

1.2 Qualifications and Experience of Key Individuals



John Mascarin
Partner *

Admitted to the Ontario Bar: 1989

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* *Practising as a professional corporation*

John is widely regarded as a leader in municipal, planning and local government law. He is a prolific author, editor and speaker, and is often called upon by the media to comment on current issues. His vast experience and depth of knowledge enables him to solve municipal law and governance issues, while identifying impending challenges. John represents his clients with vigour, integrity and passion.

John is a member of the Municipal and Land Use Planning Group. He practises in the areas of local government and municipal law, development, land use and planning law, and building and construction regulation. John provides advice, counsel and representation to both private and public sector clients on all matters relating to municipal law as well as land use planning and development matters, including development charges, building regulatory matters and various contractual arrangements.

He also appears regularly before municipal councils, committees, public authorities and boards, administrative tribunals (particularly the Local Planning Appeal Tribunal, formerly the Ontario Municipal Board) and the Ontario Courts. An acknowledged expert on the *Municipal Act, 2001* and on matters pertaining to municipal powers, authorities and jurisdiction, clients often seek out John for his opinions, advisement and representation and comments with respect to municipal law.

John is an Adjunct Professor at Osgoode Hall Law School where he teaches courses in both the JD & LL.M programs. John serves as Integrity Commissioner for a large number of Ontario municipalities.

Awards & Recognition

Certified Specialist in Municipal Law: Local Government and Land Use Planning and Development by the Law Society of Ontario.

Recognized in *The Best Lawyers in Canada* in the fields of Municipal Law and Real Estate Law and named the Best Lawyers' 2016 Municipal Law "Lawyer of the Year" for Toronto.

Appears in *The Canadian Legal Lexpert Directory* as a leading practitioner in the area of Property Development.

IMLA President's Award for Most Outstanding Associate Member (2011).

Lifetime Honourary Membership – Canadian Association of Certified Planning Technicians (2009).

Professional Involvement

Books

A Comprehensive Guide to the City of Toronto Act (with Leo Longo)
Annotated Ontario Building Code Act (with Jeffrey Levitt)
Annotated Land Development Agreements (with Paul De Francesca)
Ontario Municipal Act and Commentary (with Christopher Williams)
Annotated Municipal Act (2nd Edition) (with Stephen Auerback)

Editorial

Editor-in-Chief, *Municipal & Planning Law Report* (1995-present)
 Editor-in-Chief, *The Digest of Municipal & Planning Law* (1990-present)
 Co-Editor-in-Chief, *Real Property Reports* (1992-present)
 Former Editor, *Digest of Real Property Law* (1991-1993)

Contributor

*Halsbury's Laws of Canada – Municipal
 Ontario Planning Act and Commentary
 Ontario Land Development: Legislation and Practice
 Canadian Commercial Real Estate Manual
 Practice and Procedure Before Administrative Tribunals
 Canadian Abridgment (Municipal Law & Real Property Titles)*

John's numerous articles, commentaries and papers have been extensively published and he is a frequent speaker at professional, industry and continuing legal education conferences.

Memberships

Canadian/Ontario Bar Association (Past Chair, Municipal Law Section)
 Canadian Association of Certified Planning Technicians
 International Municipal Lawyers Association (Associate Member)

Teaching Engagements

Adjunct Professor (2008-2019) – “Land Use Planning Law”
 York University – Faculty of Environmental Studies – MES Program
 Osgoode Hall Law School – JD Program

Adjunct Professor (2014, 2016, 2017 and 2019) – “Municipal Law”
 Osgoode Hall Law School – JD Program

Course Director (2006, 2011 and 2015) – “Municipalities in a Legal & Policy Context”
 Osgoode Hall Law School – LLM in Municipal Law

Course Director (2012) – “Ethics and Municipalities”
 Osgoode Hall Law School – LLM in Municipal Law

Course Director (2010) – “Land Use Regulations & Property Development”
 Osgoode Hall Law School – LLM in Real Property Law

Education

LLB, Osgoode Hall Law School, 1987
 MA, University of Toronto, 1984
 BA, University of Toronto, 1983



Meghan A. Cowan

Partner

Admitted to the Ontario Bar: 2013

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Meghan is a member of the firm's Litigation & Dispute Resolution Group, Labour & Employment Group and Privacy & Data Security Group. She works very closely with the firm's Municipal & Land Use Planning Group and often advises and litigates on municipal issues and matters. She advises on a variety of litigation matters, with a focus on privacy and labour and employment law, including wrongful dismissal litigation, human rights and labour relations, municipal code of conduct and ethical investigations.

