

MEMORANDUM

Date: April 9, 2020

To: Fred Thrasher, NALP Deputy Director

Cc: Halla Elias, Canadian Regional Representative; Kara Sutherland, NALP Board Liaison, Canadian

Section

From: Julie Banting, Canadian Section Chair

Re: NALP Canadian Section April Board Report

The following is an update from the Canadian Section on the activities of the Working Groups. Halla Elias, the Canadian Regional Representative, has submitted a separate report to you focusing on activities and trends in the Canadian Region. In addition to our quarterly call on March 10, an impromptu NALP Canadian Section zoom call was scheduled for Thursday, April 2 at 3:00pm EST. to discuss the impacts of COVID-19 on schools and firms. Halla Elias has provided a report on that call. Over the next month, I will be working with my successor (TBD) to transition duties.

Bulletin Articles

The following is a list of NALP Bulletin articles from the Canadian Section for 2019/2020:

Issue	Content Due Date	Type	Topic	Author 1	Author 2	Length (750 / 1200)
September 2019	August 1, 2019	Column	A NALP Newcomer's Perspective: Attending The Annual Education Conference	Garbielle Maunier - gabrielle.maunier@blakes.com		750 words
October 2019	September 1, 2019	Feature	Finding Balance During Stressful Times	Bruce Wakehman - director.careerservices@ualberta.ca		1200 words
November 2019	October 1, 2019	Feature	Supporting Lawyers Through Innovation	Andrea Rayment - ARayment@cwilson.com		1200 words
December 2019	November 1, 2019	Column	Women's Leadership – "Step-Up"	Katrina Henn - khenn@weirfoulds.com		750 words
January	December	Feature	Opportunities	Laura Pringle - lawalum@uvic.ca		1200

2020	1, 2019		To Support Indigenous JD Students			words
March 2020	February 1, 2020	Column	Sponsorship v. Mentorship	Natasha Bhimji - NBhimji@stikeman.com		750 words

Working Group Reports

1. OCI Working Group

Chair: Chris McKenna (Bennett Jones)

Vice Chairs - Chira Perla (UBC), Anna Decia (Windsor)(outgoing)

Members - Neil Dennis (UofT), Ilana Schragar (McMillan), Natasha Bhimji (Stikeman Elliott)

Incoming - Kelly Tracy (Dalhousie), Gabrielle Maurier (Blakes)

Update - The fall 2020 OCI schedule has been finalized and the draft fall 2021 OCI schedule was circulated to the CLCDN for comment. The group is currently awaiting comments.

COVID-19 - They are in discussion with schools and employers regarding the impact of COVID-19 on the fall OCI schedule. Currently, they are taking comments from schools and employers and will coordinate with the SAWG groups to get additional feedback. Finally, they are coordinating efforts with the Law Student Society of Ontario in ongoing engagement with the Law Society and law students in Ontario.

2. Mid-Winter Meeting Working Group

Co-Chairs: André Bacchus (Ryerson University) & Tiffany Soucy (McMillan LLP)

Members: Myriah Graves, Fogler Rubinoff LLP, Madeleine Natale, University of Calgary; Patricia Neil, University of Alberta; Katrina Henn, WeirFoulds LLP; Lisa Cunningham, Wildeboer Dellelce LLP; Andrea Rayment, Clark Wilson LLP; Leanne Shafir, Osgoode Hall Law School

Update: This group is looking for new chairs and planning committee members for the 2020 Mid-Winter Meeting.

3. Canadian Industry Data Working Group

Chair: Laura MacLelland (University of Alberta)

Members: Jim Liepold (NALP), Lisa Blair (Borden Ladner Gervais), Nanci Shipp (Davies), Christi McAuley (Thompson Rivers University), Chantal Riendeau (U Ottawa), Leanne Shafir (Osgoode), Laura Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP)

On leave: Kirsten Parker and Kathleen Behan

Update: The group circulated the Class of 2019 Snapshot Survey to the CLCDN early March. They initially sought completion by March 29th but have extended that deadline due to COVID-19. Judy Collins is collecting the completed surveys and the group hopes that all reports will be completed soon so she can

prepare the report. The next task will be to have Employer Salary Survey prepared and circulated. NALP prepares this for the team and the group works on marketing it to employer members. They may have to revisit timelines on this since employer partners and NALP are currently submerged in issues with summer students and recruitment. Laura will be checking in with Jim Liepold on the issue of timing for this survey. They will have our next quarterly call some time in May.

