

Bernie Adell Remembered

*Bill Flanagan**

Bernie Adell's passing in 2014 left much more than a vacancy at Queen's Law. His legacy was one that could be felt far beyond Queen's—by the alumni he had taught, but also all across the national and international landscape of labour law scholarship.

Shortly after his death was announced, tributes to Bernie began pouring in to the Faculty. Upon reading them, what struck me was more than just their universal praise for Bernie. What struck me was balance: for every mention of Bernie's personal strengths—generous with his time, encouraging of students and colleagues, passionate about his field—there would be another describing his intellectual rigour, his impeccable standards, his towering presence in labour law. In short, Bernie was the quintessential gentleman and scholar.

These were a fitting tribute to Bernie: a scholar impossible to capture in a few words, a few paragraphs or a few pages. His passion for labour law was unmatched, but that passion never got in the way of his uncompromising intellectual rigour. His encouragement of his students and mentees was unlimited, but this never prevented him from being their most demanding editor.

His academic career spanned over fifty years, starting from an early paper on the suability of trade unions in 1961, through what he was working on when he passed away, an article on the duty of fair representation relating to *British Columbia (Workers' Compensation Board) v Figliola*.¹ In between there were books, casebooks and countless articles on labour law, including important scholarly contributions on nearly every major topic in labour law in Canada: the rights of individuals within collective bargaining, the legal status of collective agreements, strikes, disabled workers' rights and arbitration.

His reputation preceded him not only across Canada, but internationally, through participation in over seventy conference and

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1. 2011 SCC 52, [2011] 3 SCR 422.

seminar presentations through his career in Canada, the United States, Europe and Australia.

Bernie also exemplified what I consider one of Queen's Law's greatest strengths: faculty who are not only remarkable scholars, but also dedicated and inspiring teachers. With his signature self-deprecating humour, Bernie would be the first to admit that he was not among our most entertaining professors, but he was always among our most admired and loved. He was a formidable presence in the classroom, encouraging and enabling his students to engage with labour law in a way that would define their time at Queen's, and for many of them, their careers.

He taught labour law, industrial dispute law, pensions and the law, collective agreement and arbitration, comparative industrial relations, comparative and advanced labour law, and a course for *Queen's Law Journal (QLJ)* editors on editing and publishing. He supervised dozens of graduate students. Throughout, he was a steady mentor and role model to his students, challenging them to excel and never allowing them to put less than their best effort into their writing.

His status as a mentor was felt most deeply at the *QLJ*, where he served as Faculty Advisor for twenty years of its publication and instituted editorial standards that made the *QLJ* one of Canada's finest legal publications. He brought an equal level of skill and leadership to the other publication he edited, the *Canadian Labour and Employment Law Journal*.

His influence remains a cornerstone of the Faculty's Centre for Law in the Contemporary Workplace (CLCW). Bernie, along with his long-time colleague in labour and employment law, Professor Emeritus Don Carter, played a key role in the early stages of planning, strategizing and marshalling resources for the CLCW. Through their long and distinguished careers at Queen's, Bernie and Don had built Queen's Law into Canada's preeminent centre for teaching and scholarship in labour and employment law. With the appointment of labour and employment law scholar Professor Kevin Banks in 2007, I wanted to build on Bernie and Don's legacy and establish a centre that would conduct and foster interdisciplinary research on emerging issues for workplace law. With Kevin, Bernie and Don at the helm, the CLCW came to life in 2010.

It is impossible to imagine what the CLCW would be without Bernie's influence. Tapping into his national and international network of leaders

in labour and employment law, the goodwill that Bernie generated towards this flagship centre was crucial to its success; his enthusiasm and counsel were essential throughout the development of the Centre from a concept to the status it enjoys today as Canada's premier locus of legal thought about the contemporary workplace.

Bernie also served as Dean of the Faculty of Law from 1977 to 1982. Bernie brought his academic integrity and deep sense of intellectual rigour to the role, with a clear focus on building the Faculty's scholarly and academic reputation. His commitment to making Queen's Law a leader in legal scholarship continues to resonate in the Faculty today.

