Board Appeals to Pennsylvania Supreme Court to Address Non-Traditional Legal Services

By Thomas E. Rogers

The Board of Governors unanimously adopted a resolution on April 28 requesting that the Pennsylvania Supreme Court explore and evaluate emerging models for nonlawyer assistance and practice. In February 2016, the American Bar Association adopted Resolution 105, designed as a guide to assist the highest court of each state in developing a regulatory framework for non-traditional legal service providers. Pursuant to Section 1100 of the Philadelphia Bar Association bylaws, notice is hereby given to all members of the Philadelphia Bar Association that the following amendments to the bylaws of the Philadelphia Bar Association were considered at the March 31, 2016 Board of Governors meeting and were approved.

The Philadelphia Bar Association has made clear its concern about the unmet need of Pennsylvanians who are unable to afford legal counsel in civil matters and is part of the larger conversation addressing this issue. The Board has long been driven to ensure the professional excellence of legal advocates, as well as with protecting the public from and educating its members about the consequences of work by untrained and unregulated providers of legal services. However, rapid changes in technology have created access to legal information, forms and services in an unregulated environment over the Internet, to the public’s detriment. The proliferation of unregulated online legal providers, including nonlawyers, demonstrates the need for additional mechanisms to enable affordable access to justice.

Several states are exploring alternative models to enhance access to justice while protecting the public, preserving the core values of the legal profession.

continued on page 20
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Racing Down the Road to Relevancy

By Gaetan J. Alfano

As Mary Byers so eloquently and diplomatically told attendees of our 2014 Bar Leaders Retreat, we need to start doing things differently as an association if we want to survive and thrive.

Author of “Road to Relevancy” and “Race for Relevancy,” Byers built a career working with trade associations to help organizations like ours identify and adopt the needed strategies to remain relevant and sustain a healthy membership. Byers facilitated a portion of our Retreat, shared her expertise and identified a number of things she said the Philadelphia Bar Association could do differently to improve as a whole for years to come.

At our 2016 Bar Leaders Retreat, we kicked off by noting “three Rs” that would serve as the Association’s underlying themes of the year – relevance, revenue and resistance to inertia. Now that we are one-third of the way through the year, I would like to update you on the progress we have made on the “three Rs.”

Maintaining Relevance

As you hopefully have seen and heard, we have been working hard to get and keep the Philadelphia Bar Association in the news headlines (for the right reasons). In just the first four months of the year, we have received approximately 50 media hits, including placements in major print and electronic media outlets. It is not just the quantity of the media coverage that we are seeking, but of course, the quality as well.

From being more vocal on significant matters like the ABA’s ill-fated venture with Rocket Lawyer, the abolishment of Traffic Court and opposition to a sales tax on legal services, to the importance of filling judicial vacancies in a timely manner, there has been no shortage of topics to cover. We have been mindful of identifying trends and strategically inserting ourselves into the conversation and creating a platform for discussing these developing topics.

We have hosted a number of timely Chancellor’s Forums as well as many other Section and Committee programs already this year. We have covered a vast array of what is relevant to our legal community and exclusive shopping events, you now can take advantage of our modified format and exclusive shopping events, you now can take advantage of the Philadelphia Bar Association. Despite our traditions, we continue to operate as we have done in the past.

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) 238-6345. Fax: (215) 238-1159. E-mail: reporter@philabar.org.
YLD Members: Enjoy Summer, Gear up for Remainder of 2016

By Erin E. Lamb

Philadelphiaites embrace summer more than almost anyone—and certainly against all odds, since we live in a humid swampland. During the week, this summer love manifests itself in the competitive sport of sending scouts to hold down spots at the traditional Center City Sips. Sips continues, but recently we have added another event–reserving spots at the ever-multiplying pop-up beer gardens, initially run primarily by the Philadelphia Horticultural Society and other civic institutions. Now, various Philadelphia bars and restaurants have begun hosting and running their own pop-ups. These pop-ups are a phenomenon, one driven primarily by millennials.

Why are these destinations so popular? It is usually so hot and humid that we seem to just be battling for the ability to sit outside, watching our friends’ faces melt off with sweat, while whatever we are drinking becomes so warm so fast that leisurely sipping is out of the question. Well, who does not see summertime as ripe with possibility? Summer is all of the excitement of accomplishment, hope and promise rolled into one season. After all, we have earned it for living through another brutal winter. The pop-ups were conceived to show Philadelphians what modern urban design could bring to our empty lots and neglected waterfronts and they have become summer destinations, full of beauty and creativity.

For the Young Lawyers Division, it is nearly the midpoint of my year as chair. Traditionally our “big” events—the high school mock trial tournament and Law Week—are piled into the first half of the year. They have been tremendous successes and I owe a great deal of thanks to the Executive Committee and all of our members who have embraced the theme of this year and volunteered their time and effort. I also thank their bosses, who have encouraged and allowed them to donate their time and energies. Our partnership with the Business Law Section continues to be fruitful for us both, especially with our ever-popular joint speed networking events. And as always, the First Judicial District has been a tremendous partner for us.

We will enjoy summer and its pop-ups. There is nothing like the feeling of receiving a 5 p.m. text from that friend who can never leave the office before 7 p.m. wanting to meet up because, well, their bosses are all at “The Shore.” But, we are not slowing down. I look forward to the YLD Diversity Reception in June. We will continue with our Happy Hour networking series, taking them east of Broad Street for you federal clerks and attorneys over there, and we will be running a School Supply Drive. Behind the scenes, we will be laying the groundwork for our fall events—including an expungement clinic initiative. “Cats,” maybe now is the time to encourage your “mice” to play a little while you are away and take the time to check us out. You might be surprised at the confidence and project-management skills they build by doing so.

After all, if the Schuylkill Banks and Delaware Riverfront can become tourist destinations, anything is possible.

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

SPRING QUARTERLY MEETING AND RECEPTION

Judge Quiñones Alejandro, Dandridge Honored at Spring Quarterly

By Enrique Marquez

Each Spring, two distinct honors are bestowed upon two esteemed individuals in the Philadelphia legal community. The Justice Sonia Sotomayor Diversity Award serves to acknowledge an individual who has a proven record of promoting and exemplifying full and equal participation and inclusion in the legal profession. The Andrew Hamilton Gold Box is presented annually to the Immediate-Past Chancellor of the Philadelphia Bar Association. The Gold Box is a replica of the one given to Andrew Hamilton for his defense of John Peter Zenger in 1735. In many ways, it is a metaphor for the Immediate-Past Chancellor’s defense and promotion of the Philadelphia legal community. Both honors were given at the Association’s 2016 Spring Quarterly Meeting and Reception in the Grand Ballroom of the Hyatt at The Bellevue on April 5.

It is fitting that this year’s Justice Sonia Sotomayor Diversity Award be given to the Hon. Nitza I. Quiñones Alejandro, U.S. District Court for the Eastern District of Pennsylvania. Judge Quiñones was born in Puerto Rico, and she obtained both her bachelor’s degree and juris doctor at the University of Puerto Rico. After law school, she was one of the first Latina lawyers to work at Community Legal Services (CLS). Following CLS, she was a staff attorney at the Department of Veterans Affairs and an attorney advisor for the Social Security Administration 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. She was first elected to the bench of the Philadelphia Court of Common Pleas in 1991. President Barack Obama nominated her for a seat on the U.S. District Court for the Eastern District of Pennsylvania in 2012 and she was confirmed on June 13, 2013. Judge Quiñones was the first lesbian Latina to be nominated for federal judgeship. In her acceptance speech, she stressed the vitality provided by diversity in the legal community. As such, Judge Quiñones is a shining example of diversity in the profession.

As Immediate-Past Chancellor, Albert S. Dandridge III was presented with the Andrew Hamilton Gold Box. The box is inscribed with the message “acquired not by money, continued on page 17”
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ABA Lead Law (Pt. 1): Lead Yourself - Lead Your Clients
(video)
5/9/16 - 9 a.m. - 12 p.m. (3 SUB)
Experienced faculty will examine what “leadership” is, and why it is so important for lawyers to be skilled in managing relationships, influencing subordinates, colleagues and leaders in the firm, as well as clients and others outside the firm.

ABA Lead Law (Pt. 2): Lead Your Firm - Lead Your Community
(video)
5/9/16 - 12:30 - 3:30 p.m. (3 SUB)
Experienced faculty will examine leading through conflict and crisis, a normal part of life for a lawyer leader. In addition to taking steps to avoid crisis, the lawyer leader must know how to respond to and grow through conflict and crisis. The program will highlight effective leadership of a practice group or client project.

Hoarding Intervention and Response: Strategic Approaches for Addressing the Person and the Stuff
5/11/16 - 12:30 - 1:30 p.m. (1 SUB)
David Wengert, MSW and Pam Walz, Esq. of the Philadelphia Hoarding Task Force will be presenting on how to assess, engage with and represent a client with hoarding issues. This program will discuss how “uninsured” employers are individual employers who are otherwise represented in workers’ compensation matters. The program will focus on the legal requirements and the corresponding best practices of investment fiduciaries as outlined in the Investment Advisers Act of 1940, Uniform Prudent Investor Act (UPIA) and, very specifically, the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

Litigating Cases Involving Uninsured Employers
5/13/16 - 12:30 - 1:30 p.m. (1 SUB)
Litigating cases against uninsured employers and the Uninsured Employer Guarantee Fund can be very complex. This course will provide plaintiff’s attorneys with litigation strategies to avoid procedural pitfalls. From the defense perspective, the program discusses how “uninsured” employers are individual employers who are otherwise unrepresented in workers’ compensation matters. Expert faculty also provide strategies to deal with uninsured employers and their attorneys, suggestions on how to efficiently and effectively litigate your case, and finally, how to potentially reach a settlement and secure payment after a judicial award.

