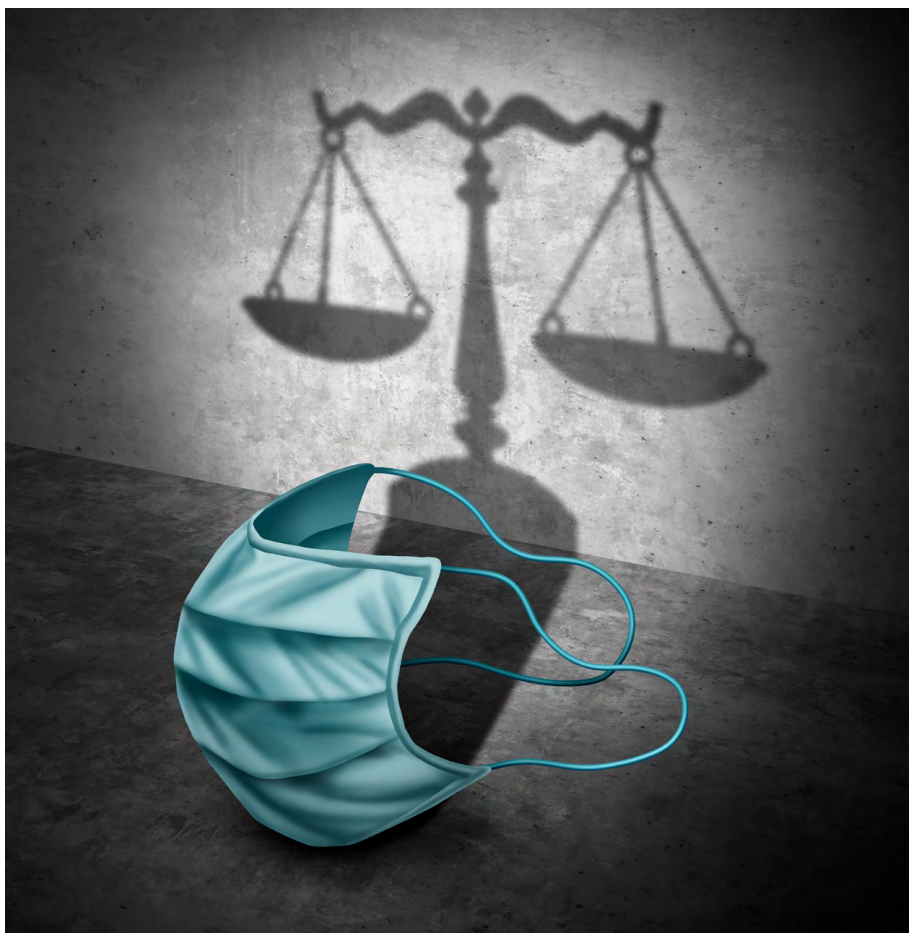


## Constructively Dismissed Due To A Mask Policy? Not So Fast

**PRESTON PARSONS**, Partner, Overholt Law LLP

While many people continue to debate the degree to which the COVID-19 pandemic (the “Pandemic”) is “over” at this point, we are only at the tip of the jurisprudential iceberg when considering that relatively few substantive court rulings have been issued to date regarding legal claims asserted during the Pandemic. Many more rulings are still to come, and employers continue to await these decisions for guidance on a range of legal principles.



One development that occurred early in the Pandemic that generated a vast swath of legal and administrative proceedings was mandating face masks in a variety of settings. A recent decision from the Court of Queen’s Bench of Alberta — *Benke v Loblaw Companies Limited*, 2022 ABQB 461 [*Benke*] — dealt with this issue squarely in the employment context. In *Benke*, the Court held that an employee was not constructively dismissed when he was placed on an unpaid leave for refusing to comply with the employer’s mandatory Masking Policy (the “Policy”).

In *Benke*, the defendant grocery store, Loblaw Companies Limited (“Loblaw”), adopted the Policy and it applied to both customers and employees. The Policy was in line with the City of Calgary’s bylaw (the “Bylaw”) at the time, which provided that people in public premises were required to wear

## FEATURES

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It's time to recognize the power of the "disadvantaged" individual and the immense value they can bring to your firm.

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### Who We Are

The BCLMA, founded in 1972 is a non-profit organization with 190 law firm members and 580 individual members across BC. The BCLMA's goal is to provide educational and networking opportunities, enhance skills as legal administrators and managers, and provide professional and personal benefits to its registrants.