At the time of his passing, I would have said that our law school without Bernie would be unimaginable. In some ways, it still is. While Bernie is no longer with us, his contributions are such an integral part of Queen's Law that he remains a constant presence in our halls—our law journals, our nationally and internationally renowned CLCW and our academic reputation are all manifestations of his many contributions over his remarkable career.

Bernie Adell Remembered

*Sharon Ford**

It is rare in life to find a truly exceptional mentor. We all have mentors who impact our lives in various ways, but when asked to identify someone who has made a real impact—of such significance that the person will never be forgotten—often only one or two people might fit within that category. Several years ago, sitting at the table at a dinner party, I was asked exactly that question: to name a person that I would consider an exceptional mentor. It took only a few moments for the unequivocal answer to emerge in my mind: That person was Bernie Adell.

I know that I am not alone in feeling this sentiment towards Bernie. In the outpouring of tributes following Bernie's death, many people commented on the significant influence Bernie has had on their lives and their careers. In the pages that follow I will endeavour to explain why I named him that day, and, if asked the same question today, would chose him again.

An Oxford trained scholar and faculty member at Queen's Law since 1964, Bernie spent more than two decades as the Faculty Advisor to the *Queen's Law Journal*. He was the lifeblood of the *QLJ*, and over those years, he influenced the lives of countless students who passed through the ranks of editors during their time at Queen's Law.

Bernie had made his mark on Queen's Law in numerous ways—as a professor of labour law, Associate Dean from 1969 to 1971 and as Dean from 1977 to 1982. Bernie was appointed an Emeritus Professor in 2004. I knew Bernie during the later years of his career, after he had retired from teaching. Retired, of course, is a relative term. For Bernie, it meant juggling heavy editorial responsibilities as the Editor-in-Chief of the *Canadian Labour & Employment Law Journal* and as the Faculty Advisor of the *QLJ*, while coordinating an internationally-focused masters course in comparative labour law and setting up the Centre for Law in the Contemporary Workplace at Queen's Law (which launched in 2010).

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I did not know it at the time, but Bernie's actions were shaping my legal education from the very start of my first year at Queen's Law. I had submitted an application to be a volunteer editor for the *Queen's Law Journal*, but as a student with a science degree and no prior editorial experience to speak of, the area of legal academic publishing was entirely new. Given my academic past, the senior board members reviewing my application were doubtful of my potential usefulness as a volunteer editor. They placed my application in the "reject" pile and submitted their preliminary selections to Bernie for review.

Bernie was of a different mind and he suggested that I be accepted on the basis of my "quantitative background and apparent enthusiasm".¹ I was brought on as a volunteer editor, which marked the beginning of a three-year commitment to the *QLJ* and the tremendous learning opportunities that accompanied it. Although I was unaware of his intervention at the time, he later told me in my second year, after I had joined the Senior Board of the *QLJ* as the Planning and Solicitation Editor. Looking back, I now realize that the course of my legal education was significantly altered in September 2008 when Bernie Adell moved my application to the "accept" pile.

Shortly thereafter, Bernie offered me another significant opportunity by hiring me as the Summer Editor for the *QLJ*. This was a privileged position indeed; during the summer break the Summer Editor would handle all aspects of the journal and work directly with Bernie to prepare for the upcoming academic year. Admittedly, I did not fully appreciate the true value of the position when I began in May 2009. Moreover, I knew little of my new Faculty Advisor. My interactions with Bernie had been limited throughout the school year when I was one of dozens of volunteers. I was feeling apprehensive and worried about how we would get along.

Here, I must digress for a moment to explain how Bernie may have been perceived by many of the students that encountered him during those years in the halls of MacDonald Hall. He carried himself with the air and demeanor of a seasoned professor: posture slightly hunched, eyes squinted, a stern expression.² He moved through the

1. I found the original application two years later in a stack of dusty papers in the *QLJ* office and immediately recognized these remarks in Bernie's spindly writing.

