

**X****2014**

# PARALEGAL BENCHER ELECTION

## Voting Information

[www.webvotedirect.com/lsuc](http://www.webvotedirect.com/lsuc)

### Conduct of Election

The 2014 Paralegal Bencher Election will be conducted in accordance with By-Law 3 under the *Law Society Act*, entirely online in March 2014. The election will be conducted in both English and French.

The Law Society has hired Computershare, a third-party company, to conduct the election. Computershare will email voting instructions to all eligible voters on March 12, 2014.

### Voter Anonymity

Computershare will randomly assign a control number to every eligible voter. The control number is a personal voter identification number. Only Computershare knows the numbers assigned to eligible voters. The control number is required to access the Internet voting system.

An email communication from Computershare will be sent to all eligible voters. It will include the control number and a link to the online Internet voting website. The Internet voting system provides voters with the online Voting Guide, ballot and voting instructions, which will provide detailed information on how to vote online.

Voters who do not receive, or who lose or delete their control number must contact Computershare toll-free at 1-866-301-2518 or if outside Canada and the US, at (514) 982-8711. Voters will be asked to provide their licensee number and other personal identifiers to receive their control number.

### Eligible Voters

Licensed paralegals whose licences on March 7, 2014 are not suspended are eligible to vote in the election.

### Candidate Information

The Law Society of Upper Canada produces a Voting Guide to provide voters with information about the candidates running in the election. All candidates were invited to submit a photograph, biography and election statement for inclusion in the Voting Guide.

The Voting Guide will be available on Computershare's election website throughout the election period, and is available on the paralegal pages of the Law Society's website at <http://www.lsuc.on.ca/paralegal-election-2014/>.

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# PARALEGAL BENCHER ELECTION

## Voting

The Internet voting system on Computershare's election website will open on March 12, 2014 at 9:00 a.m. EDT. To vote, voters will go to Computershare's election website, where they will be prompted to enter their control number. Once they are logged into the system, the list of candidates will be displayed. Voters select candidates by clicking the boxes next to the candidates' names.

Voters can cast up to five votes in total, but may only vote for a candidate once. Voters are not required to cast all five of their votes. Voters can submit their votes only once. The system will not permit voters to vote for more than five candidates.

Once the voting session has begun, it will time out after 20 minutes. If this occurs, voters must log back in with their control number and begin voting again.

Once voters have made their selections, voters click the "Submit" button. Voters will then be prompted to review their selections and make any changes they wish prior to final submission of their votes. Once the votes are submitted, voters will receive a confirmation message that their votes have been submitted.

**Voting closes at 5:00 p.m. Eastern Daylight Time (EDT) on March 31, 2014.**

## Announcement of Results

The five candidates who receive the highest number of votes will be elected. Tabulation of votes will begin after 5:00 p.m. EDT on March 31, 2014. The election results will be announced by news release and on the Law Society's website at <http://www.lsuc.on.ca/paralegal-election-2014/> once votes have been tabulated.

## Contact Us

For more information about the election, contact the Law Society at 416-947-3404 or 1-877-947-3404 or by email at [paralegalelection@lsuc.on.ca](mailto:paralegalelection@lsuc.on.ca).

For assistance with Internet voting, including obtaining control numbers, contact Computershare toll-free at 1-866-301-2518 or if outside Canada and the US at (514) 982-8711, Monday to Friday from 8:30 a.m. to 8:00 p.m. Eastern Time.

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## Candidate List

**Frank Alfano >**

**Sacha Ally >**

**Robert Burd >**

**Paula Callaghan >**

**Gerri Camus >**

**Tami N. Cogan >**

**Cathy Corsetti >**

**Daniel Foster >**

**Jimmy Gangadin >**

**Anthony Gualtieri >**

**Michelle L. Haigh >**

**Kirk R. Hardy >**

**Stephen A. LaForest >**

**Marie Lalande >**

**Kevin A. Larkin >**

**Brian Lawrie >**

**Marian Lippa >**

**Kristina MacDonald >**

**Benjamin Odinakachukwu Mbaegbu >**

**Jaclyn P. Solomon >**

**Christine L. Stover >**

**Frank Tancredi >**

**Ian G. Wilkinson >**

**Robert J. Wren-Marlow >**

**Marshall Yarmus >**

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## PARALEGAL BENCHER ELECTION

### Francesco Alfano

[frank@trafficticketparalegal.com](mailto:frank@trafficticketparalegal.com)



**Frank has been a paralegal since October of 1990. He has defended thousands of people charged with Provincial Offences, Summary Criminal charges and has done some discipline work before the Law Society Hearing Panel.**

**In addition to being a practitioner, Frank teaches advanced CPD courses in his effort to raise the bar for the paralegal profession.**

**Frank is also the founder and president of O.P.O.A.G. (Ontario Provincial Offences Advocacy Group). Through this organization, Frank is able to help students and new paralegals get mentoring, network, and a practical education.**

**Lastly, Frank is a law student and continues to build his already existing skill set.**

I am happy to be running in the 2014 Paralegal Standing Committee Election and asking you to vote for me to serve you on the committee. As a practitioner of 23+ years, I am well aware of the needs of paralegals, how the profession has evolved, the concerns for the public interest, and how to cautiously bring the profession forward into the next 4 years.

I have always been a passionate advocate. I have been advocating for clients for over 2 decades. Anyone who knows me, knows that I am a relentless fighter. I would like the opportunity to do the same for the profession. To represent your interests. Our interests.

Educational standards, the paralegal scope of practice, mentoring, and the job market are currently at the top of the list for paralegals. They are also important to the public. Education should be good enough to ensure proper representation for our clients. Access isn't enough. It should be quality access. The scope of practice should be expanded to increase that access to justice for the public. This will also increase potential jobs for paralegals. It's all tied together. Interconnected. Better education, more permitted work, more jobs, increased quality access.

While I agree that such steps should be made cautiously; education and the permitted scope have not changed. In fact, arguably, paralegals can do less today than we could in 2010. If elected, I promise to be your voice in raising the bar for our profession.

This election is important. You are being asked to choose 5 people who will vote on issues which will affect you. Make sure the people you choose have your interest and the profession in mind when they vote on the important issues that face us all.

While there are many great candidates in this election, a vote for me is a positive vote for your interests as a paralegal in the issues we face today and which require development over the next 4 years.

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# PARALEGAL BENCHER ELECTION

## Sacha Ally

[sachaally@hotmail.com](mailto:sachaally@hotmail.com)



I am 33 years of age and married to a beautiful woman who is also a Licensed Paralegal. We have three energetic and mischievous children and at the time of preparing this bio, my wife and I are expecting our fourth child.

I currently hold the position of Treasurer of the Paralegal Society of Ontario (PSO). I am therefore a member of the Executive Committee responsible for overseeing the daily operations of the largest paralegal advocacy group in Ontario.

Last year I held the position of Chairman of the PSO's Policy Committee. It was this committee that was the primary contributor for the joint PSO/LPA submission to the Ministry of the Attorney General for the Paralegal 5 Year Review.

### EXPANSION OF THE PARALEGAL SCOPE OF PRACTICE

There have been two major independent reports commissioned by the Ministry of the Attorney General and led by renowned legal professionals; the first was the Ianni Report published in 1990 by Professor Ron W. Ianni. The report strongly supported the provisioning of legal services by Paralegals in the areas of Powers of Attorney, Simple Wills, Simple Uncontested Divorces and Simple Incorporations. The Corey Report lead by former Supreme Court Justice, Peter Cory in 2000, echoed the suggested areas of practice of Ianni and added Simple Real Estate Transactions to the recommended scope of practice of Paralegals. The issue of competency and the public's exposure to risk was addressed by restricting the areas of practice to those areas which were relatively low risk. The public was to be further insulated by suggesting limitations as to the complexity of matters Paralegals could engage in.

