



The Institute
of Law Clerks
of Ontario

LAW CLERKS' REVIEW



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Message from The President

Another year is almost done and Winter is just around the corner. 2015 has flown by and so many things have happened, both in our personal lives and also our professional lives. As we prepare for the holiday season ahead and for the end of 2015, the ILCO board and staff take this opportunity to thank all of our members for their continued support.

We have had a busy Fall at ILCO. Everyone had a great time at the family day at Chudleigh's. The recent and upcoming continuing legal education sessions have been well received and planning of new sessions for 2016 are underway.

Interested in being part of ILCO? The annual general meeting date will be announced soon. If you thought you would like to be more involved in ILCO, perhaps you would consider running for a position on the board of directors. Details on how to do this will be sent to all members in an upcoming email.

The ILCO board of directors and staff wish everyone a safe and happy holiday season.

Lisa Matchim
President

As ILCO prepares its 26th annual Conference in Montreal, Quebec, Did you know.....

In early December, when the temperature falls below zero, the enchantingly seductive Hôtel de Glace, Quebec City opens its doors with the offer of a unique experience. Imagine a hotel built from 30,000 tons of snow; there are 44 rooms and themed suites with fireplaces and private spas; an ice bar; elegant restaurant and even a wedding chapel. All of this breathtaking beauty and elegance is completely created in ice. One may stay the day, night or weekend. This special place is a definite must see. ILCO held its 20th Annual Conference in Quebec City in 2010.

The Nordic Terrace, Montreal, The Nordic Terrace in Montreal is simply amazing. The Society for Arts and Technology in Montreal have built a traditionally designed Yurt. Once you're inside you can enjoy many delicious culinary creations from chefs Michelle Marek and Seth Gabrielse. Such culinary delights as smoked fish, grog, hot wine, cheese are served right in downtown Montreal. Another wonderful excursion is to the Igloofest, a world famous winter music event on weekends commencing January 16 to February 6, 2016. Enjoy Montreal and we hope to see you in May!

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ILCO's 26th ANNUAL CONFERENCE - May 11-14, 2016

We hope to see you at next year's conference in Montréal, Québec, to be held at *Fairmont The Queen Elizabeth* from May 11 to May 14, 2016.

Montreal City Hall

ILCO's Certification Program coming in January 2016

The ILCO Certification Committee is pleased to announce that the application process for certification as an expert in your area of practice will be available to members in January 2016. Watch for an ILCO e-mail blast and the ILCO website for more details.



COX & PALMER Fall Seminar & Sociable

On November 4, Cox & Palmer teamed up with ILCO for its full-day corporate law seminar followed by a "Sociable" at FOUR restaurant. Cox & Palmer's Gina Lohnes, Corporate Services Manager, and Mark Russell, Counsel, presented Navigating Due Diligence on the East Coast. Relevant information intertwined with a few laughs made for a solid presentation that got rave reviews from attendees.

Post seminar, approximately 60+ of ILCO's finest headed over to FOUR for an evening Sociable.

The Cox & Palmer team from Atlantic Canada was thrilled to see so many familiar faces and to have the opportunity to connect with many ILCO members for the first time."

Best Regards,

Ian Curry, Monique Jacob and Margaret Tsetsakos

ILCO Public Relations Committee Co-Chairs

Past CLE Programs

- Advanced Real Estate Law Program
- Advanced Litigation Law Program
- Advanced Corporate Law Program
- Advanced Family Law Program

These programs were a great success and we had a great turnout. If you missed them not to worry we usually hold programs like these every year.

The programs were well attended via in person and via webcast. More information on these and other courses can be found on www.ilco.on.ca

Thank you for your continued support.



Wishing your family all the best
for this Holiday season

From
The Directors and staff of ILCO



CANADA: NEW TAX RULES FOR SPOUSAL TRUSTS COULD HAVE SEVERE CONSEQUENCES: REVIEWS OF WILLS STRONGLY ADVISED

By Margaret E. Rintoul, Blaney McMurtry LLP

New tax rules for all trusts, including spousal trusts which have often been set up to protect the inheritance of the children from a prior relationship and, at the same time, provide for a second spouse, or to allow for a degree of income splitting, take effect next January 1.

As a result, many of the reasons for spousal trusts in the past are no longer effective. In fact there will be consequences that were totally unexpected.

