To address the uncertainty that so many law firm business owners are facing, I extracted one pivot out of seven from my “7 Steps to Pivot Your Business in a Pandemic and Beyond” program that I presented to the Philadelphia Bar Association membership on April 24, and to legal and business audiences across the globe.

Consider your resources—time, finances, and talent. There is great opportunity, especially if you view them through the lens of abundance, not scarcity.

Cash Receivables: Find the cash in your business. Cash flow may have slowed, client receivables are down, yet, your payables are constant. In times like these, everything is negotiable. Reach out to clients whom have outstanding receivables. Negotiate for faster payments in the form of payment plans or extending a courtesy discount for remitting a balance due now. Make it easy for clients to pay you.

Accounts payable: Reach out to creditors for financial consideration. Request payment deferrals. We are in this together; many creditors will be obliged to extend payments in the form of payment plans or extending a courtesy discount for remitting a balance due now. Make it easy for clients to pay you.

Make a list of the low-hanging fruit in your business. Review your top client list. Assess the status of the services you either are providing clients presently or have in the immediate past. Then, retrace your steps. At the very least, reach out to these clients out of concern for their well-being. In the course of a conversation, broach the topic of the status of their business, whether there are similar projects planned or services needed in the near future. You want to over-service your clients now for greater impact, now and later.

Pivot your time. The time is right now for planting seeds of business growth for harvesting as the crisis subsides:

1. Strategize the highest priorities that will have the greatest impact in the coming weeks/months ahead.

2. Focus on “EGAs”—exponential growth activities. Undertake the “big” projects now—overhaul and/or update internal business systems/processes. Creating and/or updating a contact management system can be a powerful tool for getting and staying connected with your growing network.

3. Publish. What better time than now to write for publication? Publishing can be one of the highest impact marketing tactics for demonstrating expertise and thought leadership in your zone of genius.

4. Learn new technologies. We are all learning how drastically technology impacts our business and will continue to do so moving forward. Commit to learning a new technology that can make operating your business more efficient and prosperous.

5. Embrace social media. Now is the time to build your LinkedIn network. As a longtime LinkedIn facilitator, I regularly demonstrate to lawyers how to build and grow a targeted network and leverage it for new business. With 650,000,000 Linkedin users, opportunities are endless to demonstrate expertise, offer thought leadership, and to attract new clients.

Living in the COVID-19 era presents many uncertainties. Yet, you are still here. Every day that you are not ill, you have another opportunity to show up boldly for your business, your clients, your team, your network, and for yourself.

How you choose to pivot now will directly impact how you grow—or not—later. The choice is yours.

Kimberly Rice (kimberly@klamarketing.net) is president and chief strategist of KLA Marketing Associates.
Renaissance Estates is a community of 14 Custom Town-homes coming to 3320 South 20th Street in Beautiful Packer Park nestled within the Reserve, Villas and Regency in Philadelphia.

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Drip, Drip

By A. Michael Snyder

Drip, drip . . . we’ve all heard it before; the telltale sounds of a faucet dripping somewhere in the house. In the beginning, it’s no problem. We simply turn the tap tighter, and voilà, the dripping stops. Of course, a few days later, the dripping starts again, perhaps a bit more insistent. Again, we get up, go to the offending faucet, and turn the tap tighter, making the dripping stop. This routine goes on for a few days, or weeks, or months, during which time the dripping gets louder and more frequent, and it takes more pressure to turn the tap to stop the drip.

Eventually, we realize that the dripping isn’t going to stop. So, we go to the hardware store, pick up a new washer or a new valve, install the replacement part, and again, silence reigns. We are happy; we have vanquished the foe. But our joy is short-lived; eventually, the dripping starts all over again, and nothing that we do seems to stop it. We are forced to admit defeat and call a plumber. When the plumber arrives, we learn that the problem would have been smaller, and the bill would have been less, if we had called the plumber at the first sound of a drip. So much for being Dr. Fix-it and doing it ourselves.