DUI Intermediate Punishment Update for Philadelphia County and the new Early Parole Initiative
5/17/16 - 12:30 - 1:30 p.m. (1 SUB)
Philadelphia has succeeded in obtaining a grant from the MacArthur Foundation to build a program to reduce recidivism and provide diversion from traditional prosecution for non-violent offenders; for example, those with DUI-related charges. To address its overreliance on incarceration, Philadelphia will implement a range of strategies that will limit jail admissions, reduce case processing times, increase pretrial supervision and services and reduce reliance on cash bail. This CLE program will address the new protocols for early parole in Philadelphia County as a part of this effort, as well as important updates in the new DUI/Intermediate Punishment program.

2016 Eminent Domain Update: Recent Decisions and Developments in Pennsylvania Eminent Domain Law
5/19/16 - 12:30 - 1:30 p.m. (1 SUB)
Hosted by the Eminent Domain & Appraisals Committee, this program will provide an overview on important and relevant state court decisions on Pennsylvania eminent domain (condemnation) law; as well as recent developments in and changes to related statutory and regulatory law and local court procedures.

Understanding Racial Biases Toward Child and Youth Clients In-Depth Workshop on the APA's Essence of Innocence: Consequences of Dehumanizing Black Children Study
5/23/16 - 12 - 1 p.m. (1 SUB)
The focus of this CLE program is to identify and understand the ways that youth of color, particularly black youth in Philadelphia, are perceived by law enforcement as well as schools in order to ensure that the delivery of legal services and administration of justice is fair. The information shared will ensure that attorneys are zealous advocates for their clients in various contexts including juvenile delinquency proceedings, criminal court hearings, school discipline (expulsions, transfers) proceedings and other hearings that have the potential to impact the lives of youth. The discussion will provide guidance for legal professionals to use in relation to clients who are involved in juvenile justice matters.

Navigating Artists Through the Entertainment Industry
5/24/16 - 3 - 5 p.m. (2 SUB)
Please join entertainment lawyer Bernie Resnick for the debut course in a series of entertainment law courses. The first course will focus on intellectual property law, with an emphasis on music law. Bernie Resnick is an entertainment lawyer and film producer who has represented clients in the entertainment industry for more than 25 years. This course is specifically designed for investment stewards of nonprofit endowments and foundations and those who advise them. It is for trustees, attorneys, accountants, investment advisors and investment committee members and board members of eleemosynary institutions. The course will focus on the legal requirements and the corresponding best practices of investment fiduciaries as outlined in the Investment Advisers Act of 1940, Uniform Prudent Investor Act (UPIA) and, very specifically, the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

Prudent Investment Practices for Nonprofits
5/25/16 - 12:30 - 3:45 p.m. (2 SUB / 1 ETH)
This course is specifically designed for investment stewards of nonprofit endowments and foundations and those who advise them. It is for trustees, attorneys, accountants, investment advisors and investment committee members and board members of eleemosynary institutions. The course will focus on the legal requirements and the corresponding best practices of investment fiduciaries as outlined in the Investment Advisers Act of 1940, Uniform Prudent Investor Act (UPIA) and, very specifically, the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

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.
Krasno, Bertil Honored at Hampton Awards

By Elisa C. Advani

Compassion, dedication, professionalism and politeness—these were the characteristics used to describe Jason Krasno, partner at Krasno, Krasno & Onwudinjo, a third-generation workers’ compensation attorney.

Krasno was presented with the 2016 Martha Hampton Award at the Workers’ Compensation Section’s Martha Hampton Awards Luncheon at The Logan on April 15.

Krasno was licensed to practice law in 1999, the same year Hampton passed. Although he is the first awardee to not have known Hampton personally, he exemplifies her qualities nonetheless. “Martha was a phenomenal attorney and a good friend and mentor,” said Michael Mulvey who presented the award and also offered some personal insight about the late Hampton. “She was second in her class at Temple Law and had an innate ability to assess the strengths and weaknesses of her cases and have a game plan for each one,” said Mulvey. Hampton loved educating people on workers’ compensation law and could speak with judges or blue collar workers with ease. Politeness and professionalism were important considerations in choosing this year’s recipient. “Mr. Krasno is one of the only attorneys I know who will ask the judge ‘may I be excused’ before leaving the courtroom and this kind of courtesy goes a long way,” said Mulvey. Krasno said that while he did not know Hampton he knows that her impact on workers’ compensation law will be felt for generations to come.

The Section also presented the Irvin Stander Award to Steve Bertil, a third-year law student at Villanova University Charles Widger School of Law. The award honors a third-generation workers’ compensation attorney who is dedicated to the legal profession and demonstrates the qualities of compassion, dedication, professionalism and politeness.

Bertil was honored for his service to the legal community. The subcommittee selected Philadelphia Animal Welfare Society (PAWS) to be the beneficiary of donations. The members of the Section donated many needed supplies, from paper towels to blankets, food to toys and cleaning supplies to animal carriers. The donations were stacked up and ready to be delivered. The subcommittee receives a notification that the volunteer of the PAWS client is the recipient of the donated goods. The volunteer then brings the supplies to the household that received the donation.

On April 15, the Section gathered for its annual Martha Hampton Awards Luncheon. In honor of the 20th anniversary of the Section, it presented a financial donation to Community Partnership School. Established in 2006, it has “provide[s] children in the highest-need communities of Philadelphia with an education that would put them on a path to lifelong success and well-being…”

The Section also collected much needed school supplies. The donated toys and generousity of the Section membership is overwhelming and helps to bring smiles to kids’ faces.

The subcommittee is chaired by Hon. Tina Maria Rago, Workers Compensation Office of Adjudication. Members of the subcommittee include Chacee Z. Collins, Law Office of Carol L. Cingranelli; Megan L. Dougherty, partner, The Chartwell Law Offices, LLP; Jennifer A. Etkin, Michael A. Etkin & Associates; Wendy A. Fleming, Law Offices of Leonard A. Cohen, P.C.; and Deborah Richman, Schiff & Young, P.C. The subcommittee members have observed that when simple everyday items that women requested, from toiletries to small games or puzzles for their children.

Workers’ Comp Section Committee Serves Multiple Nonprofits

By Jennifer R. Etkin

The Community Service and Charitable Events Subcommittee of the Philadelphia Bar Association’s Workers’ Compensation Section has made a difference for nonprofits throughout the City of Philadelphia over the last two years. Established in 2014 and consistent with its motto “little gifts, big hearts,” the subcommittee selects a charitable recipient each month and encourages its members to donate requested items at the Section’s monthly “lunch and learn” CLE programs and social events.

So far this year, the enthusiastic response from the members of the Section to all charitable requests has continued to exceed expectations. The first recipient of the year was St. John’s Hospice. The request, in the cold winter months, was for men’s white athletic socks. Members of the Section responded by donating hundreds of pairs of socks. What the subcommittee learned is that while socks are an overlooked part of our wardrobe, warm and clean socks can make a significant difference in the health and well-being of homeless men. To provide further assistance, members of the Section regularly volunteer to serve lunch at St. John’s Hospice, helping provide more than 325 meals each day.

In addition to working with St. John’s Hospice, the subcommittee selected Philadelphia Animal Welfare Society (PAWS) to be the beneficiary of donations. The members of the Section donated many needed supplies, from paper towels to blankets, food to toys and cleaning supplies to animal carriers. The donations were stacked sky-high. The staff at PAWS was overjoyed when the donated items were delivered, exclaiming multiple times, “Is all this stuff for us?” Most recently, the subcommittee selected Women Against Abuse as its designated charity for the month. Once again, members of the Section responded generously with everyday items that women requested, from toiletries to small games or puzzles for their children.

On April 15, the Section gathered for its annual Martha Hampton Awards Luncheon. In honor of the 20th anniversary of the Section, it presented a financial donation to Community Partnership School. Established in 2006, it has “provide[s] children in the highest-need communities of Philadelphia with an education that would put them on a path to lifelong success and well-being…”

The Section also collected much needed school supplies.

At the annual holiday party in December 2016, the Section will once again collect children’s toys to donate to Philadelphia Toys for Tots. The donated toys and generosity of the Section membership is overwhelming and helps to bring smiles to kids’ faces.

The subcommittee is chaired by Hon. Tina Maria Rago, Workers Compensation Office of Adjudication. Members of the subcommittee include Chacee Z. Collins, Law Office of Carol L. Cingranelli; Megan L. Dougherty, partner, The Chartwell Law Offices, LLP; Jennifer A. Etkin, Michael A. Etkin & Associates; Wendy A. Fleming, Law Offices of Leonard A. Cohen, P.C.; and Deborah Richman, Schiff & Young, P.C. The subcommittee members have observed that when simple everyday items that we take for granted are collected en masse from the Section, the impact on the charitable organizations is immediate and significant. For Section members, it is personally fulfilling to make a difference in someone’s life.

If you are interested in joining the Workers’ Compensation Section’s Community Service and Charitable Events Subcommittee, please contact Subcommittee Chair Hon. Tina Maria Rago at trago@pa.gov.

Jennifer R. Etkin (jetkin@etkinandassociates.com), an associate at the Law Offices of Michael A. Etkin & Associates, is a member of the Workers’ Compensation Section’s Community Service and Charitable Events Subcommittee.
Race, Gender Played Roles in Disgrace of Famous Men of Color

By Maureen M. Farrell

We all remember, or most of us remember, where we were during the 1994 O.J. Simpson Ford Bronco chase. It was the first time many witnessed such broad media coverage of a real-life spectacle. The coverage and drama of the chase, splashed across television screens nationwide, transfixed the general public as it watched Simpson, a football star and film actor, fleeing from police and threatening suicide. The Bronco chase was the beginning of a media feeding frenzy that would continue throughout People v. O. J. Simpson in 1995. Lasting approximately nine months, the trial was the general public’s first taste of reality television.