Anyone with a will that creates a spousal trust, therefore, is strongly advised to review it, and the reasons for it, to make sure that it does not create new, unanticipated and unintended implications.

Here is a scenario to help explain what has happened:

Tom and Carol were each divorced with children from their respective prior marriages. They got married to each other 20 years ago. After their marriage Tom had a will drawn up and in it created a spousal trust in which his assets were left in the trust with the income from those assets left to Carol for the rest of her life and the capital going to his children on Carol's death. Carol did a similar will leaving her assets, which were less than Tom's, in trust for Tom during his lifetime and the capital to her children.

Then Tom died and Carol became the beneficiary of the spousal trust created in Tom's will. The income that the spousal trust earned was paid to Carol, but part of it was taxed in the trust at marginal rates and part was

taxed in Carol's hands at her marginal rates so that none of the income was taxed at the maximum marginal rates.

Starting January 1, however, any income taxed in the spousal trust will be taxed at the maximum marginal rate. Income taxed in Carol's hands will be taxed at her marginal rates, so there will be no effective way to reduce the overall tax rate on the income from the trust.

And that is only one impact of the new rules.

When Carol ultimately dies, the assets in the spousal trust will be distributed to Tom's children, whose inheritance the trust was set up to protect. That distribution of capital will be tax free.

However, on Carol's death, all of the assets are deemed to be sold at their then market value and any capital gains from the point where they were acquired by Tom or since are taxable.

If the trust has \$ 1 million in assets, for the sake of discussion, and \$300,000 of those assets constitute a capital gain, half that gain, or \$150,000, will be subject to tax. Historically, the tax was the obligation of the spousal trust which housed the capital assets, or the beneficiaries who received the capital assets, and had nothing to do with Carol personally or Carol's estate.

No longer.

Under the new rules, Carol's own estate assumes the obligation, with the spousal trust's taxable capital gain amount added to her other income in the year of her death. That means that Carol's children, who are to inherit her estate pay the price because the amount of money available to them from Carol's estate is diminished

by whatever taxes are owed through the spousal trust.

For years, spousal trusts in wills have been used to defer capital gains, reduce Estate Administration Tax (by ensuring that assets held in trust in one estate and not passing outright to the survivor are only subject to one round of Estate Administration Tax on the death of the first spouse), and provide for some degree of income splitting.

In many cases where spousal trusts have been the planning vehicle of choice, one spouse has substantial assets and wants to preserve their capital value for his or her children from a first relationship, while making proper provision for a second spouse.

The shifting of the spousal trust's tax liability to Carol's estate in the example above could create a significant windfall for the capital beneficiaries of the trust (Tom's children), who will get the trust assets free and clear of tax.

At the same time, there could be a major hardship for Carol's beneficiaries, namely her children, who were to have inherited whatever assets belonged to Carol but whose inheritance will now be reduced or possibly eliminated because of tax owed on capital gains generated in the spousal trust.

The overall result of the change in tax liability may have been an error or oversight on the part of the tax department, which also introduced other similar changes relating to alter ego and joint partner trusts, where the result makes sense.

However, there has been another federal budget introduced since these changes

CANADA: NEW TAX RULES FOR SPOUSAL TRUSTS COULD HAVE SEVERE CONSEQUENCES: REVIEWS OF WILLS STRONGLY ADVISED - CONTINUED

By Margaret E. Rintoul, Blaney McMurtry LLP

were passed into law late last year and nothing has been done to fix this result. So, for the moment, it appears to be up to Canadian taxpayers, as far as possible, to arrange their affairs to take account of this new situation. There are ways that can be considered as a means of making the overall result fairer, but they will require

changes to existing wills that establish spousal trusts.

For trusts that are already being administered, it may not be possible to vary them in a way that will avoid this consequence when the spouse/beneficiary dies.

We wish to thank Margaret E. Rintoul for permitting ILCO to reprint this article.

BRING YOUR OWN DEVICE (BYOD) PROGRAMS – NEW CHALLENGES AND OPPORTUNITIES FOR ORGANIZATIONS

By Kateri-Anne Grenier and Veronique Barry, Norton Rose Fulbright LLP

As the line between work and home becomes increasingly blurred, the federal, British Columbia and Alberta privacy commissioners have issued joint guidelines to help organizations reduce the risks of privacy breaches with respect to employers' data accessed from employee-owned devices (EODs), while also securing employees' privacy rights regarding any personal information stored on EODs.

