

# FASKEN

## Secondment Reports 2019

The following students have elected to participate in external secondment as part of this year's summer program:

- **Jeffrey Adams** Workplace Safety and Insurance Appeals Tribunal
- **Ruby Cammarano** TIFF
- **Andrew Gould** G Adventures
- **Julie He** OSC
- **Summer Ibrahim** Mount Sinai
- **Timothy Law** Pro Bono Ontario
- **Yvonne Mazurak** OSC
- **Alec McIlwraith-Black** Fasken's Vancouver Office
- **Matthew Rebus** Coinsquare
- **Rebecca Rossi** Ontario Labour Relations Board
- **Alexis Shames** Fasken's UK Office
- **Jacob Wagner** Kraft Heinz Canada
- **Taylor West** Scotiabank
- **Heather Whiteside** SickKids
- **Krysten Zator** UHN

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### **Jeffrey Adams – Workplace Safety and Insurance Appeals Tribunal**

The Workplace Safety and Insurance Appeals Tribunal (the “WSIAT” or the “Tribunal”) was my bullseye when I was picking potential placements. An administrative tribunal with exclusive jurisdiction to adjudicate appeals from the Workplace Safety and Insurance Board (the “WSIB”), the Tribunal is an incredible blend of many of my areas of interest: labour, litigation, administrative law, and alternative dispute resolution.

The Professional Development team at Fasken tailored my summer experience to my areas of interest, both while I was in-firm and for my secondment. I’m grateful for their effort both from a personal point of view, and from a career-development perspective – my time at the WSIAT was a great capstone to a wonderful summer experience at Fasken.



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## **Ruby Cammarano - TIFF**

This summer, I had the privilege of being seconded to the Toronto International Film Festival (“TIFF”) for the last four weeks of my summer at Fasken. TIFF is an amazing not-for-profit organization that not only runs one of the world’s most renowned and publically attended film festivals, but that also contributes greatly to the creative arts and film community in Canada through their year-round charitable efforts.

I had the amazing opportunity to experience first-hand the rapid growth and development of the organization as well as the fast-paced environment and complexity of TIFF’s needs as it ramps up for the festival in September. In particular, while at TIFF I reviewed key sponsorship contracts and content for the upcoming festival and reviewed contracts of the many independent contractors that TIFF employs prior and during the festival. I also helped create templates for future contractual relationships between TIFF and its vendors and conducted legal research on a variety of legal issues such as agency law and sponsorships.

Working with TIFF’s Director of Business and Legal Affairs, Robert Gold, on a wide variety of complex legal tasks and issues was an invaluable experience that has provided me with a newfound set of legal skills and an appreciation for our client’s diverse needs. I would like to thank Robert Gold for providing me with such a fantastic learning experience, as well as Mark Brennan and the entire Professional Development team at Fasken for facilitating my unforgettable secondment!

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## **Andrew Gould - G Adventures**

One of the great parts of Fasken’s student program is the opportunity we are given to be seconded for four weeks of our summer. I consider myself lucky to have gotten the opportunity to be seconded to G Adventures (“G”). Before I got to G, I was told by previous students how original and awesome it was, but it truly lived up to the expectations. G is a pioneer in adventure travel and social enterprise and despite the size of its global presence it has not lost its identity: understanding the impact travel can have on the world.

While working at G I was able to build on the skills I developed at Fasken and get exposure to different experiences that face in-house legal counsel. I had the chance to work on legal documents that directly face their customers and stakeholders. The industry G operates in is a nexus of different legislative and regulatory regimes so the work involved corporate law, consumer protection, insurance law, and contest law just to name a few.

The best part of my secondment experience at G Adventures was the team I joined. Joining a small team can be intimidating for an outsider but Melissa, Alex and Tyler welcomed me with open arms and were always quick to help. While we, as students, are there to assist in any way we can, it still felt like my interests and getting value



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out of the experience were top of mind. A special thank you goes out to the three of them and I know we will continue to stay in touch.

Not only was it a great opportunity to build relationships but I left my secondment with a better understanding of the legal challenges that businesses face. I know I will use the experience to tailor the service I deliver in the future.

