Philadelphia Welcomes 2019 Chancellor

Stout Report Presents City With Significant Cost Savings

By Joseph A. Sullivan

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Above: Chancellor Rochelle M. Fedullo and Chancellor-Elect Hon. A. Michael Snyder (Ret.) at the Chancellor’s Reception at The Bellevue Hotel on Jan. 7. Below: Chancellor Fedullo (left) and her husband, former Chancellor William P. Fedullo (second from left), greet guests at the Chancellor’s Reception.

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Mentoring: A Win-Win

By Shelli Fedullo

You passed the bar examination and have a job. What do you want your first year, next two years, five years of practice to look like, and how do you get there? You have about eight years of practice under your belt, but still are not quite where you want to be professionally, and could use some advice. You are a dozen, 15, 20, 30 years or more along in your practice and have experience and insights you would be happy to share. You are navigating through a challenging situation, and getting an outside, objective perspective would help. You would like to exchange and create ideas among a small group of lawyers whose experience level, practice area or practice setting align with yours. You are at any point in your career and want to move in a new direction and could use advice. If any of these examples sound like (or even slightly resemble) you, the Philadelphia Bar Association wants to help.

Our new association-wide Mentoring and Professional Development Initiative, lead by cochairs Regina Foley and Nicole Galli, will serve as a platform to connect association members who want advice and guidance with other members who have the experience and desire to provide it. In addition, the initiative will provide members possessing similar experience and interests with the opportunity to connect. The initiative will also include programs and workshops focused on professional development.

The wide variety of our members’ practice areas and practice settings, along with our different personal backgrounds, means there is no one-size-fits-all approach to mentoring. Many of our members are fortunate to work in firms and other organizations where mentoring is part of the culture. Certainly, mentoring is not new to our association, and our sections and committees have successful mentoring programs in place. The goal of this new initiative is to augment mentoring opportunities that are already available, and provide our members with new opportunities through a varied, flexible and creative approach.

Although additional details are still ahead, in preview, the initiative will include the creation of mentoring groups comprised of members at different experience levels matched by common interests. We expect that one-on-one mentoring relationships may also develop within some groups. For association members whose preference is an individual mentoring relationship, we will work with you to create one. Further, if you need advice or guidance on a limited basis we will create the opportunity for “spot mentoring.”

We will also build peer-to-peer “mastermind groups” in which members brainstorm, create energy and accountability, and challenge each other to create and implement goals. Honestly, until being told about them by our mentoring initiative leaders, I had never heard of a mastermind group. Now I cannot wait to join one!

More details soon, but for now, I hope what I have previewed here sounds exciting. As anyone who has ever been in a mentoring relationship will tell you, it is a valuable and enriching experience whether you are receiving the guidance or giving it. Lawyers helping one another is a win-win, and is what Philadelphia lawyers always do.

Rochelle M. Fedullo (Rochelle.Fedullo@wilsonelser.com), partner at Wilson Elser Moskowitz Edelman & Dicker LLP, is Chancellor of the Philadelphia Bar Association.
Each year, the Young Lawyers Division hosts, coordinates and staffs over 15 different types of programs. These programs directly benefit the Philadelphia community, the young lawyers who participate and the Philadelphia Bar Association.

YLD’s dedication to the Philadelphia community is unparalleled. We staff monthly Legal Lines, where Philadelphians call in for help with their legal problems, and we provide them with direction on where to get legal help related to their issues. We act as judges for mock trials to help students of all ages learn about advocacy and the court system. Also, we assist local schools in running youth courts, disciplinary diversion programs in which students learn about problem-solving, empathy and the court system. Our young lawyers volunteer at expungement clinics throughout the year, representing vulnerable Philadelphians. Each May, we host Law Week, a full week of programming for the Philadelphia community, including live legal advice at local libraries, lawyers visiting classrooms to tell students about their careers and a naturalization ceremony. Throughout the year, we also host food and toy drives and perform other acts of service for our city.

YLD participation does not just help the Philadelphia community, it also provides invaluable career resources to our young lawyers. In partnership with the Philadelphia Bar Foundation, YLD offers the Board Observer Program. As Board Observers, young lawyers get the chance to sit on the board of a nonprofit for a year and attend CLEs to learn more about board service.

Last year, YLD started a new mentoring program, pairing young lawyers with members of the Senior Lawyers Committee for career guidance. Along with affinity bar organizations across Philadelphia, we host a diversity scholarship program and reception for law students. We host an annual boot camp for new lawyers to get tips on how to approach their first year practicing law. On top of all of this, we organize CLEs and regular networking happy hours for our members.

But these formal programs are not the only way that YLD participation helps further young lawyers’ careers. Our young lawyers, who run all our programming, develop leadership skills that they may not have the opportunity to develop elsewhere. Our careers and our firms benefit from all that we learn and do in YLD.

The Association benefits from YLD involvement, as the YLD serves as an entry point to the Bar Association for many amazing, involved lawyers. These lawyers become the Association’s leaders, eventually serving on the Board of Governors and other sections and committees. Our young lawyers provide a fresh perspective and energy to our well-established Association.

So, when you wonder, as a young lawyer, if you should get involved in YLD, if you start to question whether YLD membership is worth it for the young lawyers at your firm or if you are curious why YLD members seem so busy, know that YLD membership is benefitting our community, our careers and our Association.

Michaella Tassinari, attorney at Robert J. Casey, Jr. & Associates, is chair of the Young Lawyers Division.

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- Former Federal Prosecutor
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- Named by his peers as Best Lawyers in America 2015 Philadelphia Ethics and Professional Responsibility Law “Lawyer of the Year,” and in Plaintiffs and Defendants Legal Malpractice Law

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Bar Foundation

Trainings, Fellowships, and Programs at the Foundation

Many of you are familiar with the Philadelphia Bar Foundation’s primary mission of providing annual grants to civil legal aid organizations. However, you may not be aware that our work involves far more than grant-making. A vital aspect of the Bar Foundation’s mission involves supporting individual public interest attorneys through trainings, fellowships and other programs. This support addresses needs beyond funding, helping to close the gap in access to justice by connecting and strengthening our legal aid community.

During the winter months, many of these programs are in full-swing. Last December, for example, the Bar Foundation held its R. Nicholas Gimbel Fund for Legal Excellence Trial Advocacy Training with Rutgers Law School at Pepper Hamilton LLP. The three-day intensive program provides free training to 33 local legal aid attorneys. Those who attended, including senior attorneys, said that the program was the best they had ever experienced and that the faculty was remarkable. Also in December, we presented our annual Morris M. Shuster Fellowships. The Shuster Fellowships assist public interest attorneys with retiring their law school debt. The program helps decrease student loan debt for public interest attorneys.

Several other Bar Foundation programs focus on shaping Philadelphia’s next generation of lawyers, with a specific emphasis on increasing diversity and inclusion in the legal profession. In January, applications opened for two law school internship programs that the Bar Foundation supports: The Marutani Fellowship and the Association of Corporate Counsel Great Philadelphia Diversity Corporate Internship Program. Through these partnerships, the Bar Foundation distributes scholarships to outstanding law students from backgrounds traditionally underrepresented in the legal profession. The Judge William M. Marutani Fellowship provides a stipend to subsidize a public interest or government summer internship for an Asian Pacific American law student in Pennsylvania or the Greater Philadelphia Area. The fellowship, established with the Asian Pacific American Bar Association of Pennsylvania, honors Judge Marutani’s legacy of public service. Each year, the accomplishments of these fellows continue to impress. Last summer, our Marutani fellows completed their internships in Philadelphia at HIAS Pennsylvania and the Sheet Metal Workers Union Local 19.

The ACCGP Diversity Corporate Summer Internship Program is intended to increase diversity within corporate legal departments. Law students who are members of groups traditionally underrepresented in the profession are invited to apply to the program and are placed with legal departments of sponsor companies in the Delaware Valley. At the Bar Foundation, we appreciate the value and importance of diversity and inclusion in the legal world. Promoting a more equitable and inclusive society is essential to our organization’s principles. We know that when our profession is reflective of our communities, we will be more successful in providing equal access to justice.

The Board Observer Program is another example of the Bar Foundation’s dedication to shaping young lawyers in public service. BOP gives young lawyers the opportunity to volunteer and serve on a nonprofit board of directors. Our 2019 cohort of Board Observers and host organizations kicked off the year at Schnader Harrison Segal & Lewis LLP on Jan. 31. We look forward to working with our 26 new Board Observers throughout the year. If you are interested in learning more about the Bar Foundation’s unique programs, please visit our website at www.philabarfoundation.org/work/programs. You will find more information about each program, as well as applications and deadlines for the calendar year.

Interested individuals may donate to support a specific training, fellowship or program. Simply visit the Bar Foundation’s website at www.philabarfoundation.org/donate, and select the campaign/program from the drop-down menu, or add the program of your choice to the memo area. Your support is vital to the success of our programs and we are grateful for the privilege to be able to provide them to our community.

By Leslie E. John

EXECUTIVE DIRECTOR HARVEY L. HURDLE JR.

Association Steps Forward Under New Vision

By Thomas E. Rogers

The Philadelphia Bar Association began 2019 under the guidance of new executive leadership. In December 2018, the Board of Governors named Harvey L. Hurdle Jr. as the association’s executive director. He stepped into the role on Jan. 1.