### Member Services

The BCLMA provides opportunities to network with other law firm administrators and managers at annual Spring and Winter socials, and monthly subsection meetings. We host an annual Managing Partners Event, and a large conference every other year.

### Newsletter Services

TOPICS is a public newsletter. Contact the Editorial Committee to provide comments on articles, to offer suggestions for articles in future issues, or to augment the circulation list. We welcome your feedback! Please send comments to [general@bclma.org](mailto:general@bclma.org).

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### VOLUNTEER OPPORTUNITY!

The TOPICS Newsletter Committee is looking for volunteers to join us! We're a dynamic, fun group who are looking for a few members to help source thought-provoking articles that are relevant and beneficial to all subsections. We have four lunch hour planning meetings per year (lunch provided) in which we plan out each edition. No business writing skills are required, just your enthusiasm.

This is a great opportunity to both network and contribute to BCLMA and the legal community. If you are interested or have any questions please contact Committee Chair, Heather Orchison at [general@bclma.org](mailto:general@bclma.org).

### Submissions

If you have an article or story idea you would like to submit, please email Heather Orchison at [general@bclma.org](mailto:general@bclma.org). Please note that our prescribed article length is 1000 words. All submissions will be subject to review by the editorial board.

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a mask to mitigate the spread of COVID-19. The Policy provided for exemptions for children under the age of two, persons with underlying medical conditions unable to wear a mask, persons who were unable to place and remove the mask without assistance, and persons who were reasonably accommodated by not wearing a mask under the applicable Human Rights legislation.

Mr. Benke did not want to comply, filled out an exemption form and provided it to Loblaw's human resources. On the form, Mr. Benke crossed out the words "due to the following medical conditions or disabilities", indicating that he did not have an opinion from a physician as to a medical need for an exemption. Given that, Loblaw's occupational health nurse followed up with Mr. Benke. Mr. Benke confirmed that his request for an exemption was "not medical". This statement aligned with subsequent medical notes obtained from Mr. Benke's physician where there was no mention of a medical condition that could be considered for a possible exemption.

When Mr. Benke refused to wear a mask in stores without medical justification, Loblaw put him on an indefinite unpaid leave. He claimed that this constituted a constructive dismissal and sought substantial damages in lieu of notice. The Court disagreed with Mr. Benke and dismissed his claim.

Given that Mr. Benke's claim was partly that he was constructively dismissed for Loblaw's failure to accommodate a medical condition — a bizarre pleading given the aforementioned facts — the Court analyzed whether he established on a *prima facie* basis that he had a disability. The Court had no difficulty concluding that he did not have a disability that required accommodation. As such, there was no duty to accommodate him and no discrimination.

The Court also found that Mr. Benke was not constructively dismissed by either the imposition of the Policy or placing him on an unpaid medical leave when he refused to comply. For there to be a constructive dismissal, there needed to be a substantial change unilaterally imposed by the employer that constitutes a breach of the employment contract, and that a reasonable person in the employee's position would conclude substantially altered an essential term of the contract. Importantly, the Court stated the following at paragraphs 60 and 61:

[underlined emphasis added]

[60] Loblaw's imposition of the Mask Policy was not a substantial change and did

not breach the employment agreement. Mr. Benke's job responsibilities did not change; the only thing that was different was that he had to wear a mask by reason of the Mask Bylaw and Mask Policy. The Mask Policy, though imposed by Loblaw, was not a substantial change and it was co-extensive with legal requirements imposed by municipalities.... and public health authorities. [...]

[61] The unpaid leave was a substantial change to Mr. Benke's employment relationship, but it was not a breach of the employment agreement. The essence of the employment bargain is that the employee will work, and the employer will pay. Given that Mr. Benke was not working by reason of a voluntary choice that he made, a choice not to comply with the Mask Policy and Mask Bylaw, it was reasonable for Loblaw to not pay him.

The Court concluded that Mr. Benke's refusal to abide by the Bylaw and the Policy was a repudiation of his employment agreement. The Court accepted Loblaw's argument that Mr. Benke resigned because he had returned his company vehicle, made a human rights complaint, and commenced an action against Loblaw. As such, the Court held any losses that "[Mr. Benke had] suffered from being put on unpaid leave were self-inflicted and not the responsibility of Loblaw." Loblaw was awarded its costs of the litigation.