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## **Julie He - OSC**

I had the great opportunity to be seconded to the Enforcement Branch of the Ontario Securities Commission (“OSC”). As an independent Crown corporation, the OSC administers and enforces compliance of the *Securities Act* (Ontario). The Enforcement Branch is specifically tasked to investigate, exam and litigate misconduct and prosecute wrongdoers. With a strong interest in the capital market, particularly the intersection of securities law and fintech, I am grateful to be a part of the OSC where regulatory discussions take place concerning emerging issues such as cryptocurrency.

I was able to deepen my learning of the securities law itself through conducting case law research, drafting memos and summaries. I was fortunate to participate in all the public hearings during my time at the OSC, as well as to observe a compelled examination and a settlement discussion. On top of the interesting work, I have enjoyed connecting with staff members in other branches and gained a better understanding of how OSC safeguards investors through its rule-making and enforcement powers.

I would like to thank my mentors, Christina Galbraith and Raphael Eghan, who provided me and Yvonne Mazurak with guidance and learning opportunities. I would also like to thank Pat Chaukos, Asad Akhtar, Alvin Qian, Thomas Ng, Hanna Cho and Christine Tabbert for great discussions. Finally, I would like to thank the Professional Development team of Fasken for providing me with this amazing experience at the OSC.

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## **Summer Ibrahim - Mount Sinai**

This summer, I had the unique experience of working with Sinai Health. Despite having had little familiarity with health law, I was quickly immersed in the complex and intriguing questions that hospitals have to find solutions to on a daily basis.

North America’s leading hospitals, Sinai included, are constantly innovating and developing technologies that advance patient care. I helped the legal team by researching privacy and related issues impacting health technology – a topic that I found fascinating. I also drafted agreements between Sinai Health, scientists, and



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medical experts. Drafting such novel partnership agreements often raised intriguing questions relating to intellectual property law requirements.

Sinai Health's commercial services further extend to some of the hospital's shops. This provided me with the unique opportunity to research contest law requirements for a coffee shop located in the hospital. My time at Sinai Health canvassed varying areas of the law – touching subjects from legal research, corporate-commercial services, intellectual property, competition law, and various other subjects.

I gained greatly from working with Ross DeBoni, Melanie De Wit, and Paula Kocsis. The entire team at Sinai Health was supportive and receptive to my work. I would like to thank everyone I worked with. My experience would not have been possible without Fasken's support, particularly Daniel Fabiano and our incredibly supportive Professional Development Team.

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## **Timothy Law - Pro Bono Ontario**

During the course of my summer with Fasken, I had the pleasure of spending four weeks working with Pro Bono Ontario's Law Help Centre. The Law Help Centre is a service dedicated to providing individuals who cannot afford legal representation with assistance in navigating the complex legal system in the Superior Court of Justice and Small Claims Court.

Over the course of my secondment, I gained valuable experience interviewing clients to understand their specific legal concerns, briefing lawyers on client cases, shadowing lawyers in client meetings, and assisting clients in drafting their legal documents. Being exposed to a diverse number of peculiar legal issues, PBO provided an amazing opportunity to become familiar with civil procedure in a highly practical and engaging manner. As I was able to further discuss client issues and present my own opinions to different lawyers and PBO staff, I was able to also greatly develop my legal acumen and gain an understanding of how to practically engage with client needs and expectations.

Furthermore, this experience also illustrated the difficulty many individuals face in using the Court system. Seeing such challenges provided me with a greater appreciation for both the benefits and flaws of Ontario's Court system, and how legal professionals should take on an additional responsibility to assist such individuals in promoting access to justice.

Consequently, for any student interested into litigation or wishing to gain a practical understanding of the courts and civil procedure, I would highly (if not strongly) recommend a secondment with PBO. The knowledge and skills I have learned at PBO will certainly be beneficial as I move back to the firm for articling and beyond.

I would like to thank Brian, Laurine, Matt, as well as all the other volunteers, for contributing to this enriching experience with PBO. In particular, Brian deserves a special mention for being an incredibly patient and



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knowledgeable mentor during my secondment. I would also like to thank the Fasken Student Development team for organizing such a great placement at PBO.

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## **Yvonne Mazurak - OSC**

My secondment to the Ontario Securities Commission (“OSC”) was one of the highlights of my summer at Fasken. The OSC is a Crown corporation that regulates Ontario’s capital markets, by developing rules that govern the securities industry and monitoring firms and individuals for compliance with Ontario securities law.