To date we have seen little, if any, expansion of the Paralegal scope of practice despite the above-mentioned independent reports.

### COMPETENCY

Competency has become the stalwart defence for many of the paralegal profession's greatest critics. Although the most common areas which Paralegals sought to have included in their scope of practice have been carefully selected to minimize risk to the public, the issue of competency is constantly raised to derail attempts at expanding the current scope of practice. The Law Society is currently in the process of implementing a plan to add substantive material to the Paralegal Licensing Exam. This addition of substantive and procedural law concepts is estimated to cost close to \$500,000.00 over the next 3 years. No coverage of any of the expanded areas of practice are planned to be included in the revised examination. According to this plan, the residents of Ontario will see no additional legal service offerings from Paralegals in the foreseeable future despite the well recorded findings of high self-representation rates in areas that had been historically served by Paralegals prior to regulation.



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## PARALEGAL BENCHER ELECTION

### Robert Burd

[robertburd@hotmail.com](mailto:robertburd@hotmail.com)



**I have been a paralegal for more than 23 years and a leader in paralegal professional organizations for two decades. Currently, I am President of the Licensed Paralegals Association (LPA).**

**Several members of my family are also paralegals. Our firm is Not Guilty Plea Paralegal Services Professional Corporation, which has advocated for clients in Provincial Offences court since 1986. I hold a BSc from the University of Toronto.**

**I am one of only five paralegals elected to the Paralegal Standing Committee (PSC) and have had the honour to represent paralegals as a member of:**

- Professional Development and Competency Committee
- Challenges Facing Racialized Licensees Working Group
- Professional Regulation Committee
- Access to Justice Committee

I am seeking the honour of re-election to the PSC.

I have been a paralegal for 23 years. Four members of my family are paralegals. I have been involved in paralegal organizations at an executive level since the mid-90s. I have played an important part in paralegal regulation throughout my career.

It takes a serious time commitment to serve on the PSC. My paralegal firm allows me the time it takes to be effective. During these past four years, I have built relationships with LSUC staff and lawyer benchers. These relationships are based on mutual respect and recognition of the effort I put in. I am prepared for meetings, with valid submissions. This relationship-building will be crucial down the road, when paralegals push for an expanded scope of practice.

Serving on the PSC is not about fame or financial reward. I serve on the PSC to secure and preserve the paralegal profession.

I have never lost sight of the fact that it was my paralegal peers who elected me and trusted me to represent them. They know I will argue, vote and make decisions on issues with the best interests of the profession, and the public, in mind. I have remained true to my ideals and will continue to do so.

Looking ahead, I hope to make the work of the PSC more transparent to the paralegals it represents at the Law Society. Too often, a lack of communication from our governing body contributes to concerns paralegals raise.

Expanding the scope of practice should be on every candidate's list, but this can only happen if the accompanying issue of education is addressed. There is a triad – LSUC, accredited colleges, and paralegal organizations – that must work together closely and communicate effectively, so that new licensees can secure a place in those areas of practice where there is demand and opportunity.

If re-elected, I promise to continue to do all that I can for our profession, while maintaining my fiduciary responsibilities to the Law Society.

<http://notguiltytraffictickets.com/about-us/>

<http://www.linkedin.com/pub/robert-burd/50/182/457>

<http://www.facebook.com/groups/591753090905508/>



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# PARALEGAL BENCHER ELECTION

## Paula Callaghan

[callaghanparalegal@gmail.com](mailto:callaghanparalegal@gmail.com)



**I graduated with honours from Algonquin Careers Academy Ottawa, Ontario in 2011. I was contracted with my placement host, a criminal Attorney. I opened my practice in 2012, which I maintain today. My areas of practice are Provincial Offences, summary Criminal Offences, Landlord and Tenant and Agency Appearances.**

**I am the current Chair of the Policy Committee for the Paralegal Society of Ontario.**

**I volunteer my spare time doing theatrical plays for various charities with the County of Carleton Law Association and Lawyers Feed the Hungry Program.**

**My previous work experience was as a medical assistant.**

**I have two wonderful sons and have been married to my husband, a surgeon, for 20 years.**

As a newcomer to the paralegal profession, I am aware of the difficulties facing both practicing paralegals and new graduates. If elected, I will commit to advancing the paralegal scope of practice and will advocate for the educational reforms necessary to achieve that end. I believe that the profession cannot expand into new areas of practice under-qualified. To do so would undermine the reputation our profession has strived to attain since regulation. I believe protecting the public interest should be in the forefront of all changes considered prior to advancing an agenda of expanding scope of practice.

My commitment and dedication to our profession is what prompted me to get involved. I firmly believe that access to justice for the truly vulnerable in our society would and could be well served by paralegals.

As the current Chair of the Policy Committee for the Paralegal Society of Ontario, at the call of the Law Commission of Ontario (LCO), I co-authored a proposal paper on having the *Legal Aid Act* amended, allowing paralegals access to certificates within our permitted scope of practice. It is my hope that this is a project the LCO takes on and hopefully effects change to the benefit of paralegals and the public. When advancing or promoting any agenda, I will do so with the public and all paralegals in mind.

I acknowledge that I may not have the experience of some of the other candidates but I bring enthusiasm, energy and a fresh perspective. I believe a mix of new and senior paralegals would make a balanced committee giving all paralegals fair representation. I will adhere to all the rules and regulations of the Paralegal Standing Committee. My geographical location will not be a hindrance to my participation on committee business.

With all due respect, I ask for your vote. If elected, I will dedicate my efforts in advancing the interests of our profession while maintaining public confidence.



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## PARALEGAL BENCHER ELECTION

### Gerri Camus

[camuslegal@gmail.com](mailto:camuslegal@gmail.com)



**Gerri Camus' passion for justice led her to the paralegal profession from a diverse background that includes many leadership roles in the corporate world, nursing and self employment sectors.**

**Gerri has also worked as a part-time college instructor in the Paralegal Studies Diploma Program at Metro College in Toronto.**

As former Chair of the Licensed Paralegal Association's Governance/LSUC Committee, co-founder and Vice President of the Women's Paralegal Association of Ontario and an avid advocate for paralegals, Gerri has participated in meetings with the LSUC, the Attorney General and other important stakeholders. She also co-authored a white paper on Paralegal Immigration Scope of Practice (Bill C-35) and was involved in the presentation before the Standing Committee of the Legislative Assembly that included proposed amendment to the *Stronger Protection for Ontario Consumer's Act, 2013*, namely the *Collection Agencies Act* (Bill 55).

In six short months as Vice-President of the WPAO, Gerri has assisted in the creation of

- mentorship opportunities for paralegal women
- bursaries (Humber College's WPAO Student Award)
- charitable initiatives (Legally Dressed)
- CPD events
- networking events
- awards

Gerri's mandate, if elected to the Paralegal Standing Committee, would include the following

- raising the education and admissions standards of the paralegal diploma programs,
- opening a dialogue on establishing criteria for internship hosts,
- implementing a paralegal parental leave program,
- expansion of scope of practice,
- promoting a mentoring program for paralegals through the LSUC, that would include a registry of "mentor paralegals" and their areas of expertise, similar to the one that currently exists for lawyers,
- increasing public awareness of "paralegals" by educating the public about paralegals. This would be accomplished by utilizing the LSUC's budget to promote Access to Justice, and
- systematically revisiting old and outdated legislation to include or exempt paralegals, as the case may be, such as having paralegals included as "officers of the court"

Gerri is honoured to offer her experience, energy and enthusiasm to the Paralegal Standing Committee. She believes change is a necessary aspect in the evolution of the profession.





