One of the strengths of the Philadelphia Bar Association is our ability to advocate on behalf of the legal profession to enhance the administration of justice and uphold the quality of the judiciary. Two recent statements issued by Association Chancellor A. Michael Snyder (ret.) illustrate this point.

The First Judicial District has faced numerous challenges in addressing the needs of litigants, counsel, and witnesses in its various divisions. Progress has been made, although much remains to be done. The backlog of cases to be tried and motions awaiting decision has been growing steadily since the courts closed to the public in the middle of March. On May 1, Chancellor Snyder issued a statement acknowledging the efforts of the First Judicial District Administrative Governing Board, while calling for more steps to be taken and offering the Association’s assistance in moving cases forward.

“[W]e urge the Court to expeditiously adopt temporary changes in practice in civil matters which will allow these matters to be heard and decided without delay,” Snyder said. “We believe that many of the matters before the courts are of interest to our members and their clients. We stand ready to assist the Court in implementing the required procedural changes so that the civil justice system in Philadelphia can remain the vibrant entity that it has been,” Snyder added.

Over the years, the Association has worked closely with the courts to develop innovative programs such as the Day Forward/Day Backward Program, the Mortgage foreclosure Diversion Program, and the e-filing system. The Association stands ready to assist the courts in navigating through the current crisis.

The Association also recently spoke on the qualifications of a nominee for appointment to the United States Court of Appeals for the District of Columbia Circuit. The D.C. Circuit is generally regarded as the most important of the 13 Courts of Appeal, as it is regularly asked to interpret federal laws and regulations. Consequently, the qualifications of the judges serving on that court are of interest to our members and their clients.

Recently, President Trump nominated Judge Justin Walker to a seat on the D.C. Circuit Court of Appeals. Just 37 years old, Judge Walker has never tried a case and has never served as second chair on a case. He had just been appointed to the United States District Court for the Western District of Kentucky, and his investiture was in March of this year. Prior to that, Walker had never served as a judge in any court.

At its April meeting, the Association’s Board of Governors, recognizing the fundamental principle that experience and qualifications matter, passed a resolution opposing Judge Walker’s nomination. Chancellor Snyder then issued a statement urging the U.S. Senate to refuse to confirm Judge Walker.

“We acknowledge Judge Walker’s meritorious academic record at both Duke University and Harvard Law School, we must point out that an academic record alone, without trial experience, does not qualify someone for an appointment to such a lofty judicial position,” Snyder said. “The sine qua non of any individual’s qualifications for a seat on an appellate bench is years of experience on a trial level court, and before that, trial experience itself. Judge Walker has neither.”

Chancellor Snyder followed up his statement with a letter to Senate Judiciary Committee Chair Lindsey Graham and Ranking Member Dianne Feinstein. As of this writing, the full Senate has not voted on the nomination.

Charles J. Klitsch (cklitsch@philabar.org) is the Director of Public and Legal Services at the Philadelphia Bar Association.
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Making Plans – Changing Plans

By A. Michael Snyder

Last year, around the time that you are now reading this, many of you would have been firming up your summer vacation plans. For others, like my wife and I, you might have just started to have the vacation plan discussions: Where do we go? When do we go? What do you want to do? Do we take the kids or not?

In any case, you probably looked on those discussions with pleasure and anticipation. After all, isn’t talking about vacations, both before and after, one of the more pleasant aspects of a vacation?

Of course, in the new landscape of COVID-19, in the here and now, those discussions aren’t happening. Instead, we’re more likely to be having discussions along the lines of, “Remember that trip we took to (fill in the blank)?” or “I wish we could get away! The kids, your mother, my work (everything) are/is driving me crazy!”

Getting away, vacating where we normally are, is a necessary part of existing in a stressful world. We all rely on vacations, of any length, as a way of resetting our mental clocks. This year, we probably will consider ourselves lucky if we can get out for an hour’s drive to nowhere. Even standing in line to buy an ice cream cone seems like a throw-caution-to-the-wind risky adventure. In the blink of an eye, we’ve had to change our plans completely. What’s more, for now, we don’t even have the ability to predict when, or if, we will be able to return to making plans for a vacation or a getaway.

Businesses, like individuals, rely on making plans for the future. In fact, the success or failure of a business or organization often depends on its ability to make plans for the future and to carry them out. This year, those well-crafted plans have been thrown out the window by all of us; the pandemic has seen to that.

One of my favorite memories of a vacation revolved around a trip that my wife and I took to Amsterdam a few years ago. We had heard about an organization called Dining with the Dutch that put us together with a Dutch couple for dinner in their home. We had been matched with this couple after having answered several questions about our likes, dislikes, interests, and occupations. As luck would have it, we were matched with a lovely young couple with two young children. The husband was a tax lawyer, and the wife was a physician completing a post-doctoral fellowship in nuclear medicine. They had spent four years in New York, each working in their respective fields. The children were adorable, the husband was a superb chef, and both husband and wife were warm, gracious, inviting, and extraordinarily bright. In all, we spent about 5 hours with them, at their respective homes.

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Recently, my mother, a lawyer of 40 years, asked me if the pandemic has changed the way I practice law. I paused before responding, "I don’t think so." Sure, the pandemic has changed where I practice, and it has certainly forced me to fine-tune my time management skills, but has it fundamentally changed my approach to the practice of law? No. But, I have noticed an unexpected, yet welcomed, change in how lawyers are communicating with each other. Maybe it is just my rose-colored glasses, but it sure feels like civility has made its long overdue return to our adversarial profession.

Growing up in a family of lawyers, I was exposed at a young age to the dynamics of legal advocacy. Dinner conversations resembled depositions. My parents’ arguments featured openings and closings. My first request for a car was organized like an IRAC analysis. But through it all, and no matter how heated things got, the discourse was always civil.

I always knew there were mean-spirited lawyers out there, but it wasn’t until my first job in private practice (approximately 12 years after my very persuasive first car IRAC analysis) that I encountered one. Conversations with opposing counsel were ripe with ad hominem attacks and hyperbole. Sexism and ageism reigned supreme. It was hard and it was frustrating, and I let it go on for too long. I was so caught up in the emotion of it all that it took me a while to remember an important lesson I had learned earlier in life: while civility is crucial, it does have limits. Civility does not require engagement with individuals who utter speech that, at its core, has no connection with respect or mutuality. Unfortunately, this experience, as I soon learned, was the norm for a young lawyer.

Over the past few months, however, the tone of my conversations with opposing counsel has changed. Perhaps the isolating loneliness of lockdown is prompting us to seek pleasantries with anyone who will take our calls.