Hurdle has an MBA and more than 20 years of financial and corporate leadership experience in both the nonprofit and for-profit sectors. Most recently, he was the president and CEO of Leap Strategy LLC, where he advised nonprofits on strategic action planning, and brought proven for-profit strategies and processes to nonprofits to help them rapidly expand their missions. Prior to that, Hurdle was the COO and then CEO of Sellers Dorsey, a national healthcare consulting firm working in over 30 states with leading healthcare companies, providers, advocacy organizations and foundations to leverage opportunities within Medicaid and other public healthcare programs. Hurdle also was the COO of the Human Rights Campaign, the largest civil rights and public advocacy organization in America working to achieve equality for LGBTQ communities here and across the United States. He earned an undergraduate degree from Penn State University in business administration and accounting and an MBA from Temple University’s Fox School of Business.

“One month in, I’m excited to see the energy of our board and staff,” Hurdle said. “I look forward to meeting more members soon.”

Hurdle is working to increase the association’s engagement within its membership and with the Philadelphia community at-large. Through tapping into new markets and building partnerships with affinity bar associations and other groups, he plans to increase the association’s visibility in new and exciting ways. Hurdle will work hand-in-hand with Chancellor Rochelle M. Fedullo to promote the value of membership and its impact on the profession.

“Hurdle’s exceptional talents, experience, energy and passion for our mission will be tremendous assets to our Association. I look forward to our partnership,” said Chancellor Rochelle M. Fedullo.
JAN. 17, 2019 NATURALIZATION CEREMONY

Left: Hon. Joel H. Slomsky, U.S. District Court for the Eastern District of Pennsylvania (center); Nicholas S. Kamau, vice chair, Board of Governors (left); and Matias Tarnopolsky, president and CEO, The Philadelphia Orchestra; at the naturalization ceremony at the U.S. Courthouse sponsored by the Philadelphia Bar Association on Jan. 17. Right: Eighty-nine people from 40 countries became U.S. citizens at the ceremony.

JAN. 30, 2019 NATURALIZATION CEREMONY

Left: Hon. Richard A. Lloret, U.S. Magistrate Judge, U.S. District Court for the Eastern District of Pennsylvania (center); Chancellor-Elect Hon. A. Michael Snyder (Ret.) (left); and Michael Valenza, chair of legal studies, Temple University; at the naturalization ceremony at the U.S. Courthouse sponsored by Temple University on Jan. 30. Right: Forty-eight people from 31 countries became U.S. citizens at the ceremony.
In the short term, the task force has developed several measures, in collaboration with the City of Philadelphia, to promote the right to counsel in civil cases involving basic human needs, such as housing and family rights. This followed the Philadelphia Bar Association’s early mission of investigating and considering the development of concrete and practical proposals to advance access to justice for those without the financial means to hire a lawyer. Ten years ago, then-Chancellor Sayde Ladov formed the Civil Gideon and Access to Justice Task Force with the mission of investigating and considering the development of concrete and practical proposals to advance access to justice for those without the financial means to hire a lawyer. This followed the Philadelphia Bar Association’s early support of the American Bar Association’s 2006 resolution to promote the right to counsel in civil cases involving basic human needs, such as housing and family rights. In the short term, the task force has developed several measures, in collaboration with the City of Philadelphia, to assist them. During roughly the same time period, landlords in Philadelphia were represented by counsel as makes to outcomes: From 2007 to 2016, 80 percent of the national rate.

The report also found that from 2010 to 2015, approximately 14,000 people (in 4,400 households) will be assisted in avoiding disruptive displacements each year. The Stout study adds a new economic dimension to the long-standing views of many lawyers and other advocates that having legal representation is essential to leveling the playing field in court proceedings, generally, and in eviction, mortgage foreclosure and other housing court proceedings, in particular.

The report revealed the difference legal representation makes to outcomes: From 2007 to 2016, 80 percent of landlords in Philadelphia were represented by counsel as compared to just 7 percent of tenants who had counsel to assist them. During roughly the same time period, the study also shows that the disparity in representation is paralleled in actual eviction rates: 78 percent of tenants without lawyers were disruptively displaced, while a far smaller percentage (just 5 percent) of tenants who went into proceedings with lawyers at their side were displaced.

Put another way, when a tenant has a lawyer, the tenant has a 95 percent chance of avoiding homelessness, having to move into apartments with relatives or to an overcrowded shelter, or face other disastrous consequences.

How the Effort to Level the Playing Field Got Started

Ten years ago, then-Chancellor Sayde Ladov formed the Civil Gideon and Access to Justice Task Force with the mission of investigating and considering the development of concrete and practical proposals to advance access to justice for those without the financial means to hire a lawyer. This followed the Philadelphia Bar Association’s early support of the American Bar Association’s 2006 resolution to promote the right to counsel in civil cases involving basic human needs, such as housing and family rights. In the short term, the task force has developed several measures, in collaboration with the City of Philadelphia, to specifically analyze the benefits received and the financial costs saved by investing in legal counsel. Such investments, according to the Stout report, will allow greater access to the courts, sharply reduce evictions or disruptive displacements, and avoid substantial costs otherwise needed to provide evicted low-income families with other programs and social services, services largely funded by the city.

The report was commissioned by the Philadelphia Bar Association, but conducted independently on a pro bono basis with no preconceived outcomes in mind, under the direction of Neil Steinkamp, who leads Stout’s strategic systems consulting practice, as well as its pro bono practice. Stout is a premier global advisory firm that specializes in investment banking, valuation and financial opinions, and dispute consulting. In addition to these services, Stout’s professionals have expertise in strategy consulting involving a variety of socio-economic issues, including issues of, or related to, access to justice and the needs of low-income individuals and at-risk communities. Stout is a recognized leader in the civil legal aid community, and the report’s conclusions have a high degree of credibility and reliability.

The Pennsylvania Constitution, in Article I, Section 1, recognizes the “inherent and indefeasible rights” that all residents have in “acquiring, possessing and protecting property and reputation” and many statutes outline due process rights designed to protect the interest in housing stability for all residents. “Housing is a fundamental human need which most of us take for granted. Providing legal counsel to low-income tenants who face the threat of losing their homes, and the potentially devastating consequences, will level the playing field in eviction cases and will serve to ensure fundamental fairness and equal access to justice,” said Chancellor Rochelle M. Fedullo.

The Stout report presents concrete objective evidence that ensuring fundamental fairness in the courts through legal representation is not only the right thing to do, but can lead to better results both for the parties and for the City of Philadelphia and the public-at-large. The Stout report is available on the Philadelphia Bar Association’s Civil Gideon Corner at www.philadelphiabar.org.

Joseph A. Sullivan (sullivja@pepperlans.com), partner at Pepper Hamilton LLP, is co-chair of the Civil Gideon and Access to Justice Task Force.
Mon., 2/4/19 - 12:30 - 2:00 p.m. (1.5 SUB)
Hosted by the Family Law Section; lunch and section meeting sponsored by Pension Analysis Consultants, Inc.
Held at the Family Court Philadelphia, 1501 Arch St., 15th Floor Training Room
In this luncheon program, panelists will provide an in-depth examination of the C.G. v. J.H. case and address how to establish third party standing, the court’s consideration of marital status in third party cases, circumstances when a third party is considered a parent, and rules to consider when advocating for third party standing and when one wishes to challenge it.

VIDEO ENCORE: Fundamentals of Investing in Qualified Opportunity Zones
Wed., 2/6/19 - 12:00 - 1:00 p.m. (1 SUB)
With the passage of new Code Section 1400Z as part of the Tax Cuts and Jobs Act, Congress has created strong new tax incentives for investors holding unrealized gains to encourage investments that will be used to start businesses and develop properties in economically disadvantaged communities. On the heels of new guidance recently issued by the Internal Revenue Service, this video-encore seminar is designed to provide tax, business and real estate lawyers with a fundamental understanding of the new law involving tax-advantaged investments in Qualified Opportunity Zones.

State of the U.S. District Court for the Eastern District of Pennsylvania
Wed., 2/6/19 - 4:00 - 5:00 p.m. (1 SUB) – Registration is CLOSED!
Hosted by the Federal Courts Committee
In his new role as chief judge in one of the busiest district courts in the United States, Chief Judge Juan Sanchez will provide information of key importance in the Eastern District, including role of the judiciary, new programs being implemented, types of cases, expectations for attorneys practicing in federal courts and challenges faced by the court.

VIDEO ENCORE: The Changing Cy-Près Landscape
Thu., 2/7/19 - 12:00 - 1:00 p.m. (1 SUB)
The parameters of Cy-près relief in class action settlements are changing. Recently the U.S. Supreme Court agreed to address this issue to provide some clarification. Will the court confine its focus to Cy-près-only settlements or more broadly address class settlements that include Cy-près distributions of settlement funds unclaimed by class members? Similarly, the Department of Justice announced a new policy prohibiting DOJ attorneys from entering into settlements on behalf of the federal government that provide for Cy-près payments to any non-governmental entity or person that is not a party to the lawsuit. This video-encore presentation will examine the particulars of the Cy-près doctrine and what counsel must consider when structuring a Cy-près distribution.

For questions regarding Philadelphia Bar Association CLE, contact Director of Continuing Legal Education Tara D. Phoenix at 215-238-6349 or tphoenix@philabar.org.