The guidelines, issued on August 13, 2015, apply to all types of EODs – that is, all desktops and mobile devices, such as smartphones, tablets and laptops – used to access corporate data, emails, communications, applications and other processes and information, and intend to address issues pertaining to: (i) risk assessment; (ii) acceptable uses of EODs; (iii) corporate monitoring and app management; (iv) the sharing of EODs; (v) connection to corporate servers; (v) responsibility for security

features; (vi) software updates; and (vii) voice or data plans.

The guidelines also emphasize that organizations' BYOD programs should provide for restriction with respect to: (i) cloud services, (ii) devices and operation systems; and (iii) information that can (or cannot) be stored on EODs. Likewise, the guidelines stress that such BYOD programs should address a number of issues, including: (a) users' responsibilities;

(b) acceptable and unacceptable uses of EODs; (c) access and security requirements; and (d) sharing of EODs with family and friends.

Finally, the guidelines indicate that although BYOD programs can be part of an organization's cost reduction strategy, using EODs to carry out both personal and business functions may introduce privacy and security risks that could impact both personal and corporate information. Accordingly, in addition

to the foregoing, the guidelines set out a series of considerations to be taken into account, such as: (i) implementing mobile device software to manage EODs that connect to the corporate network and effecting proper authentication measures; (ii) signing, with each EOD owner, an agreement providing for the administration activities that can be performed on the EOD by the organization; (iii) considering partitioning each EOD into two compartments;

(iv) implementing encryption, storage and retention procedures; (iv) addressing vulnerabilities and malware protections; and (v) providing adequate training for all IT professionals and users.

We wish to thank Kateri-Anne Grenier and Véronique Barry for permitting ILCO to reprint this article.

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CANADA: DIGITAL PRIVACY ACT – NEW REQUIREMENT FOR VALID CONSENT TO USE PERSONAL INFORMATION

By Bradley J. Freedman Borden Ladner Gervais LLP

On June 18, 2015, the Canadian government enacted the Digital Privacy Act, which makes a number of important changes to the Personal Information Protection and Electronic Documents Act. One of the most significant changes is a new, additional requirement for “valid consent” to the collection, use and disclosure of personal information. To comply with that new requirement, organizations should critically assess and adjust their privacy explanations (e.g. privacy policies, notifications and reminders) to adequately and accurately explain, in ways that members of the organization’s target market can reasonably be expected to understand, the nature, purpose and consequences of the organization’s collection, use and disclosure of personal information.

Background — Meaningful Consent

Canada’s federal Personal Information Protection and Electronic Documents Act (“PIPEDA”) regulates the collection,

use and disclosure of personal information in the course of commercial activities by organizations in all provinces except British Columbia, Alberta and Québec (each of which has a substantially similar personal information protection law) and by organizations that operate a “federal work, undertaking or business” or transfer personal information across provincial borders for consideration.

PIPEDA requires compliance with a Model Code for the Protection of Personal Information, which includes Principle 3 – “The knowledge and consent of the individual are required for the collection, use, or disclosure of personal information, except where inappropriate”. The Model Code elaborates on that general principle by explaining that an individual’s consent must be “meaningful”, which requires an organization to make a reasonable effort to ensure that the individual is advised of “the purposes for which the information will be used” and can reasonably understand how the information will be used or disclosed. The Model Code also explains that the appropriate form of consent (express/

optin or implied/opt out) will vary depending on the circumstances and the type of personal information, and should be determined in light of the sensitivity of the information and the individual’s reasonable expectations in a given context.

Digital Privacy Act — Valid Consent

The stated purpose of the Digital Privacy Act is to modernize PIPEDA to set clear rules for how personal information can be collected, used and disclosed, so that Canadians can have confidence that their personal information is protected. One of the most significant aspects of the Digital Privacy Act is a resulting amendment to PIPEDA to add a new requirement for valid consent. The new section 6.1 provides that an individual’s consent to an organization’s collection, use and disclosure of the individual’s personal information “is only valid if it is reasonable to expect that an individual to whom the organization’s activities are directed would understand the



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CANADA: DIGITAL PRIVACY ACT – NEW REQUIREMENT FOR VALID CONSENT TO USE PERSONAL INFORMATION - CONTINUED

By Bradley J. Freedman Borden Ladner Gervais LLP

nature, purpose and consequences of the collection, use or disclosure of the personal information to which they are consenting”.