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## PARALEGAL BENCHER ELECTION

### Tami N. Cogan

[phoenixparalegal@gmail.com](mailto:phoenixparalegal@gmail.com)



I joined the Ontario Provincial Police as a Constable in 1993. After 16 years of active service, I decided to pursue a career as a paralegal.

I enrolled in the Algonquin College Law Clerk Intensive program in 2009, followed by the Algonquin College Paralegal program, graduating from both with Honours, then wrote my P1 licence exam in August 2011.

I'm now a sole practitioner, and occasional instructor and guest lecturer at a private college for an Accredited Paralegal Diploma Program.

My areas of practice are Human Rights, Small Claims Court, Provincial Offences and Landlord Tenant Board.

In my practice I enjoy mentoring paralegal candidates through their required placement hours.

#### Improved Access

If elected, I intend to concentrate on working for greater access to justice for the public, and greater access for Law Society members to the deliberations of the governing body.

**For the Public:** Paralegal licensing was, in part, established to promote access to justice. Yet a major paralegal barrier continues to be a lack of knowledge about how we can help. Giving paralegals the right to commission oaths is a good first step. To further increase public access to justice, paralegals should also be entitled to accept Legal Aid Certificates, particularly as many lawyers do not. I will encourage the Law Society to seek this change and to promote it.

**For Law Society Members:** Good governance is based on accurate representation of the electorate. The Law Society greatly improved its members' access to continuing education through webcasting. In my opinion it is now time to apply this technology to improving members' access to the Society's governance. I believe that allowing members to see the deliberations at Convocation would foster greater interest in, and understanding of, the decisions taken at Convocation, leading to a more engaged membership. For these reasons I will work to ensure that Convocation is webcast.

#### For the Profession

**Increase Lawyers' Knowledge of Paralegals' Scope of Practice:** There are still lawyers unsure of the skills of paralegals, categorizing them in the same skill set as law clerks. I will seek ways for lawyers and paralegals to work together toward common goals, to improve the efficiency of both.

**Education:** Revising paralegal education and accreditation is a work in progress. Having graduated from a public college with a semester system, and having taught at a private college with a modular system, I know the strengths and weaknesses of both. I also work with paralegal candidates during and after their placement hours and am thoroughly familiar with the challenges faced by those entering our profession. I pledge to continue working to improve paralegal preparation.

#### Conclusion

This experience – teaching, mentoring and starting my own business – provides me with the background to effectively represent our paralegal members.

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# PARALEGAL BENCHER ELECTION

## Cathy Corsetti

[cathy@corsetti.ca](mailto:cathy@corsetti.ca)



### Appointments at LSUC:

- Chair of PSC & Morris Report Working Group; Appeal Panel
- Co-chair, Access to Justice
- Audit & Finance, Equity, LibraryCo
- Instrumental in forming LSRS/MAP; Distinguished Paralegal Award; Paralegal reception; 5 year review; Bill 111, Commissioner of oaths

### Proven Professional Leadership:

- Presenter-Numerous CPD programs, colleges, associations
- Committed mentor, and student placement provider
- Active member of PSO & LPA
- 37 Years focusing on LTB/SCC
- Humber College Law Clerk graduate in 1977
- President and co-founder of Corsetti Paralegal Professional Corporation & Associates, employing three paralegals

**Personal:** Married 35 years, to a paralegal. Our daughter is a high school teacher and our son is a Toronto police officer

### Why “X” CATHY CORSETTI for Re-election?

I understand clearly what the role requires, and what it takes to expand and promote the paralegal profession. It was a privilege to be elected in 2010 and to chair the Paralegal Standing Committee (PSC). I want to continue to represent paralegals and be a strong voice. During my first term as chair, I cultivated positive working relationships with benchers, stakeholders and Law Society staff. Through these relationships, I have accomplished a great deal. I was instrumental in developing and presenting the Five-Year Review for the Attorney General. Under my leadership, paralegals have been included in the Member Assistance Program (MAP) and the Law Society Referral Service (LSRS). We introduced the Distinguished Paralegal Award, and New Paralegal Reception. Paralegals have become Commissioners of Oaths, by virtue of office. The *Law Society Act* and *Solicitors Act* have been amended. I was instrumental in the implementation of a substantive licensing exam, which will commence in 2015. In my 37-year career as a paralegal, I have earned a record of success. But this is only the beginning. This is why I seek re-election. With your support, I will be re-elected in March 2014 and build on these Standing Committee successes.

### Re-election Platform

When re-elected, the following issues will continue to be my priorities:

- Review the scope of paralegal practice, while enhancing education requirements essential to support expansion
- Examine licensing exemptions, looking to reduce the exemptions as set out in By-Law 4
- Improve the reputation of the profession, through strengthening educational requirements and increasing public awareness
- Promote mentoring for new licensees
- Continue to advocate for statutory amendments to accommodate paralegals
- Reach out to paralegals outside the GTA and keep all paralegals informed of the PSC's accomplishments
- Promote the role of paralegals in the legal community, including Legal Aid
- Encourage efficient regulation, to ensure stable annual fees

Learn more about why it is important that my work on PSC continue:

[www.corsetti.ca](http://www.corsetti.ca) Twitter: [@cathycorsetti](https://twitter.com/cathycorsetti) Facebook: Corsetti Paralegal  
<http://ca.linkedin.com/pub/cathy-corsetti/13/a55/198/>

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# PARALEGAL BENCHER ELECTION

## Daniel Foster

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### Business Experience Milestones

**2001** – Began practicing as a Paralegal  
**2001** – First teaching position at Centennial College  
**2003** – Hired as a Litigation Law Clerk for Smart & Biggar, Fetherstonhaugh  
**2004** – Began teaching Law Clerks and Paralegals at Herzing College  
**2007** – Won “Teacher of the Year” Award  
**2007** – Promoted to Director of Legal Studies / Program Coordinator  
**2008** – Successfully drafted my first LSUC Paralegal Program accreditation  
**2011** – Began practice as an Education Consultant  
**2011** – Successfully drafted LSUC Paralegal Program accreditation for Centennial College  
**2011** – Hired as Curriculum Developer/Head Instructor for Centennial College Paralegal Program  
**2011/12** – Successfully drafted several additional LSUC Paralegal Program accreditations  
**2013** – Hired as Paralegal Professor / Director of Legal Studies at Metro College  
**2014** – Paralegal Standing Committee electoral candidate

**Tracey Gauley,**

**Licensed Paralegal:**

*“Daniel Foster, in my opinion, exemplifies the true sense of strong **LEADERSHIP**. His years of experience bring a wealth of valuable lessons. He is highly intellectual with a razor sharp sense of humour.”*

**Jill Bender,**

**Licensed Paralegal:**

*“Daniel has shown a remarkable combination of **DIPLOMACY**, assertiveness, and humility on many occasions. Daniel has a brilliant understanding of pedagogy and is a **TIRELESS ADVOCATE** for improving paralegal education.”*

***“I alone, may not be able to shape the future of paralegals, but I can shape paralegals for the future”*** – Daniel Foster

I started my career as a paralegal with a **VISION** to always move forward and to never look back – to effect **POSITIVE** change and to help the public find justice where justice could not be found. Along this wonderful journey, I discovered my **PASSION**, what it means to be a **MENTOR**, and the true meaning of **INTEGRITY** and **TRUTH**.

I also discovered that the paralegal profession has a lot of growing to do. As a paralegal professor, I am of the opinion that we should not handicap future paralegals by making their lives easy. The integrity of this profession begins with the education of its successors. My message is a simple one. I believe that strengthening education requirements will contribute towards building a profession that holds to the same stature as lawyers.

