Veritext Offers New Benefits to Bar Members

The Philadelphia Bar Association is pleased to announce new benefits and services from Veritext Legal Solutions, Inc.

Voted time and again as the No. 1 court reporting firm in Philadelphia among readers of The Legal Intelligencer, Veritext offers the Philadelphia legal community the most highly skilled court reporters, national coverage when needed, video services, state-of-the-art facilities suitable for depositions and arbitrations and a plethora of advanced technology, along with unparalleled client service.

As part of its ongoing commitment to advancement in technology use and adoption among the legal community, Veritext has now introduced a series of complimentary informational webinars on some of the hottest legal technology topics today. Presented in an entertaining manner and easily digestible (each session runs only 20 – 30 minutes long), the “LawStudio Webinar Series” covers such timely topics as:

- Can lawyers work securely in the Cloud?
- Five ways to collaborate confidentially in the Cloud.
- How to leverage the Cloud for super speedy searching.

For more information on the LawStudio Webinar Series, please go to www.lawstudio.com/events.

In addition to timely and complimentary informational webinars, the Philadelphia Bar Association and Veritext Legal Solutions are pleased to introduce expanded member benefits in 2016 including special member discounts on both court reporting services and subscriptions to LawStudio, Veritext’s newest innovation.

LawStudio is an online workspace with all the tools needed to organize and build cases of all sizes, collaborate with your team and/or co-counsel, and securely store important case materials – but for far less money and with easier access than the big discovery platform.

Veritext is the only official provider of discounted court reporting services exclusively for Philadelphia Bar Association members. For details on Veritext benefits for members, visit the Member Benefits page at PhiladelphiaBar.org. To learn more about Veritext, visit www.veritext.com.

*The LawStudio webinar series is informational only and not CLE-accredited at this time.

Quiñones Alejandro to Receive Sotomayor Award, Dandridge to Receive Hamilton Gold Box at Quarterly

Join the Philadelphia Bar Association for its 2016 Spring Quarterly Meeting & Reception at the Hyatt at The Bellevue on Tuesday, April 5 at 5:30 p.m. This year’s Spring Quarterly Meeting will be held as an evening networking reception. During the Quarterly Meeting portion, the Association will present the Justice Sonia Sotomayor Diversity Award and the Andrew Hamilton Gold Box. Following the meeting, members will have the opportunity to network with each other in a relaxed cocktail-reception setting.

The 2016 Justice Sonia Sotomayor Diversity Award will be presented to Hon. Nitza I. Quiñones Alejandro, U.S. District Court for the Eastern District of Pennsylvania. The award publicly acknowledges, recognizes and honors an individual or entity that has demonstrated a strong commitment, and has continued on page 17
Join us for our Annual BENEFIT

Thursday, April 7, 2016, 5:30-8:00 p.m.
Sofitel Philadelphia

Cocktails • Hors d'oeuvres • Silent Auction • Live Music

Proceeds benefit the Homeless Advocacy Project's legal services programs.

For ticket or sponsorship information please call 215-523-9588 or email Benefit@haplegal.org.

Homeless Advocacy Project, 1429 Walnut Street, 15th Floor, Philadelphia, PA 19102
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ABA Venture with Rocket Lawyer Crashes, Burns

By Gaetan J. Alfano

In my last column, I wrote about the American Bar Association's (ABA) ill-conceived venture with Rocket Lawyer. Through this enterprise, an ABA member lawyer would answer small business owners’ legal questions for $4.95. The ABA intended to provide that lawyer with client development opportunities. Marketed as ABA Law Connect, this venture was effectively a referral service and one that failed to meet the ABA’s own rules governing lawyer referral services, including important standards designed to protect consumers.

Led by Immediate-Past Chancellor Albert S. Dandridge III, the Philadelphia Bar Association joined with other state and local bar associations to oppose the program. Recently, we received the good news that ABA Law Connect has been terminated. Nevertheless, ABA President Paulette Brown responded to my column with the letter published on this page (below).

While I appreciate that Ms. Brown took the time to write, I completely disagree with her conclusions. Brown insists that ABA Law Connect was merely a “hotline.” This characteristic is linguistic legendarium. In her letter of October 21, 2015 to state and local bar association executive directors, Ms. Brown acknowledged, “By providing a low cost, highly accessible, online avenue for small business owners to get answers to basic legal questions, we hope to improve access to legal services while simultaneously offering our members potential new client development opportunities. … If the user wishes to form a client-lawyer relationship with the lawyer offline, they may do so.”

From an attorney’s perspective, this $4.95 blue plate special to answer a question is merely an entry point to a more lucrative attorney-client relationship. It would be naïve to believe other than an effective referral service and one that failed to meet the ABA’s own rules governing lawyer referral services, including important standards designed to protect consumers.

Tell Us What You Think!
The Philadelphia Bar Reporter welcomes letters to the editors for publication. Letters should be typed. There is no word limit, but editors reserve the right to condense for clarity, style and space considerations. Letters must be signed to verify authorship, but names will be withheld upon request. Letters may be mailed, faxed or e-mailed to: Thomas E. Rogers, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107-2955. Phone: (215) 557-2359 or e-mail: drchalin@lalm.com.

Feb. 19, 2016 ABA Response to January 2016 Chancellor’s Column

To the editor:

As noted in Chancellor Alfano’s article in the February issue of the Philadelphia Bar Reporter, the American Bar Association (ABA) has, for the past 60 years, supported local and state bar association lawyer referral programs. That support has been unwavering and is not affected by the ABA’s extremely limited pilot program with Rocket Lawyer that ended prior to Chancellor Alfano’s article. The pilot was never intended to and did not compete with those programs.

Nevertheless, I feel that it is important to correct some impressions made in that article. First, all core values that apply to lawyers through the rules of professional conduct were adhered to, including those of confidentiality, avoidance of conflicts, and independence of judgment. Second, the pilot program was not a referral program. It was a legal hotline. Third, as such, it complied with the ABA Standards for the Operation of a Telephone Hotline Providing Legal Advice and Information. Fourth, all participating lawyers were required to carry malpractice insurance, and all users of the pilot were surveyed as to their satisfaction. Surveyed by whom? In response to a question about client surveys in a Nov. 19, 2015 conference call with state and local bar leaders, Brown stated that “Rocket Lawyer surveys its users,” not the ABA. The potential conflict in this arrangement appears completely lost on the ABA.

And what if the “ABA lawyer” committed malpractice in answering that $4.95 question? In that same conference call, Brown, citing the ABA Law Connect Terms of Service, stated, “In some extreme instances where a user might be seeking damages, we do not think it’s unreasonable to have a provision that legal proceedings must be brought in Chicago where the ABA resides. We do not think that’s an access to justice issue.” Really? Try telling that to the dry cleaner on 52nd Street or the stylist on Germantown Avenue.