The government explained the purpose of the “valid consent” requirement as follows: “The new measures also establish stronger rules to ensure that vulnerable Canadians, particularly children, fully understand the potential consequences when companies ask to collect and use their personal information. Companies will need to communicate these requests in clear and simple language for the target audience.”

A plain reading of the “valid consent” requirement indicates as follows:

Additional Requirement: The requirement is in addition to, and does not replace, the fundamental requirement that an organization obtain an individual’s consent,

express or implied, to the collection, use and disclosure of the individual’s personal information, unless certain exceptions apply.

Application: The requirement applies to both express/optin consent and implied/optout consent. Consequently, an organization will not be able to rely on an individual’s express consent unless the “valid consent” requirement is satisfied.

Broad Understanding: The requirement refers to an individual’s understanding of “the nature, purpose and consequences of the collection, use or disclosure of the personal information”, which is considerably broader than preexisting requirements that consent be based on an understanding of “the purposes for which the information will be used” and “how the information will be used or disclosed”.

Objective Standard — Target Market: The requirement refers to the understanding of “an individual to whom the organization’s activities are directed”, which is an objective standard based on the kinds of individuals (e.g. children or youth) who are part of the organization’s target market.

Comment

The “valid consent” requirement is an extension of the fundamental principle of “meaningful” consent, which requires that consent be reasonably informed. Organizations should critically assess and adjust their privacy explanations (e.g. privacy policies, notifications and reminders) to adequately and accurately explain, in ways that members of the organization’s target market can reasonably be expected to understand, the nature, purpose and consequences of the organization’s collection, use and disclosure of personal information. When undertaking that

exercise, organizations should consider Canadian Privacy Commissioners’ previous guidance for obtaining meaningful consent, including Guidelines for Online Consent (May 2014).

ILCO wishes to thank Bradley J. Freeman for permitting ILCO to reprint this article.



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IS THE MARK USED AS A TRADEMARK OR A TRADE NAME?

By [Richard Stobbe, Field LLP](#)

Apple Inc. sells Apple-branded computers. Is Apple a trademark or a trade name? And what's the difference anyway? And perhaps most importantly, why should you even care?

A trademark is a protectable brand that distinguishes the source of goods or services in the marketplace. A trade name is merely a business name that may or may not overlap with a company's trademark rights. It could be a trading name, doing-business-as, or operating-as, such as 1234567 Alberta Ltd. doing business as ABC Trading, where ABC Trading is the trade name. In the case of Apple, the company name "Apple Inc." mirrors the company's core mark (no pun intended). If we think back to earlier times, the trade name "Research in Motion" was used by a certain business whose main product was sold under a different trademark: BLACKBERRY.

If you are a trademark owner, this kind of thing matters because of the requirement in Canada to continually use a trademark in order to maintain trademark rights. This means that a registered trademark is vulnerable to be cancelled if it falls out of use. There is a mechanism in the *Trademarks Act* to challenge an owner's entitlement to a registered mark, where the owner must show evidence of use. This is a challenge under Section 45 (and is commonly verbed in Canada, as in "we section fortyfived that mark").

In the recent decision by the Trademarks Opposition Board in [Borden Ladner Gervais LLP v GDC Communities](#), 2015 TMOB 50 (CanLII), this issue was addressed. Someone challenged the registered mark GDC COMMUNITIES which was registered in association with various services of engineering, development, financing

and management of real estate, real estate marketing and residential home construction. The mark owner responded with evidence showing use of the mark:

- Some of the evidence showed use of the mark in a trade show outside of Canada, which would not qualify as use in Canada;
- Some of the evidence was in the form of a business card which, according to the owner, was distributed to potential clients in Canada;
- Some of the evidence showed use of the GDC COMMUNITIES on the owner's website;
- Lastly, the owner tendered email correspondence evidence, showing the display of GDC COMMUNITIES.

