Members & Other Professionals** **\$260 + HST = \$293.80**

HST Registration # R122908171

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Exception: full refund will be awarded to lawyers with a civil sitting conflict.

The Hamilton Law Association presents....

# Emerging Issues in Real Estate Seminar

November 3rd 2022 | 9:00am - 1:00pm

Available Via Webinar

Chairs: **Mark Giavedoni**, *Gowling WLG (Canada)* & **Li Cheng**, *George Street Law Group*

### A Lot From The D.O.T

Presented by: **Jeffrey Lem**, *Director of Titles, Ministry of Government and Consumer Services*

### Red Flags for Your Practice Panel

Presented by: **Ray Leclair**, *LAWPRO & Mark Durward, LSO*

- How to avoid claims and losses
- Compliance with best practices

### Intricacies of Time Being of the Essence

Presented by: **Adam Huff**, *George Street Law Group*

### Environmental Update

Presented by: **Paula Lombardi**, *Siskinds LLP*

### Copyright & Architecture

Presented by: **Michele Ballagh**, *Blaze IP*

### Condominium Updates

Presented by: **Maria Durdan**, *SimpsonWigle LAW LLP*

- Issues to have on your radar

### Estates and Real Estate

Presented by: **Dan Lawlor**, *Weisz, Rocchi & Scholes*

- Current trends and pitfalls
- Common questions and troubleshooting
- Big-picture issues
- Selected tax topics

### Residential Tendencies Update

Presented by: **Kimberly Holleran**, *Effort Trust*

### City of Hamilton Updates

Presented by: **Summer Harb**, *George Street Law Group*

- Rental Licensing Pilot Project
- New Community Benefit Charges

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<b>Non-Member Lawyers &amp; Other Professionals</b>	<b>\$200.00 +HST= \$226.00</b>
<b>Articling Students, LLP Candidates, Non-Practicing Members &amp; Paralegals</b>	<b>\$160.00 +HST= \$180.80</b>
<b>Law Firm Staff &amp; Clerks</b>	<b>\$140.00 +HST= \$158.20</b>

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The Hamilton Law Association Presents

# 19TH ANNUAL EMPLOYMENT LAW SEMINAR

Thursday November 24th, 2022 | 2:00 p.m. - 5:00 p.m.

**Available Via Zoom**

Planning Committee: **Brent Foreman**, *SimpsonWigle LAW LLP*, **Anna Vereschagin**,  
*Vereschagin & Brown LLP* and **Jennifer Zdriluk**, *Ross & McBride LLP*

### Legislative Update:

- Employment Standards
- Occupational Health & Safety
- ESA
- WSIB

Presented by: **Lindsay Buchanan-Clarke**,  
*SimpsonWigle LAW LLP*

### Challenges with Hybrid or Remote Work

- Employee Preference
- Statutory Obligations
- Occupational Health and Safety
- WSIB
- Client Confidentiality

Presented by: **Nicole Biros-Bolton**, *Ross & McBride LLP*

### Intersection of Long Term Disability Benefits and Employment Law - A Case Study

Presented by: **Allen Wynperle**, *Wynperle Law*

### Case Law Update

Presented by: **Sarah Molyneaux**, *McMahon Molyneaux  
Henriquez Labour Law*

### Employment Contracts: Special Clauses, Pitfalls & Validity

Presented by: **Chris Dilts**, *SimpsonWigle LAW LLP*

This program  
contains:  
3 HOURS

2.5 Hours of Substantive Content  
and 0.5 Hours of Professionalism



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**Non-Member Lawyers  
& Other Professionals** **\$145.00 +HST= \$163.85**

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The Hamilton Law Association & OIAA (Hamilton Chapter) present...

# THE 36TH ANNUAL JOINT INSURANCE SEMINAR



Thursday December 1st, 2022 | 9:00 a.m. - 2:00 p.m. | Available Via Webinar

Planning Committee:

Joseph Sullivan, Sullivan Mediations | Allen Wynperle, Allen J. Wynperle Personal Injury Law | Aiden McCardle, Crawford & Company | Laura O'Hearn, Maxwell Claims Services Inc.

### Updates on the Courts

Presented by: **Mr. Justice Paul R. Sweeny, RSJ, Superior Court of Justice**

### Top Tort Cases

Presented by: **Sabrina Seibel, Virk Injury Law**

### Medical Malpractice: Take a Walk on the Wild Side

Presented by: **Michael J. Winward, Macksey Smye**

### Partial Settlement Agreement; Pierringer meets Mary Carter

Presented by: **Andrew Spurgeon, Ross & McBride LLP**

### Epidemiology Update

Presented by: **Dr. Zain Chagla, MSc, MD, FRCPC, DTMH Associate Professor, Division of Infectious Diseases, Department of Medicine & Active Physician, St. Joseph's Healthcare Hamilton and Hamilton Health Sciences**

### Top AB Cases, LAT Update

Presented by: **Cara Boddy, Evans Philp LLP**

### A Primer: Biomechanical Engineering Analysis

Presented by: **Rob Parkinson, BSc, MSc, PhD. 30 Forensic Engineering, Vice President and Practice Lead Biomechanics and Personal Injury**

### Products Liability Update

Presented by: **Edona Vila, Borden Ladner Gervais LLP**

### Appraisals

Presented by: **Glenn Gibson, President and CEO of The GTG Group**

### Challenging Engineering Evidence

Presented by: **Mary Grosso, Grosso Hooper Law**

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<b>OIAA Members, Law Firm Staff &amp; Clerks</b>	<b>\$107.69 +HST= \$121.69</b>

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The Hamilton Law Association

John Sopinka Courthouse

500 - 45 Main Street East

Hamilton, Ontario L8N 2B7

Telephone: 905-522-1563

Facsimile: 905-572-1188

[hla@hamiltonlaw.on.ca](mailto:hla@hamiltonlaw.on.ca)