



NOTICE TO THE PROFESSION

NOTICE TO:

June 13, 2005

All Active Members and Students-at-Law,
All Executive Directors of other Law Societies in Canada,
All Justices of the Court of Appeal and Court of Queen's Bench,
All Judges of the Provincial Court of Alberta,
All Masters in Chambers,
All Clerks of the Court

SUSPENSION

SPECIFICS:

The membership of **Mr. Thomas Stepper** was suspended on March 31, 2003 for non-payment of fees. Mr. Stepper resides in and practised in Calgary, Alberta.

On October 20, 2004, a Hearing Committee found Mr. Stepper's conduct to be deserving of sanction on five citations as follows: one citation involving failing to properly prepare for initial and continued Judicial Dispute Resolution, one citation involving failing to conclude all matters in a timely fashion, one citation involving failing to respond to opposing counsel in a timely fashion, one citation involving failing to respond to the Law Society on a timely basis and in a complete and appropriate manner and one citation involving failing to respond to the Alberta Lawyers' Insurance Association.

The Hearing Committee ordered, pursuant to Section 72 of the *Legal Profession Act*, R.S.A. 2000, c. L-8, that the membership of the member be suspended until July 1, 2005. In addition, the Hearing Committee imposed the following conditions that must be fulfilled prior to his reinstatement:

1. the member must satisfy the Practice Review Committee that he has established a satisfactory mentoring relationship;
2. the member must demonstrate to the Practice Review Committee that he has an understanding of his ethical obligations to his clients, his profession, to the Law Society and to himself as a lawyer;

3. the member must demonstrate to the Practice Review Committee that he has a rudimentary understanding of what is required to run a law office, including how to report to clients; and
4. the member must agree to enter into a supervision and monitoring contract with the Practice Review Committee for a term that the Practice Review Committee determines to be appropriate.

The Hearing Committee further ordered that the member pay the actual costs of the hearing, which amounted to \$10,033.92. The member was given time to pay of one year from the effective date of reinstatement or, in any event, within one year of July 1, 2005, being July 1, 2006.

R. Gregory Busch
Director, Lawyer Conduct
The Law Society of Alberta