I was placed in the Enforcement Branch, where I worked alongside the team that investigates allegations of misconduct and initiates enforcement proceedings. I had the opportunity to be involved in a number of files at various stages of litigation, by researching novel legal issues and attending hearings and examinations. In only four weeks, I learned a great deal and gained an immense appreciation for the role of securities regulators.

I would strongly recommend a secondment with the OSC. It offers a rewarding experience not simply for students who already have an interest in securities, but also for those who would like to develop their legal skills in an exciting and very supportive environment. Students will have the opportunity to support seasoned litigators on cases dealing with complex issues and to learn from their experience in the process.

I have no doubt that the experience, insight and mentorship I gained at the OSC will benefit me when I return to Fasken next summer and in my career that will follow. I am grateful for the support of the PD team at Fasken for offering students this opportunity, and would also like to thank my mentor, Raphael Eghan, as well as Christina Galbraith, Sharon D’mello, Grace DaSilva, and the rest of the Enforcement Branch for their time, support and guidance.

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## **Alec McIlwraith-Black - Fasken’s Vancouver Office**

For the last four weeks of my summer with Fasken, I had the great privilege of being seconded to the Firm’s Vancouver office. While I had initially been unsure about the idea of moving across the country partway through my summer, leaving behind all the connections I had made in Toronto, I soon realized that the chance to live and work in Vancouver as part of the Firm’s secondment program was a once-in-a-lifetime opportunity. The Firm’s Vancouver office is full of intelligent, driven, and engaging people and it was a pleasure to join them for part of my summer.

Working with the Vancouver office, primarily in the areas of start-ups and emerging companies, allowed me to see the operation of a sophisticated practice group in a complex and dynamic area of law. The office, and the



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emerging technology group in particular, was extraordinarily welcoming and supportive, and all went out of their way to ensure that I felt like a part of the team. I joined the Vancouver office at an ideal time and was able to immediately jump on board with several ongoing deals, and I assisted in drafting numerous transactional documents and commercial contracts, as well as a number of other tasks relating to emerging technology, venture financing, and privacy law.

Speaking with lawyers at the Firm in a different office also offered an invaluable perspective on the operation of the Firm as a business across the country, and I truly appreciate the connections I made with Vancouver colleagues during the secondment. The city of Vancouver itself was also a pleasure to visit during the summer, offering hikes, beaches, trails, and restaurants unmatched elsewhere in Canada.

I would like to thank all of the lawyers and students in the Vancouver office, and most notably Bruce Tattrie, Ariel Laver, Geoff Pedlow, and Houtan Mashinchi, for their support. Thanks are due also to the Professional Development teams in both offices, and in particular Ashleigh Rogers and Amber Walker, for their efforts in coordinating the secondment. Finally, I owe a great deal to my office mates, Brock Euper and Isaac Mills, for making me feel especially at home in the Vancouver office during my short stay.

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## **Matthew Rebus - Coinsquare**

While summering at Fasken, I had the pleasure and unique opportunity to work at Coinsquare for four weeks. Despite being Canada's largest crypto exchange, I was immediately immersed in Coinsquare's incredible tech-startup culture that the firm has been able to maintain. I was instantly welcomed into the company and before long I felt like a completely integrated part of the legal team.

Over the course of the secondment I was able to work on a wide variety of tasks including research, assisting in contract drafting, and helping the legal team work with the Ontario Securities Commission. Being part of this high achieving tech startup, I was able to take on meaningful and challenging work that developed both my technical skills and knowledge. It was an absolute delight to not only contribute to Coinsquare, but to have the experience of spending time in the firm and being able to witness firsthand the full life cycle of a legal issue including identifying a task, finding a solution and implementing that solution.

I am incredibly grateful to have had this challenging opportunity and eye-opening experience which would not have been possible without the dedicated and incredible Coinsquare team. In particular, I would like to thank both Eric Richmond and Avi Weiss for their mentorship and support.

I would like to echo the previous sentiments from other past summer students by thanking the Professional Development team for organizing and making this experience possible. My secondment was invaluable and something I will never forget.