2. Yes, I am suggesting that he looked grumpy.

halls hurriedly and with purpose, always with a stack of papers shoved under one arm and a knapsack slung over his shoulder. Students finding themselves in his direct path may have quickly scurried out of the way to avoid a potentially unpleasant encounter. In later years, when I knew Bernie well, students newer to the *QLJ* would ask:

“What is it like working with Bernie?”

“Is he nice?”

“He looks grumpy.”

Bernie—as I would come to realize—was nothing of the sort, and further, was one of the most surprising and incredible people I have ever known. He was jovial, witty and sarcastic, with just the slightest propensity for mischief. His self-deprecating sense of humour was the inspiration for many of his jokes, which he often delivered with great effort to contain his hilarity partway to the punch line. These were all things I learned about Bernie when working as Summer Editor. During my time in that role, “Professor Adell” became “Bernie” and I came to recognize him as the brilliant legal scholar that he was, gaining both a mentor and friend.

Bernie was a prolific storyteller. Often, he would sit in the *QLJ* office and tell stories of experiences and knowledge accumulated during his lengthy career, of the history of both Queen’s and Kingston, of his days at the University of Alberta and at Oxford during his doctorate, of his many academic endeavours and experiences, of his travels around the world, of his family, and of his favourite pastime—hiking. Lessons from Bernie were often peppered with anecdotes from his career, and the student editor needed only to sit and absorb the wealth of knowledge and experience he had to share. This was the case with Bernie regardless of the time of year, but a summer editor had his complete attention. Those of us who have filled the role of summer editor received, for this reason, a great benefit.

Bernie was incredibly modest and never spoke of his accomplishments. I, however, quickly learned during the summer of 2009 that my *QLJ* Faculty Advisor was a highly regarded scholar among legal academics. It was a particularly busy summer because, in addition to the *QLJ*’s usual eclectic submissions, we were reviewing a collection of submissions that would be published as the proceedings from a symposium in the Fall 2009 special issue. Securing external reviewers to review each article during the

summer months was a daunting task. Bernie drew from his long list of connections to assist with identifying potential reviewers.

Where necessary, Bernie permitted me to mention him in my plea for assistance. There was a marked difference in the response to my request when Bernie's name was mentioned. The amount of goodwill towards Bernie within the legal community was striking, even for an inexperienced student editor with no means for comparison. Many enthusiastic responses were received from those who had worked with Bernie over the years. One reviewer, a former classmate of Bernie's, sent a photo taken in 1960 of their University of Alberta law class. Others were simply eager to hear how my Faculty Advisor was doing and pass on their best wishes.

I was extensively engaged with the *QLJ* for my remaining years of law school. During this time, I learned very well Bernie's talents as an editor. To say Bernie had a knack for editing is an understatement. He was naturally talented with a command of the English language that is unrivaled by most. He often stated that he had no formal training; it was a skill that came naturally to him. Bernie's strength as an editor rested in his extraordinary ability to deconstruct and assess the soundness of an argument, and to express concepts with clarity and precision. He employed these skills with diligence, demanding academic rigour from those who surrendered their work to his critical eye. He was both candid and unbiased in his judgments; an acclaimed scholar would receive the same frank and honest assessment as a student author. Articles that survived Bernie's pen were greatly improved in substance, style and clarity.

Those of us fortunate enough to work with Bernie as student editors were granted an opportunity to learn invaluable lessons that would serve well beyond the boundaries of law school. As a Faculty Advisor and mentor, Bernie was second to none. He was incredibly kind and generous in the time and energy he invested in working with student editors, taking a keen interest in the development of his students. As an editor he taught by example, showing us how to be thoughtful and principled in our approach to legal scholarship.