By Hillary N. Ladov

The Long-Awaited Return of Civility

Over the past few months, however, the tone of my conversations with opposing counsel has changed. Perhaps the isolating loneliness of lockdown is prompting us to seek pleasantries with anyone who will take our calls.
One of the Philadelphia Bar Foundation’s core activities is to support the civil legal aid organizations in Philadelphia listed on this page. During this unprecedented time, assistance for this community is critical. We are striving to stay closely connected to the emerging efforts being taken by the public interest sector in Philadelphia and exploring ways that we can collaborate to more efficiently and quickly direct resources to our most vulnerable neighbors.

The Philadelphia Bar Foundation Board of Trustees acted decisively to support these legal aid agencies in response to the economic impact of the coronavirus pandemic, distributing emergency grants in April to help alleviate some of the unexpected pressure on the public interest community. As an additional part of this deliberative response, the Foundation chose to expedite making funds available over requiring that the agencies go through the traditional grant application process. Pending the success of our fundraising efforts and developments through the rest of this unprecedented year, the Bar Foundation intends to provide additional grants in December 2020.

Every year, our nonprofit partners provide access to justice for tens of thousands of individuals and families in Philadelphia and across Pennsylvania. This spring, they have been working harder than ever to ensure that the individuals, families, and communities they serve have access to any information, resources, and services they may need to navigate the world during the pandemic.

Our vision is a Philadelphia community in which everyone has equal access to justice, and we are actively working on advancing our mission. We are incredibly grateful for the continued generosity of our donors and supporters. During these challenging times, any donations to help sustain the Foundation’s grantmaking are vitally important. Please join us by donating today at www.PhilaBarFoundation.org.

Stay safe and be well.

Leslie E. John (john@ballardspahr.com), partner at Ballard Spahr LLP, is president of the Philadelphia Bar Foundation.
June is the last month of our extended membership renewal period. I was going to write why I believe membership in the Philadelphia Bar Association is so important. But then, I had a better idea: I’ll let our members—your colleagues—do the writing for me. Here is what they have to say:

Find Connection and Support
“Membership in the Philadelphia Bar Association is like being a part of a big family. The members support and care about each other, and we work together to make our family better and elevate our profession.”

Kristine L. Calalang
The Law Office of Kristine L. Calalang
2020 Co-Chair, Solo & Small Firm Committee

Advance your Career
“Membership in the Philadelphia Bar Association is the reason I have the position that I currently do. When I was a very young lawyer, I attended many networking events and meetings and, at one of those meetings—specifically a Women in the Profession meeting—I met a partner at my current firm. Years later, through this connection, I secured a position at my current firm where I have been for 7.5 years now. This is just one example of the opportunities that come with being an active member of the Bar Association! For me, membership has given me networking, leadership, and employment opportunities; and I know my experience is not limited to me.”

Amber M. Racine
Raynes Law Firm
2019 Chair, Board of Governors

Leadership Opportunities
“Membership in the Philadelphia Bar Association has allowed me to be a leader early on in my career, have a seat at the same table as my boss, and meet amazing people along the way.”

Arly Smith-Pearson
Philadelphia Legal Assistance
2020 Chair, Public Interest Section

Serve the Community
“Membership in the Philadelphia Bar Association has afforded me the opportunity to positively serve the local legal community through educational and charitable programming while also opening many doors with respect to networking opportunities, client referrals, leadership skill development, and personal friendships. I always strongly encourage junior attorneys that I work with to join the Bar Association.”

Michael P. Zanan
Caren O’Connor
2020 Chair, Business Law Section

Our members are right—the Association provides you with opportunities to advance your career; to lead a Section, Committee, or Division; to network and connect; and to serve the public. So please remember to renew your membership this month. Opportunity awaits!

To join or renew your membership today, visit www.philadelphiabar.org.

Harvey Hurdle Jr. (bhuddle@philabar.org) is the Executive Director of the Philadelphia Bar Association.

PHILADELPHIA BAR ASSOCIATION - COVID-19 RE-ENTRY TASK FORCE

Coming Back to Work: The New Re-Entry Task Force

By Chancellor A. Michael Snyder (ret.)

For longer than we can each imagine, we’ve been spending our days at home. We work, have lunch, take meetings, and even hold happy hours at home. We’ve been engaging in social distancing and being safe and isolated. For a while, it seemed fine; we didn’t have to wear a suit or a dress, and we could be pretty comfortable throughout our day.

But the thing is, to represent our clients adequately, we need to see our clients and our opposing counsel. We need access to our assistants in a way that no amount of virtual office practice can accomplish. We need to put our actual hands on actual documents and exhibits, and no amount of technology can replace that.

In short, we need to get back to our offices, and we need to do it safely and soon. But how do we do this, even when we are allowed to do so? What changes are we going to have to make in the way that we used to do things that accommodate the situation of our new COVID-19 world?

None of us knows the answers to these questions. But one thing we do know is that on the day that we are allowed back into our offices, we need to have the answers to these questions, or we, and our staffs, will suffer. Re-entry must be planned with a combination of efficiency, safety, and budget in mind.

That’s why we’ve created the COVID-19 Re-Entry Task Force, chaired by Alan Feldman, founding partner of Feldman, Shepherd, Tanner, Weinstock and Dodig, and a former Chancellor of the Association. The Re-Entry Task Force is challenged with compiling and evaluating best practices for re-entering our offices once the lockdown is lifted for law firms of every size. Members of the Task Force represent managing partners of solo, small, medium-sized, large, and very large firms.

I have charged the Task Force with compiling, evaluating, and recommending best practices for each size firm. None of us knows the answers to these questions. But one thing we do know is that on the day that we are allowed back into our offices, we need to have the answers to these questions, or we, and our staffs, will suffer. Re-entry must be planned with a combination of efficiency, safety, and budget in mind.

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Imagine you are recovering from substance use disorder, and because of your past substance use, the court has limited your contact with your young child to two hours a week, supervised at Family Court. In order to see your child, you submit yourself to standing in a long line, going through court security, and being watched by uniformed sheriffs in a courthouse waiting room with dozens of other families. When Family Court closed its doors in March because of the Coronavirus pandemic, you lost the only way for you to see your child indefinitely.

In the face of the pandemic, safe exchange and supervised visitation centers in other areas of Pennsylvania and across the nation have successfully adjusted their models to provide socially distant visitation and safe exchanges for parents and children. Some centers remain open, employing policies that allow families to visit or exchange children while staying safe and healthy. Other sites have arranged virtual visits for families that monitor interactions between parent and child. Family Court, however, has not adjusted its model and instead closed its doors. Family Court lacks trained family monitors and other professionals to facilitate successful supervised visitation. Without these resources in place before the pandemic, Family Court was unable to adapt to the needs of Philadelphians. The disruption of even this limited contact will have long-lasting implications, causing confusion and distress for many children.