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## **Rebecca Rossi - Ontario Labour Relations Board**

During my summer term at Fasken, one of the highlights was the opportunity to be seconded at the Ontario Labour Relations Board (the “Board”). The Board is an independent adjudicative agency of the Ontario Ministry of Labour, mandated to mediate and adjudicate a variety of employment and labour relations-related matters. Due to my interest in labour and employment law, my time at the Board was an eye-opening experience which exposed me to “insider knowledge” of the Board and of the various legal matters which fall under its jurisdiction.

From day one at the Board, I felt like I was a part of the team and was quickly introduced to the world of labour and employment adjudication. I was often personally invited by the Vice-Chairs of the Board to attend their hearings so that I may observe and learn from them. Over the course of my four weeks, I had the pleasure of observing applications concerning unfair labour practices, certification applications, reviews of employment standards decisions, appeals of health and safety inspector decisions and construction grievances. I was also fortunate to observe a judicial review of a Board decision at the Divisional Court concerning whether an employer’s work fell under federal or provincial jurisdiction.

When I was not observing hearings, the Vice-Chairs of the Board often sought my assistance in performing legal research. As well, on several occasions, I was asked to review draft decisions of the Vice-Chairs and to provide my feedback. These tasks enabled me to become involved in the adjudicative process and served as invaluable learning experiences.

I would like to personally thank my supervisor, Aaron Hart, as well as everyone else at the Board, for going above and beyond to make my secondment experience both interesting and enjoyable. I would also like to thank Eowynne Noble and the entire Professional Development Team at Fasken for facilitating this learning opportunity.

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## **Alexis Shames - Fasken’s UK Office**

This summer, I had the absolute pleasure of being seconded to Fasken’s London UK office. Leading up to the secondment, I was beyond excited by the prospect of meeting everyone in the UK Office and adding a new level of depth to my in-firm experience.

During my time at the London office, I gained exposure to mining law, as well as banking and finance laws that pertain to England and Wales. I was able to assist with several interesting files, and had the opportunity to sit in a meeting with a client to take notes on negotiations. I was given the chance to review various agreements, and



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outline shares and debt outstanding between a client and their Canadian holdings. I drafted a legal memo, outlining issues associated with taking security as a lender, specifically as it relates to fixed vs. floating charges.

I was able to see the breathtaking sights of London during my evenings and weekends. I experienced the wonders of South Kensington, Chelsea, Fulham, Notting Hill, Shoreditch, and the North side of London to see Regent's Park. I explored various markets, museums, art galleries, and the seemingly never-ending beautiful landmarks. At night, I went for runs across the stunning Tower Bridge, and along the water at South Bank. With thanks to Louis-Paul Gamache at the London office, I was even able to play tag-rugby with his co-ed team in Shoreditch Park.

Overall, my experience was extremely rewarding, and I am beyond grateful for the opportunity. My deepest thank you to the entire London office for going above and beyond to make me feel welcome at the firm, and for making this experience possible. A special thank you to Anne Dutch for coordinating the entire trip, and making my travels in the UK seamless. A massive thank you to the Professional Development team in Toronto for this invaluable and unforgettable adventure.

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## **Jacob Wagner - Kraft Heinz Canada**

The summer secondment program at Fasken provided me the invaluable opportunity to spend six weeks at Kraft Heinz Canada. I worked closely with the legal department in many of areas of law - labour and employment, competition, commercial, intellectual property, and litigation.

While at Kraft Heinz, I was immediately a part of the team. From day one, the legal counsel allowed me to assist in crafting legal arguments, interpreting contracts, and legal drafting. The legal team also took great initiative by involving me in files that allowed me to pursue my interest in litigation – culminating in a meeting with outside counsel where I presented my comments and strategies on initial pleadings. This experience gave me valuable insight into the scope of the business and the challenges facing clients.

I would like to thank Kathleen Butterfield and the Professional Development team at Fasken, including Eowynne Noble, for creating this opportunity for students. I would also like to thank Av Maharaj, Sarah Jacklin, Shane Fitzgerald and Tom Peters for their enduring mentorship and support. Thank you for trusting me, guiding me, and teaching me. My time at Kraft Heinz exposed me to many areas of law and taught me a great deal about the practice of law and the needs of a major corporation.