This decision is encouraging for employers who implemented mandatory masking policies during the Pandemic. While few places in British Columbia currently mandate the use of masks, many people continue to prefer to wear them and some forums still request guests to mask up. With concerns over ever-more strains of COVID-19 and the impact of further waves in Fall 2022, it is certainly foreseeable that face masks will continue to linger on as a fact of life for many people for some time, may be adopted by additional businesses for patrons or employees once again, and may even become legally mandated again. The *Benke* decision is a useful guidepost that should give employers comfort if they currently have a mandatory masking policy in place or face a need to implement one again in the future.



Preston Parsons is a Partner at Overholt Law LLP, practicing in the areas of employment and labour relations, human rights, and privacy law. Overholt Law LLP is a boutique employment and labour relations firm located in downtown Vancouver, British Columbia. For more information regarding Overholt Law LLP, please visit [www.overholttlawyers.com](http://www.overholttlawyers.com).

# MEMBER SNAPSHOT

KELLY WATERMAN



Q  
&A

**How long have you been a member of BCLMA?**

9 years

**Where do you work?**

Lesperance Mendes – 25 years this past March

**Where was the last place you visited on vacation?**

Montreal

**Where were you born? Grow up?**

Duncan and mainly grew up in Nanaimo

**Have you ever lived abroad? If yes, where and for how long?**

Unfortunately no, maybe one day ... a great goal for retirement

**Recommend a wine – red or white – for under \$20 a bottle**

Always Red – Sandhill Cabernet Merlot

**Favourite BC day trip location**

Maple Ridge to see the grandkids

**Favourite place to have lunch during the work week**

Like to grab a salad from Hungry Guys

**Favourite restaurant**

Chambar

**One thing that not many people would know about you**

I have had more than 30 foster dogs (Boxers only)

**Favourite or most recent movie you've seen**

Most recent – *The Tender Bar* and *Tick, Tick... Boom!*

**What are you currently reading or what would you recommend as a must read?**

*The Dutch House* (Ann Patchett)

**In my spare time, I like to.....**

Be outside, walk, garden and sharing a glass wine with family and friends

**What do you most enjoy about working in the legal industry?**

The ways to stretch your mind by the way you think and do things. The multiple areas of law, positions, tasks, and the different responsibilities that come with each one. Every day is different.



# PST and GST Primer

PELAR DAVIDSON

**D**etails matter, particularly when it comes to the application of PST and GST to a lawyer's bill. To determine whether a lawyer's services are taxable, many factors must be considered. When a service is not taxable, neither the fees, nor the disbursements are taxable. When the service is taxable, the fees and some disbursements are taxable.

*Note: Since details really do matter, the author does not take responsibility for the reader's reliance on the information contained in this article. Further, in the interests of brevity some information has been omitted or summarized.*

## PST AND LEGAL SERVICES

Please refer to the *PST Act*.

Only legal services are subject to PST. Legal services include services "under the *Legal Profession Act* and... described in section 18 of the *Notaries Act*."

According to *PST Bulletin 106*, non-legal services include

- » acting as: arbitrator or mediator; member of a tribunal; a trustee, executor, or director
- » negotiating collective agreements
- » providing: immigration/emigration services; record-keeping services for a corporation
- » speaking at seminars on general legal topics.

However, if any of the foregoing non-legal services "include or result in legal advice or legal services being provided," all services become taxable.

Unless an exemption applies, legal services provided in BC to a person who resides in BC are subject to PST.

Unless an exemption applies, legal services provided in BC to a person who does not reside in BC and legal services provided outside BC to a person who resides in BC are subject to PST if they can be linked to BC. For instance

- » services related to real property situated in BC, tangible personal property (TPP) and other property that is contemplated to be used in BC, or a right to use other property in BC
- » court or other proceeding or possible proceeding in BC
- » incorporation or contemplated incorporation of a company under the *Business Corporations Act* or *Society Act*



- » registration or contemplated registration of a corporation as an extra-provincial company or society under the Business Corporations Act or Society Act.

Please refer to *PST Bulletin 106* for other circumstances in which legal services provided outside of BC to a person who resides in BC are subject to PST.

When legal services partly apply to BC and another jurisdiction, a calculation must be made.