The evidence was unconvincing because the decision-maker concluded that wherever the mark appeared, it functioned as a trade name (the name of the company), as opposed to a brand. The decision puts it this way: "GDC COMMUNITIES is **not set apart from the surrounding text, but appears in the same size and font**. In addition, the copyright notice at the bottom of the web page lists the copyright owner as GDC COMMUNITIES, immediately followed by the Registrant's address, suggesting that GDC COMMUNITIES is being used to identify the legal entity that owns the copyright and is not being used as a trade-mark. This is consistent with how GDC COMMUNITIES is used in the rest of the web page. In all cases in which GDC COMMUNITIES appears in the Registrant's evidence, **it is not presented in a manner which sets it apart from other corporate information or in a manner such that it would be perceived**

by a consumer as a trade-mark." (Emphasis added).

The lessons for business?

- The mark must appear in marketing materials - such as packaging, website materials, email footers, signage - in a way that sets the mark apart from the surrounding text. It is not necessarily fatal to a mark that it appears above the company's address. For example, an email or webpage showing "Apple, 1 Infinite Loop, Cupertino, CA" will not, by itself, jeopardize the strength of that mark. However, if that is the only use, it will lead to the conclusion that the mark is used merely as a corporate or trade name.
- The mark should appear in a different font, in bold, in a different size or colour, and the proper notation should be used. In this case, the mark was a registered mark and should be accompanied by the circle-R mark.
- Note: It is important that a mark is used as registered. Where the mark changes over time, the mark owner should consider filing a new application for the modified form of the mark. Otherwise, the evidence of usage may show use of the modified mark, which may not be accepted as evidence of use of the mark as it was registered.

We wishes to thank Richard Stobbe, Field LLP for permitting ILCO to reprint this article.

LAWYERS ADVISED TO ACT QUICKLY TO GET AN EDGE ON ARTIFICIAL INTELLIGENCE

By Glenn Kauth

CALGARY — Despite the concerns and potential pitfalls, lawyers need to get an early start on using artificial intelligence before it becomes widespread, the Canadian Bar Association's legal conference heard on Saturday.

"You need to use it right now while you can still get a competitive edge," Noah Waisberg of contract review and analysis software provider Kira Inc. told participants at a session moderated by lawyer Omar Ha-Redeye on artificial intelligence and the future of law firms on Saturday morning.

The focus of the Calgary conference was on ways to innovate and adapt to the stresses the profession is under as

technology and client demands challenge the current business model.

While panellists at the session debated the merits of artificial intelligence and some of the potential downsides for lawyers, a keynote speaker later in the day at the conference said the profession doesn't have any choice but to accept it. "The reality is it's not up to you," lawyer and entrepreneur Leonard Brody told the conference, suggesting it's clients who will drive the move toward more sophisticated automated processes.

In fact, panellists at the Saturday morning session noted artificial intelligence is already a reality in many areas. "You know how it sets the price?" asked

electronic discovery expert Dera Nevin in reference to online booking systems for buying airline tickets. "That's not a human being setting the price," she responded.

Applications such as Apple Inc.'s Siri provide what she called "narrow artificial intelligence," while the more significant advances will offer greater perception as machines learn over time, Nevin noted. She gave the example of what she called the "dog context" in which the machine learns over time to move beyond obvious words related to the word dog in performing a search to consider other terms such as leash and schnauzer. "It's learning from your cues to improve the results . . .," she said.

Year end is approaching, are you ready?

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LAWYERS ADVISED TO ACT QUICKLY TO GET AN EDGE ON ARTIFICIAL INTELLIGENCE - CONTINUED

By Glenn Kauth

Of course, the legal profession has heard a lot in the last year about ROSS, an application developed by students at the University of Toronto that can provide answers to legal questions. While such artificial intelligence applications are significant, they generally still involve lawyers to interpret the results, panellists noted, suggesting the real change will come from more autonomous systems. But what about the role of the lawyer when that happens, especially in light of reports that IBM's Watson has in some cases done a better job of diagnosing cancer than the medical experts? Several of the panellists had an answer for that. As participants at the session noted, they already have plenty of work to keep them busy. "That's why you don't have to be afraid of this because you already have more work than you can handle," said Nevin, suggesting artificial intelligence would allow lawyers to focus on more imaginative tasks. "What if there's a new law to be discovered?" she asked, adding there's still a role for lawyers.

"Right now, we have too much law in some categories and not a lot of law in other categories," she said.

Waisberg offered a similar view, suggesting artificial intelligence would allow lawyers and law firms to serve more people in different ways and, as such, would help improve access to justice.