Panelists generally agreed that Simpson was about race from the outset. Although Flowers remembered shock when the verdict was read and states that she viewed Simpson initially as an issue about an American hero, and not necessarily just race. Mincey disagreed, saying that race was an issue from the start, and once the Bronco chase commenced the case became about race and Simpson’s perceived guilt in the murder of his ex-wife and his ex-wife’s friend.

Huston explained that the case began at a time of a perfect storm, following the police brutality and beating of Rodney King in Los Angeles in 1991 and the ensuing riots the following year. People of color were fed up with the Los Angeles Police Department.

Simpson stood out because the entire trial was open to public scrutiny. With cameras being allowed in the courtroom, the public saw it all. Ladov said that “the pundit class appeared to be educating the prosecutors and seemed to know more than the prosecutors,” and because of the media attention Mincey believed “the case was over-tried.”

Ladov criticized the prosecution’s lack of preparation. She questioned why the prosecution ever let Mark Fuhrman on the stand. “Sometimes evidence is only as good as the manner presented,” she said.

Flowers began the Cosby discussion, stating her view that the attention surrounding the Cosby allegations was primarily about gender, not about race. Flowers discussed the statute of limitations and her view that the statute of limitations should be adhered to. She said that many women have come forward years after the alleged rapes committed by Cosby, and that there exists a difference of opinion as to validity of memories in these cases after many years had passed.

Both the Cosby scandal and Simpson involved a famous person of color accused of a heinous crime. Both men presented images and brands that were destroyed by the nature of the crimes they were accused of committing. Cosby’s legacy, like Simpson’s, has been ruined. Murals have been erased and, as the panelists discussed, his reputation has been destroyed.

However, while both Cosby and Simpson are men of color, there is a divergence because of the nature of the crime and as Flowers said, the possible role that gender played. However your views of these high-profile cases, though, the issues remain prevalent in our society and continue to persist.

Maureen M. Farrell (maureen@maureenfarrellsq.com), principal of the Law Offices of Maureen M. Farrell, is an associate editor of the Philadelphia Bar Reporter.

For details on placing a Lawyer to Lawyer referral ad, contact Lana Ehrlich at 215-557-2392 or lehrlich@alm.com.
Former Public Defender Rises to The Hague

By Amanda J. Dougherty

If you are a young female attorney, or just a young woman, you should know about Patricia Viseur Sellers, special advisor for prosecution strategies to the prosecutor of the International Criminal Court in The Hague and a visiting fellow at Kellogg College of Oxford University where she teaches International Criminal Law on the Masters of Human Rights faculty.

The Philadelphia Bar Association’s Women’s Rights Committee invited Sellers to speak on March 21 about her work, which focuses on sexual violence against women as a tool of war. That is, the systematic rape of women to terrorize, or as a means of ethnic “cleansing”, as well as the use of women as sexual slaves to provide “services” to soldiers away from home. As just two examples of her experience with these crimes, Sellers was the acting trial attorney for the International Criminal Tribunals to the former Yugoslavia and Rwanda, where such sexual violence was perpetrated extensively. These tribunals were instrumental in advancing international jurisprudence in addressing gender-related crimes. Sellers continues this development in her work as an expert witness on international criminal law, human rights and sexual violence, her teachings as an Oxford fellow and her advocacy for national criminal law, human rights and sexual violence, her focus to human rights issues for the indigent and poor. While Sellers did not actually practice law in Brazil, it was a special time just after a brutal dictatorship that fostered a feminist movement in response to brutal political oppression. It was there where she began to perceive particular evils in response to that feminist movement, including the widespread torture, persecution and unexplained disappearances of women.

While in Brazil she met her husband who lived in Belgium. Shortly after they moved there she became an assistant with an international jazz festival. There, in a brief tangent to her career, she met Nina Simone, Miles Davis and other jazz legends as she became used to life as an American expatriate. She eventually began a job with Price Waterhouse Coopers completing tax returns for expats, primarily because as an attorney, she could sign tax returns. However, Sellers yearned to return to criminal law. Then, at the age of 35, she took an internship at the United Nations that took her to Myanmar. Notwithstanding this success, Sellers yearned to return to criminal law. Ever the entrepreneur, she began reading books on crimes against humanity and watched developments in the field. Sellers applied for a clerkship with the International Crimes Tribunal for the former Yugoslavia.

After she was interviewed by the Hague’s prosecutors, instead of clerking, she was asked to join the ranks of prosecutors with the International Criminal Court. Sellers explained that it was at that point that, at 40 years old, everything in her career came together. She had, quite literally, said that it was at that point that, at 40 years old, every young intern was socializing, partying and otherwise living up that European experience, she turned out reports at a pace they could not match. This gained the recognition from her superiors and developed into a consultancy position with the United Nations that took her to Myanmar.

Amanda J. Dougherty (adougherty@gawthrop.com), associate at Gawthrop Greenwood, is an associate editor of the Philadelphia Bar Reporter.
The Philadelphia legal community has a long and proud tradition of public service, including voluntary pro bono publico service. Working “for the public good” can and should mean more than the essential duty to give free legal representation. Closing the gap in access to justice requires a broad approach, tapping into the diverse organizational capacities of our law firms, corporate legal departments and other partners.

With more than one in four Philadelphia residents living in poverty—the highest rate among the nation’s big cities—the need for public interest legal services is huge. National research shows that 80 percent of the civil legal needs of low-income individuals and families are not met.

Our legal community can address these challenges through “pro-bono-plus,” utilizing the full range of our capabilities. Rule 6.1 of the Pennsylvania Rules of Professional Conduct encourages meeting this fundamental professional responsibility “by providing professional services at no fee or a reduced fee to persons of limited means or to public service or charitable groups or organizations, by service in activities for improving the law, the legal system or the legal profession, and by financial support for organizations that provide legal services to persons of limited means.”

Resolutions adopted over time by the Philadelphia Bar Association have resolved for attorneys to employ “a combination of methods” to address the “severe and growing unmet need for legal representation for the poor and near-poor.”

The Philadelphia Bar Foundation benefits from and seeks to support a wide range of “pro-bono-plus” activities. A few examples include the following:

- Since 2003, the Foundation has annually presented the Pro Bono Award to a Philadelphia law firm or corporate legal department that demonstrates outstanding volunteer efforts in providing legal services to those in need.
- Many of the legal aid organizations receiving grants from the Foundation, including Philadelphia VIP, extend their direct client services through the generous pro bono assistance of local attorneys.

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- Many of the legal aid organizations receiving grants from the Foundation, including Philadelphia VIP, extend their direct client services through the generous pro bono assistance of local attorneys.

A new and exciting development is the Corporate Purchasing Card Program from Citizens Bank. Law firms participating in the new program can donate all or part of their earned cash rebate to the Foundation. This innovative approach provides valuable financial support for civil legal aid at no additional cost to the law firms.

As we approach the Foundation’s 28th Annual Golf & Tennis Classic on June 20 (have you registered yet?) several local businesses are going above and beyond to make this a fun and rewarding event for the Philadelphia legal community. The Legal Intelligence provides in-kind advertisements and social media exposure to encourage participation in the event. Reliable prints in-kind all of the materials and signage for the event. Wilkie Lexus donates entry to a Pebble Beach tournament for an auction item and also offers a luxury vehicle as a hole-in-one prize.

The Foundation is not alone in benefiting from this kind of broad and varied “pro-bono-plus” support for closing the gap in access to justice. Many of our grantees benefit in similar ways. In addition to the examples described above, individual volunteers play valuable roles in support of Foundation events and programs as well as for our grantees. Looking forward, the Foundation seeks to further strengthen its role in modeling, recognizing and encouraging voluntary pro bono publico service. For instance, we are busy designing a new website to serve, in part, as a portal for highlighting the innovative public service practices of the local legal community.

Thank you for supporting the Philadelphia Bar Foundation, meeting the challenge of Rule 6.1 to give “financial support for organizations that provide legal services to persons of limited means,” and for finding new ways for your law firm or business to support equal justice through “pro-bono-plus.”

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

Attorneys Provide Valuable Support for Indigent Seniors at Risk

■ By Eric P. Sando

A recent win for a Philadelphia senior, after a two-day trial, highlights a persistent threat in our city and the need for volunteer attorneys to protect the rights of the indigent. In 2009, a perpetrator stole Mrs. Locke’s home when a deed was recorded bearing her forged signature.

Years earlier, a fire in the family home forced the occupants to seek shelter elsewhere. Unfortunately, the family did not have homeowner’s insurance. They were forced to make incremental repairs to the home as funds were available.

When the deed was recorded, Locke was living with and caring for various family members. An unanticipated flood of hardship in the form of disease and death inundated her at the time. Various brothers and her mother became ill and required daily care before their eventual deaths. Finally, while struggling to work, support her family and care for a sick parent, her one-year-old granddaughter was essentially placed on her doorstep. Locke obtained custody of her granddaughter and did the best she could to keep the family together.

During this time, the purported new owner of the home illegally conducted rehabilitation work at the home, unbeknownst to Locke. The rehabilitation was unsubstantiated and performed by unlicensed and unskilled workers who did not obtain the proper permits. Without Locke’s knowledge, the property was subsequently rented to unsuspecting tenants.

When Locke learned of the theft, she went to the police for assistance. However, the dueling recorded deeds stymied law enforcement authorities and she could not afford the cost of an attorney. Locke seemingly had little recourse, but thankfully found an open door at SeniorLAW Center, the organization that subsequently put her in contact with me to handle her case. My firm, Earp Cohn P.C., graciously permitted me to litigate her case pro bono from inception through the multi-day trial. The other litigation attorneys at Earp Cohn P.C. assisted me with trial strategy and evidentiary concerns, while paralegals and assistants assisted in preparing trial binders, creating trial demonstratives and coordinating with witnesses.