4. National Recruitment Survey Working Group

Out-going Chair: Mike Molas (Queen's University Faculty of Law)

Incoming Chair: Sophie Roy-Lafleur (McGill Faculty of Law)

Members: Nicola Martin (Osgoode Hall Law School); Christi McAuley (Thompson Rivers University); Maryanne Forrayi (University of Calgary, Faculty of Law); Ari Blicher (Aird Berlis LLP); Myriah Graves (Fogler, Rubinoff LLP); Loïc Berdnikoff (Lavery Lawyers)

Member Update: Chantal Riendeau (University of Ottawa Faculty of Law) will be leaving the group. Jennifer Nadon (University of Ottawa Faculty of Law) will be joining in her place.

Update: The group received very helpful guidance from NALP on additional ways to streamline the survey experience for students and allow for easier and efficient collection of data, including increasing use of quantitative data for identifying trends over time. An initial group meeting was postponed due to the emergence of the COVID-19 situation. Mike and Sophie are met on April 7 to discuss the streamlining process and determine a date for a future group meeting. With an eye towards the developing discussions on proposed changes to recruitment amid the COVID-19 situation, the group anticipates that upcoming offerings of the survey will be useful at capturing students' impressions and feedback.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs: Myriah Graves and Lisa Cunningham

Members: Laura Pringle, Katrina Henn, Georgia Brown, Danielle Laflamme and Robyn Marttila

Update: No updates to report.

6. Summer and Articling Working Group National

Vice Chairs: Natalie Zinman (Lenczner Slaght); Robyn Marttila (Western Law/UWO)

Members: Kari Abrams (Blake, Cassels & Graydon LLP); Christina Beaudoin (Osler, Hoskin & Harcourt LLP); Ari Blicher (Aird & Berlis LLP); Georgia Brown (Torys LLP); Maryanne Forrayi (University of Calgary); Stacy Keehn (University of Ottawa); Amanda Fiorelli (Davies); Eowynne Noble (Fasken); Mya Rimón (Osgoode Hall Law School); Angela Sordi (Borden Ladner Gervais LLP); Michel Lederman (Goodmans LLP); Kara Sutherland (Dentons Canada); Scott Warwick (Department of Justice)

Transition Activities: The Toronto SAWG has welcomed two new members: Waleska Vernon (Osgoode Hall Law School) and Glenn Chu (City of Toronto, Legal Services).

Update on Activities & Issues raised regarding the impact of COVID-19 on students and employers:

SAWG updated the *Best Practices for Toronto Summer and Articling Recruitment Activities* in anticipation of the upcoming recruitment drive for 2021-2022 articling positions which is currently scheduled to take place this coming July/August. SAWG is exploring the feasibility of adding an optional field to the viLaw

online applicant portal (which used to collect summer and articling applications) to allow applicants to include the phonetic pronunciation of their name and exploring various ways to track the diversity of the applicant pool.

SAWG committee members and other Firm and Student members across various Firms and Schools have met recently to discuss various issues impacting student issues at Firms as a result of COVID-19. Below is a summary of the current status, as was discussed at the NALP Canadian Section meeting last week:

2020 Summer Programs:

- Consensus is that summer programs, for the most part, will be delayed and likely shortened. Firms have been communicating with students to advise them of the delays. It is unclear when the programs will commence. Most Firms are currently working towards an anticipated start in early June.
- It is likely that summer programs, if they go ahead, will operate virtually if we remain in the current “stay at home / work from home” mode.
- Schools have, for the most part, advised that students will complete their semesters as scheduled and students will be available to commence summer employment. Grades at most schools have shifted to a pass/fail/credit model.
- Schools have advised that some Firms have rescinded offers for the summer. Schools will look to support students who are in this position.

2020-2021 Articling Programs:

- At the moment, these programs are scheduled to start as planned in August at most Firms, however, this remains a TBD depending on how the pandemic progresses.
- We have confirmed with the LSO that if a June 2021 call is desired, students must begin articles by no later than August 7, 2020.
- If a September 2020 call is desired, then articles would need to commence by mid-November (fixed date cannot be provided because the September call date has not yet been scheduled).
- The LSO has advised that the March and June Barrister and Solicitor exams will not proceed as scheduled. This will have an impact on 2020/2021 articling students and will require them to potentially write the exams during their period of articles.