Exemptions to the application of PST include legal services

- » paid or partially paid by the Legal Services Society (e.g., Legal Aid)
- » provided to a lawyer (or notary), so long as specific criteria are met
- » provided to First Nation individuals or bands, so long as specific conditions are met
- » provided to a corporation by an employee of a related corporation
- » provided to members of the diplomatic and consular corps, so long as specific conditions are met.

Disbursements that are PST-taxable include

- » non-out-of-pocket disbursements
- » mileage and other non-out-of-pocket travel expenses
- » paralegal time/word processing/computer costs
- » out-of-pocket disbursements that have been marked up.

Despite this, in-house photocopying, printing, and faxing are exempt from PST if the charges “reasonably reflect the cost.”

## GST AND LEGAL SERVICES

Please refer to the *Excise Tax Act*.

Generally-speaking, unless there is an exemption, all services performed in Canada are subject to GST.

With some exceptions, services to non-residents are zero-rated, which means that GST is charged at 0%. The exceptions relate to the following services provided to non-resident individuals



- » litigation in Canada
- » real property located in Canada
- » TPP situated in Canada

In these cases, GST is charged at the same rate charged a resident.

Unless an exemption exists, GST is charged at a rate based on the general place of supply rules or factors that override those place of supply rules.

There are three place of supply rules that apply to services, two of which are:

- » general rule 1: use client address most closely connected to services being provided
- » general rule 2: where there is no Canadian address, use province in which services are rendered

If the first two general rules do not establish the province to use, refer to general rule 3.

Certain factors override the general place of supply rules for legal services. In those situations, unless there is an exemption, GST is applied as follows

- » litigation in Canada: use the province in which litigation commenced
- » real property in Canada: use the province in which largest portion of real property is located
- » TPP located in Canada: use the province in which tangible personal property is located

When a legal service is exempt, input tax credits cannot be taken. Some legal services rendered to First Nations (Indians and Indian Bands) are exempt

If chargeable, GST is chargeable on all disbursements except those “incurred as agent,” that is, disbursements “incurred in a lawyer’s capacity as agent for a particular client.” Disbursements incurred as agent include government fees, such as: court fees, filing fees, notice of trial fees, incorporation fees, registration fees, application fees, land transfer tax, probate fees, and maintenance fees

Essentially, taxation occurs when there is a link to either BC (PST) or Canada (GST). In the case of GST, once a Canadian connection has been established, the rate used is determined based on whether a connection can be made to a particular province. Once the taxation rate has been determined that rate will be applied to disbursements unless the disbursements are exempt from taxation. Whether or not taxes apply and, if so, what tax rates apply all depends on the particulars of each case.



Pelar Davidson has worked for over two decades managing law firm accounting departments. She enjoys writing and teaching.

1 PST Bulletin 106, page 1.

2 Ibid, page 2.

3 Ibid, page 2.

4 For PST, when the writer uses the phrase ‘reside in BC’ or ‘resides in BC’ this means ‘reside(s), ordinarily reside(s), or carry(ies) on business in BC.’

5 PST Bulletin 106, page 2.

6 Ibid, page 2-3.

7 Ibid, pages 3-4.

8 Ibid, pages 5-7.

9 Ibid, pages 4.

10 Ibid, pages 5.

11 See GST/HST Memorandum 5.3 for exempt legal services.

12 Excise Tax Act, Schedule VI, Part V, Section 23.

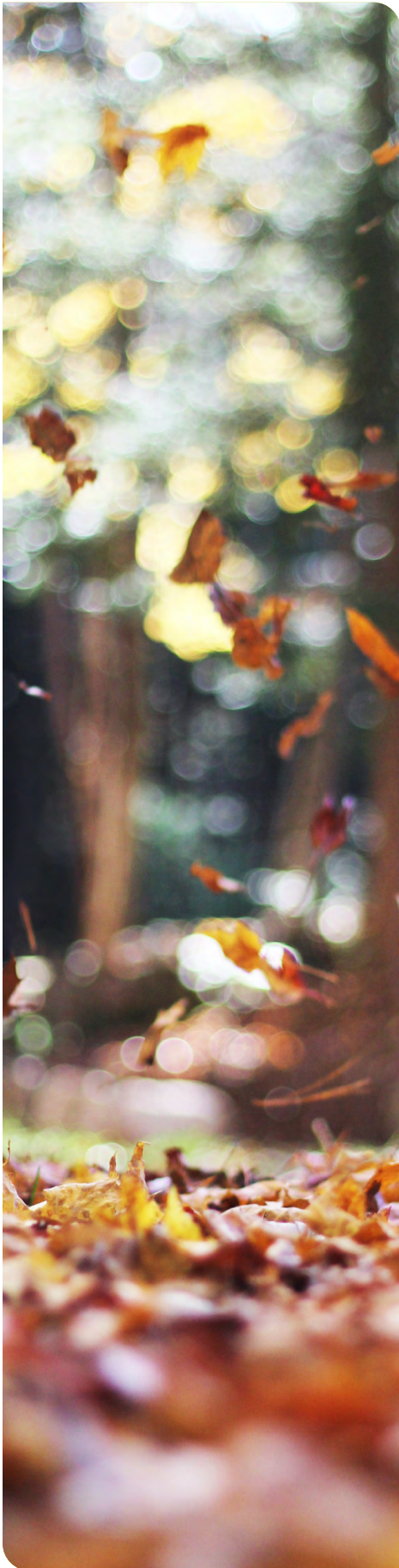
13 Ibid.