In contrast, the Philadelphia Bar Association has a well-developed Lawyer Referral and Information Service (LRIS). Last year, LRIS referred more than 11,000 potential clients to lawyers in private practice who are screened through the Disciplinary Board and the Lawyers Fund for Client Security, meet objective experience requirements to list on practice panels and provide the Association with the declarations page from their policy of professional liability insurance as proof of coverage. The Association surveys all referred clients for satisfaction. If a complaint arises, the Association’s professional staff deals with the client and the attorney one-on-one to resolve the issue. Client satisfaction is key to the success of LRIS and enhances this Association’s reputation in the community.

The ABA ultimately made the right choice in ending a program that it never should have begun. Respectfully, the ABA should stop trying to justify this short-sighted program and accept the wisdom of its own decision.

To learn more about the Philadelphia Bar Association LRIS, visit: PhiladelphiaBarLawyers.com.

Gaetan J. Alfano (GJA@Pietragallo.com), partner at Pietragallo Gordon Alfano Bosick & Raspanti, LLP, is Chancellor of the Philadelphia Bar Association.
**YLD Update**

Making a Difference by Fulfilling a Need in the Philadelphia Schools

By Erin E. Lamb

As a March birthday with an Irish name and fanatical devotion to college basketball (Rutgers High), I have always loved March. Within the rhythm of the Young Lawyers Division year, it is a breather between our two most important programs – the John S. Bradway High School Mock Trial Competition and Law Week. Both programs require a commitment to protocol and organizational skill more often found in the planning of a state banquet. Both also are largely run by a small band of committed volunteer lawyers who are always looking for new blood. Much gratitude also must be passed onto the First Judicial District, our longtime partner in both programs. Neither would be possible without the support of the court system.

These are opportunities to give back meaningfully to our city and its children, in situations where there would be no other entity to provide the same education and support. They give sobering insight into the disastrous consequences of the commonwealth refusing to fulfill its constitutional responsibility to provide an efficient system of public education for all Pennsylvanians. We have seen illustrous programs rich with history forced to drop out of the mock trial tournament, and we have watched elementary schools become unable to cover the cost of a trip to City Hall for their students.

Such interactions led the YLD to introduce a resolution last fall in support of the FairFundingPA movement that won the full support of the Philadelphia Bar Association. But on a day-to-day level, it is programs like these where we can make a real difference. The coordinators of the mock trial program have worked to provide coaches to both old and new schools and created a developmental program for schools just starting out. They stress to judges the obstacles that many of the children participating face to simply be in the courtroom. It would have been easy to allow the program to lapse or shrink, and instead it has grown, changed and adapted – all because of the vision and support of the young lawyers who run it.

The programs that make up Law Week both provide adult members of the public a chance for free, basic legal advice and children at both the elementary school and high school levels a moment of positivity with the legal system. They are able to ask questions of lawyers through the Lawyers in the Classroom program, act as lawyers during Lawyer for a Day, and play jurors at the tender age of eight through the Trials of Gold E.Locks. They are given the opportunity to tell us what they think of our legal system through the poster and essay contests. They are smart, funny, probing and thoughtful. In a world where they are always the smallest in the room, they appreciate being heard.

The YLD is looking for volunteer attorneys (of any age), at any level of commitment, for these programs. While you might find yourself on the receiving end of a life sentence for breaking Baby Bear’s chair, we promise you it is worth it.

Erin E. Lamb (elamb@rawle.com), associate at Rawle & Henderson LLP, is chair of the Young Lawyers Division.

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**MEMBERSHIP RENEWAL 2016**

Renew Membership by March 31, Save $15

As a member of the Philadelphia Bar Association – the oldest association of lawyers in the United States – you will connect with colleagues and members of the judiciary, grow your practice and thrive in your profession.

Renew your membership by March 31 and save $15. Visit PhiladelphiaBar.org to renew today.

Advantages of Philadelphia Bar Association membership include:

- **Philadelphia Bar Association CLE**: Meeting your annual CLE requirement is easier than ever before, and with membership you are entitled to six free credits that will be offered as three 2-credit programs on dates to be announced. The Philadelphia Bar Association is a certified statewide provider of Continuing Legal Education to lawyers in Pennsylvania, Delaware and New Jersey. Look to us as your convenient, low-cost provider for CLE programs on the latest issues, legislation and regulations. Take advantage of our full calendar of CLE courses taught by leaders of the profession with a level of quality and service that has become a hallmark of America’s first bar association.
- **Special Vendor Discounts and Offers**: Members receive discounts and offers from Avvis (“Budget” Car Rental, Lenovo, Office Depot, UPS, Veritext and many more. With membership, you also have the opportunity to take advantage of our new Sb1 Rewards Visa Credit Card.
- **Potential Referral Sources**: Network with lawyers in more than 50 practice areas at hundreds of annual events that fit any schedule. Attend daily Section or Committee breakfast or lunch programs, panel presentations, evening receptions and special events and meet other lawyers who can possibly help open the door to business development opportunities.
- **A “Voice” in Strengthening Your Profession**: Help enhance your area of practice by participating in meetings with government and administrative agency officials, key court personnel and elected officials to discuss proposed changes in the law or rules of practice. Work side-by-side with judges on critical issues to improve the administration of justice.
- **Leadership Opportunities**: Join the leadership ranks of our Section executive committees, chair one of more than 100 standing Committees, lead a community service project or charitable event, or run for elected office as a line officer.
- **Byline Opportunities**: Enhance your marketing plan by having your articles or commentary published in The Philadelphia Lawyer magazine or the Philadelphia Bar Reporter newspaper, reaching 12,000 lawyers each month.
- **Community Service Opportunities**: Whether you are interested in giving your time, talent or treasure, there are many ways for you to serve our community. From supporting charitable organizations to leading volunteer events, there are plethora of opportunities for you to take advantage of.
- **Additional benefits include**:
  - Insurance brokerage services through USI Affinity
  - Members receive discounts and offers on hundreds of Association publications; a legislative program to champion your interests to lawmakers in City Hall, Harrisburg and Washington; professional guidance on ethics issues; fee dispute services; listserve access; discounted tickets to cultural institutions; and much more.

We remain committed to supporting public interest organizations through our charitable arm, the Philadelphia Bar Foundation. Your annual dues statement suggests an additional contribution to be made to the Foundation.

Our reputation and emphasis on professional and community service for 214 years is based on our commitment to excellence. It is through this Association that we uphold the time-honored tradition and proud reputation of the “Philadelphia Lawyer.” Renew your membership by March 31 to save $15. Contact Member Services Manager Andrea Morris-Tracey at 215-238-6313 for more information and visit the Membership page at PhiladelphiaBar.org.
Effective Nonprofits and Board Promising Practices
3/1/16 - 12:30-1:30 p.m. (1 SUB)
Are you serving on a nonprofit board or considering it? Come learn what a lawyer acting as a board member needs to understand about their legal and fiduciary duties and how to effectively advance the organization’s goals and mission. This CLE addresses the special issues facing lawyers who serve as board members, as well as provide best practices to improve board performance and productivity.