Supervised visitation and safe exchange sites are necessary for families when safety is a concern and is typically ordered by the court when there are histories of domestic violence, child abuse, mental illness, and/or drug or alcohol abuse. Ideally, supervised visitation is a community-based option for families that provides a safe environment where children can visit with their parents under the direct supervision of a trained professional. Safe exchange sites provide a place for parents to be able to exchange children without the parents having to meet in person, preventing conflict and potential violence. For domestic violence survivors, supervised visits and safe exchange sites are critical in keeping a survivor’s address confidential, preventing an abuser from harassing the survivor during exchanges, or following the survivor after the visits.

In Philadelphia, Family Court is the only provider of supervised visitation for families, unless a child is in foster care, and there are no safe exchange sites in the entire city. Family Court provides a physically safe environment for children as it employs sheriffs to monitor families. However, the Court’s supervised visitation site is not designed to provide the necessary supports to children and parents. In the absence of any safe exchange site, schools, businesses, and police stations, fill in as locations for child custody exchanges.

The Coronavirus pandemic highlights the need for safe exchange and supervised visitation sites in Philadelphia. When Family Court closed its doors for supervised visitation, hundreds of children lost their only opportunity to see their parents. These families will be separated for months, without any communication or interaction between parent and child. Likewise, as businesses and schools are closed, many parents and domestic violence survivors have lost a safe way to exchange their children.

Our community deserves safe exchange and supervised visitation sites that provide a compassionate and accessible service to families undergoing great stress.

Arly Smith-Pearson (ASPearson@philalegal.org) is an attorney at Philadelphia Legal Assistance and the 2020 Chair of the Public Interest Section.
Calendar of Events

Keep checking the CLE and Events calendar at www.philadelphiabar.org for more CLE and events added daily.

Law School Outreach Summer Series
Thurs., June 4, 12 PM
Summer series for law students. This week’s topic “Collaborative Advocacy in Covid-19.”

CLE – ‘Gendered’ Communication and Its Effect on Persuasive Advocacy
Thurs., June 4, 12:30 PM–2:00 PM; 1.5 SUB
SPEAKERS LIVE via WEBCAST; Login link and course materials will be provided electronically the morning of the program.

Education Law Committee
Thurs., June 4, 12 PM

YLD Happy Hour
Thurs., June 4, 5:30 PM
Grab your favorite beverage and snack and join the YLD for a Virtual Happy Hour!

Public Interest Associates’ Committee
Fri., June 5, 12 PM
This meeting will be a time to check in and discuss lawyering during and in response to the COVID-19 pandemic, as well as brainstorm about how we can use the Public Interest Associates committee to connect and support attorneys across our programs.

Mindful Mondays
Mon., June 8, 8 AM
Start your week off with a short, guided mindfulness meditation.

CLE – Special Needs Trusts and the ABLE Act: In Theory and in Practice
Tues., June 9, 12:30 PM–2:30 PM; 2 SUB
SPEAKERS LIVE via WEBCAST; Login link and course materials will be provided electronically the morning of the program to those that register for credit.

CLE – Philadelphia Business Taxes
Wed., June 10, 12 PM–3:30 PM; 3 SUB
SPEAKERS LIVE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

CLE – VIDEO ENCORE: Ethics on Appeal
Thurs., June 11, 12 PM–1 PM; 1 ETH
ATTEND via WEBCAST; Login link and materials will be provided electronically the morning of the program.

Law School Outreach Summer Series
Thurs., June 11, 12 PM
Summer series for law students. This week’s topic “Post-Graduate Fellowships.”

Legislative Liaison Committee
Thurs., June 11, 12 PM
Join the Committee as we hear updates from Anthony Crisci, Crisci Associates.

Social Security Disability Benefits Committee
Fri., June 12, 12:30 PM

Mindful Mondays
Mon., June 15, 8 AM
Start your week off with a short, guided mindfulness meditation.

Public Interest Executive Meeting (Open to all.)
Mon., June 15, 12 PM

Video Conference

CLE – The Essentials of Virtual Conferencing with GoToMeeting, Microsoft (MS) Teams, and Zoom
Mon., June 15, 1 PM–3:15 PM; 2 SUB
SPEAKERS LIVE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

ATTORNEY DISCIPLINARY / ETHICS MATTERS
STATEWIDE PENNSYLVANIA MATTERS
NO CHARGE FOR INITIAL CONSULTATION

Representation, consultation and expert testimony in disciplinary matters and matters involving ethical issues, bar admissions and the Rules of Professional Conduct

James C. Schwartzman, Esq.

- Judge, Court of Judicial Discipline
- Former Chairman, Judicial Conduct Board of Pennsylvania
- Former Chairman, Disciplinary Board of the Supreme Court of Pennsylvania
- Former Chairman, Continuing Legal Education Board of the Supreme Court of Pennsylvania
- Former Chairman, Supreme Court of Pennsylvania Interest on Lawyers Trust Account Board
- Former Federal Prosecutor
- Selected by his peers as one of the top 100 Super Lawyers in Pennsylvania and the top 100 Super Lawyers in Philadelphia
- 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

1818 Market Street, 29th Floor • Philadelphia, PA 19103 • (215) 751-2863
CLE – COVID-19 Issues Affecting Small Businesses and Franchises
Tues., June 16, 12 PM–1 PM; 1 SUB
SPEAKERS LIVE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

Employee Benefits
Tues., June 16, 12:30 PM

Federal Courts Committee
Wed., June 17, 12 PM

CLE – VIDEO ENCORE: Be the Judge, Be the Jury... Become An Arbitrator
Wed., June 17, 12 PM–3 PM; 2 SUB/1 ETH
ATTENDANCE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

Law School Outreach Summer Series
Thurs., June 18, 12 PM
Summer series for law students. This week’s topic “Immigration Practice and Immigrant Rights.”

CLE – VIDEO ENCORE: Representing Clients in Domestic Violence
Thurs., June 18, 1 PM–2:30 PM; 1.5 SUB
ATTENDANCE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

CLE – Conflicts, Contracts and Costs: Tuning Up Your Ethics, Office Systems, Client Relationships, and Operating Documents
Fri., June 19, 10:00 AM–12:15 PM; 2 ETH
FEATURED SPEAKER LIVE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

Mindful Mondays
Mon., June 22, 8 AM
Start your week off with a short, guided mindfulness meditation.