Bernie was a fixture in the *QLJ* office—a small little room nestled away on the second floor of the Lederman Law Library. His preferred spot was in front of a computer in one corner where he sat on his preferred seat:

a plain wooden chair that was reserved for him alone. Nearly every day Bernie spent several hours in the office, quietly engaged in his work, but, as I would realize over time, usually with one ear open to the goings on of the *QLJ*. For instance, if a joke was made or funny story told, Bernie might be seen having a private chuckle from his spot in the corner; or better yet, he might pipe up with an even funnier anecdote of his own. No matter how busy he otherwise may have been, Bernie was always available for the steady stream of students who passed through the office and would take the time to sit and chat with them to discuss editorial assignments, developments in the law or current events.

As I got to know Bernie over time, I found him to be somewhat of a marvel; well into his retirement he pursued physical activities with the energy of a much younger person. I recall seeing him regularly at the local Goodlife, where we both had a membership. In addition to religiously attending “body pump” classes,³ Bernie could sometimes be spotted on the cardio machines with a pencil and paper in hand, scratching editorial notes in the margins in an impressive display of his multi-tasking abilities. At the bench press he could lift an amount of weight that seemed an improbable feat for his slight build. Most impressive were his abilities as a runner. A marathon runner in his younger years, even during retirement Bernie maintained an exemplary level of fitness. I distinctly remember seeing him one day while refueling my car at a gas station in downtown Kingston. Near freezing rain was whipping around me, carried by bone-chilling gusts of wind known all-to-well to those who have lived near the Kingston waterfront. To my amazement, a jogger passed across the gas station parking lot, head down, shoulders hunched and jaw set as he resolutely pushed through the gusts of freezing wind and rain. As he came into view, I realized the man was Bernie, his jogging routine unimpeded by even the most treacherous weather. This was but one of many occasions on which I recognized that my wise old Faculty Advisor was more than a learned legal scholar and skillful editor—he had, so to speak, “true grit”.

Bernie was a great outdoor enthusiast and devotedly pursued his favourite activities. An avid snowshoer and cross-country skier, Bernie embraced the snowy weather and spent many winter weekends skiing

³ His devotion to “body pump” was so complete that merely two weeks after a hernia operation during the summer of 2009, he resumed his attendance at the class. He only did light weights that week though.

at the Catarauqui Conservation Area and other local parks. If he did not have time for a longer outing, on occasion he could even be spotted cross-country skiing through City Park, a local park in downtown Kingston located next to the Queen's University campus.

For decades Bernie participated as a member of the Friends of Frontenac, which is a volunteer organization dedicated to preserving, maintaining and improving Frontenac Provincial Park, a stunning park situated approximately forty minutes outside of Kingston. He shared his extensive knowledge of the park and surrounding area with my husband and I on multiple hikes during our years in Kingston. Bernie had intimate knowledge of the 160 kilometers of hiking trails in the park, as well as trails on lands adjacent to the park. Bernie knew well the history of the park and the original settlers of the Kingston area, which he relayed to us during our hikes. In his pack he carried tools and trail markers and he frequently stopped along the way to repair fallen markers or clear the path of any obstructions. His contentedness with being outdoors was apparent and it seemed to me that those were the times when Bernie was most in his element. I always remember Bernie when I go out hiking now—through the parks in Ontario, in the Whistler Mountains, across the unbelievably green trails of Ireland. I am sure he would have liked them all.

I have one hiking story that to my mind truly captures the essence of Bernie. After a long and challenging hike at Frontenac on a chilly spring day (red and white trilliums were in full bloom throughout the park), Bernie dropped behind the group to replace several fallen trail markers. It was a cold fall day, my feet and legs were sore and tired, and the end of the hike was marked with a long and steep climb back to the road. We trudged up the hill with effort and only realized that Bernie was not with us when we were nearing the top. After waiting for several minutes (and catching our breath) we became concerned that something had happened. We retraced our steps and returned to the top of the steepest part of the hill to survey the area below. A few moments later Bernie emerged from the brush and I watched with amazement as he came into view not walking, but running up the hill. When he reached the top, only slightly winded, he continued on, without hesitation, up the remaining part of the hill and back to the road where our cars were parked. Like the rest of

us, he must have been tired, but in his steadfast determination, he ran up the hill nonetheless. Bernie was no quitter.