Smart Phone & Social Media Evidence in Family Law Litigation
3/2/16 - 9 a.m.-12:15 p.m. (2 SUB/1 ETH)
Faculty provide guidance regarding how to integrate raw data collection from personal electronic devices and social media participation into an overall legal strategy, including discovery-related issues and boundaries. They also explore what happens when the data is unavailable or seemingly unavailable and how to effectively incorporate experts.

Probate Meets Real Estate: What You Don’t Know Can Hurt You!
3/3/16 - 12:30-2:30 p.m. (2 SUB)
New venue: Loews Philadelphia Hotel
The Probate and Trust Law Section, along with the Real Property Section, present the March 2016 Probate & Trust Law Section Quarterly. Expert panelists answer trust and estate practitioner questions about how to best deal with real property in estate and trust planning and administration, as well as real estate practitioner questions regarding understanding how the trusts and estates world impacts interests in real estate.

Non-Recourse Funding in Commercial Litigation
3/4/16 - 12-2:15 p.m. (1 SUB/1 ETH)
This informative new CLE topic delivers a detailed introduction to the rapidly growing market of litigation funding for business disputes by third-parties. This type of innovative financing is being utilized by boutique practices and large, national firms for cases that include contract breaches, business torts, intellectual property infringement, misappropriation of trade secrets, shareholder and consumer claims, class actions and mass torts. Learn how non-recourse funding works and how it can be used to finance meritorious claims; manage firm, corporate and legal department budgets; and reduce the risk of loss.

“Legal Writing Day” - 2 courses (attend one or both)
BRIEFLY STATED: A Step-By-Step Approach to Writing an Effective and Winning Brief
3/10/16 - 11 a.m.-12 p.m. (1 SUB)
Effective legal writing is clear, concise and well-organized. This CLE course explores effective brief writing using research and drafting tips, including valuable techniques that help you prepare and polish your document.

GOING THROUGH THE MOTIONS: Writing an Effective Motion
3/10/16 - 12:30-1:30 p.m. (1 SUB)
Master the essential elements that make up an effective and persuasive motion memorandum. This practical CLE program focuses on what information should (or should not) be included to persuade a judge to rule in your client’s favor; as well as illustrates important concepts through the use of motion memorandum examples and advocacy pointers to help attorneys in drafting any persuasive document.

Litigating Workers’ Compensation Cases Involving City of Philadelphia Employees from Both the Claimants’ and the Employer’s Perspectives
3/11/16 - 12:30-1:30 p.m. (1 SUB)
Cases involving City of Philadelphia employees involve complex fact patterns in relation to the employee’s rights to workers’ compensation benefits, Heart and Lung benefits, service pensions, disability pensions, and Regulation 32 benefits. Hosted by the Workers’ Compensation Section, this CLE highlights the interplay among the rights of the employees, the potential offsets of said benefits and the employer’s administration of those benefits.

Business Ethics: A 21st Century Imperative
3/15/16 - 9 a.m.-1:15 p.m. (4 ETH)
This innovative ethics CLE is designed to acquaint new and experienced lawyers with the legal realities of the Federal Sentencing Guidelines for Organizations (Guidelines) that can result in an organization being held criminally liable for acts of its employees; the potential impact of the Guidelines on organizations of every size and kind; and the need for organizations to create and foster a culture of ethical business practices - including the establishment and sustaining of sound ethics and compliance programs - to detect and prevent misconduct, as a potential mitigating factor in sentencing under the Guidelines, and as a way to help promote good corporate citizenship and improve the organizational bottom line.

Ethical Issues That Arise in Preservation & Collection
3/16/16 - 4-5 p.m. (1 ETH)
This CLE explores the ethical dilemmas attorneys face when counseling clients on the proper preservation and collection of discoverable evidence both at the start of and throughout litigation. Leave with a litigation ESI Preservation & Collection Checklist that allows you to be fully prepared for each of your matters.

Compelling a Defendant Physician to Provide Expert Opinion
3/18/16 - 9-10 a.m. (1 SUB)
Plaintiffs and defense attorneys will discuss the recent case law developments in this area. The panelists will focus on the recent decision of the Court of Common Pleas Lackawanna County (Nealon, J.) in Karim v. Reed. Specifically, can a defendant physician be compelled to provide expert opinion regarding her conduct and that of her co-defendants?

Police Body Cameras: Putting Light and Lens on Police-Citizen Interactions
3/22/16 - 12:30-1:30 p.m. (1 SUB)
This CLE will focus on the complex legal issues that the use of police body cameras raise for law enforcement, criminal defense, privacy and transparency. Experienced practitioners with diverse experience and viewpoints discuss and debate the issues.

Data Retention, Security and Discovery: Electronic Records Strategies Your Clients Need You to Know
3/24/16 - 12:2-1:5 p.m. (1 SUB/1 ETH)
How do organizations keep and manage information in electronic form while reducing data breach risks? How can you reduce your clients’ risks of non-compliance as they transition to a paperless way of record-keeping yet maintain and protect all essential information? Practitioners must understand how data is created and stored, as well as corporate procedures for records management, maintenance, security and destruction. Hear best practices in creating practical information governance policies to successfully protect your company or your client and how to best use the information once litigation arises.

Discrimination in a Healthcare Setting
3/30/16 - 12:30-2:30 p.m. (2 SUB)
The Affordable Care Act (ACA) has enabled more people to obtain health insurance coverage. While the ACA has provisions designed to preclude discrimination in health care settings, discrimination continues to exist based on gender identity, gender expression, HIV status and sexual orientation. Learn more about this developing area of law and gain practical advice on how to avoid litigation, what to file, the remedies available and other important considerations.

The Essentials of Handling Personal Injury Cases for Clients with Cognitive Impairment
3/31/16 - 12:30-1:30 p.m. (1 SUB)
Join us for this new and unique CLE program focusing on the intersection of the civil court and Orphans’ Court in complex personal injury actions. This program will address the practical issues associated with representing clients suffering from cognitive impairment from the inception of a personal injury case through its completion.

TO REGISTER Visit the CLE page at PhiladelphiaBar.org
For questions regarding Philadelphia Bar Association CLE, contact Director of Continuing Legal Education Tara D. Phoenix at 215-238-6349 or tphoenix@philabar.org.
By Maureen M. Farrell

Being successful is important to all of us in one way or another, but the ability to maintain success is more difficult to achieve. The legal profession is a demanding one, and as Gail J. Cummings, JD, MSS, LCSW, discussed at the Women in Profession Committee meeting on Jan. 26 that “we as lawyers are perfectionists by nature, we self select for law school and this profession.” In our profession, attention-to-detail and time pressure is the norm, but one’s ability to adjust under these pressures is what is most important.

Perfectionism is demanded of the practicing lawyer, but this puts us in a box, because perfectionism is an unattainable standard. The old adage rings true, to gain experience in general, one must have a mix of both good and bad experiences, in order to become more experienced and a better attorney. In other words, mistakes will be inevitable. Cummings puts it differently, “We must face imperfection in order to grow.” This does not mean lowering standards, but really means moving forward and not lamenting about mistakes.