Prof. Ian Kerr, who holds the Canada research chair in ethics, law, and technology at the University of Ottawa, offered a more nuanced view. "The question becomes a question of delegation and which things it's appropriate for machines to do and which things it's not appropriate for machines to do," he said, suggesting society might not want an algorithm to

decide a criminal case even if that were possible.

Besides the ethical concerns, there are practical ones as well, he noted, citing the need for lawyers and law students to still perform tasks that remain meaningful despite the fact that machines can do them. And a particular risk, he added, is overdependence on machines to do things.

Kerr is also skeptical about the touted improvements to access to justice as services trickle down to those currently left out. "I think it's going to require more than the advent of some great technology," he said.

Waisberg, however, downplayed the concern about lawyers losing skills with the advent of artificial intelligence. "I think you will get good at other stuff and that's a pretty exciting thing," he said.

And as panellists discussed the advent of software that will be able to make increasingly accurate assessments about the likely success of cases by mining past rulings and detecting judges' biases, Waisberg said lawyers would do themselves a favour by understanding and adopting these new technologies sooner rather than later since everyone will be using them in the coming years. Nevin, in particular, advised lawyers to start using XRef, a writing tool that suggests improvements to legal documents by analyzing precedent.

The discussion about artificial intelligence came as a host of speakers at the conference in Calgary emphasized the need for lawyers to quickly adapt to the competitive pressures they're under. "We must not close our mind to the changes that are being increasingly forced on us," Supreme Court of Canada Chief Justice Beverley McLachlin told lawyers during a wide-ranging speech on Friday morning

that touched on the inevitability of liberalization of legal practice and noted that the "old monopolies" are fading fast. Another conference session on Saturday that offered a primer on legal innovation noted that doing things differently doesn't always have to mean radical change. Noting "innovation is so much more than alternative business structures," Friedrich Blase of legal outsourcing provider Pangea3 said it's also about issues such as how lawyers and law firms charge their clients. "You've got to break it down to very mundane tasks very quickly; otherwise, it doesn't get done," he said, noting law firms often think innovation has to involve major changes.

Brody, in a speech peppered with examples about how much society has changed just since 2008, offered his own solution to those struggling with how to adapt. He touted the 10-per-cent rule. Under it, lawyers and law firms would invest 10 per cent of, for example, their time or money into whatever threatens their business. The opportunity, McLachlin noted in her speech, is for "nimble, tech-savvy lawyers" in light of the digital revolution. "We're part of it, and there's no escape," she said.

We wishes to thank Glenn Kauth for permitting ILCO to reprint this article which was published in the Law Times on August 17, 2015.

ILCO FALL SOCIAL - CHUDLEIGH'S APPLE FARM



On October 17th, 2015, The Institute of Law Clerks of Ontario hosted the Membership and their families at Chudleigh's Apple Farm.

The day began at 9:00 a.m. for the dedicated ILCO staff, Directors and volunteers who worked together to make the event a success. Families began arriving just before 11:00 to register and receive their "pumpkin dollar" to exchange for a pumpkin of their choice, a 10 lb size bag to "pick-your-own" apples as well as lunch vouchers and some ILCO goodies.

The weather fully co-operated that day and rosy apple-cheeks were seen on the children and adults who made their way around the farm on the tractor-pulled hay ride or walked through the paths, nature trails and apple orchards. Children scrambled up the slides and through the mazes scurrying from one farm-themed photo stand to another, with parents and family joining in the fun of it all.

All that playing made everyone hungry and a BBQ lunch and sandwiches were provided with delicious roasted corn on the cob with melted butter. A real Fall treat!

The highlight of the day was surely the apple picking. The varieties of apple available for picking on that day included Northern Spy, one of the best baking apples, but also a wonderful apple for eating and cider. Also ripe for the picking was the Mutsu, sometimes called Crispin, a sweet, firm, peachy green apple, that is a good all purpose apple. But not to worry, if the Golden Delicious, McIntosh or Honeycrisp is your favourite, these and many other varieties were available in the Chudleigh's Shop to fill your bag.

The event was a resounding success with many new faces in attendance. A big thank you to our generous sponsors: Cartel who provided a pumpkin for each family; Stewart Title who sponsored the 10 pound apple bag; and Do Process who provided lunch.