CLE – Women in the Workplace
Mon., June 22, 11:00 AM–12:00 PM; 1 SUB
SPEAKER LIVE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

CLE – The Future of Public Law 86-272
Tues., June 23, 12:00 PM–1:00 PM; 1 SUB
SPEAKER LIVE via WEBCAST; Login link and materials will be provided electronically the morning of the program.

LGBT Rights Committee
Wed., June 24, 12 PM

CLE – Dealing with Uncertainty: How to Manage Career Changes in the Midst of a Pandemic
Wed., June 24, 2:00 PM–3:00 PM; 1 SUB
SPEAKER LIVE via WEBCAST; Login link and materials will be provided electronically late afternoon the day before the program.

Zoning, Land Use and Code Enforcement Committee
Thurs., June 25, 12 PM

Criminal Justice Section
Thurs., June 25, 12 PM

Law School Outreach Summer Series
Thurs., June 25, 12 PM
Summer series for law students. This week’s topic is “Personal Finance.”

Affinity Bar Quiz
Thurs., June 25, 5 PM
Love trivia? Test your knowledge and compete in teams against your friends and colleagues at the annual Affinity Bar Association Quiz Championship!

Mindful Mondays
Mon., June 29, 8 AM
Start your week off with a short, guided mindfulness meditation.

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By Courtney Schulnick

As I write this article, we approach the end of May and what has been labeled, “Mental Health Awareness Month.” While it has been wonderful to devote attention to this worthy cause, the truth is that mental health awareness cannot be limited to just one month. Now, more than ever, people are increasingly recognizing the importance of mental wellbeing; and that, perhaps, is one silver lining to the current pandemic.

Lawyers also recognize that while a career in law can be very gratifying, it can also be incredibly stressful. In 2016, the Hazelden Betty Ford Foundation and ABA Commission on Lawyer Assistance Programs published a study of nearly 13,000 currently practicing lawyers and found that approximately 28%, 19%, and 23% are struggling with some type of depression, anxiety and stress, respectively. Given the additional stresses triggered by the pandemic, these figures will likely rise in the near future.

Many employers within the legal community are cognizant of this and have made noteworthy efforts to promote the health and wellbeing of employees in the workplace. Surely, businesses cannot succeed when their constituents are in a bad place and unable to provide competent representation to clients. The good news is that wellness programs can enhance work performance, job satisfaction, and optimize the outcomes that can be achieved for clients.

Marshall Dennehey is one example of how employees can benefit from such programs. In April, lawyers and administrative staff participated in my six-week mindfulness program via Zoom to reduce stress and anxiety. Laurianne Falcone, a shareholder in the firm’s Philadelphia office, noticed how the program helped her to identify some of her habitual reactive ways. By the end of the program, she was able to disengage from reactivity and choose more skillful ways to respond to even some of her most difficult of adversaries.

Tim Hartigan, a shareholder in the King of Prussia office, appreciated the program because it reminded him that we cannot control the future. But we can control how we interact with “what is” and learn to be in the present moment without judging our experiences. According to Tim, “Life has a way of co-opting our attention. Mindfulness is my path to reclaiming it.”

Likewise, Ardyce DeChane, an administrative assistant in the firm’s Fort Lauderdale office, noticed how she often berated herself for feeling anxious about meeting deadlines and challenges in her personal life. She increasingly became aware of how this actually created additional suffering for herself. Mindfulness practices enabled her to cultivate greater compassion and kindness towards herself, which in turn, enabled her to better manage her anxiety and more effectively serve the needs of the attorneys she assists.

While mindfulness will not remove stress from our lives, it can teach us how to support ourselves so that we are able to navigate through the chaos and stress that have become so commonplace these days. Mindfulness allows us to wake up to our lives. Through this practice, we learn that what may have once seemed to be an insurmountable obstacle, can actually open us up to a world of rewarding challenges and vast opportunity.

To learn more about my mindfulness programs that are being offered via Zoom, please visit www.courtneyschulnickmindfulness.com or call me at (856) 261-8875.

Wake Up to Your Life with Mindfulness
The Remote Practice of Workers’ Compensation Law, From Three Perspectives

By Christopher M. Fox

In last month’s edition, I wrote about the swift action taken by the Bureau of Workers’ Compensation to avoid any major disruption in our administrative legal system. After a very brief stay, we emerged on March 30 with new hearing procedures in place. On May 12, I conducted e-mail interviews of our 2020 Workers’ Compensation Section Co-Chairs, The Honorable Tina Maria Rago, Anna Río, Esq., and Andrea Graf, Esq. Initially, it should be noted that the comments referenced herein are the personal comments of Judge Rago, Ms. Río, and Ms. Graf, and do not reflect the opinions of the Bureau of Workers’ Compensation, or the attorneys’ law firms.

After reading the responses provided by Judge Rago, Ms. Graf and Ms. Río, it is clear that everyone misses the social aspects of our profession and the human interaction that is hard to replicate remotely. In fact, Judge Rago indicated that she not only misses interacting with attorneys in her courtroom, she particularly misses meeting workers’ compensation claimants when hearing and mediating their cases. As such, she has focused on conducting video hearings and mediations, which are both secure and user-friendly. Ms. Graf pointed out that while we are engaging with certain attorneys in our remote practices, we are not seeing many others that we are accustomed to seeing in corridors or courthouses of the Philadelphia Office of Adjudication. Ms. Río pointed out that recording witness testimony telephonically is difficult because attorneys are unable to assess body language and other non-verbal cues.

I asked our attorneys whether they would like some video hearings to continue, even after social distancing requirements are relaxed. Ms. Río and Ms. Graf concurred in the desire to see status hearings continue via phone. Similarly, Judge Rago indicated that she would continue to offer telephonic or video hearings, if permitted to do so by the Bureau. Judge Rago, however, reminded me that she would like to continue a “call of the list” style docket. As an attorney who has concentrated my practice in Southeastern Pennsylvania, I concur with Judge Rago that the “call of the list” is a sacred institution that, I too, hope persists.

All three of my interviewees communicated some challenges faced as leaders of the bar. Our monthly “lunch and learn” style CLEs have gone remote, and in-person projects, such as lunch service at St. John’s Hospice, have been canceled. Of course, it should come as no surprise that Judge Rago, Ms. Río, and Ms. Graf have all continued their commitment to community service by donating to local food banks and monthly charities selected by the Workers’ Compensation Section. While working from home poses challenges, our three talented co-chairs all were quick to point out how thankful they were to be working, while also spending time with family during these unprecedented times.