Cummings began this thought-provoking program explaining to the audience that her passion for people, not the law, ultimately drives her. After a 15-year legal career, Cummings chose to go back to school to become a psychotherapist. She recounted a story of facing rejection by the dean of admissions at Bryn Mawr College during her interview there for admission into the psychology program. She spoke of how she turned the interview around, because it was going badly, to focus on her father, who was a hero who saved lives in Poland. By doing so, she made herself more relatable to the dean, and the dean changed her perspective as a result. Cummings explained that she needed to eschew the perfect ideal in the interview. It came down to adjusting her expectations and her thought process to negotiate a favorable outcome.

The program continued exploring different characteristics of maintaining success: flexibility, risk taking, passion and grit. Cummings illustrated, through multiple examples and stories, her challenges and challenges of attorneys she has counseled. She quoted Angela Duckworth: "We must face imperfection in order to grow.” This does not mean lowering standards, but really means moving forward and not lamenting about mistakes.

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By Deanna Crusco

Legislation on expungement of criminal records and other bills may hold the solutions to the challenges surrounding employment of individuals with criminal histories. A panel including Benjamin D. Geffen, senior attorney, Public Interest Law Center; Janet Ginzberg, senior attorney, Community Legal Services; and Laurie A. Malone, deputy district attorney, Philadelphia District Attorney’s Office; spoke on “Crime & Punishment: Criminal Records as a Barrier to Equality” at the Philadelphia Bar Association Chancellor’s Forum on Jan. 27. Shabrei M. Parker, president of The Barristers’ Association of Philadelphia and of counsel to Mincey & Fitzpatrick, LLC, moderated questions from the audience. Rep. Jordan Harris was scheduled to participate on the panel, but was called away to Harrisburg to vote on Senate Bill 166. Senate Bill 166 passed through Pennsylvania’s House and Senate on the same day as the forum, and addresses expungement in order to limit access to criminal records; coincidentally, the topic of the forum. The forum was co-presented by The Barristers’ Association of Philadelphia and the Philadelphia Bar Association’s Civil Rights and Delivery of Legal Services Committees and Criminal Justice and Public Interest Sections.

The opening discussion focused on the ability of members of the public to easily access criminal records in Pennsylvania. All a member of the public needs to do is make a request in writing to the Pennsylvania State Police to access a person’s record of convictions within the state. Employers often use commercial websites, or the Pennsylvania Unified Judicial System, to access the criminal histories of job applicants. Though this may appear a necessary step in the hiring process, employers often mishandle this information.

According to the Criminal History Record Information Act, employers may consider criminal convictions only to the extent that they relate to the applicant’s suitability for the specific job sought. When reviewing a criminal record, employers must consider how long ago the conviction occurred, what the nature of the offense was and what that person has accomplished since the conviction. There must be a justified business necessity for denying employment to someone with a criminal record. Nevertheless, as the panelists established, this is hardly ever the case.

Individuals with criminal records often encounter employment discrimination, even if their convictions were past isolated matters. Additionally, the Equal Employment Opportunity Commission has established that minorities are more likely to have criminal records, and thus face a

continued on page 10

March 2016 Philadelphia Bar Reporter 7
Obtaining Social Security Benefits for Family Members

By Enrique Marquez

As attorneys advocating for justice, it behooves us to have rudimentary knowledge of particular areas of law that frequently pose challenges to those who seek our advocacy. Social Security has proven itself to be one of those areas that each attorney may encounter at a certain point in their career, whether it be as a pro bono case or otherwise. Given its almost labyrinthine nature, those who seek to advance their practice regarding Social Security should capitalize on resources such as workshops like the one held during the Family Law Section meeting on Feb. 1 led by John Whitelaw, supervising attorney, Community Legal Services.

Social Security is a program that individuals must pay into to obtain a benefit. There are typically three avenues of receiving benefits from the program: retirement, disability and spousal-dependent benefits. First, retirement benefits are based on career earnings leading up to the retirement age of 66. A worker must possess 40 quarters (10 years) of having paid into the system. This avenue breaks even further down. Workers can choose to take early retirement at the age of 62, however their benefits, then, will typically be 25 percent lower than at full retirement age. Furthermore, workers can delay retirement or collect Social Security at full retirement age and continue to work. Delaying retirement will increase the benefit amount. However, choosing to continue to work allows workers to either delay retirement or collect their employment income while still obtaining their Social Security benefits. As a note, workers can elect to collect early retirement benefits and continue working, though the amount will be less until after they reach full retirement. If continuing to work while retired, individuals must earn below a specific threshold to collect benefits.

Second, benefits can be collected due to a disability. There are two earnings tests for qualification, a recent-work test and a duration test. The recent-work test is based on age and when the worker became disabled. The duration test hinges on how long the worker was employed. The very minimum to collect disability is six quarters, or a year and a half. The disability must also qualify under the definition as per the Social Security Administration. The term is defined broadly and the determination must be made by the Social Security Administration. This is an area where seeking counsel can yield maximum benefit.

Benefits can also extend to an individual’s family. A spouse can collect if they are under the age of 62 and taking care of a child under 16. A dependent child can collect on a parent’s Social Security benefits if the child is under the age of 18. Lastly, a disabled child over the age of 18 can also collect. A spouse can collect if they are divorced or widowed and regardless of whether or not they worked, generally. Be aware, though, now the recipient must elect to receive the higher benefit of the two.

Clearly, these rules can be expanded upon to complete multi-volume books. But having been introduced to the very basics of the Social Security rules, it becomes ever clearer how invaluable counsel becomes when faced with them. Attorneys must understand that most clients will face Social Security issues, and we must be prepared to advocate in these situations.

Enrique Marquez (enrique.marquez@phila.gov) is an assistant city solicitor for the City of Philadelphia.
I am sure that when you think of the Philadelphia Bar Foundation and its mission of promoting equal access to justice for all members of our community, you think of the support you and your colleagues provide for the Foundation's fundraising events, grant-making and programs. That is entirely appropriate since, in its 50 years of existence, the Foundation has evolved from an organization that Philadelphia Bar Association leaders, themselves lawyers in private practice, envisioned as a system of assistance for lawyers in need to a professionally run non-profit that last year provided grants to 39 public interest law organizations primarily because of support and funding from law firms and private practitioners. But there is a substantial role to be played at the Bar Foundation by corporate legal departments and in-house lawyers and in recent years the Bar Foundation has been fortunate to observe an uptick in engagement from this sector of the legal community.