14 See GST/HST Memorandum 3.3 or GST/HST Technical Information Bulletin B-103 for place of supply rules.

15 See GST/HST Administrative Policy B-039 for specific requirements for exemptions for First Nations.

16 GST/HST Policy Statement P-209R for GST on lawyers’ disbursements.

17 Ibid.



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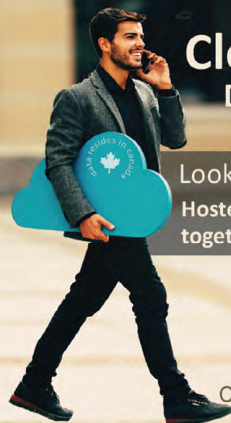
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# WELCOME & KUDOS

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Dana Railey **MacMillan Tucker** Surrey  
Sandy Claggett **Petraroia Langford LLP** Kelowna  
Stephanie Streat **Synthesis Legal** Port Moody

## New Representatives for Existing Member Firms

Lei Yang **Hammerco Lawyers LLP** Vancouver  
June Agujo **HHBG Employment Lawyers** Vancouver  
Emily Seary **Hira Rowan LLP** Vancouver  
Jennifer Funk **Kornfeld LLP** Vancouver  
Angie Ioakimidou **Martin Estate and Injury Law** Vernon  
Nisha Rider **McMillan LLP** Vancouver  
Kayleigh Hansen **Poulus Ensom LLP** Vancouver

## New Individual Members

Morgan Baker **Borden Ladner Gervais LLP** Vancouver  
Mindy Dang **Borden Ladner Gervais LLP** Vancouver  
Alexis Kazanowski **Borden Ladner Gervais LLP** Vancouver  
Camise Bloomfield **Boughton Law Corporation** Vancouver  
Barbara Blouin **Boughton Law Corporation** Vancouver  
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Ann Curryer **Cassels Brock & Blackwell LLP** Toronto  
Sadaf Aslam **Cassels Brock & Blackwell LLP** Toronto  
Emily Tu **Clyde & Company Canada LLP** Vancouver  
Leisa Belanger **Farris LLP** Vancouver  
Kennedy Spencer **Farris LLP** Vancouver  
Cathie Filiatrault **Fasken LLP** Vancouver  
Natalie DiTosto **GBC Law** Burnaby  
Rubyna Jinnah **Harris & Company LLP** Vancouver  
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# BCLMA Summer Social

The BCLMA summer social was held June 2<sup>nd</sup> at D/6 Bar & Lounge at Parq. Stunning views and the chance to mingle in-person was a reason to remark. The crowd, though having loved past years, thought this a top-notch venue. With the bar stocked, the room filled, and some excellence on the menu, Prepared for the weather with seating inside and out. Through some slight sprinkles of rain the sun shone without a doubt. Guests chatted, networked, and laughed throughout the duration - Rumour has it that Jane and Heather enjoyed one or more libation(s). Fabulous emcee Rubyna called out names for sponsor prize draws, Much sought-after gifts that drew great rounds of applause. Then time for the hilarious bottle board game - oh so much fun! People heard their name called, thought that was it, they were done. But had to grab a brown paper bagged bottle not knowing what it contained. Seeing the variety of prizes within, general composure was maintained - Some got a really nice wine, some folks got a bottle of hard liquor, Others opened their bag to find a tiny hot sauce called ass-kicker! Guests continued the evening with some billiards or gathered for a board game. Thanks to all who attended and made this event work so well, we are so glad you came. Special shout out to our sponsors for your valued support to make this event occur, We could not have done it without you, I know the Association and its members would concur. Already looking forward to next summer and a chance to mingle again in fine weather. It's so lovely to celebrate our industry and each other, how we do best -- together!

