

# franklinlaw

fighting injustice at work...

**September 10, 2020**

**RE: ASSOCIATE LAWYER/PARALEGAL (LEGAL EDITOR/RESEARCH) OPPORTUNITY AT  
FRANKLIN LAW**

## Introduction

Franklin Law continues to work towards its vision of creating of a law firm that is social justice-driven, exclusively represents the interests of employees and other workers, replicates legal clinic-like models of consultation in the private sector, and places a premium on accessibility, diversity, collaborative lawyering, training, and experiential learning. In line with that vision, we are excited to announce that a unique opportunity has arisen to add to our complement of employment, human rights, and labour lawyers/paralegals.

Given the nature of Franklin Law's practice, our resources both financial and otherwise are limited in comparison to those available at other law firms and in government practices. This in turn impacts almost every aspect of our practice including the way that: we work with and represent our clients; clients, lawyers/paralegals and other staff define success; and lawyers/paralegals and other staff are compensated. It also has important implications for our hiring decisions, as the wrong hiring decision can have a long-lasting, serious, and adverse impact on our ability to support our clients and on the long-term viability of our practice. Given these realities, we hire

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infrequently and are very selective about the individuals that we ask to interview for a position with Franklin Law.

If you are a lawyer/paralegal and share our commitment to social justice-oriented lawyering and share our interest in working exclusively with employees and other workers in the areas of employment, human rights, and labour law, then please read on. We believe that it is very important for you to give careful consideration to whether or not you are open to performing work of the nature that we expect an Associate Lawyer/Paralegal (Legal Editor/Research) to perform on a daily basis, and open to the compensation model that Franklin Law believes that it may be able to offer to the successful candidate, before you decide whether or not you would like to meet with us for an interview.

### Nature of the Work

As an Associate Lawyer/Paralegal (Legal Editor/Research) at Franklin Law, you will be expected to work in-house in a primarily non-client facing role, and collaborate with and support other lawyers/paralegals, and the firm more generally, in editing and drafting written communications (e.g., pleadings, submissions, reports, training materials, website content, etc.) and conducting research with a view to continuously improving the quality of Franklin Law's written work product, research capacity, and knowledge base, bringing our clients' lived experiences to life, enabling our clients to speak truth to power, and reinforcing Franklin Law's brand as a social justice-oriented law firm that is committed to working exclusively with, and empowering, employees and other

workers in the areas of employment, human rights, and labour law.

The position is particularly well-suited to a social justice-oriented lawyer/paralegal with a passion for writing and written advocacy and a deep understanding of provincial and federal employment, human rights, and labour law, who has an excellent command of written English and exceptional communication skills, enjoys legal research, enjoys working behind the scenes, has little if any desire to engage in oral advocacy, and is extraordinarily detail oriented and patient.

Generally speaking, the activities related to working in an Associate Lawyer/Paralegal (Legal Editor/Research) position are likely to include but are not limited to:

- a) Reviewing samples of Franklin Law's pleadings, written submissions, training materials, reports, and other written work-product with a view to gaining an in-depth understanding of Franklin Law's existing substantive and stylistic approach to its literary works, written advocacy, and communications;
- b) Collaborating with other lawyers/paralegals with a view to standardizing and continuously improving the process of drafting of pleadings, written submissions, reports, training materials, and other work-product, modifying the drafting approach as necessary, and working with other lawyers/paralegals to make the drafting process as efficient as possible;
- c) Reviewing and editing draft pleadings, written submissions, reports, training materials, and other written work-product prepared by other lawyers/paralegals, and providing other

lawyers/paralegals with timely feedback, and collaborating with them, with a view to assisting them in preparing final drafts suitable for review by Mr. Franklin (or his designate);

- d) Drafting training materials, website content, correspondence, policies, programs, procedures, and other written communications with a view reinforcing Franklin Law's brand as a social justice-oriented law firm that is committed to working exclusively with, and empowering, employees and other workers in the areas of employment, human rights, and labour law; and
- e) Conducting research for use in training, and in support of clients' cases.

### The Compensation Model

**General:** Franklin Law does not charge its clients on an hourly basis. It provides the vast majority of its legal services on a flat fee basis, either as a single lump sum payment or as several monthly lump sum payments over a set number of months. Far less frequently, Franklin Law provides its legal services on a contingency fee basis, or on a mixed flat fee and contingency basis. The compensation model that is described below is meant to provide candidates with insight in the manner in which they might be compensated in the event that they are hired as an Associate Lawyer/Paralegal (Legal Editor/Research) at Franklin Law.

**Other paid work:** Franklin Law is open and receptive to the successful candidate continuing or

opening their own practice, in addition to being employed by Franklin Law, so long as that work is not in conflict with, or in competition with, the employment, human rights, and labour law work that they perform on behalf of Franklin Law, or the work that other lawyers who share office space with Franklin Law perform (e.g., workers' compensation law), and so long as Franklin Law's prospective and existing clients are not solicited in any way.

**Law Society of Ontario (LSO) fees and LawPRO premiums:** The successful candidate will be expected to bear the costs of ensuring that they are in good standing with LSO and have adequate liability insurance, and will be required to pay their own LSO fees and LawPRO premiums.

**Benefits:** Franklin Law currently does not provide its employees with sickness, accident, or disability benefits.

**Compensation:** Franklin Law contemplates compensating the successful candidate on a base salary and commission basis estimated to amount to approximately between \$3,750.00 gross to \$4,458.00 gross per month (i.e., the rough equivalent of between \$45,000.00 gross and \$55,000.00 gross per year). The successful candidate will be paid on a monthly basis (i.e., 12 payments per year) and payment will be subject to EI, CPP, and income tax deductions at source.

### Other Considerations

Please keep in mind that none of the terms of employment that Franklin Law contemplates offering to the successful candidate have been finalized, including the information that is set out

above which is meant to provide a non-exhaustive overview of the compensation model that Franklin Law is currently contemplating.

Furthermore, we are unable to guarantee that you will be interviewed for the Associate Lawyer/Paralegal (Legal Editor/Research) position and this correspondence does not constitute an offer of employment and should not be interpreted as including representations about any particular term of employment with Franklin Law. We will provide information to interviewees, and answer additional questions about this employment opportunity, at the interview, and will ask the successful candidate to enter into an employment contract that is entirely separate and distinct from this document and sets out the terms of her, his, or their employment, if and when a hiring decision is made.

Franklin Law strives to be an equal opportunity employer and values diversity in all of its forms. We encourage applications from individuals from: historically disadvantaged and/or marginalized communities; from individuals who can identify with the lived experiences of the ethno-racially, gender-sexually, and socioeconomically diverse group of employees and other individuals that Franklin Law supports, advises, and represents; and from individuals whose language, training, or other relevant skills may assist Franklin Law in helping individuals from these communities and/or with these identities to access our services. Individuals who have an interest in representing employers or respondents need not apply.

Finally, we expect to hold all interviews by late September/early October of 2020, and hope to be

in a position to make a hiring decision in October of 2020. If you are interested in meeting with us for an interview, please send us:

- 1) a cover letter explaining why this opportunity is of interest to you;
- 2) a copy of your most recent resume/curriculum vitae;
- 3) a writing sample; and
- 4) the names and contact information for at least two references.

**The deadline to apply for the position is 12:00 pm on Tuesday September 22, 2020, and applications that do not include all of the above-noted documents/information will not be considered.**

Thank you very much for your time, consideration, and interest in Franklin Law. Kindly direct any future communications and/or questions directly to my attention at [employment@franklinlaw.ca](mailto:employment@franklinlaw.ca).

Sincerely,



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franklinlaw  
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