Indeed, evidence abounds of the important role that corporate law departments and area corporations play in the Foundation’s work – and not just in the form of financial support, that they do provide, but also in terms of their employees’ time and commitment to the Foundation and its grantees. At present, three members of the Foundation’s board of trustees come from in-house positions at major area corporations, while two other board members hail from non-legal positions at prominent area companies. Three corporate law departments have won the Foundation’s pro bono award in recent years: the North America Office of General Counsel of the ACE Group (2015); TE Connectivity (2013); and PECO (2008). Leaders of corporate law departments have publicly declared their support for the Foundation. As Romulo L. Diaz Jr., the general counsel of PECO/Exelon featured in this publication in June 2013, said when asked about his reasons for giving to support the Foundation’s programs, “There is so much need, and PECO’s corporate giving demonstrates its commitment to Philadelphia and the region. I believe that corporate giving is a winning formula for the business community, the Bar Foundation, and the organizations that the Foundation supports. In addition, the commitment of Philadelphia’s legal community to charitable endeavors is truly inspirational and I love being an active member of that community.”

Many other in-house lawyers support the Foundation and its grantees through sponsorships and their donations. Corporate law departments have also played a role in the many innovative programs that the Foundation and its grantees support and sponsor. By way of just one example, the Homeless Advocacy Project, one of the Foundation’s grantees, has experienced tremendous success partnering with corporate law departments on birth certificate clinics.

March 18, 2015 at Project Home:

Twenty-eight volunteers from six corporations (AAA, ACE, Drexel’s Lincoln Financial, Merck and PECO/Exelon) participated in an “all hands” birth certificate legal clinic, processing a record of 247 birth certificate requests for 208 adults and 39 children.

Oct. 14, 2015 Birth Certificate Legal Clinic at PECO:

A record 55 volunteers from 10 corporations (Aetna, Cigna, HP, Lincoln Financial, Merck, PNC, TE Connectivity, Subaru and WAWA) saw 65 homeless clients in PECO’s offices and processed 79 birth certificate intakes for 64 adults and 15 children in record time.

These projects may initially seem small, but are in fact of long-term critical importance to the individuals involved, providing them with a means of securing the public services that they and their families need to survive. In a similar vein, the Foundation and DELVACCA (now known as the Association of Corporate Counsel of America – Greater Philadelphia) have entered into a memorandum agreement whereby the Foundation supports DELVACCA’s Diversity Summer Corporation Internship Program by administering the funds for the program and offering public relations support – all aimed at increasing racial and ethnic diversity within corporate legal departments. One intended side benefit of this program is that all of the selected interns also participate in Philadelphia VIP’s two-day summer pro bono law clerk program or another comparable pro bono activity.

While the partnership between the Foundation and the area’s in-house law departments is strong and healthy, there is room for growth. In the balance of my term as president, I intend to look for ways to encourage corporate law departments and individual in-house lawyers to broaden their involvement in the Foundation’s activities, either by partnering with their outside law-firm vendors on select initiatives of mutual interest that offer bonding opportunities yet also serve the public good, or by developing projects tailored to their interests. There is a role for corporate law departments in helping us all ensure that the most vulnerable and under-privileged members of our community have access to the courts and to the public services they and their families need to protect their rights and improve their circumstances. And, as Romy Diaz observed, it can be both “inspirational” and a “winning formula for the business community.” I invite all of you to join me in this effort.

Thank you for your continued support of the Philadelphia Bar Foundation.

Steven E. Bizar (steven.bizar@dechert.com), a partner at Dechert LLP, is president of the Philadelphia Bar Foundation.

Donation Opportunity

Contribution to the Philadelphia Bar Foundation shows you care about our justice system and the assistance it provides to the community. With one contribution you are supporting all the public interest legal organizations in the Philadelphia area that serve those who need a lawyer to help them assert their legal rights but who cannot afford one. For more information, please visit www.philabarfoundation.org.

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March 2016  Philadelphia Bar Reporter 9
Giving the Gift of Dignified Forgiveness

By Prince Altee Thomas

The Consumer Bankruptcy Assistance Project (CBAP) is an organization of bankruptcy professionals who have provided free bankruptcy counseling since 1992 to individuals in Philadelphia at or near the poverty level. As a member of its board and a CBAP volunteer, I welcome this opportunity to highlight the traits that have brought CBAP so much praise in the Philadelphia community and admirers throughout the nation.

While corporate bankruptcy filings may be viewed as a sign of business acumen, for an individual at or near the poverty level and heavily in debt, the legal system itself is often intimidating, and filing for bankruptcy is often seen as a badge of shame. Some of the most courageous clients I have met have been CBAP clients. Serious personal or family medical issues, unemployment, oppressive legal judgments and debt collection efforts, consumer fraud or just poor financial planning are some of the causes for a client to seek bankruptcy relief. It takes courage to admit to a stranger that one needs help. I emphasize to my clients that due to the vicissitudes of life, anyone may someday need bankruptcy relief and there should be no shame. Dignity has been defined as the quality or state of being worthy, honored or esteemed. At every step of the bankruptcy process, CBAP and its volunteers provide clients with a dignified process for obtaining debt forgiveness. There is no personal judgment or shaming, just an eagerness to help.

CBAP volunteers assist their CBAP clients in filing a Chapter 7 case in the United States Bankruptcy Court for the Eastern District of Pennsylvania and obtaining a discharge (forgiveness) of their debts. At the first meeting with the attorney volunteer, the client signs a retainer agreement that retains the volunteer and CBAP as his or her legal representatives. The volunteer will inform any aggrieved creditor who may be threatening the client that such actions are a violation of the Bankruptcy Code and can be sanctioned by the court. There are many personal rewards for a CBAP volunteer, but protecting a client from such threats is a salient one. Most salient, however, is when the Bankruptcy Court has issued an Order of Discharge, concluding the case with debt forgiveness.

A Chapter 7 bankruptcy trustee once expressed to me his admiration of CBAP and the work of its volunteers. Individuals who are drowning in oppressive debt and without the means to afford an attorney will often file a bankruptcy petition and try to represent themselves. Pro se cases move very slowly in the bankruptcy system and easily lead to more individual frustration ending with dismissal of the case because of failure to comply with bankruptcy procedures. CBAP volunteers are bankruptcy professionals, and their representation of debtors help the system give bankruptcy relief more efficiently. They provide to their clients the gift of dignified forgiveness.

Prince Altee Thomas (pthomas@foxrothschild.com) is counsel to Fox Rothschild LLP.

Chancellor’s Forum

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greater prospect of discrimination. Though Pennsylvania law requires employers to notify job applicants in writing if they have been turned down due to their criminal record, many employers neglect to do so. If an individual is incapable of filing a lawsuit against the employer, this type of discrimination occurs without consequence.

The Chancellor’s Forum came at an opportune time, as several recent events in addition to the passage of Senate Bill 166 demonstrate the progress legislators have made regarding this issue. Another significant step came with the recent Commonwealth Court decision in Peak v. Commonwealth, holding that lifetime bans on hiring people with criminal records in health care is unconstitutional.

As of March 14, 2016, employers in Philadelphia will be subject to the Fair Hiring Law, that stipulates the criteria employers must meet when hiring an individual with a criminal record. If an employer violates this law, individuals can seek help from several different organizations.