by Keith Cassidy, Borden Ladner Gervais LLP







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# Why We Got it All Wrong — A Word on Diversity

**LEENA R. YOUSEFI**, CEO, Family Lawyer & Mediator at YLaw

**M**y name is Leena. From the age of 6 I lived through the Persian Gulf War for years, including having my entire neighbourhood bombed at the age of 7. I was emotionally and physically abused by school officials in my childhood. At the age of 13, my family and I immigrated to Canada because my parents felt that there would be no opportunities for women in my home country to excel and that I was too much of a rebel to survive the oppression.

Immigration to Canada in the middle of my teenage years when I was trying to grow an identity was traumatic. I developed extreme anxiety and depression because of feeling continuously rejected. I was so badly trying to be accepted into a society I had no knowledge of, and the other kids did not like outsiders back then.

When I was 19, I got expelled from university for failing my grades due to

the depression and anxiety I developed in high school. Then I got into an abusive relationship for years, with a man who consistently told me I wasn't smart or strong enough to have an education or become a lawyer.

Today *I am* a lawyer, a mediator, a mother to a toddler and the CEO of YLaw, the fastest growing female-led law firm in Canada. I am also a woman of colour, a minority, and someone

who comes from a “disadvantaged” background.

96% of my firm are women, and those women mainly include single moms, women who are pregnant, women on maternity leave or just coming out of it, women who have been widowed etc. This is not because I am a feminist, this is because these women have earned their place at YLaw and I would not have it any other way.

Over 90% of my firm includes visible “minorities” including black, Jewish, Indian, Iranian, LGBTQ+, etc.

I actively recruit “minorities”, people of colour, women and the “disadvantaged”.

Why? Simply, because I need them. They don’t need me.

I believe the entire concept of ‘inclusion and diversity’ in the workplace has been misunderstood and misplaced.

### WE NEED THEM, THEY DON'T NEED US

Every once in a while, our societies tend to make specific causes *trend*. We are then essentially forced to accept or promote these causes because it is the “right thing to do”, not necessarily because we truly understand why. Today, one of these causes is Inclusion and Diversity in the Workplace.

While this cause is extremely worthy and important, most times the rhetoric that supports it implies that we as business owners or employees should just accept and/or promote this cause to keep a good image and be the nice guys (or girls).

Often, it appears as though we are doing these individuals a favour by hiring them, or opening up a special place within the firm so we can lower the competition for them and have them hired more easily. We somehow perceive them as people who are somewhat dependent on our goodwill, or people who because of their backgrounds

bring “less” to the plate but should nevertheless be “helped” by us because it is the right thing to do.

This is where I believe the entire concept of “inclusion and diversity” in the workplace has been misunderstood and misplaced.

### THE POWER OF THE “DISADVANTAGED”

These words... “disadvantaged” and “minorities” are the opposite of who people like me or my employees are. These words imply that the people of colour, women or “minorities” are weak, victims, fragile, missing something, or needing special help to be able to function or perform well at work or in society in general.

I didn’t need special treatment to finish my education and have my career. I received no special treatments to grow my firm.

In fact I and the majority of our employees had to be exponentially more resilient and defy several odds to earn our place. To call me, or people like me, “disadvantaged” or “minorities” ignores the fact that the very background we came from made us *advantaged*, powerful, resilient, and helped us grow the type of grit that not just rare, it is necessity to advance our societies.

### WHEN THE “DISADVANTAGED” COME TOGETHER

The only reason YLaw was able to move this fast and get this far ahead, was and is, the very people who form the anatomy of it.

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To give you a sense of what these people achieved for us so far:

1. We have more than doubled our size in one year and moved from seven to 16 lawyers within this time frame.
2. We grew our revenues by over 500% in less than three years.
3. We were called the Top Changemakers and Innovators in Canada.
4. For two years in a row, we ranked as one of the fastest growing companies in Canada within and outside of the legal sector.

