

Alika	Hendricks	Yes	GTA	Exclusively Criminal	<p>I have been criminal duty counsel at College Park court house (in Toronto) since 2010. I seek to fill an equity position, as a woman and person of colour.</p> <p>I have been involved with the campaign organizing committee for several years. I picketed at the premier's office, met with my MPP, attended countless committee meetings and spent days on the phone encouraging my colleagues (you!) to vote to have the Society as our chosen bargaining agent. Most recently, I have participated in the Framework Negotiations which determine the parameters of our eventual collective agreement. I believe this experiences makes me uniquely well-placed to serve on the Negotiating Committee.</p> <p>I am committed to seeing this process through, even though I expect to be on maternity leave for part of the negotiating process. (The Society will work with me to make child care accommodations).</p> <p>I look forward to continuing this important work.</p>
Angela	Stewart	Yes	Non-GTA	Exclusively Criminal	<p>I am a Criminal Duty Counsel in Ottawa. I have been practicing with Legal Aid since my call to the Bar in 2012. I started my law degree at Osgoode Hall in Toronto and completed it at the University of Ottawa.</p> <p>During my articles with Legal Aid, I worked at the Integrated Legal Services Office and the Family Law Information Centre. As a result, I am familiar with almost all the lawyers and staff working for Legal Aid in Ottawa. I think I am in a good position to liaise with those lawyers and provide input to the Committee.</p> <p>I look forward to participating in the Interim Bargaining Committee as a voice for Ottawa Legal Aid lawyers. Thank you for your consideration.</p>
Cecilia	Alejo Rivas	Yes	GTA	Other	<p>I am a 2015 call, hired as a Hybrid Family and Criminal Summary Legal Advice Counsel, with the Client and Lawyer Service Centre. As most know, this position will no longer exist. Before law school, I worked extensively as a social worker with various marginalized communities, The frustrating feeling of having my hands tied in attempting to assist individuals trying to access justice propelled my decision to pursue a degree in law. All my experience before and after law has been in the social justice field, so choosing to work with Legal Aid as a front line staff member was a no-brainer. Following the hear-wrenching news of the CLSC's closure, I know first-hand the importance of having someone in your corner. Although the process has been overwhelming, having someone to offer support and who is able to advocate with me made it bearable, I am a Latinx, Spanish speaking, female lawyer who has dedicated her life to advocating for others. I want to take this opportunity to advocate for myself and my colleagues, those whose positions are unstable, those on contract positions, and those who have been, or will run the risk to be blindsided by having their positions become unstable.</p>

Dana	Fisher	Yes	GTA	Exclusively Criminal	<p>I have been active in the campaign to secure our collective bargaining rights since 2012. I dedicated many years and long hours to our - and our clients' - interests, including acting as spokesperson, sole affiant and one of eight named applicants in our Charter challenge. I am proud of our success.</p> <p>Throughout the campaign I heard, relayed to the Society and at times spoke out about our common concerns as well as concerns specific to regions, offices and individuals. I understand many of our workplace issues.</p> <p>Currently, as one of only three volunteer representatives, I respond to staff questions and work with the Society raising and addressing issues with LAO.</p> <p>I was hired as Duty Counsel at the College Park Courthouse in 2010. In 2014, I became Team Lead.</p> <p>I am eager to continue acting as a representative and to collaborate with colleagues to create our first collective agreement.</p>
David	Beal	No	GTA	Exclusively Criminal	<p>Some of you may know me through the 13 years I have worked as a Duty Counsel - Criminal with LAO. Others may recall my e-mail to Sue McCaffrey in support of recognition of the Society. After sending the e-mail I joined the Campaign Committee and was one of the named parties to the Charter litigation brought by the Society in support of our collective bargaining rights. I would welcome an opportunity to continue to represent your interests. For those who know me from Facebook, I promise I'll wear pants.</p>

Diane	Abbott	Yes	Non-GTA	Other	<p>I am a family and criminal duty counsel in Woodstock, Ontario. I came to Oxford County from Toronto in 1997 when I was 36. I am a 1995 call.</p> <p>I have done duty counsel/certificate work with Legal Aid since 2000. I became a staff duty counsel in 2012. I have seen how Legal Aid has changed and how that has led to the need for us to join together. I put my name on our Charter challenge.</p> <p>I believe that Legal Aid needs a lesson in transparency. There should be no reason for the secrecy we have endured all these years. We need to ensure we have a clear voice and fair treatment. We are lawyers and we are the heart and soul of Legal Aid. We need to bargain a good deal.</p> <p>Please give me the opportunity to take part in this amazing process that WE fought for. Thank you.</p>
Diane	Janisse	Yes	GTA	Other	<p>Having worked at LAO for 17 years, I have experience with three CEOs and many more VPs and Directors. I have watched earlier attempts by staff lawyers to unionize, and many determined but ultimately unsuccessful attempts to promote transparency and accountability within our workplace. I firmly believe that this first collective bargaining agreement, negotiated with the expert assistance of the Society, will be the best way to ensure a respectful and productive working relationship going forward.</p> <p>Lawyers at LAO provide service in a wide variety of areas. We work throughout the province, in criminal, family, immigration, and poverty law areas. We need to have input from all of these areas to create an agreement that serves us all well. I am a poverty law lawyer, providing research and litigation assistance to the community legal clinics. I am very proud of the work we do, as are all of the colleagues I have spoken with throughout the organization. I would like to see LAO lawyers given the respect and recognition we deserve for the important and difficult jobs we do.</p>