TO REGISTER Visit the CLE page at PhiladelphiaBar.org
program will focus both on substantive law and the professional responsibility issues that
enforcement of tax law through administrative proceedings and judicial proceedings. The
litigators with an introduction to tax controversy practice, an area that involves the
VIDEO ENCORE: Introduction to Tax Controversy Practice
This intermediate video-encore presentation is designed to provide tax lawyers and
litigators with an introduction to tax controversy practice, an area that involves the
enforcement of tax law through administrative proceedings and judicial proceedings. The
program will focus both on substantive law and the professional responsibility issues that
arise in these matters.

2nd Annual Liberty AND Justice: Moving From Some to ALL - Social Justice Conference in Philadelphia
Fri., 2/28/19 – 9:00 a.m – 4:30 p.m. (5 SUB)
Co-hosted by the Philadelphia Bar Association and Philadelphia area law schools
Held at the Thomas R. Kline Institute of Trial Advocacy, 12th and Chestnut Streets,
Philadelphia.
This conference brings together practitioners, law students and community advocates
throughout the region to discuss issues of importance in social justice lawyering.
Sessions will feature progressive social justice advocates addressing critical topics in
social justice lawyering, including, legalized exclusion - the racial wealth divide, human
toll of U.S. immigration policies; ethics and lawyer activism; criminal justice reform;
LGBT and youth in foster care and homelessness; restorative justice; participatory
defense and more. Attend this for an informative and inspirational annual conference
focused on social justice advocacy in the Philadelphia region.

Transnational Litigation in U.S. Federal Courts
Mon., 2/11/19 – 12:00 – 1:30 p.m. (1.5 SUB)
Hosted by the International Law Committee
A feature of the modern global economy is an ever increasing amount of transnational
litigation. Transnational disputes may involve litigants that are domiciled or located
abroad, conduct that occurred abroad or parallel judicial proceedings that are filed in
the courts of other nations. Featured speaker, Sean Carter, who has been lead counsel for
defendants in a current multi-district litigation, In re Terrorist Attacks of September
11, 2001, pending in the U.S. District Court for the Southern District of New York, will
examine the unique challenges that arise when transnational disputes are litigated in U.S.
Federal courts.

VIDEO ENCORE: Community HealthChoices: What You Need to Know!
Wed., 2/13/19 – 12:00 – 1:00 p.m. (1 SUB)
On Jan. 1, 2019, the way Medicaid services are accessed in Pennsylvania changed
significantly with the implementation of Community HealthChoices. Community
HealthChoices replaces the physical health Medicaid waivers and becomes the
mechanism through which waiver recipients, nursing home residents and most people
on both Medicare and Medicaid receive their Medicaid health care coverage. Attend this
video-encore CLE program to learn what you need to know to prepare your clients and
wards in light of the change.

New Clean Slate Law: Automation and Expansion of the CriminalRecord Sealing Process in Pennsylvania
Thu., 2/14/19 - 12:00 – 2:00 p.m. (2 SUB)
Co-hosted by the Philadelphia Bar Association and Community Legal Services of
Philadelphia in a statewide initiative to train volunteer attorneys.
Clean Slate is an innovative new Pennsylvania law that is serving as a national model on
how to help people with criminal records get a fresh start. The new law brings web-based
expanded criminal record sealing to Pennsylvania (including arrest records and some
minor/old misdemeanor convictions). This timely program will cover the nuts and bolts
of the new law, as well as prepare volunteers to participate in the Clean Slate Screening
Project, which provides individualized record assessment and advice to people who are
looking to clear their records. This is a FREE CLE for Philadelphia Bar Association
Members who volunteer to screen a minimum of three people for Clean Slate
eligibility. Non-members pay only $10 who volunteer to screen a minimum of three
people for Clean Slate eligibility.

VIDEO ENCORE: Vicarious Trauma and Burnout: Supportive Self-Care Strategies When Working With Clients in Crisis
Thu., 2/28/19 – 12:30 – 2:00 p.m. (1.0 SUB/0.5 ETH)
Co-hosted by the Philadelphia Bar Association and Support Center for Child
Advocates
In the public interest community, one of the most vulnerable client populations is older
adults. More so, older adults who identify as lesbian, gay, bisexual, transgender or queer,
face even more unique challenges when accessing legal services because the intersection
of age and sexual identity is not always easily understood, disclosed or appreciated. This
program will aim to educate participants on basic concepts and vocabulary such as sexual
orientation and gender identity terms, discuss how the LGBTQ older adult community
navigates societal and institutional bias and prejudice, and provide advocates with the
knowledge and terminology necessary to promote awareness and inclusivity in their
client relationships and allow us all to be allies with this community.

Medical Marijuana and Workers’ Compensation: Sticky Situations
Fri., 2/22/19 – 12:30 – 1:30 p.m. (1 SUB)
Hosted by the Workers’ Compensation Section
This luncheon program explores how medical marijuana is already impacting
workers’ compensation practice, including a discussion of cases currently pending
across the Commonwealth. Tips and advice will be provided for both sides regarding
reimbursement requests, URs and how medical marijuana use by workers can impact
settlement negotiations and light-duty job offers. An overview of the process for
obtaining medical marijuana will also be discussed.

VIDE...
Maximizing Technology Available at the Federal Level

By Alisha Rodriguez

“How well do you use your tools?” asked Hon. Wendy Beetlestone, U.S. District Court for the Eastern District of Pennsylvania, of the attendees at the Federal Courts Committee meeting on “Technology in the Courtroom” on Dec. 19. Judge Beetlestone, the chair of the Technology Committee for the U.S. District Court for the Eastern District of Pennsylvania, was joined by courtroom technology specialist William Jones and Catherine Henry, senior litigator with the Federal Community Defender Office. The panelists provided insight into the court’s electronic courtrooms and the arsenal of tools available to litigators putting on a case in the Eastern District.

Preparation is key to making the most of the technology available at the James A. Byrne Courthouse. Over a dozen courtrooms are fully equipped with evidence presentation stations, video and audio conferencing, document cameras, video monitors, assisted listening and touch screen annotation capabilities. Attorneys just need to request an electronic courtroom in advance and review the assigned judge’s protocol for electronic evidence presentation.

Prior to a scheduled appearance in court, counsel should prepare all exhibits on a flash drive. As the exhibits are published during the course of trial, they will be displayed on the screens throughout these electronic courtrooms. Per usual, the judge has the final say and can determine which evidence is published to the jury.

A hot topic among the audience was the ability of jurors to access all admitted evidence during deliberations with the software JEEP—Jury Evidence Electronic Presenter. With the JEEP program, jurors are provided with a laptop loaded with all admitted evidence and a large flat screen monitor. With full access to all admitted evidence, the panelists encouraged counsel to be forward thinking about particularly inflammatory evidence and the use of motions in limine. Knowing that jurors can parse over provisions in a document or play a critical video repeatedly should factor into trial strategy.

Another new feature changing the game on how attorneys present their cases is touch screen annotation. This feature allows counsel and witnesses to make annotations on exhibits or videos being displayed in the courtroom. These annotations are published to the jury in real time and allow counsel to direct jurors’ attention to certain details. These annotated versions of evidence can be saved for use during closing arguments or appellate proceedings. Panelists warned about keeping jurors’ attention as it can be easy for jurors to fixate on the screen, especially in the two courtrooms that provide each juror with a tablet for evidence viewing.

Attendees were provided with a few practical takeaways. When possible, have counsel make annotations on evidence as directed by a witness. This prevents the witness from making additional markings and allows counsel to make methodical annotations. Do not forget about your record for an appeal. Rename and save annotated versions of exhibits for use on appeal. For PowerPoint presentations, use blank screens in between speaking points to allow the jurors’ focus to shift throughout opening statements and closing arguments.

The court provides free training and welcomes attorneys to bring their laptops to determine compatibility with the court’s electronic systems. Training is available for counsel and their staff at least three days prior to the start of court proceedings. As new technology capabilities emerge, it is important for litigators to stay ahead of the curve and make the most of the available tools.

Alisha Rodriguez (arodriguez@weirpartners.com) is an associate at Weir & Partners LLP.
Board Strongly Opposes Board of Pardons Info Request

The Board of Governors unanimously adopted a resolution on Jan. 29 in strong opposition to the Pennsylvania Board of Pardons requesting, investigating, or considering in any way any information about charges that have been expunged by Court Order; charges which resulted in ARD the terms of which were satisfied by the applicant; and/or any juvenile charges and/or adjudications of delinquency including charges which resulted in a Consent Decree. By Resolution adopted June 25, 2015, the Philadelphia Bar Association has previously confirmed that “there is great importance in individuals becoming free from the stain of mistakes made early in life to enjoy the opportunities that a clean criminal history background check will afford them.”

The Constitution of the Commonwealth of Pennsylvania has recognized since 1873 the “inherent and indefeasible rights” that every citizen has in “acquiring, possessing and protecting property and reputation.” It gives to the governor the power to grant pardons for any crimes except impeachment upon the recommendation of the Board of Pardons, to which applications for pardons must be submitted. The form of the application for a pardon to be used by people who are not incarcerated that has been approved by the Board of Pardons) requires them to set forth all “Charges which resulted in ARD [Accelerated Rehabilitative Disposition] or have been expunged” and “any juvenile charges and/or adjudications of delinquency that are not to be included in your [pardon] request [including] charges which resulted in a Consent Decree.” Charges that have been expunged by final Order of Court, charges that the law requires must be expunged following successful completion of ARD, and charges that were lodged against children are all specifically and intentionally intended to not be used against anyone for any purpose other than for exceptions that are specified by statute, none of which applies to applications for pardons.