I knew from day one these people would fight harder. They would give it their all to be successful and by extension, make the business successful. I knew they had a special type of empathy, and a passion to grow and grow whatever they touched.

I knew they were untapped assets that had been consistently portrayed as weak/liabilities and I had this opportunity to seize them and have them bless YLaw by their presence.

## THE COMMON SENSE LOGIC WE ARE AFRAID TO FOLLOW

I as a business owner still wonder to this day, why are women who want families and children looked at as liabilities in the legal workforce? Any man or woman who has experienced the birth and raising of a child will know that child rearing alters and develops many skills in a mother and father, including multitasking, productivity, a sense of empathy and prioritizing. Why would any business owner *not* want to bring these skills to their workplace? All we have to do on our side is to provide flexibility and the results will be glowing for any business.

When it comes to our lawyers and in our case, they help spouses who are separating. Hiring lawyers from different cultural backgrounds who understand the dynamics of different families and how those families function, is vital to the quality of their representation, both inside and outside the courtroom.

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The lawyers' and assistants' diversified backgrounds and experiences lend themselves to the experiences of our clients who in turn feel a sense of connection and belonging.

I could not imagine hiring mainly white males to serve families from diversified cultures. Yet, I look around me and the legal industry seems to have disproportionate racial, cultural and gender-based gaps in it — mostly in favour of the 'majority'.

My point is, the legal industry needs the 'minorities' and 'disadvantaged' to be more successful and profitable, not the other way around.

And the reason I believe the industry has not advanced in this area is because of fear of the unknown. Many of those in the legal industry are afraid to embark on a different business model in fear of losing the profits and the success the old models created.

But what they are clearly missing is the fact that businesses, inside and outside of the legal industry, could be exponentially more successful and profitable if we lost our fear, the old model, followed common sense and gave a chance to the ultimate heroes around us who we sadly call the *disadvantaged... the minorities*.



Leena (Ronak) Yousefi is a family lawyer, accredited mediator and the founder of YLaw, the fastest growing female-led law firm in Western Canada. She has been chosen as one of the [Top 25 Most Influential Lawyers in Canada](#), one of [Business in Vancouver's Top 40 under 40](#), and voted as the [#1 top-rated Vancouver Divorce Lawyer in BC](#)\*. She has won over 90% of her family law cases from 2013 to present\*. In 2020, she was named by *Lexpert* as the only family lawyer in Canada to become the [Rising Star of the legal profession](#) in that year. In 2022, Yousefi was chosen as one of the Top 50 Change Makers in Canada by the *Globe and Mail* and had YLaw rank in the Top 10 Innovators' List of Canada by the Canadian business.



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## Call for Submissions

Do you have an idea for an article that you think would benefit BCLMA members? Are you itching to put pen to paper (or more likely fingers to keyboard) or do you have an article already written that you'd like to share? We are always looking for submissions!

If you have an article or story idea you would like to submit, please email Heather Orchison at [general@bclma.org](mailto:general@bclma.org). Please note that our prescribed article length is 1000 words. All submissions will be subject to review by the editorial board



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# MEMBER SNAPSHOT

SUSAN DEVLIN, CPA, CA



Q  
&A

## How long have you been a member of BCLMA?

Almost a year and a half

## Where do you work?

I am the COO at Mogan Daniels Slager LLP

## What would your dream vacation look like?

I can't imagine anything better than traveling around the world with my family in a yacht, with a full crew of course ☺

## What famous person is getting the invite to your dinner party?

This one is way too tricky – It would likely have to be a musician and there is no way to narrow that down!

## Recommend a wine – red or white – for under \$20 a bottle

This is also really hard to choose! Anything Australian ☺  
19 Crimes Cabernet Sauvignon is a lovely wine under \$20.

## Favourite BC day trip location

Kayaking at Bowen Island or just spending the day on the water – anywhere!

## Favourite place to have lunch during the work week

Cardero's is always lovely – on the water - I am sure you can sense a theme now ☺

## Favourite restaurant

That is a tough one as we live in such an amazing city for food! One of our favourites is Sula on the Drive.

## One thing that not many people would know about you

That is a tough one as I am quite open. One thing would be that I was on a downtown Vancouver billboard for a BCLC ad – helping out a friend at the beginning of her marketing career.

## Favourite or most recent movie you've seen

Most recent – *The Adam Project* – anything with both Vancouver and Ryan Reynolds will always get two thumbs up from me.