At the conclusion of the trial when the verdict was entered, Locke’s fear and anxiety transformed to elation. The court considered the many witnesses, including expert testimony on housing rehabilitation, zoning, real estate and architecture, and entered an order granting Locke all of the relief she had requested. The fraudulent deed was cancelled and void. The court also found that Locke successfully defended against the defendant’s counterclaim of unjust enrichment and denied all of the claimed damages of almost $70,000.

Locke was able to obtain justice, retake her home, and parry the counter suit advanced against her because of SeniorLAW Center and volunteers at Earp Cohn P.C. However, her story is not uncommon in our city. More volunteer attorneys from supporting firms are needed to continue to protect and advocate for the rights of indigent seniors suffering similar injustices in Philadelphia.

For more information about SeniorLAW Center and its volunteer opportunities, please visit www.seniorlawcenter.org.

Eric P. Sando (csando@earpcohn.com) is an associate at Earp Cohn P.C.

ALTERNATIVE DISPUTE RESOLUTION CLE

What Can Be Learned From Experienced Consumers of ADR?

■ By Joshua Domer

As experienced consumers can attest, arbitration and mediation are effective tools for resolving disputes more efficiently than traditional litigation. Arbitration in Philadelphia, for example, has a quicker timeframe, often moving cases through in under two months. As its use and popularity continue to grow, attorneys who are experienced “consumers” of Alternative Dispute Resolution (ADR) agreed to share their insight regarding its benefits, how to handle resistance from clients, and how to pick an arbitrator or mediator. At an April 4 Philadelphia Bar Association CLE course, titled “What Can Be Learned From Experienced Consumers of ADR” and presented by the Alternative Dispute Resolution Committee, moderators Ellen S. Friedell, principal, Reaching Agreement ADR, LLC, and Hon. Richard B. Klein (Ret.), distinguished neutral, The Dispute Resolution Institute, led a panel featuring Gerald J. Dougherty, vice president of claims, Cassatt Risk Retention Group; Eli Gabay, member, Solomon, Sherman & Gabay; Daniel T. Lewbart, founding partner, Gerolamo McNulty Divis & Lewbart, P.C.; and Brennan J. Torregrossa, assistant general counsel, GlaxoSmithKline.

Due to its informal nature, ADR tends to be cheaper than litigating a full jury trial. Additional cost savings can be built into the process from the outset by structuring ADR clauses or agreements to preempt lengthy discovery battles and managing the arbitration. Some considerations include limiting the number of depositions a party can take or the amount of days available to arbitrate, and requiring that any arbitrator selected have consecutive availability if more than one day is needed to hear the case.

At times, clients who are resistant to pursuing ADR may need to be persuaded. Plaintiffs might worry that if the mediator or arbitrator does not like them they will award less than a jury of their peers would. From the defense perspective, clients might view ADR generally as a plaintiff-friendly system because they cannot win outright, like they could at a jury trial. Strategic considerations, however, lead the experienced consumer to push back against these concerns depending on the facts. When facing a jury, the client’s likeability is hugely important. The sympathetic plaintiff may be awarded higher damages while the client with a strong claim but an unsavory character might be underserved. Whether to avoid a potentially excessive jury verdict, to protect the client vulnerable to attack or even to assuage a client fearful of going before a jury, using an ADR mechanism might result in a more impartial verdict in the client’s favor.

For the defendant who wants to win outright, the panel advised that once a claim is filed, the simple reality is that there may be damages that need to be compensated. Using mediation gives counsel a great opportunity to learn much more about the case, including information that may enable them to resolve it entirely. There is nothing lost by going to listen, and it can be very helpful to hear a neutral party’s assessment. Counsel may believe that the case should settle but are struggling to persuade a recalcitrant client. A third party’s analysis that reiterates counsel’s advice that the case should settle, particularly from a judge who has heard hundreds of cases just like theirs, impresses clients and bolsters counsel’s credibility.

These persuasion tactics work even better when counsel can say that they have been before that arbitrator or mediator before and can attest that they are fair and will carefully review the case. For that reason, most experienced consumers choose an arbitrator or mediator based on their personal experience or word of mouth. While the case’s complexity and value must be considered during the selection process, the most important trait that these
Clearing a Path to Citizenship for Lawful Permanent Residents

By Stephanie Kammer

There are an estimated 64,405 Lawful Permanent Residents (LPRs) in Philadelphia. However, taking the steps to citizenship can be challenging. Pro Bono Citizenship Day 2016 was celebrated on Saturday, April 9. Pro bono attorneys and volunteers helped eligible LPRs complete their naturalization applications. Citizenship Day drew attorneys of all ages, backgrounds and practice areas. One hundred forty naturalization applications were served across five counties and this year marked the highest number of applicants served to date.

The Philadelphia Bar Association and Wendy Castor Hess, chair of the Immigration Law Committee, hosted a training session on April 7 for attorney volunteers. The training was led by Valentine Brown, partner, Duane Morris LLP, and Judith Bernstein-Baker, executive director, HIAS Pennsylvania. The efforts on the ground were led by Hannah C. Carnwright, staff attorney, Nationalities Services Center, and Jason Hernandez, Asylee Outreach Project coordinator, HIAS Pennsylvania.

Many LPRs are of low income and may have limited English proficiency and affordable and accessible immigration services can be hard to come by. Citizenship Day puts these services within reach of LPRs working toward a better life for themselves, their families and their communities. The many important benefits of citizenship include the right to vote in U.S. elections, the ability to hold elected office, the opportunity to become eligible for most jobs with government agencies and more freedom to travel abroad. These types of benefits extend from the individuals to their families, communities and to the nation as a whole. LPRs who naturalize also can increase their earnings by 8-10 percent.

Citizenship Day showcased one of the most satisfying ways to be involved in the Philadelphia Bar Association, through concerted pro bono efforts and in partnerships with community associations to meet community legal needs. This year’s efforts were supported by the Philadelphia Bar Association, Accion Comunal Latinoamericana de Montgomery County, Cabrini College, Community College of Philadelphia, CASA Maryland, Duane Morris LLP Esperanza Immigration Legal Services, HIAS Pennsylvania, Keystone Opportunity Center, Multicultural Family Community Service Center, Nationalities Service Center, PA Immigration and Citizenship Coalition, PA Immigration Resource Center, Philadelphia Office of Immigrant Affairs, St. Rocco’s Catholic Church, St. Thomas Aquinas and Sweet.

Federal Judges Discuss Courtroom Dos, Don’ts

By Drew Aldinger

A thorough understanding of the Federal Rules of Civil Procedure and understanding and adhering to the policies and procedures of individual judges is critical. Attendees received that advice and more at the Federal Courts Committee lunchtime panel on March 16 titled “Minding Your (Benchside) Manners: Ten Things Not to Do in Federal Court.” The panel featured Hon. Timothy J. Savage, Hon. Mitchell S. Goldberg, and Hon. Mark A. Kearney, all sitting judges on the U.S. District Court for the Eastern District of Pennsylvania.

All three judges placed emphasis on the point that preparation is vital to success and that preparation is crucial from the very beginning of a case. In Federal Court a judge is assigned at the start of a case and will see the case through to trial, so creating a favorable impression in the early stages is important. Particularly, counsel should be prepared to thoroughly discuss each aspect of a case at the Rule 16 Pretrial Conference—both factual and legal.

With respect to discovery, the judges recommended that inapplicable and lengthy boilerplate objections be avoided. Also discussed were recent changes to Rule 37(e) that became effective on Dec. 1, 2015, relating to the preservation of electronically stored information (ESI). More specifically, the changes were designed so that the district courts could more uniformly address the effects of failing to preserve ESI and the handling of spoliation sanctions.

The judges observed that the volume of motions in limine has been steadily increasing. It was noted that many such motions might be completely unnecessary if attempts to reach an agreement were made by counsel in advance of filing. Additionally, attendees were cautioned against making baseless arguments with respect to motions in limine as doing so can cause a loss of overall credibility.

The use of Daubert motions to exclude testimony of expert witnesses due to lack of expertise or use of questionable methods in obtaining data was also discussed. The granting of such a motion can effectively end a case before it ever reaches a jury, and it was noted that removing a case from the hands of a jury is considered to be a very major step. Moreover, an attorney can instead use an effective cross-examination to illustrate a lack of expertise or use of a questionable method while leaving a case in the hands of a jury.

Attendees benefitted from the perspective of three sitting federal judges during the lunchtime presentation. Outstanding information was shared, and while the title was “Ten Things Not to Do in Federal Court,” attendees received more than what was promised.

The policies and procedures can vary widely between judges and can be found on the Federal Court’s website by visiting http://www.paez.uscourts.gov/. They govern both pre-trial and trial procedures.

Drew Aldinger (Drew.Aldinger@phila.gov) is a senior attorney for the City of Philadelphia Law Department.
Mayor Kenney’s Communications Team on Showcasing Philadelphia

By Mary-Kate Martin

Communication is a vital component to any mayoral administration; so who is steering the ship in Philadelphia? The Philadelphia Bar Association’s Bar-News Media Committee partnered with the Philadelphia Public Relations Association (PPRA) on March 30 to host a panel titled “Meet the Messengers,” a breakfast program with Mayor Jim Kenney’s communications team. The program was free to members of both organizations, and attendees were able to meet those in charge of promoting Mayor Kenney’s agenda, and get first-hand insight into some of the challenges faced by the current administration.

Moderator Nikki Johnson-Huston, of The Law Office of Nikki Johnson-Huston, LLC, is chair of the Bar-News Media Committee, the liaison between the Philadelphia Bar Association and the news media. The panelists at the joint breakfast program were Ajeenah S. Amir, deputy director of communications for the Office of the Mayor; Mike Dunn, deputy director of communications for the Office of the Mayor; Jeff Guaracino, president and CEO of Wawa Welcome America; Sheila Hess, city representative, City of Philadelphia; Stephanie Waters, digital director, City of Philadelphia; Lauren Hitt, director of communications, Office of the Mayor; and Mike Dunn, deputy director of communications, Office of the Mayor; the “Meet the Messengers,” co-presented by the Philadelphia Public Relations Association, on March 30.