In my third year, as Co-Editor-in-Chief of the *QLJ*, Bernie amazed me once again. In the fall of that year the *QLJ* hosted a national conference at Queen's for student and faculty editors of Canadian law journals. With Bernie's assistance, we had arranged for a preeminent Canadian legal scholar to give a keynote address at the conference. Due to illness, our speaker had to withdraw at the last minute and I implored Bernie for his assistance. He agreed to take the keynote spot just days before the conference, subject to heavy caveats about how he had to resort to using "recycled material" from an "old speech"; given his state of unpreparedness, he would count it a success if he could manage to avoid "putting the whole place to sleep". By then, I knew that these statements were made partially in jest and mostly out of modesty. I had already been tipped off to this point from the short autobiography Bernie had written for the conference program. When asked in the fall of 2010 to describe his career in a few brief paragraphs, this is what Bernie wrote:

Bernie Adell is from Edmonton and did Arts and Law at the University of Alberta, then a doctorate at Oxford. He's been teaching at Queen's since 1964, and was Dean of the faculty from 1977 to 1982. His main distinction is that despite his long tenure, he's one of the very few members of the Queen's Law Faculty who has never even been nominated for any of the Faculty's numerous teaching awards.

Bernie has taught and written in labour law throughout his career. He occasionally served as a labour arbitrator over a number of years, but that ground to a halt when both sides decided they didn't like his awards. He once did some work for the International Labour Organization in Africa and until recently was the Director of the Osgoode Professional Development LLM program in labour law. Last summer he coordinated a comparative labour law course at the Queen's International Studies Centre in England, and now he's involved in the planning of the new Queen's labour and employment law centre.

The highlight of Bernie's career has been his work as Faculty Advisor to the *Queen's Law Journal*, which he's been doing since 1993. He spends a lot of his time editing—in addition to his *QLJ* role, he's the Editor-in-Chief of the *Canadian Labour and Employment Law Journal* and coordinating editor of the national labour law casebook, the forthcoming edition of which (as usual) is a year behind schedule.

Armed with his "recycled" comments and an introduction from Dean Flanagan, Bernie stood up and delivered a witty, funny and intelligent

speech that had the entire room captivated from the moment he opened with a funny (and original) one-liner. For the faculty members in the room who knew Bernie well this was no surprise, but for many of the *QLJ* editors this was yet another reason to admire and respect our unassuming Faculty Advisor. To the students from other Canadian law journals who had met Bernie for the first time that weekend, he was outright impressive. Many law students approached me afterwards to say how lucky they thought the *QLJ* to have a Faculty Advisor like Bernie. They, of course, were quite right.

I was bothered, however, by Bernie's admission of never having been nominated for a teaching award. My colleagues on the *QLJ* were too. And so that year, the *QLJ* editorial board submitted a coordinated package of letters in support of Bernie's nomination for a teaching award of the detail and quality that one may expect from a group of law students who choose to edit academic papers in their spare time. In the spring of 2011, in recognition of nearly two decades as an outstanding teacher and Faculty Advisor to the student editors of the *QLJ*, Bernie Adell received a teaching award (and in the office, we cheered).

The end of that year came quickly and for those of us at the *QLJ* who were wrapping up our third year, it was bittersweet. We wanted to leave Bernie with a special parting gift—something reflective of all he had taught us. A tremendous deal could be learned from reviewing Bernie's edits of an article, and in discussions amongst ourselves we recognized that in our own editing we often reflected on Bernie's editorial approach and tried to emulate his methods. It was for this reason that at our year-end dinner we presented Bernie with a bright green t-shirt bearing the logo "WWBD (What Would Bernie Do?)."⁴ Bernie, the good sport that he was, reportedly wore that shirt while on vacation in a conservative southern US state. He extracted some quizzical looks from a sales clerk who, taking notice of the slogan, asked "Who is Bernie?" to which Bernie naturally responded "I am."