As the day progressed, families wound their way through the farm toward the Chudleigh's Bake Shop where the shelves were full of freshly baked apple pie and Chudleigh's famous Apple Blossoms. Many were seen leaving with their arms, strollers and wagons full of pumpkins, apples and baked goods certain to make the pleasure of the day last over many meals.

Thanks, also, to ILCO Member, Angeline D'Souza-Rattansey, who attended with her daughter and offered this simple recipe for apple butter:

APPLE BUTTER

Ingredients:

5 1/2 pounds apples - peeled, cored and finely chopped
4 cups white sugar
2 teaspoons ground cinnamon
1/4 teaspoon ground cloves
1/4 tsp salt

Directions:

Place the apples in a slow cooker. In a medium bowl, mix the sugar, cinnamon, cloves and salt. Pour the mixture over the apples in a slow cooker and mix well.

Cover and cook on high 1 hour. Reduce heat to low and cook 9 to 11 hours, stirring occasionally, until the mixture is thickened and dark brown.

Uncover and continue cooking on low 1 hour. Stir with a whisk, if desired, to increase smoothness.

Spoon the mixture into sterile containers, cover and refrigerate or freeze.

Enjoy!!!

The ILCO staff, Directors and volunteers look forward to seeing you all at our next Social Event. More to come in the New Year.

Best Regards,

Ian Curry, Monique Jacob and Margaret Tsetsakos, ILCO Public Relations Committee Co-Chairs



Thanks, also, to ILCO Member, Angeline D'Souza-Rattansey, who attended with her daughter and offered this simple recipe for apple butter:APPLE BUTTER

WELCOME NEW MEMBERS REPORT

ILCO is pleased to welcome the following upgrades (UG) and new members as of November 25th, 2015.

Students:

Jaime J. Connors
Xinyue Luo
Androula C. Samuel

Ordinary:

Angela M. Agosta
Miller Thomson LLP

Vida Atefy
*Gluckstein Personal Injury
Lawyers*

Karen I. Donovan-Bhoi
Iogen Corporation

Kerina E. Duncan
The Law Society of Upper Canada

Devon M. Gerby
Chaitons LLP

Carrie A. Hudson
Bell, Temple LLP

Michelle Joslyn
*Toronto District School Board,
Legal Services*

Maria D. Mendonca
Miller Thomson LLP

Christine A. Mercer
Hull & Hull LLP

Elena Narskaia
*Litem Legal Services Professional
Corporation*

Kim A. Nguyen
Reisler Franklin LLP

Maggie Pang
Stikeman Elliott LLP

Kristopher Rodrigues (UG)
Goddard Gamage Stephens LLP

Anna Rusk
O'Connor MacLeod Hanna LLP

Maria Serafini
Steinecke Maciura LeBlanc

Sandra J. Spray
Miller Thomson LLP

Vanessa Tagliaferri
Stikeman Elliott LLP

Amanda E. Terpstra
Langevin Morris Smith LLP

Kateryna Tervinska
Law Offices of Ellena Steiner

Andrew Wilson (UG)
Reisler Franklin LLP

Associate:

Natalie Aceski
Walker West Longo LLP

Eryne L. Crough (UG)
Stephen Durbin & Associates

Anneliese A. Denstedt
Miller Thomson LLP

Deborah A. Harding
Mitchell, Bardyn & Zalucky LLP

Ann P.W. Lattanzio
WeirFoulds LLP

Catherine Tsempelis
Bales Beall LLP



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*Francine Boyer, Lawyer's Assistant
Alain Bolduc*



ANNOUNCEMENTS

CALENDAR OF EVENTS

DATE	EVENT
January 12, 2016	E-Discovery Fellowship Course
January 26, 2016	Real Estate Exam
February 3, 2016	ILCO's Annual General Meeting
March 9, 2016	Litigation Exam
May 11-14, 2016	ILCO 26th Annual Conference, Montreal, Quebec

ABOUT ILCO

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President and Chair
Certification

Rana Mirdawi
Vice President and Secretary

Rose Kottis
Registrar

Margaret Tsetsakos
Treasurer and Co-Chair Conference

Monique Jacob
Co-Chair Public Relations and
Chair Governance

Anna Traer
Chair Newsletter

Suzanne VanSligtenhorst
Co-Chair Public Relations

Ian Curry
Co-Chair Public Relations and
Co-Chair Conference

Christopher Poirier
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Rupi Ahuja
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