So, why am I taking time to tell you about plumbing leaks? Because what we are each going through every day now is very much like the leaking faucet. When we started to learn about the novel coronavirus and COVID-19, we all felt that this pandemic would be over in no time, and that with a little bit of diligence, it would go away soon. We figured that we might have to be a little more careful, but, no big deal, we were equipped to handle it. We might have to stay away from a few restaurants or bars, but our lives weren’t going to change much.

But now, all of a sudden, the kids were at home, all day, and we had to entertain and educate them. Our spouses or significant others were there, too, and we hadn’t counted on two people working from home at the same time. Our home network couldn’t seem to accommodate the extra load of two or three or four or, God help us, five individuals all using it at the same time EVERY DAY!!!! We had to entertain and educate them. Our spouses or significant others were there, too, and we hadn’t counted on two people working from home at the same time. Our home network couldn’t seem to accommodate the extra load of two or three or four or, God help us, five individuals all using it at the same time EVERY DAY!!!!

There was just no place where we could go to avoid everyone else, and no place to get some peace and quiet!!

Our workdays seemed longer, and our frustrations greater. No matter how late we worked, there was still more work to do, and more problems getting the work done. It seemed that everything—technology, those around us, and the work itself—conspired against us. And what’s worse, we were starting to hear that it might take months, or even years, to return to normal. We started to feel anxious, angry, confused, and downright depressed. Everything was going wrong, and we had no idea how to fix it. Our work was piling up; we were snappy with the kids or our spouse or partner, and we couldn’t even turn off anymore by just going to sleep.

What to do? What to do? Can we even take this a minute longer? The longer we say that what we are feeling is normal, the more severe the problem gets. If we wait too long, solving the problem gets that much more difficult.

None of these problems are unusual. To some degree, we’ve all experienced some of this stuff. But we still have to get our work done no matter what; groceries have to be bought, gas purchased, and bills paid. Who can help?

I’m happy to say that the Philadelphia Bar Association can offer some help. We’ve made arrangements with City Fitness to offer you unlimited access to online exercise programs for only $5 per week. Our Wellness Committee has put together programs to help you find additional resources, such as meditation classes or yoga sessions. In conjunction with the Wellness Committee, we are instituting a weekly “Chat and Chew” program, designed to give you a chance to get together with other Association members over your own lunches to talk about things that bother you, or concern you, or upset you. I’m going to participate in these “lunches” myself, because I need this type of thing as much as you do.

Finally, we are in the final stages of trying to provide some form of mental health benefit to each of you. I’ll give you more information about this program as soon as all the “I’s” are dotted and the “T’s” are crossed. We can’t make things go away; there is no question that this is a really difficult time for all of us. But we can try to find ways to lessen your stress, anger, anxiety, and confusion. We can continue to work on your behalf to give you options to make your work, and your life, better. And that’s just what we are going to do. We are the Philadelphia Bar Association, and we work for our members.

Hon. A. Michael Snyder (Ret.) (msnyder@adrdri.com) is the 93rd Chancellor of the Philadelphia Bar Association.
One of the strangest, yet most beautiful, things about this experience is the eerie quiet pervading the city of Philadelphia right now. Gone is the melodic din of construction, honking horns, and hurried conversations. My urban soundtrack has been replaced with breezes rustling new leaves and the occasional squeal of a child delighting in the outdoors.

For some, the quiet may bring a sense of calm and stillness to an otherwise chaotic situation. For others, it exacerbates the overwhelming sense that life is on hold. I oscillate between these feelings daily. Most days, I welcome the slower place of life and all it allows me to enjoy. Other days, I am too restless to sit at my desk and work. And every day, I remind myself that life is not on hold.

Life in the time of quarantine began on March 16, 2020. Whether we feel it or not, time continues to move forward. On day two, my maternity leave ended, and I went back to work. On Day 17, the YLD hosted its first virtual happy hour, featuring a rousing game of Quizzo and a cocktail recipe exchange. And on Day 43, we started our celebration of Law Week.