This pithy little acronym has since taken on a much more significant meaning, as the lessons taught by Bernie continue to have relevance to the practice of law and to life generally. All of the qualities that make a person a wonderful mentor Bernie had in spades, making all who are able to call him a mentor incredibly fortunate. He performed his role as

4 On the back of the shirt we printed the slogan: "Advising *QLJ* editors since 1993."

Faculty Advisor with tremendous dedication and enriched the lives of those of us who had the privilege of working with him. He was a brilliant and exceptionally talented legal scholar, yet he always remained humble, without pretense and completely approachable. Bernie's commitment to academic excellence—to legal scholarship with substance and merit—is but one part of his legacy. His greatest legacy, perhaps, lies in the thing that is self-described as the highlight of his career—in the many generations of *QLJ* editors whom he affected and inspired, and in whose memories he continues to reside.

Bernie Adell Remembered

*Erin Dann**

In September 2014, Carswell published *The Canadian Guide to Legal Style*, a guide for Canadian legal writing, authored by the editors of the *Queen's Law Journal*. The guide is dedicated to Professor Adell and its inscription reads, "In memory of Professor Bernard Adell, our teacher, our mentor and our first guide to legal style."

I cannot think of a more suitable description of Professor Adell—who I have always addressed as Professor Adell, despite his persistent efforts to have me make the switch to "Bernie". I worked closely with him and under his mentorship for three years, from 2005 to 2007, as a volunteer, then managing editor and finally Co-Editor-in-Chief of the *Queen's Law Journal*. Professor Adell was indeed, during that period, my first and best guide to legal style: brilliant but humble, energetic but gentle (except in his use of a red pen for editing), endlessly curious, generous and kind, and possessed of a dry wit and well-used running (and hiking) shoes. I was lucky to maintain a friendship with Professor Adell after graduation. He remained for me the embodiment of the very best of legal substance and style, a reference point for how I want to conduct myself in my legal practice and in life outside the law.

Bernie joined Queen's Law in 1964. In addition to teaching law to generations of students at Queen's and serving as Dean from 1977 to 1982, Professor Adell was also, and most important to me, the Faculty Advisor of the *Queen's Law Journal* for twenty years. This is the capacity in which I knew and learned from him.

In 2011, the *Journal* published an article that considered the scholarly and pedagogical roles of Canadian law journals. In commenting on student-run journals, the authors noted that "[t]he pedagogic value of law journal courses cannot be assumed"¹ and wrote that:

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1. Neil Craik, Philip Bryden & Katie Ireton, "Law Review: Scholarship and Pedagogy in Canadian Law Journals" (2011) 36:2 *Queen's LJ* 393 at 441.

Law journal editorships can undoubtedly provide an excellent opportunity for students interested in legal scholarship to work closely with it, to gain an understanding of how it is evaluated, and to develop their writing and editing skills. The value of the opportunity is dependent on high-quality submissions, thoughtful peer reviews and strong faculty guidance.²

The *Queen's Law Journal* has been blessed with high-quality submissions and thoughtful reviews (no doubt owing, in large part, to the respect Professor Adell earned and enjoyed among his academic peers). But the educational value of working on the *Journal* as a student was, for twenty years, always assured because of Professor's Adell involvement as Faculty Advisor.

A dedicated Faculty Advisor who can inspire excellence in student editors is critical to the success of a student-run journal. It can also be, I imagine, a challenging and sometimes thankless task. The role of leading a large group of enthusiastic but inexperienced law students to solicit, edit and publish meaningful works of legal scholarship requires patience, persistence and a good sense of humour; all qualities Professor Adell possessed in spades. He spent hours with us, on weekends and late into the night, as deadlines approached and our confidence wavered. Bernie had a special ability to find and nurture the particular skills of each of the student editors.