Johnson-Huston posed a series of complex questions to the panel, and provided each an opportunity to respond. When asked how a negative tweet or viral post is handled, Dunn pointed out that there is such a thing as "trolls" online – people trying to instigate a debate. Waters illustrated her typical day at the office, and said she spends time working on content and also reviewing content on social media channels. She explained that the city is moving away from press releases and focusing more on digital best practices. Hess told the audience that she focuses on being creative and innovative, and increasing the number of smaller neighborhood events.

Johnson-Huston asked the group how much of Philadelphia’s growing popularity in hosting world events was organic, how much was the result of marketing and how does the communications team capitalize on it? She used the annual Wawa Welcome America celebration and the 2015 World Meeting of Families as examples of recent large-scale events that the city has hosted. “More people are looking at the city with a fresh view,” said Guaracino. He explained that, particularly with the World Meeting of Families, the world was looking at Philadelphia in a new way. Guaracino commented that even the 2015 film “Creed,” a spin-off sequel of the “Rocky” film series, was something that helped to give the younger generations a new view of Philadelphia.

The group also discussed some of the challenges of managing messages in a city where there are two distinct audiences – the indigent and the affluent – otherwise referred to during the program as a “tale of two cities.”

Mary-Kate Martin (MaryKate.Martin@phila.gov), assistant city solicitor for the Philadelphia Law Department, is editor-in-chief of the Philadelphia Bar Reporter.
Mindfulness Practices Introduced in First of Series

By Kathy Jaffari and Jennifer Branscom

Philadelphia lawyers have been waiting for this. Mindfulness for lawyers has finally arrived in our legal community. Ballard Spahr Partner Kathy Jaffari, along with mindfulness experts Jennifer Schelter, founder, Yoga Schelter Inc., and Donna M. Branca, director, SJL Shannon, LLC, led a well-attended and well-received Philadelphia Bar Association CLE program titled “Introduction to the Mindful Practice of Law” presented by the Philadelphia Bar Association’s Business Law Section at Duane Morris LLP on Tuesday, April 5.

The first in a four-program series, this session provided an introduction to mindfulness and meditation specifically geared toward lawyers and the practice of law. It was a 75-minute interactive program that provided not only an introduction to mindfulness and the scientific research that supports the many benefits of its practice, but also various guided meditation exercises woven throughout the discussion. The rewards of integrating a mindfulness and meditation practice were made clear in light of a profession that is among the most stressful, and one that places great value on logic and reason.

Schelter and Branca explained how adopting a mindfulness practice will result in increased focus and greater results for clients and also reduce stress in our professional day-to-day activities and provide more rewarding relationships in our professional lives. Business pioneers have been integrating mindfulness into their companies, but the legal community has largely been left out of this relevant and practical new area of professional development. This terrific introduction to mindfulness for lawyers will be followed with three additional programs presented by the Business Law Section that address the topics of leadership, decision making and the daily practice of law. This is sure to be the beginning of a game-changing movement for Philadelphia lawyers.

Please feel free to reach out to Kathy Jaffari at jaffarik@ballardspahr.com with questions or to discuss the mindful practice of law.

Kathy Jaffari, chair, Business Law Section (center), with Jennifer Schelter, founder, Yoga Schelter Inc. (left) and Donna M. Branca, director, SJL Shannon, LLC, at the Philadelphia Bar Association CLE program titled “Introduction to the Mindful Practice of Law” at Duane Morris LLP on April 5.

Mentors, Mentees Share Experiences at BLS/YLD Event

Nicholas Sices (left to right), Andrew Barron, Matthew Klahre, Angie Yannaris and Tarik Abdel-Meguid learned from seasoned professionals at the Business Law Section & YLD Speed Mentoring Event at Reed Smith LLP on April 12.

Melanie Lacey (left to right), Lisa Goldstein and Mitchell Bach at the Business Law Section & YLD Speed Mentoring Event. Mentees circulated from table to table, with a mentor at each, over the course of the evening.
Judge Dembe to Receive O’Connor Award

Judge Pamela Pryor Dembe will receive the Philadelphia Bar Association’s Sandra Day O’Connor Award at the Association’s June Quarterly Meeting at the Hyatt at The Bellevue on June 22.

The award is conferred annually on a woman attorney who has demonstrated superior legal talent, achieved significant legal accomplishments and has furthered the advancement of women in both the profession and the community.

Judge Dembe has served as a mentor and role model to many aspiring women attorneys. In her extensive career, she has taught autistic children before law school and during the 1980s and 90s Judge Dembe served on the board of the Women’s Therapy Center of Philadelphia. She has served as president of the Pennsylvania Conference of State Trial Judges, on the Pennsylvania Judicial Auditing Agency, with the National Conference of Metropolitan Courts, with the Brehon Law Society, as vice chair of the Free Library of Philadelphia and on the Temple American Inn of Court. She is a member of the Union League of Philadelphia and was named a “Woman of Distinction” by The Legal Intelligence in 2010. She has demonstrated that a woman named a “Woman of Distinction” by The Legal Intelligence can juggle being an attorney and raising a family, succeeding in both.

“Judge Dembe is a strong mentor and quietly encourages female attorneys and judges to reach their potential,” said Superior Court of Pennsylvania President Judge Susan Peikes Gantman in a letter nominating Judge Dembe. “Many women in the legal community look to her for mentorship as they proceed in varying aspects of our profession…She is a constant reminder to women that we can achieve our dream.”

Judge Dembe was elected to the Philadelphia Court of Common Pleas in 1989 after a decade-long career in general practice representing a diverse client base in state and Federal Court on the trial and appellate levels. She was elected President Judge of the Philadelphia Court of Common Pleas in 2008, and currently serves on the commerce court. She is a graduate of Temple University and Temple University Beasley School of Law.

The Women in the Profession Committee established the award in 1993 to recognize the important contributions that women attorneys in Philadelphia have made to the legal profession. That year, U.S. Supreme Court Justice Sandra Day O’Connor presented the first award to U.S. District Court Senior Judge Norma L. Shapiro.

The award has since been presented to the late Juanita Kidd Stout, former justice of the Pennsylvania Supreme Court; Deborah R. Willig, first woman Chancellor of the Philadelphia Bar Association; Professor Marina Angel, of the Temple University Beasley School of Law faculty; Third Circuit Court of Appeals Judge Dolores K. Sloviter (former Chief Judge); U.S. District Court Judge Anita B. Brody; Leslie Anne Miller, first woman president of the Philadelphia Bar Association; Lila G. Roomborg of Ballard Spahr Andrews & Ingersoll, LLP; the late Judge Judith J. Jamison; Ellen T. Greenslade, chief defender of the Defender Association of Philadelphia; former Chancellor Audrey C. Talley; U.S. Court of Appeals Judge Marjorie O. Rendell; former Pennsylvania Superior Court Judge Phyllis W. Beck; Roberta D. Pichini of Feldman, Shepherd, Wohlgemuth, Tanner, Weinstock & Dodig; Lynn A. Marks, executive director of Pennsylvania for Modern Courts; Roberta D. Liebenberg of Fine, Kaplan and Black, R.P.C.; JoAnne Epps, dean of Temple University Beasley School of Law; Stephanie Resnick of Fox Rothschild LLP; U.S. District Court Judge Cynthia M. Rufe; former Chancellor Jane Leslie Dalton; Pennsylvania Superior Court Judge Anne E. Lazarus; Judge Sandra Mazur Moss (ret.); and Catherine C. Carr, former executive director of Community Legal Services of Philadelphia.

Philadelphia Bar Association Quarterly Meeting and Luncheon

Wednesday, June 22, 2016 at 12 p.m. at the Hyatt at The Bellevue, Broad and Walnut Streets

• Recognition of newest members of 50-Year Club

Please make _______ reservations for the Philadelphia Bar Association’s Quarterly Meeting and Luncheon. Tickets are $65 for members; $55 for YLD members, public interest and government members; $35 for law student members; and $90 for non-members. Checks should be made payable to the Philadelphia Bar Association.

Name:_________________________________________

Firm/Employer: _______________________________________

Address: ____________________________________________

Phone: ______________________  Fax: __________________

E-Mail: _____________________________________________

Credit Cardholder: _________________________________

_____ Visa  _____ MasterCard  _____ American Express

Card number: __________________________

Expiration date: __________________________

Signature: __________________________________________

Purchase tickets online at PhiladelphiaBar.org

Joshua Domer (joshua.domer@phila.gov) is an assistant city solicitor for the City of Philadelphia.

Please mail checks to:

Philadelphia Bar Association
1101 Market St., 11th floor
Philadelphia, PA 19107-2955

Philadelphia Bar Reporter May 2016

PhiladelphiaBar.org
**HIPAA regulations impose significant compliance obligations on covered entities. These include:**

**Maintaining plan documents (updated for final rules issued in 2013)**

Entities must implement HIPAA Privacy and Security policies and procedures and administrative safeguards (electronic and physical protection of protected health information (PHI)), and establish procedures to (1) facilitate early detection of potential breaches of unsecured PHI and (2) upon the occurrence of an unauthorized use/disclosure of unsecured PHI have procedures in place to conduct appropriate risk analysis.

**Maintaining Business Associate Agreements (BAAs)**

The covered entity should maintain signed BAAs between the plan and any service providers that handle PHI, such as brokers/consultants, TPAs, COBRA vendors, certain payroll vendors, accountants, law firms, etc.