Each year, the president of the United States declares May 1st Law Day. The Philadelphia Bar Association, in conjunction with local bar associations throughout the country, extends the celebration for the entire week in order to offer free, community-oriented programming as a service to our local area. This year, the YLD worked tirelessly to present much of its traditional Law Week programming in a non-traditional, virtual way.

Highlights of Law Week 2020 included: four Legal Line sessions, featuring volunteer lawyers fielding calls from community members with respect to family law, housing law, employment and business counseling, and estate planning; thoughtful submissions for our poster and essay contests from students across the region; and video interviews that were shared virtually with classrooms around the city.

Although Law Week looked different this year, we were still able to achieve our goal of engaging with community members, both young and old.

Although Law Week looked different this year, we were still able to achieve our goal of engaging with community members, both young and old. I am incredibly proud of the YLD for its resiliency and commitment to forging ahead during these unprecedented times. Our Young Lawyers stepped up to become helpers in the community during a time of great need.

While every day may feel like a twilight zone version of Groundhog Day, please remember life is not on hold. Time marches forward, and we must keep pace. We must continue to advocate for our clients, pushing our cases along and billing our hours to the best of our abilities under the current conditions. We must continue to find ways to be helpers and leaders in our communities. Time may be moving slower, but it certainly has not stopped.

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

ADR OPTIONS CONDUCTING MEDIATIONS AND ARBITRATIONS THROUGH VIDEO CONFERENCING

While you work from home and the courts are closed, you can still conduct all mediation and arbitration hearings through ADR Options. Our neutrals have already held numerous hearings via Zoom. So far ALMOST ALL the mediations have settled successfully. These hearings have each been handled by different members of our panel.

Video hearings have included anywhere from two attorneys and a mediator to four attorneys, a judge, witnesses and a court reporter.

This is all at no additional cost to you and no travel cost is incurred by anyone! Please contact us to help keep your cases on track and resolved quickly.

Wishing you and your families good health during this difficult time!

Maggy Carney, President
mcarney@adroptions.com
By Leslie E. John

The coronavirus pandemic has altered the state of the world, plunging all of us into uncertain and unprecedented times. The unfolding crisis reveals very clearly what the Bar Foundation and its donors have long understood—that our most vulnerable community members need our help. Recognizing the vital importance of civil legal aid, especially at a time like this, in mid-April, the Philadelphia Bar Foundation released more than a quarter-million dollars in emergency grants to civil legal aid nonprofits. These funds will help alleviate some of the unexpected economic pressure our nonprofit partners are facing and provide support for their future needs. Most of our nonprofit partners provide direct services to individuals, helping them secure housing, food, education, healthcare assistance, protection from abuse, and more. Others bring vital attention to issues made more urgent by the pandemic. We’ve heard from the agencies that these funds will be used to:

- Continue to address systemic work, like medical rationing and discriminatory hospital visitation policies during this time.
- Improve technology infrastructure to allow staff members to continue their remote work safely and efficiently.
- Create easily accessible video tutorials on how individuals can file for pardons and other motions at home.

The entire Philadelphia civil legal aid community is working nonstop to ensure that individuals, families, and communities have access to necessary information, services, and resources needed during this stressful time. Their efforts include:

- Providing instructions on how to obtain a Protection from Abuse Order—a restraining order—while the courts are closed from Women Against Abuse, Philadelphia Legal Assistance, Women’s Law Project, and Senior-LAW Center.
- Drafting a guide of Pennsylvania-specific resources for helping students experiencing homelessness and students in the foster care system to adjust during the COVID-19 outbreak from Education Law Center and Juvenile Law Center in collaboration with The Field Center for Children’s Policy, Practice & Research, The Hope Center, and Pennsylvania Partnerships for Children.
- Delivering needed information on evictions and other housing issues from PhillyTenant.org, a collaborative project by AIDS Law Project, Community Legal Services, HELP: MLP, Legal Clinic for the Disabled, Philadelphia Legal Assistance, Philly VIP, Regional Housing Legal Services, SeniorLAWCenter, and Tenant Union Representative Network.
- Filing class action lawsuits on behalf of those detained arguing that conditions in some jails across the commonwealth increase the likelihood that people detained there will contract COVID-19. One lawsuit was filed by the ACLU of Pennsylvania, Abolitionist Law Center, Pennsylvania’s Legal Aid Project, and the law firm Dechert LLP. A second lawsuit was filed by the ACLU of Pennsylvania, the Pennsylvania Institutional Law Project, and the law firm Dechert LLP.
- Providing instructions on how to obtain a Protection from Abuse Order—a restraining order while the courts are closed from Women Against Abuse, Philadelphia Legal Assistance, Women’s Law Project, and Senior-LAW Center.

