

Department of Know

published by [Counselwell](#)

January 16, 2024

I had one goal for the new, nationwide [In-House Salary Survey](#) (a project by Counselwell x ZSA): Collect 500 submissions. We are now at around 515 submissions, hooray!

This is our final push - we're closing the survey at the end of the day tomorrow, January 17th. If you haven't yet submitted your feedback, please do so today or tomorrow! Your input will help everyone access reliable + current data on \$\$\$ in the in-house market.

Also, we ran a rare membership promotion for **\$75 off the first year** that was supposed to expire yesterday, but several people needed more time to consult with their orgs about reimbursement. We've **extended the promotion** until 11:59 pm ET tonight. If you'd like to become a member, [apply here today](#) and use code **NEWYEAR** at checkout!

To put this offer in perspective, our upcoming virtual privacy conference costs \$250 for non-members. For just \$425, you can snag a one-year membership which gives you free access to the privacy conference plus [everything else included in our membership](#). Group rates available.

Finally, you'll note I've added orange dividers in this issue. This is because I take design risks.

-Avi

Founder, Counselwell

The Substantive Stuff

- Now in effect (as of Jan 1st): [Modern slavery reporting obligations](#) for Canadian entities (Goodmans)
 - A brief [summary](#) of how *Canada's Anti-Spam Legislation* ("CASL") was enforced in 2023 (BLG)
 - Advertising in Canada? Here's a [summary](#) of last year's notable developments in the advertising legal landscape (Blakes)
 - Draft regulations to the Bill 96 amendments to the *Charter of the French Language* (Charter) were dropped a few days ago. Here's what they say about [non-French trademarks](#) (Cassels)
 - Commission d'accès à l'information du Québec releases [additional guidance](#) on drafting of privacy policies (McCarthy's)
 - Amendments to British Columbia's *Workers Compensation Act* came into effect on Jan 1st, introducing a [duty to accommodate and maintain employment](#) for certain injured workers (Stikeman Elliott)
 - How to avoid the [salary deferral arrangement](#) rules under the *Income Tax Act* when incentivizing employees (Bennett Jones)
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Upcoming Events

- Every month on 4th Tuesday @ 12:30 pm ET: [Monthly Member Chats](#) (Virtual)
 - Members only (free)
- ***This Thursday*** January 18th @ 1:00 pm ET: [Levelling the Playing Field for Internationally Trained Lawyers in Canada](#) (Webinar - Free)
- January 30-31 @ 12:00 - 4:00 pm ET: [Privacy Forum 2024: Hot Topics for In-House Lawyers](#)
 - Free for members
 - \$250 for non-members
- February 13th @ 1:00 pm ET: [What's in Store for 2024? Trends Shaping the HR & Employment Law Landscape in Canada](#) (Webinar - Free)
- February 26th @ 12:00 pm ET: [Legal Tech Readiness - A Guide for Legal Departments](#) (Webinar - Free)

- March 6th @ 5:30 pm ET: [Networking Event & Panel Discussion: Managing Relationships with External Counsel](#) (In-Person - Toronto)
 - Free for members
 - \$30 for non-members
- March 13th @ 6:30 pm PT: [Vancouver Networking Dinner](#) (In-Person - Vancouver)
 - Members only (free)
- March 26th @ 6:30 pm ET: [Montreal Networking Dinner](#) (In-Person - Montreal)
 - Members only (free)

From last week's GC dinner event at STK in Toronto. Good food, great conversation, and even better people. Thanks again to our event sponsor Gowling WLG!



A ZOOM EVENT

Privacy Forum 2024: Hot Topics for In-House Lawyers

JANUARY 30-31, 2024 | 12 - 4 PM EST

REGISTER AT [COUNSELWELL.CA/EVENTS](https://counselwell.ca/events)

Sponsored by:  Ius Laboris Canada Global HR Lawyers
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Industry Updates

- A former SCC clerk is writing a [daily newsletter](#) about Canada's legal profession, key decisions, legislative changes, and blockbuster lawsuits – all packaged in a light and informative daily email
- Six in-house [legal trends](#) to watch for in 2024 (Legal Dive)

Best Practices

- 7 commercial contract [redlining best practices](#) based on real data (Contract Nerds)

Big Moves

It's been a busy start to the year with job changes and promotions - congrats to everyone on this list!

- Jessica-Lauren Vieira is promoted to Senior Director of Legal Affairs at CARBONLEO
- Ashley Payette joins Canada Development Investment Corporation as Legal Counsel & Assistant Corporate Secretary
- Anna Keller joins Ontario Northland as General Counsel
- Jackie Morrison joins Computershare Canada as Corporate Secretary and Legal Counsel to Issuer Services Canada
- Martyna Wolska is promoted to Director, Legal at Whitehorse Liquidity Partners
- Catherine (Cathie) Graham is promoted to Vice President Legal at Zymeworks Inc.
- Douglas Chen is promoted to Senior Vice President, Legal at Baz Group of Companies
- Chris Piattelli joins Capital One as Senior Manager - Counsel
- Melody Burke is promoted to Senior Legal Counsel at Lightspeed Commerce
- Melanie Mireault is promoted to Legal Counsel at Jobber
- Anna Condon is promoted to Senior Legal Counsel at Flipp
- Charlie Livermore is promoted to Senior Commercial Director and Legal Counsel at Aecon Utilities
- Tyler Henderson is promoted to Senior Legal Counsel at TELUS
- Juliene Cawthorne-Hwang is promoted to Senior Legal Counsel at CIBC
- Madeleine Gottesman joins Amazon Web Services (AWS) as Associate Corporate Counsel

Get More *Out* of Being *In-House*

Like this newsletter but want more? Join our community of GCs and in-house lawyers and get access to networking events that are actually fun, and all you can eat buffet of useful CPD content, access to our private Slack community,

monthly member meetings, mentorship program, precedents, exclusive discounts on legal tech, and much more!

[Join the Community](#)

Feedback is my friend. If you've got any, please let me know by responding to this email.

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In-House
SALARY SURVEY

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