One Saturday afternoon, early in the second semester of my final year at Queen's Law, I was working alone in the *Journal* office, tucked quietly away on the second floor of the library. I was making substantive edits to a paper we had accepted, knew was excellent, but were aware required significant organizational and structural changes to ready it for publication. Professor Adell dropped by the office to check on my progress. As always, he made my job easier with his company, his insight and his humour. Our conversation that day covered many topics, ranging from the appropriate limits of student revisions to academic papers, to my own legal interests and ambitions. Somehow, in the course of that conversation, Professor Adell called me a scholar. He did so without fanfare. I am sure he never gave the conversation a second thought, but it was incredibly meaningful to me.

I think one of Professor Adell's greatest strengths as a teacher and mentor was his ability to somehow convince his students that we were,

2. *Ibid.*

in important respects, his equals and that we could occupy the same intellectual ground that he did. He taught me to think of myself as a “thinker”, as someone who was worthy and capable of contributing to legal scholarship. I would count this ability among Bernie’s many extraordinary achievements. He was able to instill in his students the belief that they were not just consumers of a legal education, but contributors to the study of law. He challenged us to take charge of our own development as legal scholars and practitioners—it is a gift for which I will be forever grateful.

Bernie Adell Remembered

*Cody Yorke** & *Giovanna Di Sauro***

Like most students at Queen's Law, the first time we both met Professor Bernard Adell was when we began volunteering with the *Queen's Law Journal (QLJ)* during our first year. At the time, all we knew about him was that he was the Faculty Advisor of the *QLJ*, that he seemed to spend a significant amount of time in the *QLJ* office (a small room overwhelmed by journal copies and draft papers, perched on the top floor of the Lederman Law Library) and that he held some sort of legendary status among the more senior student editors. However, we both grew to know this giant of Canadian legal scholarship quite well over our three years at Queen's Law.

For Giovanna, the first time she truly met Professor Adell was at a job interview.

During the spring of 2012, the *QLJ* was doing interviews for their next summer editor. At the *QLJ*, the summer editor holds down the fort during the summer months, solicits submissions for the fall issue of the *Journal* and deals with other issues that may arise. The summer editor mostly works out of the *QLJ* office. As a result, he or she would spend most mornings and some afternoons in the company of Professor Adell. At the same time, the *Canadian Labour & Employment Law Journal (CLELJ)* was also recruiting for a summer editor. Given her interest in working for an academic journal and the penury of private practice positions open to first-year students, Giovanna found herself in a library room with three *QLJ* editors—and Professor Adell.

Needless to say, the combined tension of the interview with the slightly nerve-racking fact that a former law school dean was going to be asking the questions, she can hardly remember a single word exchanged during those fateful twenty minutes. What she does remember is the impression Professor Adell left with her—an impression that he had given her and countless others who have crossed his path: while being the most

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senior, established and knowledgeable person in the room, he was gentle, without pretense and exceptionally fair and open-minded.

By what could only be described as a bizarre yet fortunate turn in life, a molecular biology graduate with no experience in labour or employment law became a summer editor for the *CLELJ*. At the time, what Giovanna knew was that she had landed an interesting job. What she did not know is just what impact having a chance to work with Professor Adell (who she eventually found the courage to call “Bernie”) would have on the rest of her life.

For Cody, she got to know Bernie Adell in her second-year of law school, when she served as the Productions Editor for the *QLJ*. Much like Giovanna’s Summer Editor position, this job involved spending hours on end in the cramped *QLJ* office, at a desk three feet from where Bernie Adell spent many of his waking hours.

One of the most inspiring qualities Bernie Adell possessed was displayed over and over throughout the time Cody worked next to him—his ability to mentor, guide and teach, all the while giving his students the utmost respect and instilling within them the confidence to make important decisions with respect to the *QLJ*. Bernie was always ready to provide his opinion on any topic—from a recent Supreme Court of Canada decision to course selection, to the proper use of the semi-colon (he strongly opposed Cody’s position on the topic, yet after providing his strongest arguments, left her to make the ultimate decision—he would likely have something to say about our use of semi-colons in this dedication).