Because they are freely available over the internet, criminal history records (arrests and convictions) are routinely included in applications for pardons. The Board of Pardons requires them to set forth all “Charges which resulted in ARD [Accelerated Rehabilitative Disposition] or have been expunged” and “any juvenile charges and/or adjudications of delinquency that are not to be included in your [pardon] request [including] charges which resulted in a Consent Decree.” Charges that have been expunged by final Order of Court, charges that the law requires must be expunged following successful completion of ARD, and charges that were lodged against children are all specifically and intentionally intended to not be used against anyone for any purpose other than for exceptions that are specified by statute, none of which applies to applications for pardons. The statute creating the Accelerated Rehabilitative Disposition program specifically states that “[t]he program is intended to encourage offenders to make a fresh start after participation in a rehabilitative program and offers them the possibility of a clean record if they successfully complete the program,” and the Supreme Court has held that a defendant’s arrest record must be expunged upon successful completion of an ARD program unless the Commonwealth presents compelling reasons why the arrest record should be retained. Records of proceedings in Juvenile Court are confidential by statute because of centuries-long social policies that are intended to protect individuals from having their lives and potentials permanently damaged because of bad decisions they made when they were children.

The Philadelphia Bar Association authorizes the Chancellor or the Chancellor’s designee to communicate the content of this resolution broadly, and to take such other action as may be appropriate to put an end to this policy.

To view the full resolution, visit PhiladelphiaBar.org.

PHILADELPHIA BAR ASSOCIATION CLE - PUBLIC INTEREST LAW DAY

Practice in Front of 'New' Pennsylvania Supreme Court

By Brittany Anne Robertson

A full plate of panels focusing on issues and current events within the pro bono legal community was served up to attendees during 2018 Public Interest Law Day. The day-long clinic was hosted by the Public Interest Section Delivery of Legal Services Committee at Duane Morris LLP on Dec. 6.

The afternoon session, “What is the ‘New’ Pennsylvania Supreme Court Up To?” featured discussion about what it was like to practice in front of the “new” Pennsylvania Supreme Court, which has experienced a major turnover of its members in recent years. Mary Catherine Roper, deputy legal director at the ACLU of Pennsylvania, moderated, and panelists were Michael Froehlich, managing attorney of Community Legal Services of Philadelphia’s Homeownership and Consumer Rights Unit and of the Intake Unit at CLS’s North Philadelphia Law Center; Riley H. Ross III, partner at Mezvinsky Fitzpatrick Ross LLC; and Mimi McKenzie, legal director at the Public Interest Law Center.

Does the turnover on the Pennsylvania Supreme Court correlate with a substantive turnover, Roper asked. Past complaints of the court were that it was too partisan, produced writing that lacked scholarliness and analysis, and seemed reluctant to issue rulings dealing with the law instead of the outcome of an individual case.

Froehlich witnessed the impact of the changed court on a CLS case concerning the General Assistance program. In 2012, GA was eliminated via a bill whose language was introduced on a Friday afternoon, passed through both houses on Friday night and Saturday afternoon, and was then signed on Saturday night, minutes before the fiscal deadline. CLS argued the bill violated the “three-day rule,” in which a bill must be considered on three different days of each house. CLS lost a preliminary injunction that year and lost an appeal to the Commonwealth Court in 2013, before appealing to the “new” Supreme Court in November 2014. In July 2018, the court found for them unanimously. Froehlich agreed that the court is more engaged, wants to engage on the principles of the law and is producing well written and well-reasoned decisions.

Having previously practiced in federal court, McKenzie said she knows the current Supreme Court through her work with PILC. She views the court as one that is willing to overturn precedent, is assertive in its role of the third branch and is “building a body of law,” which is influencing other states. She referenced a school funding case in which the court found that the issue of wealth disparity among school districts to be judicial. A similar finding was recently made in Delaware Chancery Court, citing “at least a dozen times,” William Penn’s 1682 framing of the Pennsylvania government, which the Supreme Court referenced in the school funding case.

Ross talked about the recent grand jury report that named 300 Catholic priests accused of sexual abuse. Eleven of the named filed petitions in attempts to stay publication or have their names redacted. The court was forced to consider “reputation as a fundamental right,” as guaranteed by the state constitution, and ultimately decided to release the report continued on page 21.
Comparison of Euro. Competition, U.S. Antitrust Laws

**By Ernest D. Holtzheimer**

There is a divergence between European and U.S. competition law governing private rights of action, collective actions, resale price maintenance, minimum advertising pricing programs, algorithmic cartels and big data. The Business Law Section Antitrust Law and International Law Committees presented a joint lunchtime CLE titled “European Competition Law vs. United States Antitrust Law: Is there a difference?” on Dec. 7.

Henri Piffaut, senior adviser of the European Commission’s Directorate General for Competition, joined the discussion to address attendees and offer guidance from the perspective of European Competition Law. Piffaut specializes in using economic theory and empirical techniques to analyze the competitive impact of mergers and joint ventures, company conduct and agreements between companies. The program was facilitated by R. Brendan Fee, partner at Morgan, Lewis & Bockius LLP, and Joshua Snyder, partner at Boni, Zack & Snyder LLC, both of whom represent U.S. and international clients involved in antitrust litigation.

Historically, European Union competition laws and U.S. antitrust laws generally covered the same subject matter, relied on similar economic principles and followed similar conceptual approaches. Nevertheless, in recent years, differences have surfaced regarding treatment of algorithm-driven cartels, big data and resale restrictions. The panel kicked off with a discussion of the respective jurisdictions’ competing views on the treatment of big data. Piffaut noted that European authorities have publicly contemplated that big data ought to be subject to EU abuse of dominance law. The EU’s view is that companies holding big data have a competitive advantage and can exclude new competitors from markets if they control exclusive information that can serve to win customers or cut costs.

On the other hand, U.S. authorities have suggested that big data is important for generating innovation and that it should only be considered by regulators as an asset within the existing merger review context. The panelists confronted these conflicting viewpoints by discussing Apple’s acquisition of Shazam, which was subject to an in-depth regulatory investigation by the European Commission. Apple operates “Apple Music,” the second largest music streaming service in Europe, and Shazam offers a leading music recognition application in the European Economic Area and worldwide. In concluding its investigation, the Commission recognized that it must carefully review transactions which lead to the acquisition of important datasets, including potentially commercially sensitive ones, to ensure they do not restrict competition. Panelists also discussed the differing view on EU and U.S. causes of action for anti-poaching agreements—wherein employers agree to refrain from hiring each other’s employees—under their respective competition and antitrust laws. Though these cases seem to be on the rise in the U.S., Piffaut stated that the topic has not been one of large discussion in the EU. The U.S. takes such agreements very seriously, and the U.S. Department of Justice has announced that it would pursue anti-poaching agreements as a violation of antitrust law. The DOJ also issued “Antitrust Guidance for Human Resource Professionals,” in October 2016, to address hiring competition amongst firms and its potential violations of the country’s antitrust laws in doing so.

To continue this wide-range discussion, in the spring, the Bar Association’s Antitrust Law Committee plans to hold a program on no-poach agreements that will offer both plaintiff and defense perspectives.

Ernest D. Holtzheimer (EHoltzheimer@mmwr.com) is an associate at Montgomery McClean Walker & Rhoads LLP.

Taking Control of Your Retirement From Practice

**By Mary Lemieux-Fillery**

Although retirement can seem complicated on its face, it is really your choice in life and comes down to what you want to do. The Senior Lawyers Professional and Public Service Committee hosted “Mapping the Road to Retirement: A Short Course for Lawyers on the Retirement Years” on Dec. 12. The program addressed common issues faced by lawyers that arise during the retirement planning phase. Panelists were Robert H. Louis, partner at Saul Ewing Arnstein & Lehr LLP; Daniel J. Siegel, Law Offices of Daniel J. Siegel; and Frederick D. Strober, partner at Saul Ewing Arnstein & Lehr LLP.

The panelists said that “retirement really needs to be uniquely suited to the individual, and retirement can mean a variety of things depending on that individual.” Whether this means cessation of work, reduction of work or picking a new career path altogether, it really boils down to making educated and informed choices that work for you.

The key to successful retirement is good planning, beginning the day you start working. That is the day when you should begin saving for retirement in whatever type of retirement plan you have access to, and save as much as possible. This mechanism can be put on autopilot, becoming an easy planning tool.

More complicated programs that govern retirement assets include Social Security and Medicare. Social Security’s rules can be complex when it comes to determining when you should begin collecting. Panelists explained that you technically become eligible for Social Security at age 62, but it is key to keep in mind when it comes to planning your retirement.