Meghan assists clients with their litigation issues by thoroughly examining all aspects of a case and delivering practical solutions. Meghan is a critical thinker and a strong advocate. She frequently writes and speaks on a variety of labour, employment, freedom of information and privacy topics.

Meghan has appeared before several tribunals and courts, including the Ontario Superior Court of Justice, the Ontario Small Claims Court, the Court of Appeal for Ontario, and the Human Rights Tribunal of Ontario.

Professional Involvement - Memberships

Canadian/Ontario Bar Association

The Advocates' Society

Canadian Association of Counsel to Employers

Selected Speaking Engagements

"Employment Matters Affecting Startups," Queen's Innovation Centre Summer Initiative, June 2018.

"Avoiding a Privacy Breach: How to Train Employees and Contractors," Aird & Berlis LLP *Privacy Webinar*, October 2017.

"Dealing with the Difficult Employee," Aird & Berlis *Labour & Employment Webinar*, April 2017.

"Emerging Issues in Human Rights: Family Status and Transgender Accommodation in Employment," Aird & Berlis LLP *Labour & Employment Webinar*, February 2017.

"A Year in Review: Top Issues in Employment Law," Aird & Berlis LLP *Labour & Employment Webinar*, January 2017.

"Pay Equity and Women's Economic Empowerment," Aird & Berlis LLP *Women in Business Webinar*, November 2016.

"Tough Questions, Difficult Answers and Head Scratchers: A&B Workplace Law Lawyers Answer Your Questions," Aird & Berlis LLP *Labour & Employment Webinar*, October 2016.

"The Employment Contract: From Marriage to Divorce," Aird & Berlis LLP *Labour & Employment Webinar*, September 2016.

"Canada's Anti-Spam Legislation (CASL) – Updates Since September 2015," Aird & Berlis LLP *Technology Webinar*, September 2016.

"Changing Demographics in the Workplace: How To Manage And Thrive," Aird & Berlis LLP *Labour & Employment Webinar*, May 2016.

"How Workplace Health, Safety and Privacy Clash and Converge," Aird & Berlis LLP *Labour & Employment Webinar*, March 2016.

"Medical Marijuana in the Workplace," Aird & Berlis LLP *Labour & Employment Webinar*, February 2016.

"Top Issues In Employment Law," Aird & Berlis LLP *Labour & Employment Webinar*, January 2016.

"Issues in Accommodation," Aird & Berlis LLP *Labour & Employment Webinar*, October 2015.

"Workplace Law Update: What to Watch out For," Aird & Berlis LLP *Labour & Employment Webinar*, September 2015.

"Canada's Anti-Spam Legislation – Updates Since July 1, 2014," Aird & Berlis LLP *Technology Webinar*, September 2015.

"Social Media in the Workplace: The Evolution of New Rules and Practices," Aird & Berlis LLP *Labour & Employment Webinar*, March 2015.

"Attendance Management and Control: An Employer's Guide," Aird & Berlis LLP *Labour & Employment Webinar*, January 2015.

Selected Publications

"Important Changes to Employers' Obligations Regarding Violence and Harassment in the Workplace," co-authored with Cynthia Sefton, Aird & Berlis LLP *Workplace Law Bulletin*, December 2015.

"Employment Update: Termination Provisions and the Definition of Severance," Aird & Berlis LLP *Workplace Law Bulletin*, June 2015.

"Recent Developments in the Law of Constructive Dismissal: The Supreme Court of Canada's Decision in *Potter v. New Brunswick Legal Aid Services Commission*," Aird & Berlis LLP *Workplace Law Bulletin*, April 2015.

Education

JD, (cum laude), University of Ottawa, 2012

MA, (International Affairs), Carleton University, 2012

BA, (First Class Honours), University of King's College and Dalhousie University, 2007



Laura thoroughly understands the environment in which her clients operate and offers advice that suits the broader context. Her experience working as a senior policy advisor in the Ontario provincial government contributes to her ability to identify and resolve issues. Laura is an effective mediator with a calm, articulate demeanor.