A complaint can be filed with the Philadelphia Commission on Human Relations within 300 days of the violation and Community Legal Services provides assistance for individuals experiencing employment discrimination, unemployment compensation issues and a variety of issues that come up for low-income workers. The Public Interest Law Center also assists individuals with criminal records. More information about these organizations is available in the Directory of Public Interest Legal Organizations, available at PhiladelphiaBar.org.

Though Philadelphia is making great strides regarding barriers to reentry, stigmatization resulting from a criminal record is not something legislation can quickly remedy. The panelists suggest that corporate champions take a stand by publicizing their willingness to hire employees with criminal records. This may help transform the negative perceptions surrounding individuals who have overcome their pasts and created a new life.
New Guidance Addresses FSAs, HRAs

By Brian McLaughlin

issued on Jan. 25, 2016, IRS Notice 2015-87 provides further guidance on health flexible spending accounts (health FSAs) and health reimbursement arrangements (HRAs).

Health FSAs And Carryovers Background.

An employer, at its option, may amend its health FSA to allow employees to roll over up to $500 of unused contributions to the immediately following plan year, provided the plan does not allow for a grace period.

Unused amounts carried over from the prior year are subject to COBRA.

Example: An employer maintains a calendar year health FSA. During open enrollment, an employee elected to reduce his salary by $2,500 for the year. In addition, the employer carries over $500 in unused benefits from the prior year. Thus, the maximum benefit that the employee can become entitled to receive under the health FSA for the entire year is $3,000. The employer terminates employment on May 31. As of that date, the employee had submitted $1,100 of reimbursable expenses under the health FSA. Conclusion: If the employee elects COBRA, the maximum benefit that the employee could become entitled to receive for the remainder of the year is $1,900 ($3,000 minus $1,100).

Unused amounts carried over from the prior year cannot be included in the COBRA premium. The COBRA premium for a health FSA with a carryover is based solely on the sum of the employee’s salary reduction election for the year (and any employer contribution) plus the allowed 2 percent administration fee.

Example: An employee elects salary reduction with respect to a health FSA of $2,000. The employer provides a matching contribution of $1,000. In addition, the employee carries over $500 in unused benefits from the prior year. The employee experiences a qualifying event that is a termination of employment on May 31. Conclusion: The maximum amount the health FSA is permitted to require to be paid for COBRA continuation coverage for the remainder of the year is 102 percent of $1,250 of the applicable premium of $3,000 ($2,000 of employee salary reduction election plus $1,000 of employer contributions) times the number of months remaining in the year after the qualifying event. The $500 of benefits carried over from the prior year is not included in the applicable premium.

A health FSA must allow carryovers for COBRA continuations, subject to the same terms applicable to similarly situated non-COBRA participants.

Example: An employer maintains a calendar year health FSA. During open enrollment, an employee may elect to reduce salary by $2,500 for the year. In addition, the plan allows a carryover of up to $500 in unused benefits remaining at the end of the plan year. An employee elects salary reduction of $2,500 for the year. The employee terminates employment on May 31. As of that date, the employee had submitted $400 of reimbursable expenses under the health FSA. The employee elects COBRA continuation coverage and pays the required premiums for the rest of the year. As a qualified beneficiary, the former employee submits additional reimbursable payments in the amount of $1,600. At the end of the plan year, there is $500 of unused benefits remaining. Conclusion: The qualified beneficiary is allowed to continue to submit expenses under the same terms as similarly situated non-COBRA beneficiaries in the next year, for up to $500 in reimbursable expenses. The maximum amount that can be required as an applicable premium for the carryover amount for periods after the end of the plan year is $500. The maximum period the carryover is required to be made available is the period of COBRA continuation coverage. In this case, the period is 18 months and terminates at the end of November of the next year. Thus, the health FSA need not reimburse any expense incurred after that November.

New Guidance for HRAs.

Employers can only offer HRAs that are integrated with a group health plan.

An HRA cannot reimburse the medical expenses of an employee’s spouse and/or dependents unless they are enrolled in the employer’s group health plan. This is effective the first day of the 2016 plan year. However, an HRA that otherwise would be integrated based on the terms of the plan as of Dec. 16, 2015 does not need to comply until the first day of the 2017 plan year.

May an HRA or similar employer-funded health care arrangement be used to purchase individual market coverage after the employee covered by the HRA ceases to be covered by other integrated group health plan coverage without causing the HRA to fail to comply with the market reforms? No, for the typical HRA: an HRA covering two or more current employees fails to be integrated with another group health plan if the amounts credited to the HRA may be used to purchase individual market coverage.

Women in the Profession

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worth who said, “The gritty individual stays the course.” Gritty individuals can overcome obstacles and therefore become more confident. Gritty individuals focus on the long-term goal. Cummings recounted examples of clients she had counseled who had ideals of practicing one area of law and that one area only. Being flexible and able to change an ideal was important. New attorneys may have one ideal in terms of area of practice, but to be successful they need to consider different opportunities. Success depends on your ability to move out of your comfort zone. Cummings talked about her experience hiking up a glacier. Facing her fear enabled her to take a risk and climbing up that glacier produced a unique confidence.

Maureen M. Farrell (maureen@maureenfarrellesq.com), principal of the Law Offices of Maureen M. Farrell, is an associate editor of the Philadelphia Bar Reporter.
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**Palestinian Brewery Thrives Despite Challenges**

**By J. Michael Considine Jr.**

David Khoury, founder of the Palestinian Taybeh Brewing Company, noted at a meeting of the International Business Initiative, speaking live from Palestine, that despite tremendous challenges of international businesses in Palestine and of beer producers in a country that is largely Muslim, Palestinian businesses can be successful around the world.

Born in Taybeh, Palestine, 15 miles from Jerusalem, Khoury earned his Master of Business Administration degree from Boston College. He was involved in the liquor and real estate business in Massachusetts before returning to his birthplace to start his company in 1995. Taybeh Brewing Company exports to Germany, Switzerland, Spain, Japan, and Italy, but its ethnicity and purity are important to the brand. The Palestinian “national beer” had previously been Israeli beer, but there has been an emerging identity and brand of Palestinian products, giving the brewery an opportunity for growth.

Khoury’s beer, marketed as “fresh,” must be brewed with water from a natural source. However, Palestine is dependent on Israel for scarce water, and the business gets little help from the Palestinian government. The brewery may go eight days without a water source, despite being located near a natural spring. This problem extends across Palestinian agriculture. Farmers cannot get enough water to irrigate crops as the landscape is green in spring, but dry after April.

Taybeh Brewing Company’s freshness standard requires temperature-controlled transit for distribution. Palestine has no airport or port and so Israeli ports must be used. The trucks are often stopped and searched during the shipping process, extending the time the beer sits in storage. Logistics are costly with security and standards checks and the process of unloading from a Palestinian truck and loading an Israeli truck at the border with Israel. Unfortunately, it can take a month to ship to certain locations around the world and a case costs the equivalent of $42.