Christopher M. Fox (cfox@gk-wcl.com), an attorney at Gross & Kenny LLP, is certified as a specialist in the practice of Workers’ Compensation Law by the Pennsylvania Bar Association’s Section on Workers’ Compensation Law as authorized by the Pennsylvania Supreme Court, and is a co-chair elect for the Philadelphia Bar Association’s Workers’ Compensation Section.

AFFINITY ASSOCIATIONS - THE BARRISTERS’ ASSOCIATION OF PHILADELPHIA, INC.

On Tuesday, May 12 and Thursday, May 14, the Barristers’ Association of Philadelphia sponsored a virtual Voting Rights Town Hall, featuring Chief Deputy Commissioner Jenné Ayers (on left) - Office of City Commissioner Omar Sabir. Ms. Ayers provided important and timely voter education information and addressed audience questions ahead of the June 2 Pennsylvania Primaries.

The May 12 event was moderated by Charles Gibbs (on left), the Barristers’ past-president and partner at McMonagle, Perri, McHugh & Mischak.

The May 14 event was moderated by Ballard Spahr LLP Associate Kahlil Williams (on right).

On Wednesday, May 13, the Barristers’ Association of Philadelphia held its May General Body Meeting, virtually, featuring relationship therapist Dr. Argie Allen-Wilson. "Dr. Argie" provided important and timely coping techniques for the personal and professional stresses and uncertainties caused by the coronavirus pandemic and addressed audience questions.

The discussion was moderated by Barristers’ President-elect and Lincoln Financial Group Counsel Dominique B.E. Ward.

Dr. Argie Allen-Wilson

Dominique B.E. Ward
LSOC Summer Brown Bag Series is Alive and Well, Virtually

By Sharon Buckingham & Pam Mertstock-Wolfe

As many in the Philadelphia public interest legal community know, the Philadelphia Bar Association Public Interest Section’s Law School Outreach Committee has, for more than 20 years, presented a summer brown bag series for students. This year, the series will continue virtually on the Zoom platform, and we expect it to be as robust as ever.

The LSOC is comprised of advisors and administrators from pro bono/public interest and career development offices who share a fondness for collaboration and cooperation from these law schools: Drexel University Thomas R. Kline School of Law; Rutgers University Law School (Camden location); Temple University Beasley School of Law; University of Pennsylvania Law School; Villanova University Charles Widger School of Law; and Widener University’s Delaware Law School.

In 1998, the LSOC decided to do something to ensure that students interning in Philadelphia would learn about the wonderful public interest groups that were part of the Bar Association. Many groups had students from outside of the area, and they wanted students to know all about the vibrant public interest community and ultimately return to the city as practicing attorneys. While organizations would benefit from getting their names out to students, area law schools would benefit from the additional programming and educational value for their students. Thus, the brown bag series was born.

The summer brown bag series consists of weekly panel discussions on specific, substantive topics, such as criminal law and prisoners’ rights; immigration; community lawyering; and policy and impact litigation. Professional development topics include post-graduate fellowships, personal finance, and cultural competency. Panelists include attorneys from Philadelphia-area legal services and government entities who discuss their work and their own public interest career paths. The agenda dedicates times for students to ask questions and engage with panelists. This year, we have added student ambassadors to enrich the panel discussion and promote student interest.

In the past, the brown bag series has taken place in the Bar Association offices. In our current reality, the series will move to Zoom to continue virtually. The series will run every Thursday at noon, from June 4 through August 6 (except for July 4th week), and the kickoff panel will feature local attorneys discussing their collaborative advocacy in COVID-19.

We hope all public interest and government organizations will share information about the brown bag series with their summer interns and encourage their attendance and participation. For weekly updates and Zoom link invitations (students will have to register in advance for each session), please direct your students to our listserv at https://2020publicinterestlistserv.eventbrite.com. Feel free to direct questions to sharon.buckingham@law.villanova.edu.

Sharon Buckingham is the Associate Director of Career Strategy at Villanova University Charles Widger School of Law and is overseeing the Summer Brown Bag Series.

Pam Mertstock-Wolfe is the Director of the Pro Bono & Public Interest Program at Rutgers Law School, Camden location, and current Chair of the Law School Outreach Committee.

“Membership in the Philadelphia Bar Association provided a great entry point for me, as someone who moved to Philadelphia almost nine years ago with very few connections, to get acclimated to the city. It has afforded me the opportunity to meet and work with many of the most influential leaders of the Bar Association and the city of Philadelphia.”

Reginald T. Shuford
Executive Director, ACLU of Pennsylvania
2020 Diversity Chair

Join or Renew Today at PhiladelphiaBar.Org
**State Civil’s Call to Action**

*By Jordan Strokovsky*

The COVID-19 pandemic has made the State Civil Litigation Section more important than ever. Since our March Town Hall meeting, which drew almost 60 attendees—including several members of the judiciary and key court staff—we’ve seen many attorneys come forward as volunteers to handle discovery matters and serve as JPTs for settlement conferences.

Meanwhile, our members have sent scores of emails noting their concerns in the face of the judicial emergency, and we’ve passed those on to the Court with particular emphasis on the two most pressing matters: discovery and justice concerns of everyone involved in the process. Technology and ingenuity will be key, and there are many questions in need of answers.

Now is the time for our members to step forward and get involved, either in a general sense or specifically with one of our four subcommittees: Alternative Dispute Resolution, Compulsory Arbitration, Medical-Legal, and Rules and Procedure. We need active and engaged participants who recognize not only the need to assist the Court in getting through this emergency, but also the opportunity to make a lasting impact. This rare pause in the legal process offers us an invaluable chance to rethink and modernize our protocols so that the system runs as smoothly as possible not only this fall, but for years to come.

With all hands on deck, your ideas and questions are welcome. As guardians of the court, we have a duty to ensure that the legal system remains fully operational, serving as a source of stability and reliability in these uncertain times. With your help, our Court can come out of this crisis stronger, smarter, and better prepared than ever.

*Jordan Strokovsky (jordan@actionafterinjury.com)—co-chair of the State Civil Litigation Section—is a trial lawyer and founder of Strokovsky LLC, where he handles catastrophic injury, medical malpractice, wrongful death, premises liability, birth injury, and trucking cases.*

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**Legal Marketing in the Changed CVD Era**

*By Kimberly Rice*

Despite living in the CVD era, business goes on and we must pivot to re-define how we service our network and referral sources, and attract new business. Virtual networking will become the new “norm” and the cost of entry for effectively navigating what will become the new marketing playbook. How will you open your mind and adapt?