We would not be exaggerating if we were to state that without Bernie Adell’s support and mentorship, we might not have succeeded in pursuing careers in labour and employment law.

Bernie’s mentorship allowed those of us who were fortunate enough to work closely with him to learn not only about workplace law or the inner workings of academic journals, but also about what cannot be found in books and cannot be learned in any other way than by careful observation.

One could not have worked with Bernie, or have had a paper edited by him, without learning something meaningful about the law, the disarming power of plain language and how much one’s own ego can become an obstacle to turning something good into something great. At

no time would the value of this lesson become clearer than when Bernie's pencil—it was always a pencil—began having its way with a draft paper, or even your own edits of one.

Some have described Bernie's editing style and process as being akin to surgery. That may be an apt description. What was surgically eviscerated, sutured and rescued was not only a paper, or the idea behind it; rather, it was also the author's sense of what it meant to have his or her ideas published. In that process, Bernie would turn even the most illegible paper into something worth reading. He would also expertly navigate the perilous waters of the fragile self-esteem of authors and editors-in-training alike, guiding papers and ideas safely to the other side in a process that was at the same time laborious, yet carried out with the most exquisite grace.

In working with his students, Bernie also taught us about kindness, integrity and open-mindedness. He taught us to uphold academic rigor and to recognize innovative work regardless of the authors' personal histories, titles and backgrounds—and no matter how vehemently we might have disagreed with the authors' positions. Bernie strove to teach students how to be diplomatic yet firm; how to be thorough yet aware of the broad picture; how to be rigorous yet smart in picking our battles.

While we cannot yet claim to have fully learned many of Bernie's lessons, when in doubt we will always be able to ask ourselves what generations of students before us have asked themselves when dealing with a difficult task or, possibly, a difficult person: What Would Bernie Do?

There may be things only Bernie could have done. Examples include going for a hike before Thanksgiving dinner; allowing first-year students to get a crack at editing a constitutional law paper (his own); delivering criticism with the highest degree of respect; and handing out (completely harmless) plastic axes and lightsabers to students with a penchant for aggressive editing. But Bernie's sense of humour, his modesty, his generosity and his kindness are virtues that, in the study (as in the practice) of law, we could practice more of.

Between 2011 and 2014, Bernie made a concerted effort to give law students a chance to play a more significant role in the *CLELJ*. When we were both in our third-year of law school, we were two of the three Senior Student Editors for the *CLELJ*, and in that year—working with Bernie's support, guidance and belief in us—we brought the *CLELJ* student

programme to its highest participation level, extending the opportunity to benefit from even a hint of Bernie's influence to almost half the first-year class. It is highly unlikely that Queen's Law students would have ever had this opportunity without Bernie's involvement, supervision and unwavering trust in students' abilities to make a lasting contribution to legal scholarship. As a result, Bernie received recognition not only from his peers, but from his students as well. He was the recipient of a number of teaching awards, the latest one awarded to him in his last year with us, 2014.

Bernie was a "retired" professor and a former Dean of Queen's Law. He was also a Rhodes Scholar. Most students, including the both of us, were not made aware of this outstanding achievement. As was typical of Bernie, this was something he simply never mentioned and that was briefly noted in his curriculum vitae. Bernie was also one of the driving forces behind the creation of Queen's Centre for Law in the Contemporary Workplace.

Bernie's innumerable contributions to labour and employment law scholarship in Canada earned him a Bora Laskin Award in 2013. Even on that special occasion, Bernie thought of his students, inviting senior *QLJ* and *CLELJ* editors (the authors among those invitees) to attend the award reception as his guests and mentees. Bernie was, after all, also something else—something often revered and mythicized, but rarely found—a true mentor.