**Distribution of the Notice of Privacy Notice (self-funded plans only)**

Plans must conduct regular security risk assessments and comply with tracking and communication requirements of participant requests for PHI. They also must conduct training for members of a workforce who handle PHI. Importantly, the OCR audits will cover only federal HIPAA Privacy, Security and Breach Notification rules. No state- or city-specific privacy rules will be included.

According to OCR, the audits are meant to help improve HIPAA compliance, although serious compliance issues could prompt further investigation. HIPAA imposes significant non-compliance penalties on covered entities. Penalties can range from $100 per violation up to $50,000 per violation (in the case of willful neglect), with an annual maximum of $1,500,000 per violation. Upon notification of an audit, OCR will provide covered entities 10 business days to demonstrate they are following HIPAA Privacy and Security rules. Covered entities should review their HIPAA policies, procedures, notices and documents now to ensure they are updated for HIPAA HITTECH and the final HIPAA omnibus rules. In addition, covered entities should ensure up-to-date business associate agreements have been signed with any service providers with access to PHI.

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**USI Affinity Offers Members Variety of Insurance Options**

USI Affinity has been partners with the Philadelphia Bar Association for more than 60 years. As the broker and administrator of the Bar’s Insurance Member Benefits Program, USI Affinity offers Association members a wide range of products – from optimal Lawyers’ Professional Liability coverage and an array of outstanding employee benefits choices, to exclusive life and disability insurance programs, to auto and homeowner’s coverage.

With more than 50,000 attorneys insured and over a dozen bar association endorsements, USI Affinity has the expertise to navigate the marketplace and design the most comprehensive and innovative insurance and benefits packages available for law firms.

USI Affinity built its leadership position on personal service; representatives work closely with law firms to understand their practice, from the risks they face to their benefits and administrative needs, then design a plan tailored to fit the firm’s individual needs. USI Affinity’s extensive experience and strong relationships with the country’s most respected insurance companies give USI Affinity the ability to design customized coverage at competitive prices.

Business insurance highlights of the Philadelphia Bar Association Professional Liability Program include:

- Comprehensive coverage and policy features tailored to meet the unique requirements of law firms in Pennsylvania, with continuous coverage, full prior acts available and your written consent required before CNA can settle a claim.
- From solo attorneys to large firms, USI Affinity and CNA can design coverage to protect all size law practices
- An “A-Rated” carrier and national leader in Lawyers’ Professional Liability insurance, providing coverage to more than 44,000 law firms in the United States. With more than 50 years of experience, they deliver world-class underwriting, dedicated claims and state-of-the-art risk management tools and resources
- Five percent Association membership credit. This 5 percent credit will be applied to your Lawyers’ Professional Liability Policy premium for membership in the Association, on a per attorney basis
- 7.5 percent risk control credit per attorney for two years after taking a qualifying CNA risk management seminar

Additional business coverages available for your firm:

- Workers’ Compensation Dividend Program
- Employment Practices Liability (EPL)
- Directors & Officers (Management Liability)
- Cyber Liability - proprietary PrivaSafe coverage provides protection for the broad range of network, privacy and multimedia related exposures

*continued on page 23*
Register Today for Philadelphia Bar Association Charity 5K Run/Walk May 15

Registration is open for team and individual entries for the 37th Philadelphia Bar Association Charity Run benefiting the Support Center for Child Advocates, to be held on Sunday, May 15, 2016 at Memorial Hall in Fairmount Park. Online registration for individuals is now open through May 13 (www.runtheday.com) and the deadline for mail-in registration forms (download at www.phillybarcharityrun.com) is May 5. Legal Team competition applications may be obtained from Michael Berkowitz at Caesar Rivise, PC at (215) 567-2010 or mberkowitz@caesar.law. The deadline for receiving team registrations is Friday, May 6, 2016.

The event includes a five-kilometer (3.1-mile) race and a five-kilometer walk. Anyone may run or walk as an individual in the Open Competition. Members of the Philadelphia Bar Association will be included, at no extra charge, in the Bar Competition in addition to the Open Competition. There will also be a free 20-yard non-competitive dash for children 5-10 years old, sponsored by Buchanan Ingersoll & Rooney PC. Registration for the kids’ dash will be on the day of the event.

The entry fee for the Open and Bar Association Competitions is $35, if registrations are postmarked by midnight May 5, 2016; if you register in person between May 12-13; or if you register at www.runtheday.com/registration/select_race_type/24009 by midnight on May 13. A service fee is added for online registrations. Pre-registration is encouraged. The entry fee on the day of the event increases to $45.

You can register in person at the office of Caesar Rivise, PC, 1635 Market St., 12th Floor, Philadelphia, Pa. 19103 from May 12-13 between 9 a.m.-5 p.m.

The Philadelphia Bar Association is being joined as a corporate level sponsor this year by Firstrust; Buchanan Ingersoll & Rooney PC; Caesar Rivise, PC; Philadelphia Runner; The Legal Intelligencer; Veritext; USI Affinity; Run the Day; and Wawa.

In addition, to date, the following law firms have signed on as legal sponsors: Anapol Weiss; Baker & Hostetler LLP; Clark Hill PLC; Cozen O’Connor; DLA Piper LLP (US); Drinker Biddle & Reath LLP; Feldman, Shepherd, Wohlgelernter, Tanner, Weinstock & Dodig, LLP; Fox Rothschild LLP; Pepper Hamilton LLP; Sandah & Associates, P.C.; and Stevens & Lee/Griffin. Joining this year as legal supporters are: Offit Kurman; and Zarwin Baum De Vita Kaplan Schaar Toddy PC.

If you would like to have your firm listed as a legal sponsor or legal supporter, call Manny Pokotilow at (215) 567-2010.

Please encourage your friends and family to participate in this year’s Philadelphia Bar Association 5K Charity Run/Walk to benefit the Support Center for Child Advocates.

SUPPORT CENTER FOR CHILD ADVOCATES

Become a Child Advocate, Change the Story

By Lauren A. Strebel

The mission statement of Support Center for Child Advocates (Child Advocates) reads “To advocate for victims of child abuse and neglect with the goal of securing safety, justice, well-being and a permanent, nurturing environment for every child.” Child Advocates was born out of a Philadelphia Bar Association Young Lawyers Division committee in 1971 and was incorporated in 1977. It has been representing children in need and making a difference in their lives ever since.

On April 13, Child Advocates celebrated 39 years as the nation’s leading pro bono legal and social service advocacy organization at its Annual Benefit Reception & Auction at The Crystal Tea Room. My attendance at last year’s benefit was serendipitous – my law firm purchased four tickets and I was asked to fill a seat. At the time, I was looking for a public interest initiative to volunteer for. At the benefit I learned about the mission and spoke with a few volunteer attorneys. The very next day I signed up for the next Child Advocates training course. This year, I was very proud that my nametag included a red “volunteer attorney” ribbon.

Child Advocates provides legal assistance and social service advocacy for abused and neglected children in Philadelphia County. A volunteer attorney is paired with a Child Advocates social worker and together they represent children in court to ensure that they have access to the justice they deserve. The team secures the social services and alternative home and care that child clients need to thrive.

My experience as a Child Advocate has been terrifying and frustrating, yet incredibly rewarding. Representing a child client in family court is vastly different from representing my day-to-day clients as an insurance defense attorney. Money is not involved but the stakes seem much higher, adding a level of fear. The frustration comes from trying to advocate for my child client in a system that is maddeningly overwhelmed. But the reward is in knowing that we are making every effort to make these kids’ lives better, and seeing first-hand during home visits that my clients are happy and healthy.

I was so nervous to volunteer because I had no experience in this field of law. However, my nerves were calmed...
It’s Not Too Late to Adjust Your Financial Plan

By Mary E. Ashenbrenner

There is a common misperception that planning for the year ahead is something you must attend to in the fourth quarter of the previous year. Not necessarily so. For this month’s interview, I sat down with Jennifer Messa, senior wealth strategist with PNC Wealth Management® in Philadelphia, who believes that it is important to make adjustments to your financial plan as your circumstances change, regardless of the time of year.

Mary Ashenbrenner (MA): Now that tax season for another year has ended, many clients want to reduce their tax burden going forward. What is your advice?

Jennifer Messa (JM): If an investor is thinking of liquidating investments, selling a business, giving cash gifts to the children or taking a distribution from a deferred compensation plan this year, proactive planning today can help an individual not only manage taxes, but also make serious strides toward personal financial goals. However, it is essential to keep a balanced perspective. The tax tail should not wag the wealth planning dog. In your zeal to help minimize taxes—say, by gifting all the equity in a business or tying up your assets in an irrevocable trust—that often prevents them from taking action.

MA: Besides taxes, what other circumstances might trigger the need for an update to one’s financial plan?

JM: There are many reasons besides taxes to make changes to your financial plan. Our lives take frequent and often unexpected turns, and so does the world around us. Perhaps a new child has entered your life or you have started a new business. Life-altering events like these have both immediate and far-reaching financial implications. Periodic reviews of your plan provide an opportunity to modify it in light of shifting economic or market forces, changes in your financial situation or your own evolving goals and priorities.

MA: How can investors get past the inertia that often prevents them from taking action?

JM: Of course, creating a wealth plan or revising an existing plan can seem like a daunting process. Even people who know they should get their plan in shape find not a one-time event. The minute you put something on paper, it starts to become outdated. As the ancient Greeks put it, the only constant is change, regardless of the time of year.

MA: What is the first step?

JM: The important thing is to get started. Begin the conversation with where you are today and see where it leads. Whether you are focused on growing your assets, preserving your legacy, or both, it is a process of discovery. A wealth plan is a living, breathing entity—not a binder of outdated values and aspirations and what you want to achieve.