## What are you currently reading or what would you recommend as a must read?

I just finished *The Midnight Library* by Matt Haig which was super.

## In my spare time, I like to....

Spare time – ha! Well, spending time with my family, ideally traveling, biking, kayaking, reading, listening to music, playing in my garden, spending time with friends, & generally enjoying our beautiful province ☺

## What do you most enjoy about working in the legal industry?

There is always a new challenge to be solved.

## If you could pick a movie title to describe your life, what would it be?

This is way too hard – hopefully it would be something that is long, exciting, and full of laughs & love.

# THE SOUNDING BOARD

YOUR BCLMA.  
YOUR NEWS.

The BCLMA Board has been very busy the past few months, seeking and finding innovative ways to connect and serve our members. We're happy to share our favourite highlights including starting summer with you at our fun and fabulous Summer Social (our first in-person social since 2019!); launching the new BCLMA website; gathering critical and current compensation data to share with member firms; and strategically steering our association into 2023 and beyond at our upcoming Board Planning meeting. All this while preparing insightful and engaging Fall Educational Events. These start with a laugh in October as Kate Davis speaks about "Balancing Life with Humour".

Check out our shiny new [BCLMA website](#) for all the upcoming [fall and winter events](#), and subsection meetings.



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# Save the Date

## **BCLMA Educational Presentation**

### **Balancing Life with Humour**

**Guest Speaker: Kate Davis**

Date: Tuesday, October 4, 2022

Time :11:45 am – 1:30 pm

Location: Paradox Hotel

## **Managing Partners Event**

### **The Future of Hybrid Teams**

**Guest Speaker: Cheryl Cran**

Date: Wednesday, November 2, 2022

Time: 11:45 am – 1:30pm

Location: Paradox Hotel

## **BCLMA Annual Winter Social – Buffet Dinner**

Date: Thursday, November 17, 2022

Time: 5:15 pm – 9:00 pm

Location: Sutton Place Hotel



For more information and to register for events visit [www.bclma.org](http://www.bclma.org)

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## RECIPE

# Roasted Cauliflower and Chickpea Soup

prep time 10 MINUTES

cook time 35 MINUTES

total time 45 MINUTES

### INGREDIENTS

#### FOR THE SOUP:

1 head of cauliflower, cut into florets (about 4-5 cups total)

1 (15-ounce) can chickpeas, rinsed and drained

5 garlic cloves, peeled

1 tsp. ground cumin

1/2 tsp. salt

1/8 tsp. paprika

4 tablespoons extra-virgin olive oil, divided

2 medium Yukon gold potatoes, peeled and cubed (about 2 1/2 cups total)

1/4 tsp. black pepper

4 cups vegetable broth

1 cup water

1/2 cup heavy cream

#### FOR TOPPING:

Red pepper flakes

Fresh thyme leaves

Extra-virgin olive oil

Heavy cream

### INSTRUCTIONS

Pre-heat your oven to 400 degrees.

On a large, rimmed baking sheet, toss the cauliflower, chickpeas and garlic with the cumin, salt, paprika and 3 tablespoons of the olive oil. Transfer to your pre-heated oven and roast for 30 minutes, stirring once halfway through the cooking time. Remove and set aside.



Recipe slightly adapted from [Fork & Flower](#).

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Meanwhile, heat the remaining tablespoon of olive oil in a large pot over medium heat. Add the cubed potatoes and black pepper. Cook for about 2 minutes, stirring frequently. Add the vegetable broth and water and bring the liquid to a boil. Once boiling, adjust the heat to maintain a simmer and cook, uncovered, until the potatoes are very soft, about 15-20 minutes.

Remove the pot from the heat. Stir in the roasted cauliflower mixture, reserving about 1/2 cup for garnish. Allow the soup to cool slightly, then carefully purée the soup using an immersion blender, blender or food processor with the blade attachment. Work in batches as necessary and be careful when transferring hot liquids.

Return the puréed soup to your pot and re-warm it over low-medium heat. Stir in the heavy cream. Taste and adjust for salt and pepper, if necessary.

To serve, ladle the warm soup into bowls. Top with some of the reserved roasted cauliflower mixture and a sprinkle of red pepper flakes and fresh thyme leaves. Drizzle with olive oil and heavy cream. Serve immediately.

Leftovers can be stored in an airtight container in your refrigerator for 2-3 days.

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