***“Education is what survives when what has been learned has been forgotten.”*** – Harvard Professor, B.F. Skinner

As a Paralegal Standing Committee member, I will also continue to provide paralegals with a tailored approach to make myself accessible with your questions and concerns. It is paralegals like you and I, together, that need to be positive role models to help shape the future of the profession. It is with this vision that I ask for your vote, so that I may have a voice that represents “*our*” vision as one.

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# PARALEGAL BENCHER ELECTION

## Jimmy Gangadin

[jgangadin@mgparalegal.com](mailto:jgangadin@mgparalegal.com)



**I was born in 1985 in Guyana, South America and immigrated to Toronto, Canada in 1998.**

**I attended Secondary School in Toronto. Upon graduation I entered the work force and have performed a variety of jobs including working in a factory and in both management and sales at a car dealership.**

**I entered college to become a paralegal in 2010 and graduated with honours in 2012.**

**Upon receiving my paralegal license I entered into a general partnership with another classmate and we are now in our second year of operating what is quickly becoming a successful paralegal firm.**

**My main area of practice is in Small Claims Court.**

**I am happily married to my wonderful wife.**

As mentioned in my biography I immigrated to Canada when I was 13 years old. It was a difficult process for myself and my parents and took me 14 years to achieve Canadian citizenship. My family's negative immigration experience impressed upon me the need for people to have access to affordable ethical representation. It is for this reason that I decided to become a paralegal.

I believe that as a bencher I will bring diversity to Convocation. I am young, come from a low socioeconomic background, and immigrated from a developing country. This is not the typical profile of a Law Society Bencher but it is very representative of many in our profession.

I am relatively new to the profession and understand the struggles that people entering the profession must face. Many paralegals I've spoken with would like to practise on their own but find the initial financial and regulatory demands restrictive and I am interested in working on initiatives that could ease this.

I also understand where the current education that paralegals receive is both effective and ineffective and believe that I can provide valuable insight that can bring about meaningful change to this education.

Through my commitment to my own immigrant community I understand that while we, as a Province, support access to justice it is not always a reality for people of low income or for people who are new to Canada. I am interested in looking at what we as paralegals within the Law Society framework can do to help educate the public about the important services that paralegals provide.

I believe that the paralegal profession is an honourable one but know that it is not always viewed as such by the population at large and that our regulation by the Law Society is essential in helping change the negative perceptions that often exist, recognizing however, that it is how we conduct ourselves as individuals within the profession that will ultimately make the difference.



**X****2014****PARALEGAL BENCHER ELECTION****Anthony Gualtieri**[gualtieri.anthony@gmail.com](mailto:gualtieri.anthony@gmail.com)

**A passionate individual, Mr. Gualtieri has been involved in many diverse fields expressing his passion for justice and his country.**

**Mr. Gualtieri has worked for the Atlantic Council of Canada and attended the NATO summit in Istanbul, Turkey as the Canadian Youth Ambassador in 2004. After his time with the Atlantic Council of Canada, Mr. Gualtieri accepted a position with the Atlantic Council of The United States in Washington D.C, and was stationed there in 2005.**

**On his return to Canada, Mr. Gualtieri has worked in the field of business and entrepreneurship, non-governmental organizations and volunteered his time bringing to light Canadian contributions and achievements.**

**He recently began writing a self-help book which explores the impacts of media on society.**

We are Paralegals, but are we really just Paralegals? No, we are not. Many dictionaries classify the term as a “paraprofessional”, simply - a person who works alongside or assists a professional. This is not all we do and not who we are – we are professionals, and we do so much more. As the profession has grown to take on a broad variety of responsibilities and continues to be held to a high standard of education and ethics, the term seems no longer appropriate.

We are members of the legal profession, and as part of the profession we have a duty to insure we have the tools necessary to help and assist the public in access to affordable high quality legal services. I believe it is up to us and the Law Society to ensure the public knows who we are and what we can do. I believe a new term is necessary, one that more accurately describes who we are and what we do.

Most often the public already has a preconceived notion as to what a “Paralegal” is. Most are unaware that we have the same duties and responsibilities of a Lawyer, and we can offer the same quality of service. The other provinces in our country as of yet, do not license paralegals nor does any state in the United States. There is confusion when someone is looking for an affordable legal service provider; one instinctively does not seek out a “Paralegal.”

It is time to add another term which encompasses who we are and what we do.

The desire for the Paralegals scope of practice to be expanded is an ever present topic within the legal community. Paralegals are motivated, not just by business opportunities but also by the desire to represent their clients fully - throughout the entire legal process. Recommendations have been put forth to allow such expansions. With your support, I will focus my attention to make this a reality.

We are members of the legal profession and we are professionals, it's time more people know it.



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## PARALEGAL BENCHER ELECTION

### Michelle L. Haigh

[mhaigh@precisionparalegal.ca](mailto:mhaigh@precisionparalegal.ca)



I have served on the Paralegal Standing Committee (PSC) continuously since 2006, when I was appointed by the Attorney General.

While advocating and lobbying for the rights of paralegals, and the public interest, I have built a solid foundation with staff and benchers. My committee experience includes:

- Government Relations
- Access to Justice (co-chair)
- Treasurer's Advisory Group on Access to Justice
- Proceedings Authorization
- Compensation Fund
- Priority & Planning
- Equity & Aboriginal Issues

For 18 years, I have practiced exclusively in the Small Claims Court and have had the pleasure of mentoring more than 12 paralegals. I am also a Legal Aid Ontario board member.

Twitter: @mlhparalegal

<http://www.electCMB.com>

[www.linkedin.com/in/michellehaigh](http://www.linkedin.com/in/michellehaigh)

<http://www.precisionparalegal.ca>

I have devoted the last 7 years to developing our profession. I wish to continue to put that experience to work for you. My re-election to the Paralegal Standing Committee (PSC) will ensure continuity, combined with youth and new ideas. I envision a PSC that represents a vast background, covering all the major areas of our current scope of practice. I envision a committee that is committed, experienced and professional.

#### Continue Advocating for Paralegals

In the last election, I earned a vote of confidence from the paralegal profession and continued my work on the PSC. I focused on issues to advance the profession, including:

- Scope of Practice
- CPD
- Exemptions to licensing
- Maintaining fee levels

During the last four years, this focus has produced results. Exemptions have been reduced and continue to be assessed. CPD has been fine-tuned. Annual fee increases have been minimized, and will not increase for two years.

#### Governance, Scope, Access

I have been the only active paralegal member of the Governance Working Group, which was instrumental in increasing the Paralegal Benchers, from two to five. I am also active on the Morris Report Working Group, which continues to address recommendations made in that five-year report, including scope of practice for paralegals.

Scope of practice issues continue to be a hot topic. We are on the cusp of change. Access to Justice issues are at the fore, in this province and across the country. **Paralegals are key to advancing Access to Justice** and we have an important role to play in making legal services more accessible. Paralegals are part of the solution.

Areas we should explore for **expansion of scope of practice** include family law, appeals, real estate, wills, and super summary matters.

We also need to direct our attention to mentoring programs, increased educational standards/testing, and educating the public about paralegals.

My experience and record of commitment will help to make the PSC a well-rounded and effective unit. Please support me for re-election to the PSC.





# X

# 2014

## PARALEGAL BENCHER ELECTION

### Kirk R. Hardy

[khardy@bluewaterparalegal.ca](mailto:khardy@bluewaterparalegal.ca)



**I am a sole proprietor in Sarnia, awarded my license in 2011. I have lived and worked in three Ontario cities varying in size from a small city to the City of Toronto.**

**I have a BA in Sociology (University of Windsor), Diploma in Computers (St. Clair College) and Paralegal Certificate (George Brown College).**

**My previous career at a non-profit Human Services agency holding positions from front-line and culminating in Head Office administration.**

**I have diverse skills ranging from people skills to the technical skills necessary to operate an enterprise and am constantly integrating learning from continuing education into my paralegal work.**

**Throughout my career I have been known to speak out for positive change in the workplace.**

I am seeking election as a member of the Paralegal Standing Committee in order to advocate for advances in the Paralegal Profession and Access to Justice principles. As a fierce advocate and lobbyist with previous experience as a candidate in local school board elections, I understand how board meetings work and the importance of and applying communication skills effectively. I believe that our profession is comprehensive of both educational programming and field-based learning; recognizing the various skill sets of my colleagues will enable me to continue to build the profession based on these strengths.