Upcoming Recruitment for 2021-2022 Articling and 2021 Summer Positions

- Recruitment for 2021-2022 articling positions and 2022 summer positions in the "City of Toronto" is scheduled to start this summer. The Law Society of Ontario (LSO) who regulates the timing of recruitment is currently assessing the situation regarding the COVID-19 (coronavirus) and determining whether changes are needed. At this point in time, the published recruitment dates (which start in July) stand and the LSO is emphasizing the provision in the recruitment rules that allow for remote interviews.
- There is a concern if recruitment were to proceed as scheduled that:
 - social distancing and stay at home measures would still be in effect, preventing in-person recruitment activities which are preferred;
 - with the adoption by most Canadian law schools of a pass/fail or credit/non-credit grading system that there will be challenges evaluating candidates who have little, or in some cases no, law school grades;
 - that student hiring will be down given the economic uncertainty in the marketplace.
- The Ontario Law Deans and the Law Students' Society of Ontario (LSSO) have requested that the LSO postpone summer and articling recruitment.

- There is a strong possibility that recruitment for Toronto summer and articling positions will be postponed to 2021.
- It is likely that On Campus Interviews for second year 2021 summer positions will be conducted remotely, whether or not recruitment is postponed. For both economic and logistical reasons.

SAWG is continuing to monitor the impact of the COVID-19 global pandemic on employers and students and remains in close contact with the LSO, the NALP Canadian Region Section and the Canadian Legal Career Development Network (CLCDN).

7. Summer and Articling Working Group Vancouver

Co-Chairs: Pamela Cyr – Norton Rose Fulbright (Vancouver) and Chira Perla – Allard Law – UBC

Members:

Allison Jackson & Jennifer Vermiere– Lawson Lundell; Marianne Johnstone – Singleton Urquhart; Bonnie Lussier – DLA Piper (Vancouver); Christi McAuley – TRU Law; Jennifer McNaught – Blakes (Vancouver); Laura Pringle – UVic Law; Natasha Rana – Vancouver Bar Association (DLA Piper - Van); Ilana Schragar – McMillan (Vancouver); Christine York – Alexander Holburn

Summary of Activities

The BC law schools have been supporting and advising students on their options and rights regarding all of the below, including other summer employment and academic options and providing independent employment legal advice.

Articling 2019-2020 Students

- The Law Society of BC now permits remote working for articling students.
- Articling students licensed in May and hired back pre-pandemic are proceeding as associates in the normal course. No reports of deferred starts.
- The April writing of the BC bar exam has been postponed until May and the May bar course start date has been pushed back one week until early June. This will delay license dates for some students.

Summer 2020 Positions

- **Delay of Start Date** – All Vancouver employers have deferred the start date of their summer programs from early May to early June, subject to further change depending on the trajectory and impact of the pandemic on business operations. June 15 is the preferred delay start date for UBC law students as it allows them to complete summer law courses. Some employers will cancel their summer program if the students are unable to physically start at the firm in early June.
- **Virtual Programs** – A number of national firms plan to remotely onboard and offer a virtual summer program to their summer students. Regional and smaller firms will likely cancel their summer programs if the students are unable to physically start in June.
- **Payment** – A couple of national firms indicated that they will pay students for the entire summer term as originally contemplated, however many national firms are undecided on this issue at this time. In general, regional and smaller firms only plan to pay students for any abbreviated period actually worked and some have already sent revised employment contracts to students who have accepted them.

Articling 2020-2021 Students

- Are proceeding in the normal course. No reports of deferred starts, other than those necessitated by the postponement of the BC bar course, mentioned above.

Articling 2021-2022 Recruit

- Discussions are in progress of moving the Vancouver articling recruit from this summer (June-Aug 2020) to the fall of 2020.

Summer 2021 Recruit

- The strong consensus amongst the Vancouver employers is to move the recruit from the fall of 2020 (Sept-Oct) to early spring 2021 (Jan-March). The only concern expressed is with the proximity to the 1L summer recruit in Calgary, however this is seen as the best solution in the circumstances. Chira is coordinating scheduling on a national basis through the OCI Working Group, in recognition that the best result would be to have a summer 2021 recruit that is coordinated nationally.

8. Diversity Working Group

Chair: Lina Nadar – Davies (Toronto)

Members: Anna Maria Decia-Gualtieri – University of Windsor – Team Lead, Logistics and Marketing Committee; Kim Bonnar – Cassels (Toronto); Laura Pringle – University of Victoria (BC); Nicole Salama – Gowlings (Toronto); Danica Steadman – Gowlings (Toronto); Waleska Vernon – University of Toronto.

Report: Neil Dennis is stepping down from the Chair role and Lina Nadar is moving into this role. No new updates to report.