

kept her sense of humour and a twinkle in her eye. She rallied for friends and family who came to visit, a model of courage and dignity. Dorothy lived and enjoyed life to the fullest, while offering her gifts and talents to make a difference in the world.

As noted above, Dorothy was predeceased by her husband of 59 years, Wally, in 2011. She was predeceased by her young daughter, Nancy, in 1968. She was a loving mother to daughters Sandra Mendes (Joe), Robyn Newton (Joe), and sons Graham and Andrew (Janice). She was a loving grandmother to Matthew, Daniel, Ashley, Laurel, Jonathan, Tanner and Wyatt, and was thrilled to be a great-grandmother to Maxton. Dorothy was surrounded by her family when she passed away at home, as was her wish. She will live on in the hearts of those who were blessed to have known her.

Sandra Mendes



Howard Ehrlich

I find myself starting with the end of Howard's life, rather than the beginning. In Vancouver's glorious early spring sunshine Howard was lying in a bed at St. Paul's Hospital, looking steady-eyed at his very imminent mortality. As he was saying goodbye to those around him, the proverbial reasonable person whose spectacles the law routinely asks us to wear could gaze on the scene and easily conclude that here in Howard Ehrlich was success: a decent, humane, wise and caring individual, successful in his endeavours, true to his profession, well-liked, with a loving family, good friends and devoted colleagues. Yes, Howard was hauled off the stage early at age 57 and therefore was deprived of many potential years enjoying and sharing the fruit of his labours, but he departed nonetheless at the top of his career as a senior labour and employment lawyer at a major Vancouver law firm. All true, and if he had just walked into that life, perhaps not so remarkable or interesting in the telling.

Continuing the story from the end, rather than the beginning, as a lawyer, Howard had more than 30 years of assiduous practice in the field of



labour and employment law. He was called to the bar in 1982 and joined the labour law practice at Davis & Company, as it then was, in 1983. In 1987, Howard moved to Bull, Housser & Tupper, where he helped to establish the firm's labour and employment law group. The group would later, under his guidance, become a well-recognized and trusted labour and employment law group in British Columbia. He became a partner in 1988.

Howard was highly valued in his practice area and among his partners. He also had many colleagues and friends on the bench and in other areas of practice. He was a participant in the evolution of labour law in the province over the past few decades from the legislative changes, strikes and secondary picketing issues of the '80s, to the era of routine and hard-fought LRB hearings thereafter, to the more individual-based cases of grievance procedures and to the rise of human rights legislation cross-fertilizing employment law.

An acknowledged expert in his field, Howard contributed dozens of course manuals, journal articles and presentations on the topic of labour and employment law and human rights issues to a variety of clients, professional groups and CLE courses. At one point, he taught the labour law course at UBC and he was, for a while, a regular columnist for *Business in Vancouver*.

Howard was known for his keen mind and practical advice. He revelled in a tough legal issue and had a keen nose for discerning prevarication. He took particular pleasure in helping the underdog, even when that underdog was a beleaguered employer. He was fastidiously ethical in all his dealings.

As a decades-long partner at Bull Housser, Howard was very much a diligent and effective participant in that role, taking on management issues and nurturing others' careers. Howard was an ideal mentor—he cared, he listened, and he guided with compassion. Above all else, Howard knew the right thing to say and how to say it.

He cared about people individually. He created strong bonds not just with the lawyers with whom he worked but also with support staff. Many of those friendships carried on when he could no longer work at the office.

It is easy to toss off now, almost as a footnote, that Howard was also openly gay for the last twenty years of his life. Howard was a full participant in that piece of momentous social history that has swept through Western societies so quickly, the boundaries of which are still playing out in the courts. Howard also brought lots of us along as friends and colleagues. When I first got to know him at Davis & Company he was in the closet; more than that he was trying hard to "play straight". It wasn't working and the stress of living that kind of life was taking its toll. The world was chang-

ing fast, however. Howard met the first love of his life, Bill (Billy) Browning and started living with him.

Howard had come out to his friends but then decided that he wanted to be able to be openly accepted as being gay within the firm. At the time, it was not an easy decision. Howard valued his position in the firm very highly and did not want his being gay to overshadow how he was viewed; he could not be sure of the reaction. It was also the time of HIV and before effective treatment. It is easy to forget the fear that invoked. For many in the firm Howard was the first gay person they knew well. It was interesting how quickly perceptions could change, even among those who had grown up with very different attitudes to homosexuality, once they realized Howard was the same person they had known and valued all along. Howard made many of us around him better people on the issue of being gay.

It was far from easy for Howard and took real courage. He also faced head-on the tragedy of those times. Billy had contracted HIV and succumbed in 1995, tragically just short of when effective treatment began to be available. He died in Howard's arms at St. Paul's.