Below are pragmatic actions you can take today to advance your business growth goals:

- Redefine sales/business development with the focus on finding ways to be helpful—to be in service—by asking open-ended questions, and actively listening and eliciting needs. (Mindset shift required)
- Clean up your contact lists (use that right click in Outlook and download those LinkedIn contacts) – “there’s gold in them there links”!
- Reach out to internal firm colleagues regularly to stay on top of mind for referrals.
- Max out the word count allowance on all areas of your LinkedIn profile, then search among connections in a targeted way by industry or other meaningful demographics in order to reach out with a useful link to some thought leadership—either yours or from a trusted source.
- Research LinkedIn groups to join and contribute to the conversation. Post thought leadership content regularly to demonstrate expertise (300-500 words is plenty to make a favorable impression).
- Hone in on industry concerns in your area of focus in light of CVD to collaborate with colleagues (either inside your firm or another) to plan, promote, and present a webinar (with Zoom video, where practical). Re-purpose for client-centric programming, as a value add.
- Learn a new skillset, i.e. how to leverage video to demonstrate expertise to targeted clients/contacts. Use this time to expand your mind to gain a competitive advantage later.
- Research a few competitors to “look up the ladder” and learn what you could be doing to gain market share.
- Author articles/blog posts for clients/contacts and/or for publication to demonstrate thought leadership.
- Leverage digital platforms to develop your personal brand:
  - Live stream (Facebook and LinkedIn) on a relevant, timely topic of interest to your network/clients
  - Record video segments (via Zoom) and post them on social media networks and/or send to clients/contacts directly.

An Investment Today with Multifarious Returns Tomorrow

Regardless of what the near- and long-term futures hold, it is now clear where the world is heading. Despite whatever growing pains you may experience today in making necessary changes to how you practice law and grow your business, the uncomfortableness will reap positive returns later!

And the “uncomfortableness”? That is a sign of progress. Just as you experience soreness when embarking on a new exercise regimen, it is a sign you are moving closer to your goals. Eventually, the uncomfortableness subsides, and in its place are muscles that make the next leap forward easier and exponentially more impactful than when you started.

We are here cheering and supporting you along the way.

*Kimberly Rice (kimberly@klamarketing.net) is the President and Chief Strategist of KLA Marketing Associates.*
PHILADELPHIA BAR ASSOCIATION CLE PROGRAM

Association’s CLE Program: Your Partner in Justice

By Tara D. Phoenix

As the country was quickly thrown into quarantine to contain the spread of COVID-19, the Philadelphia Bar Association mobilized to keep its members and the legal community informed about matters affecting them professionally and personally. Following the lead of Executive Director Harvey L. Hurdle Jr. and Chancellor A. Michael Snyder (ret.), Continuing Legal Education Director Tara D. Phoenix structured the Association’s award-winning CLE Program to be the immediate constant in the legal community, providing innovative and up-to-the-minute legal, judicial, technological, and practice management education and information detailing the practice, procedure, and policies of operation during the pandemic and beyond.

As the world transitioned to remote operations, the Association’s CLE Program’s already established distance-learning (DL) platform of webcasting live and video-encore programs added normalcy in a time of uncertainty. Ms. Phoenix continued the practice of planning a curriculum with high-quality, affordable offerings in all practice areas, while adding the new edicts and regulations from the government and all courts regarding virtual operation to all content. As the state instituted the regulations to offer all credits through the end of 2020 via distance learning, the Association’s CLE Program became not only an example of how to quickly and immediately pivot to virtual/remote operations to service its members, it also became an example of excellence in planning, content delivery, and thought leadership.

As part of the mission to be “your partner in justice,” the Association’s CLE Program stepped up to become a resource for legal organizations, affinity bar associations, and other county bar associations who were not prepared for this new “virtual” world and needed to service their members. Ms. Phoenix has offered guidance on DL certification, and approved technological platforms, while also establishing partnerships to help provide the needed DL CLE education around the state. The Association’s CLE Program became a “go-to” administrator for non-DL certified providers. We partnered to supply our recorded content to providers that have online platforms but needed quality content to offer, as well as had them advertise and offer the Association’s live webcasts to their membership.

The excellence in planning, content delivery, and thought leadership would not be possible without the activity and ideas of the Association’s dedicated Sections and Committees. Dealing with their own remote challenges, they have stepped up to work with Ms. Phoenix to develop the programming necessary to educate, inform, and prepare Association members and the legal community to continue operations, advocate for their clients, develop a technological savvy, and sustain their practices. Become a member, join a Section or Committee, and become part of the education planning that makes the Association’s CLE Program an award-winning industry standard.

Along with affordability, convenience, and innovation, we maintain the personal attention that members, speakers, and attendees have come to expect from the Association’s CLE Program. Ms. Phoenix continues to welcome and thank members, guide faculty through the planning and presentation process on the virtual platforms, and personally introduce each and every webcast CLE program.

Review our calendar on pages 8–9 and online at www.philadelphiabar.org, and attend a Philadelphia Bar Association CLE program today.

Tara D. Phoenix (tphoenix@philabar.org) is the Director of Continuing Legal Education at the Philadelphia Bar Association.

Vote Philadelphia Bar Association CLE 2020 Best CLE Provider!

The Legal Intelligencer

Best of 2020

VOTE for Philadelphia Bar Association CLE as the Legal Intelligencer’s Best Continuing Legal Education Provider for 2020 at:

https://www.surveymonkey.com/r/BestofTLI2020

Look for us at 47 and 48 and vote today.

For the Association’s full CLE course calendar, visit www.philadelphiabar.org.
**Gendered’ Communication and Its Effect on Persuasive Advocacy**
June 4, 2020, 12:30 – 2:00 PM
Co-Hosted by the Criminal Justice Section and Women’s Rights Committee

Gender activist Kate Bornstein famously said: “It’s a difficult place to live, being neither/nor in an either/or world.”

To be an effective advocate, a lawyer must be familiar with the characteristics of message receivers that may affect their susceptibility to be influenced by persuasive messages. The most effective messaging in an advocacy strategy may require that we employ language that feels uncomfortable because it seems incomplete or even inaccurate in some respects. This program is an examination of transgender and non-binary attorneys’ experiences in law.

Panelists will address the following topics, among others:
- How advocates adapt to and adopt juror expectations of a “competent” attorney
- How advocacy is perceived and received differently based on perceived gender
- How we can stop reinforcing a “gendered” paradigm in our advocacy pedagogy

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**Special Needs Trusts and the ABLE Act: In Theory and in Practice**
June 9, 2020, 12:30 – 2:30 PM

Your colleagues in the Probate & Trust Law Section will host a wide-ranging discussion of special needs trusts. Along with an examination of various types of special needs trusts, the presenters will address guardianships and other planning techniques for special needs clients, including ABLE Accounts and retirement accounts that may benefit special needs clients in the post-SECURE Act era.