PHILADELPHIA BAR ASSOCIATION CLE - SR. LAWYERS PROF. & PUB. SERVICE CMTE.
Intricate Universe of Immigration Appeals

By Fionna Farrell

The topic of immigration appeals is a matter that, in today’s political scheme, has been said to be incredibly complex and labyrinthine. The Immigration Law Committee hosted a CLE titled “Gift of the Magi” on Dec. 14. Panelists were Katelyn M. Hufe, partner at Gian-Grasso, Tomczak & Hufe, P.C.; Matthew Archambeault, Law Office of Matthew J. Archambeault; Theodore J. Murphy, Murphy Law Firm, PC; and Thomas M. Griffin, Surin & Griffin, P.C. Committee Cochair Wendy Castor Hess moderated. The panel shared insight into both the harrowing, time-consuming process of adjudicating immigration appeals and how exactly one may go about handling them.

Hufe discussed the role of the U.S. attorney general in immigration cases. Such cases, as any, should be based upon rule of law and justice, but the attorney general took it upon himself to change the law both substantively and procedurally, she said. For example, former Attorney General Jeff Sessions implemented Matter of A-B-, which stipulated that domestically abused women no longer belong to a specific classification upon seeking asylum grants. The matter was rendered effective in June 2018.

The Matter of Castro-Tium, in which Sessions referred a case to himself to review the authority to administratively close cases. The order was issued on May 17, 2018, and it held that immigration judges and the Board of Immigration Appeals lack general authority to administratively close cases. Just as in A-B-, Archambeault said, Castro-Tium weakened the power within the hands of immigration judges. Some immigration judges may even be dismissed from certain cases. A-B- and Castro-Tium continue to present immigration lawyers with vexing challenges: how may they defeat the biases of those who have construed such matters while fighting for the utmost benefit of their clients?

Panelists discussed the process of asylum appeals. In all incoming asylum cases, an applicant must have a well-founded fear of persecution within their home country. In these cases, it may be critical to obtain detailed affidavits for corroboration, expert testimony, psychological evaluations, pattern in practice arguments and knowledge of any pressing humanitarian violations.

The process of appeals was discussed in its multitude of stages. In the inchoate stage, the client has 30 days to file their appeal notice. Lawyers then must complete Executive Office for Immigration Review forms. The Department of Homeland Security is then served the notice of appeal. After the judge’s oral or written decision is issued, 30 more days are allotted for the client to make another appeal. There are numerous resources the client may use for assistance in this process, such as BIAhelp.org, and there are several extenuating circumstances within every appeal. For example, one may issue a motion to reconsider if legal precedents were being disobeyed in the previous hearing.

There remains a plethora of minutia to learn, the panelists said, as both the law and its execution remain apt to change. However, they put out the call to help defend those, in any way, who may not be able to do so for themselves.

Fionna Farrell is a senior at Central High School in Philadelphia.

Art of Civil Negotiation in Civil Litigation

By Karen M. Maschke

If you practice in civil litigation, it is probably not a surprise to you that more than 90 percent of civil cases settle before trial. Helping attorneys to improve their negotiating techniques and skills was the goal of the recent CLE, “How to Win Your Case in Negotiation,” hosted by the Alternative Dispute Resolution Committee. The program featured Dr. Maurice Schweitzer, a professor at the Wharton School at the University of Pennsylvania, and director of Wharton’s Strategic Decision Making Mindset program, along with Charles Forer of Alternative Dispute Resolution Services Wynnewood.

While conducting interactive scenarios with attendees, Dr. Schweitzer made several key points about things to consider when walking into a negotiation. The first stage of negotiation is about the exchange of information. In situations such as working with clients on contracts and agreements of sale, it is important to focus on the peculiarities of a good or service. This will help both sides in valuing that good or service and enable you to have a basis for the demand or offer being made.

Some main points were to pay attention to your perspective, focus on asking questions and really listen to the answers rather than focusing solely on yourself and your client. Perspective-taking is something that can have a big effect on negotiations.

Emotions were also a big topic of discussion, as they often play a large role in negotiation and will change our feelings and approach to negotiation situations. Oftentimes, when people get frustrated in negotiations, they tend to just give in and cave on certain terms just to reach an agreement and end it. Further, when participants get upset and angry, it can stall the negotiation. At that point, Dr. Schweitzer recommends taking a break and shifting the focus to something else to de-escalate emotions.

The perception of the deal’s fairness can also have a large impact on negotiations.
2019 Section, Division, Committee Chairs

SECTIONS/DIVISIONS

BUSINESS LAW
Marcel S. Pratt
City Solicitor
City of Philadelphia Law Department
1515 Arch St., 17th Floor
Philadelphia, PA 19102
(215) 683-5003
Marcel.Pratt@Phila.gov

CRIMINAL JUSTICE
Leonard S. Deutchman
(267) 231-1672
lendeutchman@gmail.com

FAMILY LAW
Kristine L. Calalang
The Law Office of Kristine L. Calalang
1221 Locust St.
Philadelphia, PA 19102
(215) 981-4022
brownjh@pepperlaw.com

PROBATE & TRUST LAW
Justin H. Brown
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4304
sullivanja@pepperlaw.com

PUBLIC INTEREST
Brenda Marrero
Community Legal Services of Philadelphia
1424 Chestnut St.
Philadelphia, PA 19102
(215) 981-3740
bmarrero@clphil.org

REAL PROPERTY
Alexander F. Barth
Cohen Seglas Pallas Greenhall
& Furman PC
30 S. 17th St., 19th Floor
Philadelphia, PA 19103
(267) 238-4744
abarth@cohenseglas.com

STATE CIVIL LITIGATION
James P. Tolerico
Robert J. Casey, Jr. & Associates
1500 Market St., Suite 2500 W.
Philadelphia, PA 19102
(215) 841-3040
jim.tolerico.uc1r@statefarm.com

TAX
Cheryl Upham
Cohen O'Connor
1600 Market St., Suite 2800
Philadelphia, PA 19103
(215) 665-4193
cupham@cozen.com

WORKERS’ COMPENSATION
Hon. Sandra Craig
Workers’ Compensation Office of Adjudication
110 N. 8th St., Suite 401
Philadelphia, PA 19107-5157
(215) 560-2488
sacraig@pa.gov

Jon Paul DeMarco
Law Office of Nathaniel M. Holmes, LLC
PO Box 4128
Harrisburg, PA 17111-4128
(215) 531-2292
jp@natholmèslaw.com

Kelly Hemple
Krasno, Krasno & Onwudinjo
1429 Walnut St., 16th Floor
Philadelphia, PA 19102
(888) 529-3219
khemple@krasno.com

YOUNG LAWYERS DIVISION
Michaela Tassinari
Robert J. Casey, Jr. & Associates
1500 Market St., Suite 2500 W.
Philadelphia, PA 19102
(215) 841-3040
michaela.tassinari.kfyk@statefarm.com

COMMITTEES
ADVANCING CIVICS EDUCATION
Hon. Timika Lane
Court of Common Pleas, Trial Division - Criminal
1301 Filbert St.
1216 Stout Justice Center
Philadelphia, PA 19107
(215) 683-7067
timika.lane@courts.phila.gov

Elvin P. Ross III
Legis Group LLC
3900 Ford Road, Suite B
Philadelphia, PA 19131
(800) 350-7321
eross@legislawyers.com

Diane Bernoff Sher
Fineman Kirschen & Harris, P.C.
Ten Penn Center
1801 Market St., Suite 1100
Philadelphia, PA 19103
(215) 893-8751
dsher@finemanlawfirm.com

APPPELLATE COURTS
Edward M. Koch
White and Williams LLP
1650 Market St.
One Liberty Place, Suite 1800
Philadelphia, PA 19103-7395
(215) 864-6309
koche@whiteandwilliams.com

Kim Kocher
White and Williams LLP
1650 Market St.
One Liberty Place, Suite 1800
Philadelphia, PA 19103-7395
(215) 864-6332
kocher@whiteandwilliams.com

Thomas G. Wilkinson Jr.
Cozen O’Connor
One Liberty Place
1650 Market St., Suite 2800
Philadelphia, PA 19103
(215) 665-3377
twilkinson@cozen.com

BENCHMARK BAR CONFERENCE
Jennifer S. Goatsworth
Margolis Edelstein
The Curtis Center
170 S. Independence Mall W., Suite 400E
Philadelphia, PA 19106
(215) 931-5856
jgoatsworth@margolisedelstein.com

Natalie Klyashtrony
Nochumson P.C.
123 S. Broad St., Suite 1600
Philadelphia, PA 19109
(215) 399-1346
natalie.klyashtrony@nochumson.com

BRENNAN AWARD
TBD

CHARITY RUN
Eric S. Marzluf
Caesar Rivise, P.C.
1635 Market St., 12th Floor
Philadelphia, PA 19103
(215) 567-2010
emarzluf@caesar.law

Manny D. Pokotilow
Caesar Rivise, P.C.
1635 Market St., 12th Floor
Philadelphia, PA 19103
(215) 567-2010
mpokotilow@caesar.law

CIVIL GIDEON AND ACCESS TO JUSTICE TASK FORCE
Catherine C. Carr
CathyCarrPhila@gmail.com

Joseph A. Sullivan
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4304
sullivanja@pepperlaw.com

CITY POLICY
Charles M. Gibbs
Law Offices of McMonagle Perri
McHugh Mischack & Davis
1845 Walnut St., 19th Floor
Philadelphia, PA 19103
(267) 702-0986
CGibbs@mpmpc.com

CIVIL RIGHTS
Aleena Y. Serathia
Ahmad Zaffarace LLC
1 S. Broad St., Suite 1810
Philadelphia, PA 19107
(215) 496-9373
asorathia@azlawlk.com