I was drawn to the Paralegal licensing process because I wanted to work in law and to enter the profession with a strong knowledge base. And I was not disappointed. My training at George Brown College left me no gaps to apologize for.

My key contribution to the Paralegal Standing Committee will be through my strong knowledge of how boards function, my commitment to increase scopes of practice and my vision to bolster the Paralegal toolbox with the resources necessary to provide us with the capacity to further Access to Justice principles; the last can only be achieved by giving Paralegals access to our local law libraries and developing business structures as collegial alternatives to the currently predominant sole practitioner model.

Further I will advocate to our Government and governing body the changes necessary for Paralegals to provide legal services effectively; I will lobby for the legislation and policy changes that are required to give our profession due recognition for the skills it is built on, whether these skills are acquired through real-life/field experience or more formal educational settings. I will argue against encroachments on our scope of practice which continue to demean our profession and put the public at risk.

**X****2014**

## PARALEGAL BENCHER ELECTION

### Stephen A. LaForest

[stephen\\_laforest@manulife.com](mailto:stephen_laforest@manulife.com)



After graduating from The University of Toronto with a Bachelor of Physical Health and Education I began my career as an Adjudicator with WCB (WSIB) in 1985.

Since leaving the WSIB after 14 years in various adjudicative roles, I have been assisting Employers with WSIB issues, Return to Work Programs, Account Management, and Appeals/Tribunal assistance.

I am currently (2000) with Manulife Financial as a Disability Management Consultant, Worker's Compensation.

I am also an active member on the H&S/ WSIB Committee with the Canadian Vehicle Manufacturing Association and have been able to advise my clients of the ongoing changes at the WSIB.

Since acceptance to the LSUC (2008) I have had an interest in the workings of The Paralegal Standing Committee and how the Paralegals are regulated.

I am aware that there are many areas of practice but, as per my Biography, I have extensive experience with WSIB legislation and the appeals process. Through this experience I have come across various levels of expertise of Paralegals providing legal services to Ontario Employers and Workers. I look forward to contributing to this governing and regulation process.

I also feel that my mediation and appeals experience would be an asset to the Committee during panels and meetings.



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# 2014

## PARALEGAL BENCHER ELECTION

### Marie Lalande

[lalandem@lao.on.ca](mailto:lalandem@lao.on.ca)

**Cambrian College**

- Administration de bureau (option juridique) – « Legal Office Administration »
- Techniques juridiques – « Legal Techniques »

**Sault College**

- Medical Terminology

**Algoma University**

- Community Development

**Employment:**

Sudbury Community Legal Clinic  
Elliot Lake/North Shore Community Legal Clinic  
John Poupore Law Office  
Collège Boréal – taught « Représentation devant Tribunaux administratifs » –  
Representing Before Administrative Tribunals

**Awards:**

Recipient of LAO GEM Award  
**2004** – One of a Kind (For the development of French Language Services Initiatives)  
**2006** – Outstanding Achievement (For spearheading a campaign to change retroactive benefits owed to ODSP applicants/recipients)

**Community Involvement:**

Elliot Lake Men's Centre  
Injured Workers' Advocates (Elliot Lake)  
Centre de santé communautaire de Sudbury  
Carrefour Francophone de Sudbury  
Comité consultatif – Adjointe juridique, Collège Boréal

As a Community Legal Worker for more than 20 years and a licensed Paralegal since 2008, I believe that I am a strong voice for change and would well represent Paralegals on the Paralegal Standing Committee.

In order to enhance or achieve access to justice by society in general, I believe that all members of the Law Society have an obligation to work together to breakdown barriers and find innovative ways to ensure that the legal system is within everyone's reach. In doing so, I believe that the scope of services provided by Paralegals should be broadened. This would undoubtedly result in the following:

- reducing backlogs before various Tribunals;
- avoiding adjournments;
- minimizing the number of unrepresented individuals;
- enabling further education to the public as to its basic rights;
- raising respect and dignity within the different levels of society;
- promoting law reform initiatives due to lack of affordability;
- avoiding frivolous or vexatious proceedings.

I think that the Law Society of Upper Canada should support an initiative whereby Legal Aid Ontario would provide certificates to licensed Paralegals and not only to lawyers.

I believe the Law Society should continue to review the current exempted classes. However, in doing so, diligence should be exercised to ensure the provision of ongoing services that are crucial to certain community groups.

The respect of individual ethnicity is at the root of providing high quality legal services. To ensure the quality of work done by its members, the Law Society must continue to provide and promote continuing education in all areas of law whether by Continuing Professional Development programs or by specific initiatives.

Reasons to elect me:

- I am a woman;
- am bilingual and promote quality services in both official languages;
- am from Northern Ontario;
- serve marginalized/vulnerable clients;
- have more than 20 years of legal experience;
- as a single parent for many years, have had first hand experience with regards to barriers to justice.

**If I am not your first choice, or your only choice...  
let me be your alternative choice!**

**X****2014**

## PARALEGAL BENCHER ELECTION

### Kevin A. Larkin

[klarkin@aim-paralegal.com](mailto:klarkin@aim-paralegal.com)



**I was born on October 24, 1969 in Windsor, Ontario where I currently reside with my wife of 19 years and our two daughters, Jessica and Megan.**

**I graduated from St. Clair College with a Diploma in Business Marketing and Information Systems in 1993. That same year I began working for the Collection Service of Windsor Ltd. I worked as a Collection Officer and was later promoted to Manager, then Vice President, before becoming President in 2003.**

**I have proudly been representing clients in Small Claims Court since 1996. I have recently launched AIM Paralegal Services Professional Corporation where I provide a broad range of paralegal services throughout Windsor-Essex County.**

As a paralegal, I believe that the annual dues payable are too high. I will commit to reviewing the process and justification for such fees and will work with elected Benchers and the administration to find ways to increase efficiencies and reduce costs.

Paralegals pay \$996.00 whereas lawyers pay \$1,866.00 in annual dues; however, unlike lawyers, paralegals are extremely limited in the services they can offer and how much they can bill for their services in comparison to lawyers. Following my election to the Paralegal Standing Committee I will work to provide more transparency in how the annual dues are calculated, and what programs the dues are spent on.

For the amount of fees charged, the Law Society of Upper Canada ("LSUC") should be providing additional programs geared towards the specific concerns of paralegals. Alternatively, fees should be reduced if the status quo is maintained.

I further believe that the LSUC should be providing better seminars regarding procedures and the general process of preparing for and going to trial in Small Claims Court and proceeding to hearings at the administrative boards paralegals appear in front of. More resources and supports should be provided for paralegals navigating the Small Claims Court and administrative board systems. As an example, many of the Continuing Professional Development ("CPD") hours do not effectively address basic court procedure and strategies pertaining to court proceedings. I will ensure that any paralegal, no matter how long they have been licensed, has access to the information, resources and supports necessary to be an effective advocate for his or her clients. This can and should be addressed through a better managed CPD program.

Finally, I will work hard to not only preserve and maintain the services that paralegals are currently allowed to perform, but to also increase the scope of services paralegals can offer for a broader practice and opportunity to represent more clients.

Thank you in advance for your support and I look forward to representing my fellow paralegals on both the Paralegal Standing Committee and as a bencher of the LSUC.