Some of the topics to be covered include:
- Various types of special needs trusts
- Choice of assets to be used to fund special needs trusts
- Choice of trustee

Attend and hear drafting tips, administration tips, and suggestions for avoiding pitfalls in planning and administering trusts for beneficiaries with special needs.

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**The Essentials of Virtual Conferencing with GoToMeeting, Microsoft (MS) Teams, and Zoom**
June 15, 2020, 1:00 – 3:15 PM
Presented with Logic Choice Business Technologies, LLC

In this CLE program, you will get to know three of the major platforms providing these virtual meeting services: GoToMeeting, Microsoft Teams, and Zoom. Upon completing this program, you will be empowered to use these or any other similar services safely and effectively, whether for contacting clients, colleagues, family members, or friends.

Some of the topics that featured speakers will cover include:
- Comparison of GoToMeeting, MS Teams, and Zoom
- Looking and Sounding Good: Production Value Best Practices
- Scheduling and Hosting Meetings Securely
- Overview Advanced Features: Recording, Screen Sharing, Breakout Rooms, and More

This is a CAN’T MISS program to learn about one of business’s most valuable resources, as we continue to resume business and move into the future of an increase in remote operations.

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**COVID-19 Issues Affecting Small Businesses and Franchises**
June 16, 2020, 12:00 – 1:00 PM
Hosted by the Franchise Law and Small Business Committees

This CLE program will address a broad variety of legal issues facing small businesses and franchise systems in this very fluid time.

Topics to be addressed include:
- Financial issues – PPP, Main Street, and other debt issues
- How are franchisees and franchisors addressing their relationships differently?
- Will force majeure and business interruption insurance save the day?

Join your colleagues in the Franchise Law and Small Business Committees to learn the impacts that COVID-19 has had on franchise operations and the small business community.
The YLD took Law Week remote this year. With a little creativity, a dash of flexibility, and a smattering of initiative, the YLD presented four of our cornerstone Law Week Programs.

With the assistance of Zoom, “Lawyer in the Classroom” went off without a hitch. Volunteers connected virtually with seventh and eighth grade students at Young Scholars Charter School. The virtual sessions featured discussion topics ranging from the daily life of a lawyer to navigating student loans to—the perennial favorite—how much does a lawyer get paid. In addition to the live sessions, volunteers also recorded video interviews that the YLD shared virtually with classrooms around the city.

Technology also featured prominently in our four remote Legal Line sessions. A hybrid of the ever-popular Legal Advice Live and Legal Line programs, each session focused on a specific area of law. The featured topics included family law, housing law, employment and business counseling, and estate planning. Community members who called in received legal guidance from experts in each area of law. A huge thanks to LRIS for making this possible!

Perhaps the highlight of Law Week 2020 were the thoughtful submissions for our poster and essay contests from students across the region. The poster contest invited fourth, fifth, and sixth grade students to create posters responding to the question, “what does the Right to Vote mean to you?” The submissions were truly heartwarming. You can view them below.

The Edward F. Chacker Essay Contest invited high school juniors and seniors to write an essay responding to the question, “what should new citizens know about the importance of the right to vote in America and the role it plays in our rights and responsibilities as U.S. citizens?” The introduction to the winning essay by Mrika Ustelenca from Central High School is featured below.

Although Law Week looked a little different this year, the YLD was still able to deliver quality programming to the Philadelphia community. I am incredibly proud of the YLD for its resiliency and willingness to step up. And of course, none of this would have been possible without the incredible Association Staff!

Hillary N. Ladov (hladov@goldbergsegalla.com), associate in Goldberg Segalla’s Global Insurance Services practice, is chair of the Young Lawyers Division.

YLD Poster Contest: What Does the Right to Vote Mean to you?


Second row (L to R): Honorable Mentions Jeremy Landau, J.R. Masterman Laboratory and Demonstration School; and Dane Elsa Shaji, Louis H. Farrell Elementary School.

Edward F. Chacker Essay Contest Winner: “Your Vote Matters”

By Mrika Ustelenca

Introduction

As a U.S. citizen, a person is given many rights and freedoms, such as the right to vote. This right holds a great significance, from determining who leads one’s city to determining the way the country will continue to run. However, not enough people use this right and go out to vote. Specifically, only around fifty percent of immigrant citizens went out to vote during the 2016 election. This percentage must increase given the fact that over twenty-three million immigrants are eligible to vote. I, along with many other family members, contribute to this percentage of immigrants and understand the importance of voting. As more and more immigrants become citizens through naturalization, it is of great importance that they know the power that voting comes with, and the role it plays in our rights and responsibilities as U.S. citizens.
PRO BONO SPOTLIGHT - EDUCATION LAW CENTER

Seeking Justice for Students the System Failed

By Roger A. Dixon

Last spring, my firm, Dechert LLP, teamed up as pro bono counsel with the Education Law Center (ELC)—along with attorneys at Juvenile Law Center (JLC)—to bring suit in federal court against Glen Mills Schools, a school for youth adjudicated delinquent in Delaware County. Glen Mills, having long enjoyed the reputation of a “first-rate” juvenile justice placement and sports powerhouse, had—behind closed doors—systemically abused its students physically and emotionally, deprived them of a meaningful education, and turned a blind eye to their disabilities. These abuses were highlighted in a Philadelphia Inquirer article in February 2019.

Along with shocking levels of staff brutality, our complaint alleges an educational curriculum consisting of online credit recovery, almost completely devoid of live instruction or the support of teachers. Students, including those with learning or other disabilities, were expected to teach themselves, often with little more than a computer or workbook. Our 18-count class action complaint seeks compensatory and injunctive relief for four named minor plaintiffs and a class of those similarly situated against the school, a number of its staff, and several state- and county-level governmental agencies that should have exercised their oversight over the troubled institution years ago.

ELC’s mission is to ensure access to a quality public education for all children in Pennsylvania. As longtime advocates for the most marginalized students in our Commonwealth—including those living below the poverty line, those in foster care, and, especially relevant here, those in the juvenile justice system—ELC attorneys are intimately familiar with the relevant law and regulations and are able to parse the Commonwealth’s complex network of educational agencies and jurisdictions. They are also born fighters who work tirelessly for their clients.