Molly M. Tack-Hooper
ACLU of Pennsylvania
P.O. Box 60173
Philadelphia, PA 19102
(215) 592-1513
mtack-hooper@acluupa.org

COMMITTEE ON ACADEMIC ENGAGEMENT
Diane Penneys Edelman
Villanova University Charles Widger School of Law
299 N. Spring Mill Road
Villanova, PA 19085
(610) 519-7047
edelman@law.villanova.edu

Louis S. Rulli
Practice Professor of Law
University of Pennsylvania Law School
3501 Sansom St.
Philadelphia, PA 19104
(215) 898-3203
lrulli@law.upenn.edu

CORPORATE IN-HOUSE COUNSEL
Debbie Carlos
Comcast Cable
One Comcast Center,
1701 JFK Blvd., 56th Floor
Philadelphia, PA 19103
(215) 286-2072
continued on page 15
Chairs
continued from page 14

debbie_carlos@comcast.com

Osama E. Hamdy
GlashoSmithKline PLC
5 Crescent Drive
Philadelphia, PA 19112
(215) 514-6525
Osama.e.hamdy@gsk.com

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DELIVERY OF LEGAL SERVICES
Anita Santos-Singh
Philadelphia Legal Assistance
718 Arch St., Suite 300N
Philadelphia, PA 19106
(215) 981-3808
asantos@philalegal.org

Joseph A. Sullivan
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 550-1999
sullivanja@pepperlaw.com

DIVERSITY IN THE PROFESSION
Shabrei Parker
Mincey Fitzpatrick Ross, LLC
1500 JFK Blvd., Suite 1525
Philadelphia, PA 19102
(215) 550-1999
shabreiparker@gmail.com

EDUCATION LAW
Thomas O. Fitzpatrick
Mincey Fitzpatrick Ross, LLC
1500 JFK Blvd., Suite 1525
Philadelphia, PA 19102
(215) 550-1999
tom@minceyfitzross.com

Sheilah Vance
Law Offices of Sheilah Vance
100 S. Broad St., #1525
Philadelphia, PA 19101
(215) 557-9550
svance@svancelawoffices.com

Michael I. Metz-Topodas, Vice Chair
Cohen Seglias Pallas Greenhall
& Furman PC
30 S. 17th St., 19th Floor
Philadelphia, PA 19103
(215) 564-1700
mmetz-topodas@cohenseglias.com

ELECTION PROCEDURES
Rudolph Garcia
Rudy@RudolphGarcia.com

EMPLOYEE BENEFITS
Nancy L. Wasch

Wach & Ritsen LLC
749 Spring Valley Road
Doylestown, PA 18901
(215) 340-1413
rwasch@wachritson.com

Matthew I. Whitehorn
Dilworth Paxson LLC
1500 Market St., Suite 3500E
Philadelphia, PA 19102
(215) 575-7166
mwhitehorn@dilworthlaw.com

ENVIRONMENTAL AND ENERGY LAW COMMITTEE
Bryan P. Franey
Manzo, Gold, Katcher & Fox, LLP
401 City Ave., Suite 901
Bala Cynwyd, PA 19004
(484) 430-2308
bfraney@mankogold.com

Stephen G. Harvey,
Steve Harvey Law LLC
1880 JFK Blvd., Suite 1715
Philadelphia, PA 19103
(215) 438-6600
steve@steveharveylaw.com

Sarah B. Silver
Langsam Stevens Silver & Hollaender LLP
1818 Market St., Suite 3400
Philadelphia, PA 19103
(215) 239-9040
ssilver@lsh-law.com

Kenneth J. Warren
Warren Environmental Counsel LLP
975 Mill Road
Millridge Manor House Suite A
Bryn Mawr, PA 19010
(484) 383-4830
kwarren@warrenenvcounsel.com

FEDERAL COURTS
Kathleen D. Wilkinson
Wilson Elser Moskowitz Edelman & Dicker LLP
Two Commerce Square
2001 Market St., Suite 3100
Philadelphia, PA 19103
(215) 606-3917
marc.bogutz@wilsonelser.com

Joe H. Tucker, Jr.
Tucker Law Group, LLC
Ten Penn Center
1801 Market St., Suite 2500
Philadelphia, PA 19103
(215) 875-0609
jtucker@elgattorney.com

Sara Selow, Vice Chair
sara.selow@gmail.com

FEE DISPUTES
Cheryl F. Cutrona
Good Shepherd Mediation Program
2000 Hamilton St.
Philadelphia, PA 19130
(215) 843-5413
ccutrona@aol.com

Andrew E. DiPiero
Baratta Russell & Baratta
3500 Reading Way
Huntingdon Valley, PA 19006
(219) 914-2222
adipiero@barattarussell.com

GOVERNMENT AND PUBLIC SERVICE LAWYERS
Bradford J. Ham
Deputy City Solicitor
Commercial Law Unit
City of Philadelphia Law Department
1515 Arch St., 17th Floor
Philadelphia, PA 19102
(215) 683-5259
bradford.ham@phila.gov

Jordan E. Segall
City of Philadelphia Board of Ethics
1515 Arch St., 18th Floor
One Parkway Building
Philadelphia, PA 19102
(215) 686-9457
segall.jordan@gmail.com

HUMAN RESOURCES/PERSO NNEL ADVISORY
Chancellor Rochelle M. Fedullo
Wilson Elser Moskowitz Edelman & Dicker LLP
Two Commerce Square
2001 Market St., Suite 3100
Philadelphia, PA 19103
(215) 606-3917
rochelle.fedullo@wilsonelser.com

IMMIGRATION LAW
Wendy Caster Hoss
Landau, Hess, Simon & Choi
190 N. Independence Mall W., Suite 602
Philadelphia, PA 19106
(215) 925-0705
whess@LHSImmigration.com

Min S. Suh
Manko, Gold, Katcher & Fox, LLP
50 S. 16th St., Suite 3200
Two Liberty Place
Philadelphia, PA 19103
(215) 441-8430
min.suh@bipc.com

INSURANCE PROGRAMS
Douglas R. Widin
Reed Smith LLP
Three Logan Square
1717 Arch St., Suite 3100
Philadelphia, PA 19103
(215) 851-8170
dwidin@reedsmith.com

Mark Bogutz
Wilson Elser Moskowitz Edelman & Dicker LLP
Two Commerce Square
2001 Market St., Suite 3100
Philadelphia, PA 19103
(215) 606-3916
marc.bogutz@wilsonelser.com

INTELLECTUAL PROPERTY
M. Kelly Tillery
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4401
tilleryk@pepperlaw.com

Noah S. Robbins, Vice Chair
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4182
robbinsn@pepperlaw.com

INTERNATIONAL LAW
Diane Penneys Edelman
Villanova University Charles Widger School of Law
299 N. Spring Mill Road
Villanova, PA 19085
(610) 519-7047
edelman@law.villanova.edu

Jeremy D. Heep
Pepper Hamilton LLP
3000 Two Logan Square
18th and Arch streets
Philadelphia, PA 19103
(215) 981-4972
heepj@pepperlaw.com

JUSTICE SONIA SOMATOMAYOR
DIVERSITY AWARD
Albert S. Sandridge III
Schneider Harrison Segal & Lewis LLP
600 Market St., Suite 3000
Philadelphia, PA 19103
continued on page 16
LAW FIRM PRO BONO
Kathy E. Ochroch
Blank Rome LLP
One Liberty Square
130 N. 18th St.
Philadelphia, PA 19103
(215) 569-5711
ochroch@blankrome.com

Melinda Levine deLisle
Cozen O’Connor
One Liberty Place
1650 Market St., Suite 2800
Philadelphia, PA 19103
(215) 665-5599
mdelisle@cozen.com

LEGAL RIGHTS OF CHILDREN
Joanna Visser Adjoian
Youth Sentencing & Reentry Project
1528 Walnut St., Suite 515
Philadelphia, PA 19102
(267) 703-8047
jvisseradojian@ysrp.org

Yu-Qing (Jane) Kim
Support Center for Child Advocates
1617 JFK Blvd., Suite 1200
Philadelphia, PA 19103

(267) 546-9213
jkim@scalaw.org

LEGAL RIGHTS OF PERSONS WITH DISABILITIES
Lee Awbrey
Montgomery County Office of the Public Defender
P.O. Box 311
Norristown, PA 19404
(610) 278-3000
lawbrey@montcoopa.org

LEGISLATIVE LIASON
Lawrence W. Abel
Abel Law, PC
1515 Market St., Suite 1200
Philadelphia, PA 19102
(215) 854-4003
abel4law@gmail.com

Deborah Gordon Klehr
Education Law Center
1315 Walnut St., Suite 400
Philadelphia, PA 19107
(215) 346-6020
dklehr@elc-pa.org

LGBT RIGHTS
Robert Ian Evans
City of Philadelphia Law Department
1515 Arch St., 14th Floor
Philadelphia, PA 19102
Ianevans151@gmail.com

Christa Levko
Kraemer, Manes, & Associates, LLC
1628 JFK Blvd., Suite 1650
Philadelphia, PA 19103
(215) 475-3517
clevko@lawkm.com

MENTORING AND PROFESSIONAL DEVELOPMENT INITIATIVE
Regina M. Foley
Raynes Lawn Hemmeyer
1845 Walnut St., 20th Floor
Philadelphia, PA 19103
(215) 568-6190
rmfoley@rayneslaw.com