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# 2014

## PARALEGAL BENCHER ELECTION

### Brian Lawrie

[lawriebj@gmail.com](mailto:lawriebj@gmail.com)



In 1983, I decided to help unrepresented citizens fight their traffic tickets and I left the police department.

In 1985, I was prosecuted by the LSUC for defending citizens.

I went to trial and eventually won the right for paralegals to provide competent, affordable, legal representation.

Consequently, the need for "access to justice" was identified.

I established that same "right to representation" in Alberta (1987) and Manitoba (1988).

I have been directly involved in every paralegal governance initiative since 1986, including: Bill 7 and Bill 42; Ianni Report; Cory Report; Access to Justice Act, 2006. I was an Attorney General Bencher appointee in 2006.

I remain as dedicated as ever to advancing this profession... but... I need your vote!

#### Platform

When elected, I will focus on the following items:

- Maintain regular communication between the PSC and licensed paralegals.
- Develop ways to increase public and potential paralegal employer awareness of the role, relevancy and availability of the licensed paralegal to work within the legal and lay environments.
- Establish strict and uniform paralegal education standards to ensure each graduate has the technical knowledge required to succeed in the marketplace.
- Investigate and implement new ways to encourage the mentoring of graduates.
- Review the exemption process to ascertain any negative impact on the profession as a whole and, if any exists, provide a remedy.
- Identify the degree of acceptance of the licensed paralegal within the legal system itself and, where deficient, address and remedy same.
- Support all reasonable initiatives designed to enhance or expand the scope of practice.

I have consistently pressed for professional recognition and rights for paralegals. I have worked on government initiatives, and served with the Paralegal Standing Committee as an Attorney General's appointee. I remain as dedicated today as I was when I first set out to ensure the public has access to competent, affordable legal representation.

I need **YOUR** vote, to continue to advance the profession.

<http://www.electcmb.com/why-cmb-1.html>



**X****2014**

# PARALEGAL BENCHER ELECTION

## Marian Lippa

[Lippalegal@gmail.com](mailto:Lippalegal@gmail.com)



**20+ years of legal experience in Criminal, Litigation, Landlord & Tenant and Provincial Offences and as a Paralegal Agent for the Public Prosecution Service of Canada.**

**Own and operate a successful practice and past walk-in legal office assisting all income levels in the community.**

**Achievement of honours in my legal education with opportunity to teach in private and community colleges.**

**An active mentor to Paralegals and students through co-op, shadowing, CPD's, lectures and as a Director of the PSO.**

**My Superior Court action representing the rights of all Paralegals in Ontario was met with notoriety, praise by my peers and the legal community resulting in my nomination for The Distinguished Paralegal Award (*R. v. Lippa*, 2013 ONSC 4424).**

As a proven and fearless advocate for the Paralegal profession, I have fought to improve the respect for Paralegals in my highly publicized court action *R. v. Lippa*, 2013 ONSC 4424.

I will continue to advocate for legislation changes in all laws that currently do not include Paralegals. I have more than 20 years of legal experience as a Paralegal in a wide area of law. Additionally I serve as a Paralegal agent with the Public Prosecution Service of Canada.

Running a successful independent practice for many years, my advocacy for the profession has afforded me a broad understanding of the legal world's political system.

My passion for this profession has been channelled through my commitment and training of numerous Licenced Paralegals and students to ensure effective mentoring. I am honoured to be continuously called upon for lectures at the colleges and CPD presentations in order to promote continuing education within our profession.

My primary focus is to help raise the standard of education for all Paralegals, students and Licensees inclusive. I believe that increasing the length of instruction to allow for a deeper understanding of theory at the college level, as well as, expanding the education scope of choice to include more university degree programs, will be critical to the success of future generations of Paralegals. My goal is to create a standard of education that will give us the ability to compete at the same level of competency in areas of law which we share in common with the lawyers.

I will work with the LSUC to increase articling hours to ensure students are given real and practical hands on experience so that they have the skill set they need to be successful. To do this, I will seek to provide incentives to employers to take on students.

I will promote the expansion of our scope of practice into areas such as Family law, Estate and Corporate law by working with the LSUC to help create additional educational requirements that will ensure competency for those who wish to practice in these areas.





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# 2014

## PARALEGAL BENCHER ELECTION

### Kristina MacDonald

[Kristina@pursuitlegalservices.com](mailto:Kristina@pursuitlegalservices.com)



**Kristina MacDonald graduated from Sir Wilfred Laurier University in 2004, with an Honours Bachelor of Arts Degree in Political Science.**

**Immediately after graduating, she worked with Marshall Sack QC, a sole-practitioner who practiced criminal law.**

**In 2012, Kristina began to expand her scope of practice to Provincial Offences, Small Claims and Landlord Tenant matters.**

**Kristina is a board member of the Ontario Provincial Offences Advocacy Group, an active member of the WPAO and a member of the PSO. These positions allow her to mentor new paralegals and assist students with entering the profession.**

**With a desire to give back to the community, Kristina is a board member of Dr. Roz's Healing Place a shelter for women and children.**

I am honoured to be running in the 2014 Paralegal Standing Committee Election. As a practitioner who has worked both in a small firm setting and as a sole practitioner, I am current to the needs of paralegals working in both settings.

I became a paralegal in 2004 and through my experiences over the last decade I have watched the profession grow and evolve. My experience in criminal law has taught me that everyone is entitled to have a voice and deserves to have their needs and interests passionately represented. The key to properly representing any number of people, individual or large group, is listening to those whom you will give a voice to. I am more than willing to listen to any and all concerns raised by you to allow me to properly represent your interests and I would welcome the opportunity to be that passionate representative for the profession.

The top issues within the paralegal profession can be narrowed down to the scope of practice, mentoring and the current job market. All of these issues can be found to have one common thread, education. Education is the key to increasing the scope of practice. With an increased scope of practice the job market for paralegals will increase. Education is also the key to mentoring new licensees. Education will ensure that the public is receiving the best possible access to justice paralegals can provide.

There are many changes that should and could take place, however change is best implemented slowly and cautiously to preserve the system we already have in place. Very little change has taken place within the profession over the last four years to assist our roles in providing the public with access to justice. I promise to make change a priority.

This election is extremely important. You are being asked to vote for five people to represent you, your professional interests, and your livelihood. This is a decision that should not be taken lightly.

Casting your vote for me is saying yes to positive change within the profession and saying yes to having your interests voiced.

**X****2014**

## PARALEGAL BENCHER ELECTION

### Benjamin Odinakachukwu Mbaegbu

[odinaka@hotmail.com](mailto:odinaka@hotmail.com)



**Born in Aba, Abia State of Nigeria.**

**Licensed by the Law Society of Upper Canada**

**Accredited Interpreter/Translator for Igbo language**

- **Ministry of Citizenship and Immigration Canada**
- **Ministry of Attorney General of Ontario**

#### **My interest to become a member of Paralegal Standing Committee**

I am one of the few that supported the regulation and recognition of Paralegals before it came into effect in 2008.

Our goal is to enable paralegals to have respect and recognition in every courtroom across Ontario.

I am against the 12 hours compulsory legal education credits that every P1 license holder must complete annually in order to remain licensed as a paralegal.

The question remains:

- Every education has a graduation target; are paralegals graduating to a licensing upgrade after undertaking the compulsory annual CLE credit course.
- Are paralegals getting a retraining, for a future scope of judicial practice.
- To what professional benefits, if any, will continuing legal education courses be to every licensed paralegal.
- What is the target number of courses for every paralegal to complete before he/she will be exempted from future legal education.
- It is a fact, that the exclusion of licensed and qualified paralegals from obtaining an Ontario Legal Aid account is a major issue that estopped hardship to many practicing paralegals.
- If P1 license holders are allowed to provide services in areas approved by the Legal Aid Ontario Act, the Act should be amended to include paralegals that provide same service.
- If elected to be a member of the Paralegal Standing Committee, I will vote for any motion that will make compulsory annual 12 credit hours legal education optional.