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Spring Quarterly Meetings in prior years, the goal was to provide an ambient space more conducive to conversation and introductions. This was achieved by replacing the traditional luncheon-style seating arrangement with more standing space providing guests with a floor plan that encouraged networking. There was not an idle person to be found as the space was full of laughter, conversation and the traditional exchanging of business cards. It was most definitely a successful evening that did justice to both recipients of the Justice Sonia Sotomayor Diversity Award and the Andrew Hamilton Gold Box.

Enrique Martínez (enrique.martinez@phila.gov), an assistant city solicitor for the City of Philadelphia, is an associate editor of the Philadelphia Bar Reporter.

Immediate—Past Chancellor Albert S. Dandridge III (right) is presented with the Andrew Hamilton Gold Box by Chancellor Gaetan J. Alfonso at the Spring Quarterly Meeting and Reception.
PROFESSIONAL GUIDANCE COMMITTEE
THE PHILADELPHIA BAR ASSOCIATION
Inquiry 2016-1
(March 2016)

"S.A." at the time a Pennsylvania licensed attorney, represented Client in an ongoing civil action relating to a dispute between business associates. S.A. consulted with Inquirer for assistance with the matter. S.A. introduced Inquirer to Client. Inquirer prepared, and Client signed, a contingent fee agreement, retaining Inquirer’s firm to represent Client in the matter and providing for both S.A. and Inquirer to act as co-counsel and share the contingent fee (the “Original Contingent Fee Agreement”). Inquirer entered into a separate fee agreement with S.A. to share the contingent fee and the work in the case on a 50/50 split (“the Co-Counsel Agreement”).

S.A. and Inquirer worked together under the Original Contingent Fee Agreement for about five months and received weekly payments on an interim basis for their work from the proceeds of interim payments being made to Client by opposing party. The fee was evenly split between S.A. and Inquirer. S.A. and Inquirer both entered their appearance as co-counsel in Client’s litigation.

S.A. then received a notice of suspension of his law license which suspension remains in effect. After receipt of that notification, but before the effective date of the suspension (30 days later), Inquirer was asked by S.A. to modify their agreement to provide S.A. a straight one-third referral fee, since S.A. would not be able to do work on the case moving forward.

Inquirer asks if the Co-Counsel Agreement, entered into before the suspension, whereby Inquirer and S.A. were to share the work and fee equally, can be converted into an agreement under which S.A. receives a one-third referral fee but renders no service after the effective date of S.A.’s suspension (the “Referral Fee Agreement”).

APPLICABLE RULES

The following Pennsylvania Rules of Professional Conduct (“the Rules”) apply to this inquiry.

Rule 1.5 Fees provides in part that

(c) A lawyer shall not divide a fee for legal services with another lawyer who is not in the same firm unless:

(1) the client is advised of and does not object to the participation of all the lawyers involved, and

(2) the total fee of the lawyers is not illegal or clearly excessive for all legal services they rendered the client.

Rule 5.4 Professional Independence of a Lawyer provides in part that

(a) A lawyer or law firm shall not share legal fees with a nonlawyer...

[The Rule provides for a number of exceptions none of which are applicable to this inquiry.]

Rule 8.4 Misconduct provides in part that

It is professional misconduct for a lawyer to:

(a) violate or attempt to violate the Rules of Professional Conduct, knowingly assist or induce another to do so, or do so through the acts of another; ...
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For more information on this benefit and others contact Manager of Member Services Andrea Morris-Tracey at amorris@PhiladelphiaBar.org.

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The ethical duties of the inquirer are clear. There is a claim by Company which is clearly not “frivolous under applicable law” but about which there is a dispute. The conditions that were required under the original escrow agreement, that funds will not be released absent agreement between the parties or a court order directing that the funds be released may have been met as regards the respective rights of Spouse and Other Spouse, but because of the claim of Company, the provisions of Rule 1.15 have been triggered and the disputed funds must remain in escrow until the dispute between Spouse and the Company have been resolved. The inquirer and the other co-agent are free to file an action to allow them to pay the funds into the Court so as to remove themselves from the position as co-escrow agents.

Caveat: The foregoing opinion is advisory only and is based upon the facts set forth above. The opinion is not binding upon the Disciplinary Board of the Supreme Court of Pennsylvania or any other Court. It carries only such weight as an appropriate reviewing authority may choose to give it.
Dan Dan, More Than Han Dynasty’s Little Sibling

I cannot count the number of times that my fellow City of Philadelphia Law Department attorneys and I have possessed the urge to flee our offices across from City Hall, blink our eyes and jet pack to Old City or West Philly, and ravenously indulge in a lunchtime feast at the Szechwan iron throne of Han Dynasty – only to become overwhelmed by lazy inertia and hit Chinatown instead.

However, with last fall’s opening of Dan Dan in the vicinity of 16th and Sansom streets, Center City’s Szechwan void has been addressed. Owned by Catherina Huang – the sister of Han Dynasty proprietor Han Chi-ang – Dan Dan proudly displays its culinary DNA and inspiration from its larger Szechwan sibling.

For the lunchtime crowd, there is a reasonably priced special menu of all the Szechwan favorites, and our hungry crew of assistant city solicitors and I happily indulged. For starters, we shared an order of the namesake Dan Dan noodles, as well as dumplings in chili oil. The Dan Dan, which should be tossed tableside to blend the noodles with its fiery minced pork and even spicier chili oil, was excellent and more balanced than during my initial visit last fall. The pillowowy, piquant pork dumplings practically melted in my mouth, and I shamelessly spooned up the remaining chili oil even after the dumplings were consumed.

Dan Dan’s entrees were also uniformly outstanding. As with Han Dynasty, most of the entrees can be ordered with chicken, pork, beef or fish/shrimp. The dry pot chicken, swimming in zesty peppercorns, bamboo shoots and fresh scallions, was not the dangerous minefield of spice as with Han’s plate, but was immensely flavorful nonetheless. The twice-cooked chicken, perhaps the most ubiquitous Szechwan classic, possessed a perfect balance of sweet bean sauce, hot peppers and leeks. My pickled Szechwan fish was perhaps the best dish we tried – the fish was flaky and not a bit overcooked – braised in an aromatic funk of spicy-sour minced pork, pickled vegetables and chili peppers.

Finally, we ordered an item not included in Han’s stable of Szechwan studs, the Jing Jiang chicken. Sautéed in a sweet bean sauce and covered with a gorgeous layer of finely shredded scallions, this item was unquestionably the most visually attractive dish we sampled. A perfect introduction for neophytes who would prefer to take a cautious first step into the Szechwan kiddie pool, the satay-like sweetness of the chicken combined delightfully with the crispy tannedness of the shredded scallion. This item should be a mainstay of Dan Dan’s menu.

Dan Dan’s service has also improved remarkably since my initial visit last fall, when servers stumbled over themselves trying to impress and the pacing of the dishes was haphazard. Given how packed its sleek, bi-level space is at lunchtime, there is little doubt that Dan Dan – given its prime location – would be a hit if the quality was even, say, 75 percent of its main competitor. However, Dan Dan has proven that it is a superior lunch – and dinner destination on its own merits – no more comparisons necessary. Try to get there – if you can get in.

James Zwolak (James.Zwolak@phila.gov) is a divisional deputy city solicitor for the City of Philadelphia.

ABA Resolution 105

ABA Resolution 105 continues from page 1

and sustaining the private practice of law by lawyers. The Washington Supreme Court has implemented a Limited License Legal Technician Program authorizing limited license professionals to provide narrowly tailored services in specific areas of law in response to substantial unmet legal need. California and Oregon are studying programs similar to Washington’s and New York has implemented a New York State Court Navigator Program of nonlawyers to provide limited assistance in Brooklyn Housing Court and debt matters in Bronx Civil Court.

“This resolution recognizes the changing legal marketplace and the Association’s duties to preserve the core values of our profession, while addressing the unmet legal needs of many Pennsylvanians by respectfully requesting that the Association participate and assist the Pennsylvania Supreme Court in any exploration or evaluation of the emerging models for nonlawyer assistance and practice,” said Chancellor-Elect Deborah R. Gross.

The Philadelphia Bar Association requests that the Pennsylvania Supreme Court explore and evaluate emerging models, allowing the Association to actively participate, to improve meaningful access to justice for all Pennsylvanians, while protecting the public, preserving the core values of the legal profession and sustaining the private practice of law by lawyers.

The Chancellor and/or the Chancellor’s designee(s) shall communicate the Association’s position to the Pennsylvania Supreme Court, the legal profession and the public in order to effectuate this Resolution.

To view the complete resolution, visit www.PhiladelphiaBar.org.

APRIL 2016 NATURALIZATION CEREMONY

Left: City of Philadelphia Mayor Jim Kenney (left to right); Hon. Gene E. K. Pratter, U.S. District Court for the Eastern District of Pennsylvania; Regina M. Foley, treasurer, Philadelphia Bar Association; and Sheila Hess, city representative, City of Philadelphia; at the Naturalization Ceremony sponsored by the Association at the Federal Courthouse on April 21. Above: New U.S. citizens take the Oath of Citizenship at the Naturalization Ceremony. One hundred one people from 43 nations became U.S. citizens at the ceremony.
for submission to the members at the June Quarterly Meeting to take place on June 22, 2016, at noon at the Hyatt at The Bellevue.

Amendments to Bylaws Article IV, as follows:

ARTICLE IV - NOMINATIONS AND ELECTIONS

Section 400. Elections Committee; Composition.

A. There shall be an Elections Committee which shall consist of the Immediate Past Chancellor, who shall serve as Chair, and at least 10 Members, all of whom shall be appointed by the current Chancellor with approval of the Board, reflecting the diversity of the Association. The Secretary shall be an ex officio member of the Elections Committee.

B. No member of the Elections Committee, other than an ex officio member, may be a candidate for any office of the Association in the year in which such member serves on the Elections Committee.

Section 401. Duties and Procedures of the Elections Committee.