Nicole D. Galli
Law Offices of N. D. Galli LLC
2 Penn Center Plaza, Suite 910
1500 JFK Blvd., Philadelphia, PA 19102
(215) 525-9580
ndgalli@ndgalliaw.com

MID-SIZE FIRM MANAGEMENT
Anthony Volpe
Volpe and Koenig, P.C.
30 S. 17th St.
Philadelphia, PA 19103
(215) 568-6400
rvolpe@vklaw.com

(267) 546-9213
jkim@scalaw.org

MILITARY AFFAIRS COMMITTEE
TBD

MUNICIPAL COURT
Ian Charlton
Community Legal Services of Philadelphia
1424 Chestnut St.
Philadelphia, PA 19102
(215) 981-3768
icharlon@clsphila.org

Kristine Anne Phillips
Willig, Williams & Davidson
1845 Walnut St., 24th Floor
Philadelphia, PA 19103
(215) 656-3600
kkphillips@wwdlaw.com

Robert J. Willwerth
Cohen, Willwerth & Marraccini, LLC
660 Second Street Pike, Suite 1
Southampton, PA 18966
(215) 887-8100
bob@cohenwillwerth.com

PENSION
Jonathan A. Clark
Blank Rome LLP
One Liberty Square
130 N. 18th St.
Philadelphia, PA 19103
(215) 569-5561
jclark@blankrome.com

David F. Jones
Dechert LLP
Cira Centre
2929 Arch St.
Philadelphia, PA 19104
(215) 994-2822
david.jones@dechert.com

Brian J. Dougherty, Vice Chair
Morgan, Lewis & Bockius LLP
1701 Market St.
Philadelphia, PA 19103
(215) 963-4812
bdougherty@morganlewis.com

ACHIEVEMENT AWARD
Lynn A. Marks
lynnmarks9@gmail.com

PROFESSIONAL GUIDANCE
Josh J.T. Byrne
Swartz Campbell LLC
Two Liberty Place
50 S. 16th St., 28th Floor
Philadelphia, PA 19102
(215) 299-4369
jbyrne@swartzcampbell.com

Beth L. Weisser
Fox Rothschild LLP
2000 Market St., 26th Floor
Philadelphia, PA 19103
(215) 299-2892
continued on page 17
BUSINESS LAW SECTION EXECUTIVE COMMITTEE

The Business Law Section held its first executive committee meeting of 2019 on Jan. 8.


Chairs

continued from page 16

bweisser@foxrothschild.com

PROFESSIONAL RESPONSIBILITY

Diana Kyauta Ashton
Polisnelli PC
900 W. 48th Place, Suite 900
Kansas City, MO 64112
(816) 691-3748
dashtron@polisnelli.com

Hon. Denis P. Cohen
Philadelphia Court of Common Pleas
Trial Division
538 City Hall
Philadelphia, PA 19107
(215) 686-7340
denis.cohen@courts.phila.gov

W. Bourne Ruthrauff
Bennett, Bricklin & Saltzburg LLC
1601 Market St., 16th Floor
Philadelphia, PA 19103
(215) 567-2883
ruthrauff@bbs-law.com

Deborah A. Winokur
Goldberg Segalla
1700 Market St., Suite 1418
Philadelphia, PA 19103
(267) 519-0612
dwinokur@goldbergsegalla.com

SENIOR LAWYERS PROFESSIONAL AND PUBLIC SERVICE

Hon. Sandra M. Moss (Ret.)
Dispute Resolution Institute
Two Logan Square
18th and Arch streets, Suite 660
Philadelphia, PA 19103
(215) 888-1155
smoss@adrdiv.com

SOCIAL SECURITY DISABILITY

Thomas J. Giordano Jr.
Pond Lehocky Stern Giordano
2005 Market St., 18th Floor
Philadelphia, PA 19103
(215) 568-7500
tgiordano@disabilityjustice.com

Marjorie Portnoy
Portnoy Disability Practice, LLC
150 N. Radnor Chester Road
Suite F-200
Radnor, PA 19087
(877) 706-3537
marjorie@portnoydisability.com

SOLE AND SMALL FIRM MANAGEMENT

Kathleen Kirkpatrick
Tucker Law Group, LLC
Ten Penn Center
1801 Market St., Suite 2500
Philadelphia, PA 19103
(215) 875-0609
kkirkpatrick@tlgattorneys.com

Kevin V. Mincey
Mincey Fitzpatrick Ross, LLC
1500 JFK Blvd. Suite 1525
Philadelphia, PA 19102
(215) 550-1999
kevin@minceyfitzross.com

Richard L. Vanderslice
Richard L. Vanderslice, P.C.
1445 Snyder Ave.
Philadelphia, PA 19145
(215) 667-8070
rhv@vanderslicelaw.com

WELLNESS AND QUALITY OF LIFE

Nancy C. Kraybill
Drexel University Thomas R. Kline School of Law
3320 Market St., Suite 453
Philadelphia, PA 19104
(215) 574-4803
nancy.c.kraybill@drexel.edu

Courtney Schulnick
Marshall, Dennehey, Warner, Coleman & Goggin, P.C.
2000 Market St., Suite 2300
Philadelphia, PA 19103
(215) 575-2823
cschulnick@mdwgc.com

Carole B. Sheffield
Anderson Kill, P.C.
1700 Market St., Suite 600
Philadelphia, PA 19103
(267) 216-2732
csheffield@andersonkill.com

Erin M. Siciliano
Willson Elser Moskowitz Edelman & Dicker LLP
Two Commerce Square
2001 Market St., Suite 3100
Philadelphia, PA 19103
(215) 606-3949
erin.siciliano@wilsonelser.com

WOMEN IN THE PROFESSION

Julia Swain
Fox Rothschild LLP
2000 Market St., 20th Floor
Philadelphia, PA 19103
(215) 299-2794
jswain@foxrothschild.com

Niki Ingram
Marshall Dennehey Warner Coleman & Goggin, P.C.
2000 Market St., Suite 2300
Philadelphia, PA 19103
(215) 575-2704
ningram@mdwgc.com

Hillary Ladov, Vice Chair
Goldberg Segalla
1700 Market St., Suite 1418
Philadelphia, PA 19103
(267) 519-0612
hladov@goldbergsegalla.com

Amal M. Bass
Women’s Law Project
125 S. 9th St., Suite 300
Philadelphia, PA 19107
(215) 928-9801
abass@womenslawproject.org

Catherine T. Barbieri
Fox Rothschild LLP
2000 Market St., 20th Floor
Philadelphia, PA 19103
(215) 299-2839
charbieri@foxrothschild.com

Erin Lamb
Freeman Mathis & Gary, LLP
1800 JFK Blvd., Suite 1500
Philadelphia, PA 19103
(215) 971-2929
elamb@fmglaw.com

WOMEN’S RIGHTS

Amal M. Bass
Women’s Law Project
125 S. 9th St., Suite 300
Philadelphia, PA 19107
(215) 928-9801
abass@womenslawproject.org

Catherine T. Barbieri
Fox Rothschild LLP
2000 Market St., 20th Floor
Philadelphia, PA 19103
(215) 299-2839
charbieri@foxrothschild.com

Erin Lamb
Freeman Mathis & Gary, LLP
1800 JFK Blvd., Suite 1500
Philadelphia, PA 19103
(215) 971-2929
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Questions?
For questions, contact Director of Public and Legal Services Charlie Klitsch at (215) 238-6326 or cklitsch@philabar.org.
## 2019 PHILADELPHIA BAR ASSOCIATION STATEMENT OF OPERATIONS

### Philadelphia Bar Association
Statement of Operations 2019

<table>
<thead>
<tr>
<th>Revenue:</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$1,750,000</td>
</tr>
<tr>
<td>Lawyer referral service</td>
<td>427,100</td>
</tr>
<tr>
<td>Committee programs</td>
<td>180,000</td>
</tr>
<tr>
<td>Publications - ALM Contract</td>
<td>75,000</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>275,000</td>
</tr>
<tr>
<td>Royalties</td>
<td>55,000</td>
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<tr>
<td>Affiliate Organizations:</td>
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<tr>
<td>YLD</td>
<td>15,000</td>
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<tr>
<td>Law Practice Management</td>
<td>25,000</td>
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<tr>
<td>Annual Sponsorship Program</td>
<td>344,523</td>
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<tr>
<td>CLE</td>
<td>62,116</td>
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<tr>
<td>DLSC</td>
<td>68,000</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$3,547,494</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2019 Budget</th>
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</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>73,911</td>
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<tr>
<td>Lawyer Referral Service</td>
<td>39,900</td>
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<tr>
<td>Committee activities</td>
<td>344,829</td>
</tr>
<tr>
<td>Meeting services and special events:</td>
<td></td>
</tr>
<tr>
<td><strong>Program Services</strong></td>
<td><strong>$438,348</strong></td>
</tr>
<tr>
<td><strong>Support Services</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>1,497,862</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>External Communications</td>
<td>720</td>
</tr>
<tr>
<td>Affiliate Programs (VIP)</td>
<td>75,000</td>
</tr>
<tr>
<td>Bar Association Legal Services Programs:</td>
<td>8,382</td>
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<tr>
<td>Publications:</td>
<td>16,534</td>
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<tr>
<td>General Services/Catering Administration:</td>
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<tr>
<td>Executive:</td>
<td>168,721</td>
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<tr>
<td>Finance, Information Technology and Administration</td>
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<tr>
<td>YLD Program</td>
<td>37,500</td>
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<tr>
<td>CLE</td>
<td>162,283</td>
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<tr>
<td>Overhead (includes phones, internet &amp; insurance)</td>
<td>167,815</td>
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<tr>
<td>Rent</td>
<td>165,410</td>
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<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>1,497,862</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Support Services</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee salaries</td>
<td>1,675,725</td>
</tr>
<tr>
<td><strong>Total Salaries</strong></td>
<td><strong>1,675,725</strong></td>
</tr>
</tbody>
</table>

| Employee benefits                            | 615,934     |
| **Total Benefits**                            | **615,934** |

| Stationery, postage and office expenses       | 45,750      |
| **Total Supportive Services**                 | **2,337,408** |

| **Total Expenses**                            | **3,835,270** |
| Change in Net Assets                          | ($287,776)   |

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Community Legal Services and Ballard Spahr LLP secured a key pro bono victory on Nov. 20, 2018 in a partnership that has spanned over 30 years and resulted in numerous victories on behalf of clients throughout Philadelphia.