It is a fact, that if paralegals must continue to undertake compulsory, legal education, the Law Society of Upper Canada must specify its goal for the training or education to practicing paralegals.

I will also vote for any motion or legal request to the Ministry of the Attorney General of Ontario to create an upgraded licensing process that will enable every paralegal that has taken a specified number of courses to graduate to new license.

If you need someone that has the interest of every licensed paralegal at heart, I should be your number-one choice for the Paralegal Bencher and Standing Committee election in March 2014.

**X****2014****PARALEGAL BENCHER ELECTION****Jaclyn P. Solomon**[lawfullyyours.on@gmail.com](mailto:lawfullyyours.on@gmail.com)

**Jaclyn P. Solomon, B.A., licensed paralegal, Lawfully Yours, holds an Ontario real estate license with affiliations with A.C.T.R.A., CREA, OREA, RECO, and TREB. Jaclyn graduated post secondary education with Honours, and having studied the use of effective vocal communication, was recognized with several awards for public speaking and writing skills.**

**She has operated her own designing firms and companies within the retail, wholesale, and manufacturing markets of commerce. Versed in PC and MAC O/S, and diverse business practices, she brings a meld of qualifications and experiences to her work as a paralegal.**

**Constantly updating her education, she welcomes new challenges. Serving a diversified public, she is dedicated to the growing field of paralegals in Ontario.**

I welcome the task of continuing development in the field of licensed paralegals in Ontario, by recommending practical, realistic policies to govern and regulate licensed paralegals in the public interest.

Often I am asked, 'What is a paralegal?' 'What can a paralegal do for me?' The answers to these questions involving the parameters and practices of a paralegal should be clearer. I will strive to bring more awareness and accessibility of all the services paralegals can offer to the public. Being available, current and aware of frequently changing laws, having a voice and conscience to and for the general public should be of supreme importance to all paralegals.

Legal rights must be upheld assuring the public is guaranteed all licensees are properly governed by these rules, regulations and strict code of ethics, along with a personal promise of always doing our best. We must establish and uphold a standard by which all paralegals work above a plateau that we all must strive to supersede with pride.

There are many misconceptions about what paralegals are permitted to do, should do, and how best to assure our legal services are carried out to their fullest potential. The public's well being must always be primarily in focus, offering affordable, efficient, and effective paralegal services, to assist the general public in their time of need.

Professional competence, through a combination of knowledge, skills, abilities and the always integral competent judgment, must reign. Honesty and integrity are paramount.

Knowing the questions to ask, the answers to question further, and understanding the reasons why, are fundamental!

Standards must be upheld with knowledge and research forever gaining new ground, as an integral part of our progress. Our evolving field is one in which I hope to make a difference, paving the way for changing policies and practices to further paralegals, throughout Ontario.

I am proud to hold and maintain my Class P1 License issued by the Law Society of Upper Canada and wish to play a prominent role in the maintenance of all paralegals' professionalism. That is why I am running and my promise if appointed.

**X****2014**

# PARALEGAL BENCHER ELECTION

## Christine L. Stover

[elect@ChristineStover.ca](mailto:elect@ChristineStover.ca)



I became a Licensed Paralegal on September 26th, 2008, after writing the first P1 examination. I'm the President of Paralegal Solutions™ Professional Corporation in Chatham-Kent. My husband-P1 colleague and I offer legal services throughout southwestern Ontario. I am Professor of Ethics and Professional Responsibility at Fanshawe College's LSUC accredited paralegal program, where I developed this course curriculum. In 2013 and 2014, I was nominated for the Business Professional of the Year Award from the Chatham-Kent Chamber of Commerce. I am graduating with my Bachelor of Legal Studies Degree from the School of Legal Studies at Capilano University in British Columbia; where I also graduated with my Paralegal Diploma in 2006.

My complete platform is at:  
[www.ChristineStover.ca](http://www.ChristineStover.ca).

Let's connect and chat!

**I will advocate fearlessly for the right of Ontarians to be legally represented by competent and ethical Paralegals, so that everyone may afford to access justice. If you elect me to the PSC, I will raise and vigilantly attempt to pass the following at Convocation:**

- **Expand Paralegal scope of practice and make academic and regulatory reforms:**
  - Conduct market surveys and revise the LSUC accredited programs to service these specific needs.
  - Place moratoriums on accrediting colleges until the need for another is proven. This will give thousands of new licensees the opportunity to gain employment.
  - Develop LSUC accredited articulation agreements. If our accredited Paralegal programs are good enough to serve the community, they are good enough to articulate into law schools!
  - Advocate for transparency regarding all aspects of Paralegal licensing processes. We need to know where we stand in order to move forward!
- **Educate consumers of legal services about our regulated Paralegal profession:**
  - Work with the LSUC Communications Director to develop media campaigns and public service announcements describing the roles of Paralegals. Instead of being asked "What's a Paralegal", people will already know and seek out Paralegal representation.
  - Develop a letter designation to consistently identify Paralegals to the public. A Registered Nurse uses R.N; I propose that Class P1 members of the LSUC use the letter designation "P.C1" following our names.
- **Fulfill the mandate of the Paralegal profession:**
  - Implement all recommendations made in the Morris Report and offer Legal Aid Certificates in approved areas of practice, in order that Paralegals may provide legal services to those who need them most.
  - Integrate federal legislation in support of legislative supremacy. All federal legislation touching upon our profession must be read as written in contemplation of our profession!
  - Develop an "Amendment Committee" to rake over and make changes to Acts and forms which are currently limiting our profession.

**Our business is providing access to justice in the communities we serve. Ours is a noble cause and all accommodations must be made to fulfill this, and the LSUC's mandate, to "Let Right Prevail"!**





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# 2014

## PARALEGAL BENCHER ELECTION

### Frank Tancredi

[frank@paralegal-1.ca](mailto:frank@paralegal-1.ca)



• The Society of Ontario Adjudicators and Regulators (SOAR) member • Chair - Registration Committee Panel (adjudicative) and "LegalEase" committee member of the Human Resources Professionals Association (HRPA) • Mediation & Representation - in Labour Relations, Employment, Litigation, WSIB and Occupational Health & Safety as well as at Boards & Tribunals • Paralegal Instructor & Co-ordinator College Program • Urban Alliance Race Relations - Delivering race relations educational programs, multiculturalism & diversity in the workplace, as well as also in their community and societal contexts  
Paralegal Instructor & Co-ordinator College Program • HR Consultant/ Advocacy Association (HRPA) – one of the founding members:  
Supporting HR Professionals - in their day-to-day practice • Canadian Armed Forces - Capt. (retired) CD, BA, CHRP, P1

Without agonizing (for your benefit) in the mind-numbing details of my experiences, I should prefer to focus on a straight-line link to why I present myself to be accepted, for the "public interest".

In my view, the key outcome from this election is first, "to best serve the public". And, in this undertaking I will have best served you!

Provided in the following, I perceive a fundamental and exemplary model of my mission moving forward.

Access to Justice – Remarks, by The Honourable Warren K. Winkler Chief Justice of Ontario, at The Canadian Club of London, April 30, 2008.

"If we do not meet the challenges and come up with constructive and creative solutions to these barriers, we risk losing the public's confidence in our justice system and, in turn, we risk losing the foundation upon which our justice system is grounded – that being, the rule of law.

By committing ourselves to the values of proportionality and professionalism, we can truly say that we are privileged to be part of the greatest justice system in the world."