As a member of the firm's Municipal & Land Use Planning Group and Expropriation Law Group, Laura provides advice and representation to both private and public sector clients on land use planning matters, municipal governance and accountability regimes, and the development and implementation of a wide array of municipal by-laws and policies. Laura has done extensive work in the municipal accountability area, having provided training and education sessions for councils, written advice to members, investigated code of conduct complaints and assisted on court applications under the *Municipal Conflict of Interest Act*. Laura has extensive knowledge and experience handling requests and appeals and making representations before the Information and Privacy Commissioner of Ontario pursuant to the *Municipal Freedom of Information and Protection of Privacy Act*.

Before beginning her legal practice, Laura worked as a Senior Policy Advisor in the Housing Policy Branch of the Ontario Ministry of Municipal Affairs and Housing. In this capacity, Laura provided advanced policy analysis, research and business planning in support of strategic housing policy initiatives and legislation. Laura also worked as a Policy Advisor with the Ontario government's Climate Change Secretariat where she was responsible for monitoring and reporting on provincial greenhouse gas emissions targets, conducting research and providing advice on the green economy.

Laura joined Aird & Berlis as an associate in 2015, after summering and articling at the firm.

Awards & Recognition

Named the "Ward Advocacy Volunteer of the Year" from Cycle Toronto

Professional Involvement - Memberships

Ontario Expropriation Association

Selected Speaking Engagements

"Modernizing Municipal Accountability: The Bill 68 Amendments," International Municipal Lawyers Association in Canada, May 18, 2017.

"Accountability and Transparency: Emerging Issues," AMCTO 2016 Municipal Clerks' Forum: *Effective Citizen Engagement in a Changing World*, April 6, 2016.

"Releasing Councillors' Personal Records – Has the IPC Opened Pandora's Box?" Aird & Berlis LLP Municipal Webinar, March 2016.

Selected Publications

"Modernizing Ontario's Municipal Accountability Regime," Co-authored with John Mascarin, *The Digest of Municipal & Planning Law*, July 2017.

"Municipal Codes of Conduct, Integrity Commissioners and the Investigative Process," Co-authored with John Mascarin, *The Digest of Municipal & Planning Law*, November 2016.

"Councillor Records and Disclosure – Same Old Analysis, Different Result," Co-authored with John Mascarin, *The Digest of Municipal & Planning Law*, June 2016.

"Ontario Releases Proposed Revisions to Four Land Use Plans Affecting the Greater Golden Horseshoe," Aird and Berlis LLP *Municipal and Planning Law Bulletin*, May 2016.

"IPC Orders the Release of Email Sent From City Councillor's Personal Account," Co-authored with John Mascarin and Jody Johnson, Aird and Berlis LLP *Municipal and Planning Law Bulletin*, February 2016.

"Bill 8 Or: How Municipalities Learned to Stop Worrying About Oversight and Love the Ombudsman," Co-Authored with John Mascarin, *The Six-Minute Municipal Lawyer 2015*, Law Society of Upper Canada, May 2015.

"Municipal Regulation of Renewable Energy Projects: Tilting at Windmills no More?," Co-Authored with Piper Morley, *The Digest of Municipal & Planning Law*, July 2013.

Education

JD, University of Windsor, 2014

M.Sc. (with distinction), Urbanization & Development, London School of Economics, 2008

BA (Hons.), McGill University, 2007



Meaghan Barrett

Associate

Admitted to the Ontario Bar: 2016

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Meaghan's passion for municipal and planning law and her ability to solve complex problems mark her as an up-and-comer in the municipal planning group. Meaghan has a strong policy background and research skills, which make her a valuable addition to a client team.

As a member of the firm's Municipal & Land Use Planning Group and Expropriation Law Group, Meaghan provides advice and representation to both private and public sector clients.

On the municipal side, Meaghan assists with various municipal accountability matters, including drafting codes of conduct and complaint procedures, and multiple investigations and reporting on code of conduct complaints. She also provides expert advice to clients regarding all aspects of the *Municipal Freedom of Information and Protection of Privacy Act* and the *Municipal Conflict of Interest Act*.

Meaghan represents a range of clients in her land use planning law practice, assisting owners, developers and applicants in obtaining a wide array of development and land use approvals. Meaghan is particularly interested in matters relating to the *Ontario Heritage Act* and other heritage protection and conservation issues.

Professional Involvement - Memberships

Ontario Expropriation Association

Urban Land Institute

Selected Speaking Engagements

"Planning for Change – Ontario's New Municipal Accountability Frontier," Ontario Small Urban Municipalities, May 4, 2018.