The label says “bottled and brewed in Palestine” but U.S. law requires it state “bottled and brewed in the West Bank, Israel.” Khoury wants the brand identified as Palestinian, not Israeli. Adding to the challenge of marketing Taybeh Brewing Company is that women in his culture do not drink much and more than 350,000 Christians have moved out of Palestine. There is a cultural taboo against alcohol based in Islam, and he is part of a Christian minority of only 1.5 percent of the population.

He is considering adding brewing facilities in Boston and is seeking a U.S. brewer to partner with to increase productivity.

Among Khoury’s accomplishments in promoting his business and industry in Palestine, though, was initiating Oktoberfest in Palestine, drawing attendees from around the world. As Taybeh’s mayor from 2005-2012, he also developed sewage systems, schools and other projects funded by the U.S. and European countries including Denmark and the Netherlands.

The word “taybeh,” besides the city’s namesake, means “delicious.” I tried the dark beer when visiting in April 2015. It was full of flavor and not bitter and I understand why they call the company “Taybeh.” Our group also visited a modern hotel Khoury built in Taybeh that recently opened. On this trip I saw a reemerging Palestine, with some businesses succeeding despite these many challenges.

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**Apply by March 21 to Get Admitted to U.S. Supreme Court on May 23**

The Philadelphia Bar Association will move up to 50 of its members for admission to the Bar of the United States Supreme Court on Monday, May 23. The admission ceremony will be made to the full court sitting in Washington, D.C.

The court’s requirements for a group admission ceremony are very comprehensive. Visit philadelphiaBar.org to review the requirements and instructions and to download the admission forms. Please read the instructions carefully. Once you have determined that you are eligible for admission, please print out and complete the admission form. The instructions and guidelines are very specific and must be followed scrupulously. Do not fold the application or use staples. Use paper clips only. Please note that you must have two sponsors sign the admission form.

Once you have successfully completed the admission form, please mail it along with a check made payable to the Philadelphia Bar Association. The cost to attend the ceremony is $225 for members of the Philadelphia Bar Association and includes your application fee and a continental breakfast. If you are not a member of the Philadelphia Bar Association, the fee is $325. Per the Supreme Court’s rule, each inductee is permitted to bring only one guest. A guest of an Association member or non-member is an additional $25. Please remit payment to:


Do not send the application directly to the Supreme Court.

Applications will be honored on a first-come, first-served basis and all applications must be received by 5 p.m. on Monday, March 21, 2016.

If you have any questions regarding this event, please do not hesitate to contact Dawn Petit at (215) 238-6367 or dpettit@philabar.org.

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Home is Where the Economy Is

By Mary E. Ashenbrenner

After struggling to regain its footing, the U.S. housing market finally appears to be recovering post-financial crisis. Investors wonder whether the current housing market improvement can be sustained. For this month’s interview, I sat down with Kevin Carter, senior investment advisor with PNC Wealth Management® in Moorestown, N.J., to discuss the current trends in housing and his forecast for the coming year.

Mary Ashenbrenner (MA): What are some of the events that led to the housing market bubble back in 2005-2006?

Kevin Carter (KC): Through the mid-1990s, U.S. residential real estate benefited strongly from increased demand. In addition, the credit markets were very loose, facilitating a buildup of mortgage lending. The result was a housing bubble of prices far beyond average historical prices and growth rates.

MA: How significant was the ultimate drop in housing prices?

KC: The bursting of the housing bubble in the mid-2000s precipitated the financial crisis and resulted in a sharp drop in prices. From 2008 to 2009, the S&P/Case Shiller® Home Price Index dropped almost 20 percent year-over-year, with prices bottoming out close to where they had been prior to the run up.

MA: When did you begin to see renewed activity in housing?

KC: Following the financial crisis and the subsequent higher unemployment rate and low consumer spending, demand for new housing dropped precipitously. Although tax credit incentives spurred some activity later in 2009 and early 2010, the expiration of those tax credits led to dried-up demand once again. The housing market stalled until toward the end of 2012 when new home construction picked up modestly. The positive trend in home prices continued through 2013 and 2014, although the pace slowed slightly in 2015.

MA: Do you see the housing market as a key economic driver?

KC: Yes, we do. For many people, residential real estate represents the largest single component of an individual’s net worth. This means that increasing property value can have a substantial positive impact on a homeowner’s balance sheet, and can affect spending. According to what is termed the “wealth effect” by economists, consumers spend in anticipation of an increase in wealth. A one-dollar increase in wealth has been estimated to translate into an additional four cents in spending, although the repercussions are not immediate.

MA: What is your outlook for the year ahead?

KC: We believe the housing market will experience its strongest year of homebuilding since 2007, with projected annual growth of over 10 percent. Our forecast is based on the strong jobs data, rising wages, continued low financing rates and easy access to such financing. Pent up demand is due to the dearth of home purchases during and post-recession. This is helping to spur demand for both multi-family housing and single-family residences.

MA: What leads you to believe the housing market is on an upswing?

KC: Housing starts in September 2015 were up 6.5 percent, representing the second best month since October 2007. New home starts rose 17.5 percent in September, year-over-year, and permits were also up for the year. A key driver of this growth has been multi-family housing starts – a statistic that we keep a close eye on since it tends to be a volatile part of the market. New home construction and strong sales of existing inventory can benefit the economy and consumer spending on home-related items, such as furnishings and appliances, as well as household renovations and improvements to homes that have been purchased.

MA: Do you see any obstacles that may get in the way of a continued recovery?

KC: In our view, the housing market is likely to continue to hold its own. Potential obstacles to growth include high levels of student debt that may make new home purchases difficult for younger adults, along with low housing inventory and rising prices.

Mary E. Ashenbrenner (mary.ashenbrenner@pnc.com or 215-585-1041) is a senior vice president with PNC Wealth Management®.
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This program is free with no obligation to purchase. A few offerings include Expedia, Best Buy, DocuSign, and if eligible, Verizon Wireless. To learn more, register at www.mynpp.com. Click “Join Now,” select “Company” then “Legal.” Select “Philadelphia Bar Association” in the dropdown, complete the form and submit. NPP negotiates discounted pricing from prominent companies to help Association members save money on their everyday purchases.

To learn more about the discounts now available to you, enroll with NPP today. Once you submit your registration you will receive a confirmation email and be contacted by an NPP representative to explain how the program works.

For help registering or questions regarding discounts, please contact NPP at 800-810-3909 or customerservice@mynpp.com, or contact Philadelphia Bar Association Member Services Manager Andrea Morris-Tracey at 215-238-6313 for more information and visit the Membership page at PhiladelphiaBar.org.

NPP to Offer New Discounts, Pricing to Members

**Spring Quarterly**

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made a substantial contribution, to diversity and promoting full and equal participation and inclusion in the legal profession.