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## **Taylor West - Scotiabank**

This summer I had the pleasure of being seconded to Scotiabank. I came to the secondment program curious to learn about how an in-house legal team at a larger company operates and working at Scotiabank certainly gave me that opportunity. My secondment afforded me the opportunity to work with many talented and experienced lawyers doing work across different disciplines.

While working at Scotiabank I worked on many projects that are characteristic of their work as in-house counsel. I was frequently included on litigation matters that arose in the various contexts in which the team works, including in-house employment concerns and matters relating to clients. These projects usually called on me to conduct legal research to answer questions about factually specific issues. I really enjoyed doing work that felt operationally meaningful.

My secondment also gave me a lot of insight into how a client with a sophisticated internal legal team takes on the day-to-day challenges that come across their desks and the kind of work that allows them to succeed. I found the legal team at Scotiabank to be results oriented, which helped frame my work. I hope to carry that practical focus with me in my career.

I am very thankful to John Le Blanc, Senior Legal Counsel at Scotiabank, who organized my secondment and helped make my experience an enriching one.

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## **Heather Whiteside - SickKids**

My work with the legal services team at SickKids was engaging and diverse. I have a keen interest in health law and this secondment was the perfect opportunity to explore this area of law in a different context.

I worked primarily with the General Counsel at SickKids, Chris Viney, who made every effort to ensure that I was doing work that I found interesting and worthwhile. I benefited from the fact that the legal services team is involved in a wide variety of projects; the substantive areas of law that I looked at varied significantly from day to day. I wrote research memos on issues relating to the hospital's pension plan, the use of leftover biological material, and the legal risks and benefits of virtual care. I was tasked with ensuring that corporate records were organized and compliant with governing legislation, and was also involved in conversations on the impact of changes to Ontario's *Construction Act*. I appreciated this diversity of work.

This secondment was a useful introduction to the particular dynamics of in-house legal work. I learned how the priorities and constraints of an in-house legal team differ from those of a law firm. The legal services department at SickKids has a deep understanding of the hospital's goals and functions, allowing counsel to effectively support and advise on anything and everything happening in the hospital. This requires a significant amount of collaboration with other stakeholders, which I observed while participating in working group meetings on a



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construction project. It was interesting to see the role that legal counsel played in multi-faceted discussions involving members of the finance and building operations teams.

My experience at SickKids has given me a new perspective on health law and in-house legal work that will serve me well as my career progresses at Fasken.

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## **Krysten Zator - UHN**

During my summer at Fasken, I had the wonderful opportunity of working with the legal department team at the University Health Network (UHN) under Marc Toppings, Vice President and Chief Legal Officer. Through this experience, I gained enormous exposure to the legal aspects of running a large hospital and research centre, as well as the experience of in-house counsel.

At UHN, I had the opportunity to assist with a number of research and contract drafting tasks related to clinical research, privacy, property law, legislation, and unique projects the hospital was involved in. In addition to this work, I was fortunate to observe a day-long trial and several phone conversations, where I witnessed how a contract is negotiated, and observed how a lawyer assesses and conveys legal advice in response to a multi-faceted and nuanced health law issue with no clear legal answer. All of these experiences helped refine my ability to spot legal issues more practically, and think about their resolution in creative and realistic ways.

To highlight one particular experience, I was fortunate to be brought onto a very unique project the hospital was engaging in, and participate from the initial research stage to the completed first draft of the agreement, which was prepared for negotiation. For this project, I was first asked to research relevant legal issues, then observe a phone call where the agreement for this project was discussed and legal issues were addressed. Based on this information, I created the first draft of a comprehensive agreement where I was fortunate to be mentored by Marc and Sandeep Deol, Legal Counsel, in contract drafting and legal strategy.

I want to thank Marc for providing this opportunity to second to UHN and ensuring that I received exposure to a variety of challenging work, especially in areas and tasks I expressed interest in. I want to further thank the rest of the excellent legal team at UHN who I had the privilege of working with including Sandeep, who I specifically thank for her thoughtful mentorship, Carole Garmaise, Frank Rossetto, and Elisa Baioff, as well as Lynne Golding and the Professional Development team at Fasken for arranging this wonderful work opportunity.