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**X****2014**

# PARALEGAL BENCHER ELECTION

## Ian G. Wilkinson

[iangwilkinson@legalcentre.ca](mailto:iangwilkinson@legalcentre.ca)



### Education

- \* **Laurentian University.**
  - Political Science/Law (Juri)
- \* **Brock University**
  - Public Administration
- \* **University of London, England**
  - Law (LL.B.)

### Vocation

- \* **Started in private practice in 1992 with a range of legal services from bankruptcy to wills.**
- \* **Began franchising paralegal offices in 1995 eventually operating in ten locations.**
- \* **In my working life I have had a plethora of positions including factory labourer, retail sales, restaurant server, driving instructor, paralegal instructor, TV and voice-over actor.**

Regulating non-lawyers to provide legal services is a bold initiative and unique in the world. Paralegals in Ontario are/will be setting the standard throughout the country and internationally. Other jurisdictions will look to us as a model. Our representatives will help shape how our profession is seen by lawyers and the public. Many eyes will be watching. We have to make this work!

So this election is a pivotal event for us particularly as a new profession and while I dislike talking about myself I have too much to offer as a candidate not to. I put myself forward as having the academic background and practical experience to be effective and articulate representing all licensed paralegals whether it be those employed or in private practice, newly licensed or 'grandfathered', or in the GTA or spread throughout the province.

Over many years I have developed an informed and considered vision of what we should try to do both in theory and in practice and why. I can articulate that vision in a clear and cogent way that speaks to both the 'heart' and the 'mind' of our profession and us as legal professionals.

The public should see us as above reproach and think of us first for representation because of our expertise and professionalism. But with all the changes and new licensees, the public sees the market as 'volatile' and confidence is jeopardized.

So... increase educational standards. Law courses should be tough.

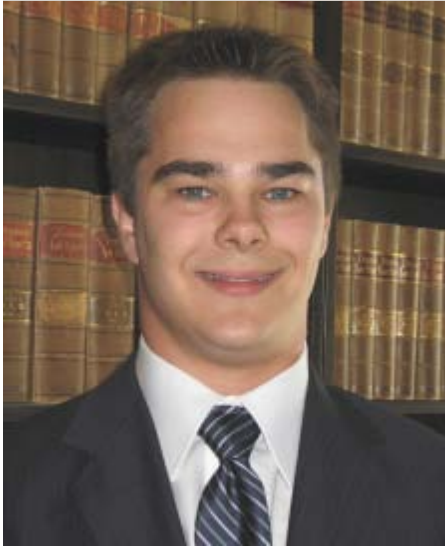
Allow practice only in areas certified. In time, we will be seen as specialists by the public and eventually even by the Ontario BAR.

Certification would mean more available 'jobs' because one 'generalist' wouldn't be allowed to do the job of a number of specialists.

Although counter-intuitive, longer mentoring periods with commensurate accreditation would make more placements available because mentors find it easier to 'work-in' a long placement than a short one. Longer is better for students anyway.

PSO ratification and minimum \$10.00/m dues is a priority. The PSO is our professional association and it is in the public interest to have a well-funded association.



**X****2014****PARALEGAL BENCHER ELECTION****Robert J. Wren-Marlow**[rmarlow@thomsonrogers.com](mailto:rmarlow@thomsonrogers.com)

**Robert was born in Toronto, ON. He currently resides in the Upper Beaches area of the city with his brother, Brian. They are renovating their family home which they purchased together in June, 2013.**

**Robert graduated from the Law Clerk and Paralegal program(s) at Seneca College – Toronto. While attending Seneca, Robert was an active member of the Legal Studies Student Association (L.S.S.A.). He was a starter with the Men's Varsity Rugby Team and Robert also served as Captain of the Men's Extramural Hockey Team.**

**Robert is a past Coach of the Toronto Aeros (GTHL) Juvenile AAA hockey team. He is also a past recipient of the Volunteer Award for instructing at West Hill Skating School.**

Trust in me to assist in the governance of our profession over the next four years!

Through my work at the Toronto based law firm, Thomson, Rogers, I have gained extensive experience in assisting clients through some of the most difficult times of their lives. It provides me with great pride and satisfaction when I am able to help the public with access to justice.

My work at Thomson, Rogers is currently focused in the area of class action litigation. I am also experienced in advancing plaintiff personal injury claims on behalf of seriously and catastrophically injured individuals (and their families) with respect to: tort claims involving negligence, motor vehicle insurance claims (statutory accident benefits) and medical malpractice.

Annually, I attend as a Guest Graduate Speaker for Career Day (Law Clerk & Paralegal) at Seneca College. Seneca College believes in me to assist in guiding the legal students. I am very passionate about guiding the students enrolled in these two programs. After all, the paralegal students are the future of our profession.

It would be a great honour and privilege to have a say in the governance of our profession. Whether it is an issue related to licensing, competence, conduct or capacity of paralegals, I want to be involved in considering these cases. We are now a regulated profession and in my opinion, acting on behalf of the public's interest is a top priority.

Further, the role of developing policy options (for Convocation's approval), relating to the regulation of paralegals, including such key issues as: qualifications for licensing, rules of professional conduct, practice reviews, etc. is a role that I firmly believe I would contribute to in a diligent manner.

In conclusion, if you wish to have the governance of your profession held by passionate, intelligent and competent hands, vote for me.

Thank you.



# X

# 2014

## PARALEGAL BENCHER ELECTION

### Marshall Yarmus

[marshall@civilparalegal.com](mailto:marshall@civilparalegal.com)



- **Former Vice-President of both the Paralegal Society of Ontario and the Paralegal Society of Canada**
- **Brought the 2010 and 2013 motions scheduled at the Law Society's AGM**
- **Lobbied Minister of Housing for changes to Residential Tenancies Act**
- **Lobbied Attorney General to reduce wait time to file documents at Toronto Small Claims Court, for changes to Small Claims Court Rules, and Law Society Act.**
- **Lobbied Law Society to allow paralegals to provide full immigration services**
- **Wrote draft bill to amend the Legal Aid Services Act**
- **Written submissions sent to David Morris on five year review of paralegals**
- **Created website [www.PublicAccessToJustice.ca](http://www.PublicAccessToJustice.ca)**
- **17 years experience in small claims and landlord and tenant board**

#### Election Platform Of Marshall Yarmus

The Law Society Act requires the Law Society to do three things: to act so as to facilitate access to justice for the people of Ontario, to protect the public interest, and to act in a timely, open and efficient manner.

Much work still needs to be done to completely achieve these statutory requirements. The Law Society's past Treasurer Laurie Pawlitza told Convocation in February 2011 that "... (A)t the Law Society's Annual General Meeting in 2010, we committed to review the scope of practice of paralegals..."

This commitment was made as a direct result of the 2010 motion I championed at the Law Society's AGM. The problem is the Law Society has not made good on their commitment.

A number of reports have also recommended that the Law Society expand paralegal scope of practice. I believe there is no reason why a properly trained, and licensed paralegal cannot offer many more services which the public is demanding.

I intend to hold the Law Society to their commitment. We need the Law Society to study the educational, training, and licensing requirements of an expanded scope of practice now.

The Law Society needs to overhaul the college courses to raise the bar. Students must learn more in college. It should be more difficult to become a paralegal. Low educational standards hurt us all; even those of us who have been practicing for years.

The Paralegal Standing Committee meets in private. Only reports that go to Convocation are made public. I believe the PSC meetings should be open so that any paralegal who wants to may attend and observe. Votes at Convocation are made public. We deserve to know who voted for and against initiatives at the Paralegal Standing Committee.

I have listened to you on social media. I know your concerns. I am prepared to act fearlessly to fight for you and the public within the Law Society.

My biography sets out just some of the things I have done in the past few years to advance your rights. I ask for your vote.