Dionne	Peart	Yes	GTA	Exclusively Criminal	<p>I have been duty Counsel in Scarborough Courts since April of 2004. I have worked as Duty Counsel at Old City Hall in Weekend and Statutory Holiday Bail Court, I have worked briefly as Duty Counsel in London. I'm intimately acquainted with all aspects of Duty Counsel competencies and responsibilities as I have been a member of the group tasked with updating the Duty Counsel Training Manual.</p> <p>It is with this experience and more that I hope to bring to bear on my service to the membership.</p> <p>I have a passion for ensuring that women, who still currently earn about 60% of men earnings and are still under represented in managerial position, and racialized people who earn even less and are even more under represented are treated equally and fairly based on their abilities and intellectual capacities. My passion to see that dream realized is just as strong as my passion to see the many disadvantaged by race, gender, but especially class get a fair treatment before the weight to of the state brought to bear against them in criminal prosecutions.</p>
Garrett	Zehr	No	GTA	Exclusively Criminal	<p>I'm a proud Duty Counsel lawyer (Toronto's 2201 Finch courthouse) and I'm honoured to seek your support to join the Interim Local Committee.</p> <p>As an articling student, I was part of the team that unionized our cohort and I then joined the Lawyers' Campaign Committee last summer. It's been a pleasure being part of these efforts and getting to know more colleagues around the province.</p> <p>My desire to be involved with the union is two-fold. First, I want to advocate for the interests of you and all of our colleagues to ensure that working at LAO is a rewarding, equitable, and fulfilling experience. Second, I want to use the union to promote the interests and well-being of our clients, who need strong advocates both in the courtroom as well as working to achieve systemic change.</p> <p>With your support, I hope to have the privilege to continue pursuing these goals</p>
Helen	Kavouras Lopes	Yes	GTA	Other	<p>My name is Helen Kavouras Lopes. I am married and have three children. I am an eleven year call. I started out in private practice with my own criminal law firm. At that time, I did per diem duty counsel in the GTA as well. I got hired on at Lao full time in September 2009 as full time criminal youth duty counsel. I worked at Jarvis for four years. I then started at the Family court at 47 Sheppard as duty counsel and worked there for four years. I am now a staff family lawyer at Lao based in the legal clinics. I was on our EEC committee for 5 years. I am passionate about human rights and will fight hard to ensure that we lawyers get a fair deal that takes care of us.</p>

Jason	Burns	No	GTA	Exclusively Criminal	What you as an employee of LAO would get were I to be elected is my commitment that I would fight fearlessly and passionately for the employment issues that are of concern to you and that I would regard myself as acting on behalf of each and every employee of LAO without distinction. I have been a DC in Barrie and Toronto and, before that, I worked for the City of Thunder Bay. Whether you are a family DC in Wawa or an RLO staff lawyer in Hamilton, whether you are a senior litigator in the MCMO or a criminal DC whose contract is ending in Ottawa, I would advocate heartily on your behalf in order to have your voice heard in the negotiations. What has become apparent from my time on the Campaign Committee is that gaining every inch of concession from Management is going to be hard fought. Were you to elect me you would get a representative on the Committee who is aggressive in championing your concerns and who is knowledgeable of collective bargaining.
Katherine	Ramsey	Yes	Non-GTA	Other	I am running in the interim local committee elections because I believe it is important to bring the unique perspective of the Refugee Law Office (RLO) to the table. We are in the midst of a global refugee crisis and demand for our services are at all time high while LAO is also in a budget crisis. The RLO's perspective and input would be crucial to the committee's work in order to ensure a diversity of voices on the committee and to ensure that the unique services we provide to a very vulnerable population are adequately represented. I am experienced lawyer who was called to the bar over 10 years ago and have previously worked in unionized environments. I would welcome the opportunity to participate on the committee and would work hard towards to goal of reaching a collective agreement that benefits everyone.
Katie	Edmunds	Yes	GTA	Exclusively Criminal	I have given this a lot of thought. Before I joined LAO in 2009, I worked in union-side labour law and was involved in the collective bargaining process. I know that it is a rigorous and demanding process that requires dedication, patience and wisdom. My decision to join our fight is an informed one. I have also been profoundly inspired by the tireless efforts of the Campaign Committee thus far and I want to contribute my knowledge and experience to our shared cause. I fiercely believe that labour rights are fundamental human rights. We deserve for our voices to be heard and respected. This is important work and I want to do it.