Judge Quiñones Alejandro is known as a tireless advocate for diversity in the profession and in the courts. As the first Latina to be elected to the bench in the Commonwealth of Pennsylvania and the first openly LGBT judge on the District Court for the Eastern District of Pennsylvania, she has worked diligently to ensure that members of the minority legal community are treated fairly and given opportunities for advancement. Judge Quiñones Alejandro is a founding member and former officer of the Hispanic Bar Association and architect of its Legal Education Fund.

After graduating from the University of Puerto Rico and the University of Puerto Rico School of Law, Judge Quiñones Alejandro was a staff attorney at the Department of Veterans Affairs and an attorney advisor for the Social Security Administration, both in Philadelphia, before being elected to the bench. She served on Mayor Edward G. Rendell’s Commission on Puerto Rican/Latino Affairs and is a member of the National Association of Women Judges.

Immediate-Past Chancellor Albert S. Dandridge III will also be honored at the event. He will be presented with a gold box, a replica of the one presented to Andrew Hamilton for his defense of John Peter Zenger in 1735. The gold box is presented annually to the Immediate-Past Chancellor and is inscribed with the message “acquired not by money, but by character.”

For tickets, see the coupon on page 6 or visit PhiladelphiaBar.org.
### CALENDAR OF EVENTS

Note: While the following listings have been verified prior to press time, any scheduled event may be subject to change by the committee or section chair. Lunches are $9 for members and $12 for non-members, unless otherwise indicated. Register online for most events at philadelphiabar.org. Unless otherwise specified, all checks for luncheons and programs should be made payable to the Philadelphia Bar Association and mailed to Bar Headquarters, 1101 Market St., 11th Floor, Philadelphia, PA 19107-2955.

| March 2 | Delivery of Legal Services Committee: meeting, 8:30 a.m., 10th Floor Board Room. Criminal Justice Executive Committee: meeting, 12:30 p.m., 11th Floor Committee Room South. CLE - Smart Phone & Social Media Evidence in Fam Law Litigation: 9 a.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org. Bar Academy - An Evening with the Library Company: 5:30 p.m., the Library Company of Philadelphia, 1314 Locust St., Philadelphia. Registration: PhiladelphiaBar.org. |
| March 4 | Philadelphia Law Section: meeting, 12 p.m., Philadelphia Family Court, 1501 Arch St., 15th Floor, Philadelphia. Solo - Small and Mid-Size Firm Management Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9. Law Firm Pro Bono Committee: meeting, 12 p.m., Ballard Spahr LLP, 1735 Market St., 51st Floor, Philadelphia. Elder Law & Guardianship Committee: meeting, 12 p.m., 10th Floor Board Room. CLE - Briefly Stated: Writing an Effective Brief: 11 a.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org. Legislative Liaison Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9. CLE - Going Through the Motions: Writing an Effective Motion: 12:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org. Workers’ Compensation Section Executive Committee: meeting, 10:30 a.m., 10th Floor Board Room. CLE - Litigating City of Philadelphia Workers’ Compensation Cases: 12:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org. Philadelphia Lawyer Editorial Board: 12:30 p.m., 11th Floor Committee Room South. CLE - Compelling a Defendant Physician to Provide Expert Opinion: 9 a.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org. Social Security Disability Benefits Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9. |

Send Bar Association-related calendar items 30 days in advance to Thomas E. Rogers, Senior Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., Philadelphia, Pa., 19107-2955. Fax (215) 238-1159. Email: TRogers@philabarb.org.
People

Nicole Aiken, associate at Reed Smith LLP, has been elected to the Board of Directors of The Center for Emerging Visual Artists (CFEVA). CFEVA works to advance the careers of professional artists in the Philadelphia region, as well as increasing access to and promoting a greater interest and understanding of the visual arts.

Gary A. DeVito, shareholder at Zarin Baurn De-Vito Kaplan Schaefer & Toddy, P.C., has been appointed to the board of the American Liver Foundation, Mid-Atlantic Division, and will serve as Board President.

Michael H. Reed, special counsel to Pepper Hamilton LLP, will be honored with the A. Leon Higginbotham Jr. Lifetime Achievement Award during the 28th Annual Pennsylvania Bar Association (PBA) Minority Attorney Conference.

Mark B. Sheppard, partner at Montgomery McCracken Walker & Rhoads LLP, was recently appointed by Pennsylvania Gov. Tom Wolf to the Pennsylvania Commission on Sentencing. Sheppard was selected by Gov. Wolf to serve as one of 11 Commission members.

Christopher D. Ball and Katherine L. Vaccaro, partners at Manko, Gold, Katcher & Fox LLP, were panelists for a webinar titled “Environmental Compliance for Camps: The Requirements and Best Practices You Need to Know” held on Feb. 25.

Matthew H. Haverstick, partner at Kleinbard LLC, will serve as a panelist at the College Athletes’ Rights & Empowerment Conference: Visioning a New Paradigm of College Sport hosted by Drexel University’s Department of Sport Management from March 24-26.

James C. Schwartzman, partner at Stevens & Lee, has been elected chairman of the Judicial Conduct Board of Pennsylvania.

Sarah F. Dooley, attorney at Duffy & Partners, recently spoke to a group of over 550 college-aged women as a part of the “Founder’s Day” celebration of the Phi Sigma Sigma sorority. The event took place at the Springfield Country Club in Springfield, Pa.

Deborah Epstein Henry, founder and president of Law & Reorder, was a speaker at an Ark Group’s program titled “Developing a Healthy Appetite for Risk” in San Francisco, Ca. on Feb. 11.

Eric Schreiner, partner at Kleinbard LLC, was recently appointed to serve on the Philadelphia Leadership Council of the American Red Cross.


Brenda Hustis Gotanda, partner at Manko, Gold, Katcher & Fox, LLP, will serve on a panel titled “Green Leases for the Next Generation of Sustainable Buildings” at Temple University’s Howard Gittis Student Center on March 4.

David A. Nasatir, partner at Obermayer Rebmann Maxwell & Hippel LLP, was appointed by the Montgomery County Commissioners to The Delaware Valley Regional Finance Authority. The authority was created by Bucks, Chester, Delaware and Montgomery Counties in 1985 to provide loans to local governments in Pennsylvania.

“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, Philadelphia Bar Association, 1101 Market St., 11th fl., Philadelphia, Pa., 19107-2955 or reporters@philabar.org.

Dexter Hamilton, member, Cozen O’Connor and general counsel of the African American Chamber of Commerce (AACC) (left to right); Steven Bradley, Chair of the board of AACC; Vincent R. McGuinness Jr., co-chair, Large Firm Management Committee; Michael Banks, president of AACC; and Michael A. Brown, CEO, Environmental Construction Services; at the AACC Quarterly Membership Meeting at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28. At this event, two Game Changer Awards were presented; the first went to Brown for changing the face of African-American business development, impacting the community and promoting the value of AACC membership and the second was accepted by McGuinness, Hamilton and Bernard at Cozen O’Connor on Jan. 28.
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