This recent victory is the product of their joint effort, beginning in December 2017, on an appeal arising from former Family Court Judge Lyris Younge's unlawful incarceration of their client, H.R.*, to compel the surrender of H.R.'s non-custodial granddaughter. This marked the first and only time that H.R., a law-abiding citizen, has been in jail.

Confusingly, the trial court's justification for H.R.'s incarceration shifted over time and required a significant amount of time and effort to decipher and challenge. In its Dec. 1, 2017 order incarcerating H.R., the trial court found H.R. in contempt—in writing—to compel the surrender of H.R.'s non-custodial granddaughter. On appeal, however, the trial court denied ever holding H.R. in contempt and instead attempted to shoehorn its authority for incarcerating H.R. into its limited authority under the Juvenile Act. Specifically, the trial court asserted that it instead made a credibility determination that H.R.'s incarceration served the best interests of H.R.'s grandchild—who was not before the court—and that this determination was authorized under the Juvenile Act.

CLS and Ballard together wrote a 79-page appellate brief that argued, among other things, that the trial court's order dramatically exceeded its authority under the Juvenile Act, which provides for the confinement of certain enumerated juveniles and only in the most extreme of circumstances; and the trial court's order wholly disregarded H.R.'s Constitutional rights to liberty and due process of law.

As with all collaborations between CLS and Ballard, this collaboration provided an invaluable opportunity for Ballard's associate on the case to work closely with CLS and its client, as well as to gain experience analyzing and writing about a wide range of legal issues—federal and state constitutional arguments, the scope of the Juvenile Act, and the contours of certain credibility and hearsay issues.

In a Nov. 20, 2018 published opinion, a three-judge panel of Pennsylvania's Superior Court reversed Judge Younge's order. They based their holding on the fact that the trial court exceeded the scope of its authority under the Juvenile Act, saying “The Act does not provide for the incarceration of a non-custodial grandparent to compel a grandchild's surrender. Notably, [the granddaughter] was not even a subject child of the adjudicatory hearing before the trial court.” Because the Superior Court panel found the order unlawful under the Juvenile Act, they declined to address the constitutional and other arguments also raised on behalf of H.R. Nevertheless, the opinion helped reinforce the limits of the trial court's authority in all Pennsylvania dependency cases. Moreover, it provided justice to H.R. for the fear, frustration and collateral consequences that she faced because of her incarceration.

R. Stephen Stigall (stigalls@ballardspahr.com) is a partner and Mary K. Treanor (treanorm@ballardspahr.com) is an associate at Ballard Spahr LLP.

*Names changed to protect privacy.
Retirement
continued from page 12

mind that if you begin taking money at age 62, you will have fixed the amount of your benefit for life. It is critical to check your benefit amount on Social Security’s website and ensure that your earnings history and benefit calculation are accurate. The panelists added that once you reach your full Social Security benefit retirement age, you can continue to work with no penalty. For each year that you do not take your benefit, up to age 70, your benefit will increase by 8 percent each year.

Most people assume that their expenses will go down during retirement, the panelists said, but this may not be the case. The costs of housing, long-term care insurance and health care coverage loom. Purchase these types of insurance at a younger age and premiums may be lower. To not over-finance your retirement savings, it is important to make sure that your expenses are in-line with your income.

Retirement is big business right now, the panelists said, due to members of the Baby Boomer generation entering their retirement years. With that in mind, panelists reminded us that retirees as a group are targets, so they need to remain diligent and aware of potential scams.

The single most important factor in determining the financial health of your retirement is the performance of the stock market during your first five years of retirement. According to the panelists, a 4 percent withdrawal rate is the average to get you safely through retirement. However, know what your numbers are, and what assets you have paying in versus what expenses you will need to be paying out.

The panelists discussed unique choices retirement poses for lawyers regarding their licnure. If lawyers elect retired status, they are not allowed to practice law at all, while inactive status will allow them to return to the practice of law. However, the Pennsylvania Supreme Court adopted a rule that gives emeritus status to attorneys who choose to leave retired status to handle pro bono cases.

Mary LeMieux-Fillery (mlemiexo-fillery@paworkinjury.com), associate at Martin Law LLC, is an associate editor of the Philadelphia Bar Reporter.

Public Interest
continued from page 11

with all of the names permanently redacted. In its decision, the court said that because the Investigational Grand Jury Act provided no remedy for maintaining a person’s “reputational right,” the statute was subordinate to the constitution, and the court's duty was to secure the constitutional right, hence, permanent redaction.

The current iteration of the Pennsylvania Supreme Court is not reluctant to take on big issues, said Roper, so “we should not be reluctant to take big issues to the Pennsylvania courts.”

Britanny Anne Robertson (brobertson@philadelphiabar.org) is the temporary communications associate at the Philadelphia Bar Association.

Negotiation
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Often, someone will reject a good offer, something better than what they were looking for, simply because it seems too good for the other side. People become more concerned with whether a deal is “fair” than whether what is being offered is a good result for their client.

The overall take-away, regardless of what type of negotiations you are involved in, is that you need to focus on facts and your client’s goal and try not to get distracted or thrown off course by emotions, or by over thinking a deal and how good it is for the other side. With the majority of civil litigation resolving before trial, honing our negotiation skills is just as, if not more, important as improving our trial skills.

Karen M. Maschke (Karen.Maschke@wilsonels-er.com) is an associate at Wilborn Eber Moskowitz Edelman & Dicker LLP.
QUICK TIP FROM USI AFFINITY

as getting your work done and spending things you really need to accomplish, such translates into not enough time to do the on social media or in front of the television will dictate how you will cover all your about how they are spent, or risk wasting unlimited supply, you must be intentional and strike a balance between all three. Here are some effective ways to maintain and your family.

1. Be Intentional

When time and money are not in unlimited supply, you must be intentional about how they are spent, or risk wasting both on the wrong things. Just as a budget will dictate how you will cover all your bills, the same goes for time. Time spent on social media or in front of the television translates into not enough time to do the things you really need to accomplish, such as getting your work done and spending time with your family.

2. Prioritize

We always seem to have time or money for our priorities, which tend to get our first dollars and first moments of the day. The key is to get your priorities straight, and in doing so, spend your time and money on what is most important to you and your family.

3. Have a Plan

Keep a well-written plan of how you will spend your money and what you will do with your time, and don’t forget to include your friends and family as well. When you are extremely busy, it is virtually impossible to keep everything straight in your head if it is not written down on your calendar, be it a paper or electronic one.

4. Track It

It is not enough to simply have a plan – you must track your plan. The book, “Simple Life,” provides a blueprint for tracking your plan. First write down everything you consider to be important, next, record how you spend your next 24 hours, and last, compare how you spent your time with what you said was most important to you. Then make adjustments as needed.

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Lee A. Schwartz (Lee@schwartzjordan.com) is an attorney/mediator/collaborative lawyer at SchwartzJordan Law Group LLC.
Phoebe A. Haddon, chancellor of Rutgers University-Camden, has been selected as the recipient of the 2019 Ruth Bader Ginsburg Lifetime Achievement Award from the Association of American Law Schools Section on Women in Legal Education.

Mark E. Cedrone, founding partner of Cedrone & Mancano, LLC, has become a Fellow of the American College of Trial Lawyers, one of the premier legal associations in North America.

Jennifer Gomez Hardy, of Gomez Law Group, was elevated to president-elect of the Hispanic Bar Association of Pennsylvania.

James J. Eisenhower, of counsel to Dilworth Paxson LLP, was appointed by Governor Tom Wolf to a four-year term as a judge on the eight-member Pennsylvania Court of Judicial Discipline.

Patrice S. O’Brien, of counsel to Rawle & Henderson, LLP, recently participated in the evaluation of research applications submitted to the Breast Cancer Research Program sponsored by the Department of Defense. She was nominated by Susan G. Komen Philadelphia during its Annual Membership Meeting on Jan. 24.

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send news to Thomas E. Rogers, senior managing editor, Philadelphia Bar Reporter, at trogers@PhilaBar.org.

People

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February 2019   Philadelphia Bar Reporter
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