Kendall	Yamagishi	Yes	GTA	Exclusively Criminal	<p>I started with LAO in 2013 as an articling student in Ottawa where I gained exposure to refugee, family, and criminal law. I now work in Toronto as criminal duty counsel. I joined the unionizing campaign in February 2015 because I felt there was a lack of consultation between management and front-line staff and a disconnect between our clients' needs and LAO policies. Through the campaign I've learned how to deal with LAO and about the issues that my colleagues face across the province.</p> <p>Going into bargaining, LAO will want to make it all about the money. A strong Committee can expand the conversation to tackle issues like job security, training, mental and physical health, understaffing, professional responsibilities, proper consultation, and creating an environment where we can provide the best service possible to our clients.</p> <p>I work hard. Period. If elected, I will work hard to give you a voice.</p>
Kenneth	Jim	Yes	GTA	Exclusively Criminal	<p>I have experience working within unionized workplaces. As a summer student, I worked at an auto factory and faced many situations where I had to report something to a steward. Later on, I summered with a legal clinic that advocated for non-unionized injured workers, and also summered at the headquarters of a national union. There, I spent my time assisting with educating members and non-members about their legal rights in the workplace. For my articling year, I articulated at a union-side labour firm and had many opportunities to advocate and fight on behalf of unionized clients.</p> <p>I have been working at LAO since 2009 and have worked my way from Duty Counsel to Trial Staff Lawyer and now Criminal Counsel at Major Case Management. I know the struggles and issues that our frontline staff face. I want to be active in ensuring that our work related rights are protected, and our voices are heard by the employer.</p>
Michael	Story	No	GTA	Exclusively Criminal	<p>My name is Mike Story. I am a Criminal Duty Counsel in North York. After joining LAO in 2012, I have been involved in our campaign for collective rights since its inception. I was one of the named plaintiffs in the lawsuit that led to the Society becoming our representative. Now, we want a collective agreement that addresses all of our needs. We want an agreement that reflects the diversity of our staff, our areas of practice and the location our workplaces. I am committed to ensuring all LAO staff lawyers have a voice at the bargaining table. I have traveled across the province to meet with many of you and I am always available to discuss any concerns. I would like nothing more than an opportunity to be a part of the team that secures LAO's first collective agreement for its lawyers.</p>

Morgan	Koch	Yes	GTA	Exclusively Criminal	I have been criminal duty counsel with Legal Aid since 2012. I am running for an equity position. I would bring a number of different of valuable perspectives to the committee. I have lived experience with a physical disability, I am a woman and I identify as a lesbian. I am a vocal advocate for staff, and am comfortable bringing forward any and all issues that I feel need to be addressed by management. I am committed to quality client service and I think that it is in the best interests of clients and staff that we negotiate a really strong collective agreement, ensuring consistency in the implementation of Legal Aid policies. I look forward to serving in this capacity. Thank you for your consideration
Raymond	Warman	Yes	Non-GTA	Other	Coming from Northeastern Ontario to join LAO as Hybrid Staff Duty Counsel in Stratford, ON was exciting. To learn that on my first day with LAO that we are now union added to my excitement. Before October 31, 2017 I owned and operated a general practice in Kirkland Lake for 11 years. My practice was a general law practice with the majority of law work being litigation in criminal, family, real estate, and other. My pre-law life experience coupled with my experience as a general practitioner will benefit the membership.
Renée	Fuchs	Yes	Non-GTA	Other	Dear colleagues, Congratulations! If you are reading this, you have likely made the smart decision to unionize. Your next good move? Vote for me, Renée Fuchs, to become a member of the Interim Local Committee and help negotiate our first collective agreement. I'm a bilingual hybrid staff lawyer, and I love my work. Having worked for Legal Aid in the northeast district for a couple of years, I understand we face unique challenges, as do our northwestern colleagues. I will ensure our distant voices are heard throughout the collective bargaining process. I plan to address issues such as proper compensation (i.e. overtime or lieu time) for traveling to remote places, scheduled office hours, and the limited CPD options in our regions. One thing I think we all have in common is that we enjoy helping people. Let's ensure we have optimal work conditions to better serve clients.
Timothy	Lutes	Yes	GTA	Exclusively Criminal	My concerns are overall towards financial incompatibility with other government lawyers. Specifically, I am concerned for inequities applied to senior members of LAO, a group currently without a voice and largely suppressed.