"A Primer on Codes of Conduct and Municipal Conflicts of Interest," Ontario Association of Committees of Adjustment and Consent Authorities Fall Seminar, October 24, 2017.

Selected Publications

“Implementing Ontario’s Municipal Accountability Framework,” 8 *Digest of Municipal & Planning Law* (2d) (June 2018) No. 18, pp. 1-10.

“Getting Ready for Ontario’s New Municipal Accountability Regime,” *Six Minute Municipal Lawyer*, May 7, 2018.

“A New Frontier: Compliance Audit Committees and the New Changes to the *Municipal Elections Act, 1996*,” 7 *Digest of Municipal & Planning Law* (2d) (December 2016) No. 24, pp. 1-6.

“Municipal Authority, Cooperative Federalism and Snail Mail Delivery,” 8 *Digest of Municipal & Planning Law* (2d) (January 2017) No. 1, pp. 1-7.

Education

JD, University of Ottawa, 2015

BA (Hons.), University of Toronto, 2010

Programme Internationale, Institut d’Etudes Politiques (Sciences Po), 2008



Rebecca Hines

Associate

Admitted to the Ontario Bar: 2018

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Rebecca Hines is a member of the firm's Municipal & Land Use Planning Group. Rebecca joined Aird & Berlis as an associate after summering and articling at the firm.

With an interest in how local communities are shaped by municipal governance and land use planning and development, Rebecca advises clients on all aspects of municipal law with a particular emphasis on integrity matters. Equipped with a knowledge of municipal and land use planning legislation, Rebecca provides advice to clients regarding the *Building Code Act, 1992*, the *Expropriations Act*, the *Municipal Freedom of Information and Protection of Privacy Act*, and the *Development Charges Act, 1997*. She takes a special interest in advocacy related to the interpretation and administration of social policy. Rebecca has a particular affinity for municipal governance issues particularly related to ethical issues pertaining to elected members. She has been involved in several code of conduct investigations and inquiries. She has conducted both closed meetings and ombudsman investigations and prepared reports. Rebecca has been legal counsel to and advised numerous compliance audit committees throughout the Province.

Selected Publications

"Divisional Court Confirms Expropriation Claimants Not Immune to Interest and Costs Consequences," Aird & Berlis LLP *Expropriation Law Bulletin*, May 16, 2019.

"Be Aidant and Remediate – Corrective and Remedial Measures for Code of Conduct Contraventions," co-author with John Mascarin, 9 *Digest of Municipal & Planning Law* (2d) (January 2019) No. 1, pp. 1-6.

"Electronic Participation at Council Meetings 101: Understanding the Implications of Bill 68," co-author with Jody Johnson, *Municipal World Magazine*, June 2018.

"Out on a Limb – The Law of Trees in Ontario," co-author with Sidonia Tomasella, 7 *Digest of Municipal & Planning Law* (2d) (August 2016) No. 20, pp. 1-5.

Education

JD, University of Windsor, 2017

BA (Hons.), Queen's University, 2012



Matthew Helfand

Associate

Admitted to the Ontario Bar: 2019

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Matthew provides comprehensive legal advice to both private and public sector clients. Drawing on his experience working within and alongside municipal government, he provides practical solutions to complex and challenging legal matters.

Matthew is a member of the Municipal & Land Use Planning Group. His practice focuses on municipal, land use planning and expropriation matters across Ontario.

Professional Activities

Director, Western Alumni

Education

JD, Western University, 2018

MA, Western University, 2014

BA, Western University, 2013

Other Team Members

Giorgina Chum is a licensed paralegal with the Law Society of Ontario who works with John Mascarin in the Municipal & Land Use Planning Group. Giorgina assists with all of our accountability engagements. With an eye for client service and strong attention to detail, Giorgina ensures administrative excellence throughout the course of our engagements and will assist in serving ONE JIB to a high standard.

Prior to joining Aird & Berlis, Giorgina worked as a law clerk for the Local Planning Appeal Tribunal. Her previous roles also include acting as a Legal Secretary for the Crown Law Office – Civil, Ministry of Attorney General and Court Clerk for the Ministry of Attorney General. Giorgina is fluent in written and spoken Cantonese and Mandarin.

Giorgina can be reached at gchum@airdberlis.com.