A. The Elections Committee shall actively seek eligible candidates for the offices and positions to be filled and the Committee shall actively seek and recruit candidates of diverse backgrounds, including those who have been historically underrepresented as officers and members of the Board.

B. As often as the Committee shall determine, but in any event not less than on three separate days the last of which shall not be less than 60 days prior to the commencement of voting Annual Meeting, the Secretary shall cause a notice to be Published listing the offices to be filled at said Annual Meeting and requesting nominations for such offices.

C. The Elections Committee shall adopt such rules and procedures as it shall deem appropriate for the conduct of its business to the extent not inconsistent with these Bylaws.

D. The Elections Committee shall not endorse, evaluate or rank any candidate.

Section 402. Nominating Procedure.

A Member may become a candidate for an office of the Association or for the Board of Governors, by:

A. Filing with the Secretary, at least 60 days prior to the commencement of voting Annual Meeting, nominations in writing which, for candidates of the Board, must be signed by at least 25 Members who are entitled to vote; for candidates for Secretary, Treasurer, Assistant Secretary and Assistant Treasurer, shall be signed by at least 35 Members who are entitled to vote; and for candidates for Vice-Chancellor, shall be signed by at least 100 Members who are entitled to vote; and,

B. Submitting a written authorization, in a form to be provided by the Elections Committee, for the Disciplinary Board to release any record of discipline on such person; and,

C. Submitting such biographical information as the Elections Committee may reasonably request.

Section 403. Election Forums.

A. No later than 90 days prior to the commencement of voting Annual Meeting, the Elections Committee shall schedule one or more ‘Election Forums’ to allow each candidate for office to make an oral presentation. The forums shall take place within 60 days of the commencement of voting Annual Meeting, after the period for submission of nominating petitions has closed.

B. The Elections Committee shall set and publish guidelines and procedures for the forums and for the wide dissemination to the Members of the candidates’ qualifications and forum presentations.

C. The Chair of the Elections Committee or designee will preside over the forum(s), which shall be open to the Members.

Section 404. Final Candidates.

The Secretary shall have Published at least 20 days before the commencement of voting Annual Meeting a list of the candidates to be voted upon at such meeting in alphabetical order. In addition, the Secretary shall cause a list of the candidates to be Published one time within seven days prior to the commencement of voting Annual Meeting.

Section 405. Removed.

This section has been removed.

Section 406. Voting.

A. If there is a contest for any office to be filled, reasonable opportunity shall be given for the reception of votes.

B. The election shall be by:

(1) secret mailed ballot and
(2) paper ballot or voting machine.

In addition, Members may vote:

conducted electronically over the Internet to the extent permitted by law pursuant to procedures established by the Board to preserve the confidentiality of the Member’s vote and the integrity of the voting process. Voting machines, if available, shall be preferred for in-person voting, unless there is an election at which there is a contest. The position of the nominee on the ballot shall be determined by lot. The drawing of lots shall be conducted by the Judge of Elections not less than 25 days before the commencement of voting Annual Meeting in the presence of the nominees and/or their representatives. The form of the ballot shall be prescribed by the Board. A ballot shall be sent by the Association by mail to every Association member eligible to vote at least two weeks prior to the date set for the Annual Meeting. A mailed ballot shall not be counted unless it has been received at the office of the Association no later than 10:00 a.m. three business days prior to the date set for the Annual Meeting and in such manner as to preserve the confidentiality of the Member’s vote. The Judge of Elections shall announce the results of the election after the polls have closed.

C. If any position to be filled in an election is uncontested after the close of nominations, the name of the candidate shall not appear on the ballot and the Secretary shall cast a unanimous ballot in favor of such nominee.

D. The polls shall be open for voting on the day of the Annual Meeting at such times and places as shall be determined by the Chancellor in consultation with the Board. Voting shall commence on a date to be determined by the Board of Governors no less than fourteen days prior to the date set for the Annual Meeting and shall end on the day of the Annual Meeting. When the election results are known, they shall immediately be posted on the Association website.

Section 407. Appointment of Election Officials; Report.

If there is more than one nominee for any office, the Chancellor shall appoint from among the Members, with the consent of the Board, a Judge of Elections and at least two tellers. The Judge of Elections shall have the power to resolve any dispute regarding the validity of any vote cast, and the Judge's decision shall be final and binding on all parties. The report of the Judge and tellers as to the results of the election shall be made to the Chancellor, who shall forthwith cause the names of those elected to be published.

Section 408. Voting Qualifications.

If a Member is delinquent in the payment of dues, including those of the then current year, such Member shall not be entitled to vote at the Annual Election. A Member who cures such delinquency at any time prior to voting shall be eligible to vote.
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 chairs. Lunches are $9 for members and $15 for non-members, unless otherwise indicated. Register online for most events at philadelphiarbar.org. Unless otherwise specified, all checks for lunches 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.

May 2
Family Law Section: meeting, 12 p.m., Philadelphia Family Court, 1501 Arch St., 15th Floor, Philadelphia.
Municipal Court Committee: meeting, 3 p.m., 1339 Chestnut St., 10th Floor, Philadelphia.
May 3
Bar Reporter Editorial Board: meeting, 8:30 a.m., conference call.
Legal Rights of Persons with Disabilities Committee: 9 a.m., 11th Floor Committee Room South.
Exclusive Brooks Brothers Spring Shopping Event: 6 p.m., Brooks Brothers, 1513 Walnut St., Philadelphia. Registration: BROOKSEVENTS@BROOKSBROTHERS.COM
May 4
Delivery of Legal Services Committee: meeting, 8:30 a.m., 10th Floor Board Room.
Rules and Procedures Committee: meeting, 12 p.m., 10th Floor Board Room.
Legal Line: 5 p.m., LRIS offices.
May 5
Real Property Executive Committee: meeting, 12 p.m., Ballard Spahr LLP, 1735 Market St., 48th Floor, Maritson Room, Philadelphia.
May 6
Criminal Justice Executive Committee: meeting, 12:30 p.m., 11th Floor Committee Room South.
May 7
May 8
Civil Rights Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.
May 9
Business Law Section Executive Committee: meeting, 12 p.m., Duane Morris LLP, 30 S. 17th St., Conference Room 12B, Philadelphia.
Law Firm Pro Bono Committee: 12 p.m., Ballard Spahr LLP, 1735 Market St., 51st Floor, Philadelphia.
May 10
CLE - Hoarding Intervention and Response: Strategic Approaches: 12:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
Legislative Liaison Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.
May 11
CLE - Maximizing Your Board Leadership: 12:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
Workers’ Compensation Executive Committee: meeting, 10:30 a.m., 10th Floor Board Room.
CLE - Litigating Cases Involving Uninsured Employers: 12:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
Philadelphia Lawyer Editorial Board: meeting, 12:30 p.m., 11th Floor Committee Room South.
May 16
Public Interest Section Executive Committee: meeting, 12 p.m., 10th Floor Board Room.
Criminal Justice Section: meeting, 12 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
May 17
DLSC Resource Development Committee: 8:30 a.m., 10th Floor Board Room.
Cabinet: 12 p.m., 10th Floor Board Room.
CLE - DUI Interim Punishment Update & Early Parole Initiative: 2:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
Employee Benefits Committee: meeting, 12:30 p.m., 11th Floor Committee Room South. Lunch: $9.
Education Committee of the Probate and Trust Law Section: 4 p.m., location TBD.
May 18
Immigration Law Committee: meeting, 12 p.m., 10th Floor Board Room. Federal Courts Committee: meeting, 12:30 p.m., 11th Floor Conference Center. Lunch: $9.
Legal Line: 5 p.m., LRIS offices.
May 19
Philadelphia VIP Board: meeting, 8:30 a.m., 10th Floor Board Room.
Civil Gideon Task Force: 12 p.m., 10th Floor Board Room.
Family Law Section Executive Committee: meeting, 12 p.m., 11th Floor Committee Room South.
YLDCabinet: 12 p.m., 11th Floor Committee Room.
CLE - 2016 Eminent Domain Update: 12:30 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
May 20
Environmental & Energy Law Committee: meeting, 12 p.m., 10th Floor Board Room. Lunch: $9.
Social Security Disability Benefits Committee: meeting, 12 p.m., 11th Floor Conference Center. Lunch: $9.
May 23
Supreme Court Inductions: 8:30 a.m., Supreme Court of the United States, Washington, D.C.
CLE - Understanding Racial Biases Toward Child & Youth Clients: 12 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
YLD Executive Committee: meeting, 12 p.m., 10th Floor Board Room.
May 24
Women in the Profession Committee: 12 p.m., 10th Floor Board Room. Lunch: $9.
CLE - Navigating Artists Through the Entertainment Industry: 3 p.m., 11th Floor Conference Center. Registration: PhiladelphiaBar.org.
May 25
LGBT Rights Committee: meeting, 12 p.m., 11th Floor Committee Room South.
May 26
YLDCabinet: 12 p.m., 11th Floor Committee Room South.
International Business Initiative Committee: meeting, 12 p.m., 10th Floor Board Room.
Board of Governors: meeting, 4 p.m., 10th Floor Board Room.
May 30
Memorial Day: offices closed.

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: TRobert@philabar.org.
USI Affinity Plans

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As a member of the Association, you have access to the Philadelphia Bar Association Insurance Exchange, a convenient and secure online portal where members can find competitively priced insurance coverage, including medical and dental plans. USI Affinity delivers world-class benefit solutions for your firm, regardless of size.

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Child Advocates

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after I realized I would not be thrown into a courtroom unprepared. Child Advocates training is well-rounded. It involves a full day of training and courtroom observation at Family Court. After training, volunteer attorneys are paired with a knowledgeable and experienced Child Advocates social worker who can answer any questions.

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Lauren A. Srebel (LSrebel@kib-law.com), an associate at Langdamm Stevens Silver & Hollander LLP, is an associate editor of the Philadelphia Bar Reporter.
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