Since joining the team of litigators last year, I have seen how vital the need is for skilled attorneys to advocate for our marginalized, and often overlooked, clients. For example, when we briefed our opposition to the raft of defendants’ motions to dismiss, ELC provided the research and support for the education-related claims and devised creative and winning arguments by which nearly all of our claims survived. More recently, as we move into discovery, the ELC attorneys provide guidance on tricky regulatory or legal questions, consult wisely regarding case strategy, act as lead negotiators with the defendants, and unhesitatingly roll up their sleeves to plow through documents. In pulling together discovery responses and document productions, I have relied on the ELC team heavily for their expertise while learning about the critical role of education in shaping a youth’s future.

As the Glen Mills case progresses, all of us on the team are hopeful that we will help bring relief and justice to our plaintiffs who still suffer from the trauma and deprivation they experienced during their time at the school. These plaintiffs—nearly all youth and family members with limited means—continue to place great faith in our team. Having witnessed ELC’s and JLC’s professionalism and tenacity, I am confident that our plaintiffs’ faith is justified.

Roger A. Dixon (roger.dixon@dechert.com) is an associate in the Philadelphia office of Dechert LLP.

WE’RE ALL IN THIS TOGETHER.

Thinking of the colleagues and friends from whom we are separated.

We’ll do what needs to be done, and see each other soon.

Take care of yourself, and those you love.

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Me, Cook? A Tale of Covid Cast Iron Misadventure

By James Zwolak

Gia’s Ricotta Bake

I can’t cook to save my life. To quote my old college friend Dave Stanfel—RIP—“I don’t cook. I boil.” A reason I’ve stayed happily married for 20-plus years is my wife Gia’s effortless ability—never using a recipe—to whip together scrumptious dinners while working full time and raising two daughters. Her old school Italian mom meal descriptions—“A pinch of this, a bit of that, singe an onion and garlic, add my homemade sauce”—are virtually identical to Martin Scorsese’s mom describing her sauce in his 1974 documentary “Italianamerican.”

But with exasperatingly finicky eater Claire in college, I’ve been trying to step up lately. And in a COVID fever dream a month ago, I plunged off the deep end, splurging I’ve been trying to step up lately. And in a COVID fever dream a month ago, I plunged off the deep end, splurging I can’t cook to save my life. To quote my old college friend Dave Stanfel—RIP—“I don’t cook. I boil.” A reason I’ve stayed happily married for 20-plus years is my wife Gia’s effortless ability—never using a recipe—to whip together scrumptious dinners while working full time and raising two daughters. Her old school Italian mom meal descriptions—“A pinch of this, a bit of that, singe an onion and garlic, add my homemade sauce”—are virtually identical to Martin Scorsese’s mom describing her sauce in his 1974 documentary “Italianamerican.”

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For diet and nutrition advice, tryin’ REAL HARD to be a righteous shepherd and pre-diner scene in Pulp Fiction, “I’m tryin’, Ringo…I’m tryin’ REAL HARD to be a righteous shepherd and pre-diner scene in Pulp Fiction, “I’m tryin’, Ringo…I’m tryin’ REAL HARD to be a righteous shepherd and pre-diner scene in Pulp Fiction, “I’m tryin’, Ringo…I’m tryin’ REAL HARD to be a righteous shepherd and pre-diner scene in Pulp Fiction, “I’m tryin’, Ringo…I’m tryin’ REAL HARD to be a righteous shepherd and pre-diner scene in Pulp Fiction, “I’m tryin’, Ringo…

Heat over to 350. Heat olive oil in cast iron over medium-high. Fry the garlic till golden. Stir in the tomato paste, paprika, red pepper flakes, and cumin, and fry for 30 seconds.

Add the beans, water, and generous pinches of salt and pepper, and stir. Sprinkle cheese over the top and bake till cheese has really melted.

Gia’s Ricotta Bake (Her Brain)

Ingredients

- Bag of Gnocchi from Talluto’s: her homemade sauce with ground turkey; 1 lb tub of ricotta; lots of grated mozzarella; some parmesan; some basil; an egg.

Preparation

Heat oven to 350. Partially boil the gnocchi (it cooks more in the oven). Put a layer of the meat sauce at the bottom of the cast iron, then layer the gnocchi on top. Mix the ricotta with the egg, the basil, some salt and pepper and parmesan, and place dollops of the mix on top of the gnocchi. Then a layer of mozzarella, more sauce, and final layer of mozzarella. Bake at 350 till done. Let your spouse take credit on Facebook.

Quick Bites: Cast Iron Cooking

Cheesy, Spicy Black Bean Bake (NY Times Cooking App)

Ingredients

- 1 teaspoon ground cumin
- 2 (14 ounce) cans black beans, drained and rinsed
- ½ cup boiling water
- Kosher salt and pepper
- 1 ½ cups grated cheddar or manchego cheese

Preparation

Heat oven to 475. Heat olive oil in cast iron over medium-high. Fry the garlic till golden. Stir in the tomato paste, paprika, red pepper flakes, and cumin, and fry for 30 seconds.

Add the beans, water, and generous pinches of salt and pepper, and stir. Sprinkle cheese over the top and bake till cheese has really melted.

Quick Tip - USI Affinity: My Benefit Advisor

New Program Available to PBA Members - The PBA New Graduate Program

The PBA, USI Affinity and CNA are pleased to announce a first-of-its-kind New Graduate Lawyers Professional Liability Program to PBA members. The program will provide up to two years of complimentary lawyers’ professional liability insurance coverage to attorneys who have been admitted to practice in the state within the past three years. It alleviates the lawyers professional liability insurance expenditure for attorneys and ensures the completion of proper risk management courses.

Additionally, this program will help reduce the premium by discounting the per-attorney rate to existing small and large firm CNA policyholders that hire new Pa. attorneys who are PBA members within the specified three-year timeframe. If you have been wanting to start your own firm, now is the time! Not sure about going solo? That’s okay, you can have up to 4 attorneys on your roster and still receive the complimentary Liability Insurance from The Pennsylvania Bar Association.

- Must have passed the Bar exam within the past three years
- Must be a firm of 4 attorneys or less
- Must take one online CNA Risk Management course

For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiaffinity.com/Philadelphia. For Lawyers’ Professional Liability and other business coverage, you can continue to visit the regular Philadelphia Bar Association Insurance Program website at www.myplaninsurance.com/Philadelphia. If you’d like to talk to someone about insurance and benefits options for Philadelphia Bar Association members, call USI Affinity Benefit Specialists at 1-855-874-0267.

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**Have an Ethics Question?**

The spread of COVID-19 has caused major disruptions among lawyers, the courts and our clients. Nevertheless, lawyers are still bound by the Rules of Professional Conduct. Are you prepared to address the ethical issues that may arise in this rapidly changing legal landscape? The Philadelphia Bar Association’s Ethics Hotline is a free confidential service for Pennsylvania attorneys. Call 215-238-6328.
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