Howard turned to sport, and began working out and running regularly and playing tennis. He joined a men's volleyball team, and there was lucky to meet the second love of his life, Leo Herrera. They had 14 years together and got to do openly what any couple should be able to do: own homes together, travel openly (they did lots, even when Howard became ill), dote on dogs, have spousal wills—the lot.

Howard would by now be saying, "lighten up already". Howard liked a good joke and the odd prank. It was dangerous to sit beside him in meetings or performances because he would often whisper a quip which would result in explosive laughter unless you were well-prepared. Most of his humour relied on the moment, context and of course good timing. Howard was known for being able to put clients at ease, usually by letting them know he was human. In a stiff formal dinner, he would get the members of his table laughing by making everyone describe their worst jobs or most embarrassing moments.

Howard was a clean-living, light-drinking non-smoker and diligent about exercise. Being diagnosed with inoperable lung cancer was quite the curve ball but Howard decided it was not going to get the better of him. He continued on to make the most of a foreshortened life. He travelled as much as ever, bought a Porsche, and continued to work out. He also coped with the doctor's visits, hospitals and chemotherapy as they came and did his best to compartmentalize each new onslaught. In the years following his late stage cancer diagnosis, Howard gently approached the topic of his own mortality

with his friends by saying "if I get hit by a bus ...". When he entered the palliative care ward, he shifted a bit in discussion of his final arrangements to saying "OK, when I get hit by the bus tomorrow ..." He said in the last few days of his life that he thought he had done well to allow the cancer into his life only to the minimal degree necessary. He was very clear about how things should end, the drugs that would be available and when they should come. He wanted to make his time count until he couldn't. He succeeded.

To complete the picture, Howard was born in Yorkton, Saskatchewan, spending his first 18 years there. He is survived by his parents David and Grace and two brothers: Perry, the eldest, also a member of the B.C. bar and Brent, the youngest. Howard's father, David, is an Auschwitz survivor who lost his parents and three brothers in the death camps, but still loves people and avoids bitterness. Howard was very close to his parents. David's quiet and loving inner steel was evident in Howard.

During his teen years, Howard studied classical piano and sang and was a regular winner at music competitions. He also knew his Broadway. Yorkton was not a place to grow up being a small kid who was different and played a mean piano and sang. Howard was bullied incessantly and was very relieved to transfer to UBC in 1976. Howard attended UBC Law, graduating in 1981. He obtained an LLM from Southern Methodist University before practising in B.C.

At home, Billy had introduced Howard to dog ownership, which became a very important part of his life. Leo shared that passion and Oreo and Sophie are well looked after and will provide some solace. Howard at times returned to his musical roots, singing for a period with the Vancouver Men's Chorus. He also served for a few years on the board of the Vancouver Recital Society. He gave back to the gay community, serving on the board of the Vancouver Pride Society.

So, to sum up, Howard's life was not without adversity. Of course, we have lived the past half-century and more in privileged times. Howard went to university, had a successful career, travelled, was well-housed, fed and clothed and received enlightened palliative care at the end. War has been far off (though Howard did not have to look far for an example in his father to know what life could bring).

The thing about Howard as I see it, though, is that he grew and grew, as a friend, lawyer and partner. He learned as he went, became more himself, more comfortable in his own skin and more empathetic and able to help and advise others. He was a small guy who just kept growing bigger.

Those close to Howard have been asked for their input for this piece and perhaps the following quote says it best:

Howard had little time for the trivial and shallow dimensions of life. He had a talent for drilling to the core. I remember a lunch some years ago where Howard asked me about a very challenging situation in my life. In attempting to explain the situation, tears welled up in my eyes. I stopped myself cold and apologized for "losing it". Howard responded, "You haven't lost it. You just found it." He was right, of course. Life according to Howard was to be shared, to be felt, to be faced and to be lived to its fullest. He did precisely that.

Mark Sachs



Terrence George Ison



On September 2, 2015, Terry Ison died suddenly on Salt Spring Island, B.C., at the age of eighty years. The immediate cause of death was a stroke, which occurred as he was playing chess with his partner of the past 27 years, Sheryl Taylor-Munro.

Born in Hertfordshire, England, on September 26, 1934, Terry grew up in Letchworth Garden City, about 37 miles outside London. Letchworth was the first fully developed idealized "garden city," a turn of the century urban planning movement initiated in the U.K. by Sir Ebenezer Howard and inspired by the utopian novel *Looking Backward* and Henry George's work *Progress and Poverty*. Garden cities were intended to be planned, self-contained communities surrounded by "greenbelts", containing proportionate areas of residences, industry and agriculture.

When I learned about the nature of the community in which Terry was raised, it occurred to me that the specificity regarding the contents and layout could well be a metaphor for the measured way Terry typically viewed the world and expressed himself. He was a man with well-defined and clearly articulated opinions.

Terry was a unique and academically brilliant man, with a complex personality. He was also one whom even close friends could sometimes find idiosyncratic.

Terry's early life was marked by the loss of his mother when he was five years old. Tragically, his mother's death occurred at the same time that