In addition to providing financial support, the Bar Foundation takes seriously its obligation to tell the stories of the unfolding programs, services, advocacy, and pandemic-related activities of Philadelphia’s public interest community. A resource page for civil legal aid services can be found at www.philabarfoundation.org and contains helpful materials for the public as well as information about organizations’ intake and operations.

The legal aid community is anticipating an immense surge in the need for legal services once offices and courts reopen. The backlog is building in Philadelphia courts, especially concerning family law, housing, and unemployment matters. The disruption in the U.S. created by the coronavirus pandemic is poised to have a significant and negative impact on the nonprofit sector in Philadelphia and across the state.

The Bar Foundation leadership anticipates that our organization, which has been serving Philadelphians since 1964, will not be immune from the effects of the downturn, and we have taken immediate action to reduce expenses. We look to the steadfast support of our loyal donors to help us secure the financial future of this organization. We rely on the generosity of the Philadelphia legal community to sustain our grantmaking, which is more important now than it ever was. Please make a donation on our website to provide support during this crisis.

We hope you and your loved ones are staying safe and healthy. I look forward to a time when we can all see each other again in person.

Leslie E. John (john@ballardspahr.com), partner at Ballard Spalter LLP, is president of the Philadelphia Bar Foundation.
Equitable Distribution Committee of the Family Law Section
Tues., May 5, 12:00 PM
Video Conference

**CLE – VIDEO ENCORE: SOCIAL MEDIA UPDATE**
Tues., May 5, 2:00 PM–3:00 PM; 0.5 SUB/0.5 ETH
ATTENDANCE via WEBCAST; Login link and course materials will be provided electronically late morning of the program.

Women’s Rights Committee Town Hall
Wed., May 6, 12:00 PM
Video Conference

**CLE – CHANCELLOR’S FORUM: DIVERSITY & INCLUSION IMPERATIVE**
Thurs., May 7, 3:00 PM–4:00 PM; 1 SUB
LIVE WEBCAST; Login link and materials will be provided electronically the early afternoon of the program.

Social Security Committee
Fri., May 8, 12:30 PM
Video Conference

**Let’s Do Lunch – Chat & Chew with the Wellness Committee**
Fri., May 8, 12:30 PM
Video Conference

Mindful Mondays
Mon., May 11 at 8 AM
Video Conference

**CLE – Staying Secure Electronically in COVID-19**
Tues., May 12, 12:00 PM–1:00 PM; 1 ETH
LIVE WEBCAST; Login link and materials will be provided electronically the morning of the program.

Let’s Do Lunch – Chat & Chew with the Wellness Committee
Fri., May 15, 12:30 PM
Video Conference

Mindful Mondays
Mon., May 18 at 8 AM
Video Conference

**Let’s Do Lunch – Chat & Chew with the Wellness Committee**
Fri., May 22, 12:30 PM
Video Conference

Solo and Small Firm Committee
Conference Call
May 28 at 12:30 PM

**CLE – Staying Secure Electronically in COVID-19**
Tues., May 29, 12:30 PM–2:00 PM; 1.5 SUB
LIVE WEBCAST; Login link and materials will be provided electronically the morning of the program.

Let’s Do Lunch – Chat & Chew with the Wellness Committee
Fri., May 29, 12:30 PM
Video Conference

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**ATTORNEY DISCIPLINARY / ETHICS MATTERS**

**STATEWIDE PENNSYLVANIA MATTERS**

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- Former Federal Prosecutor
- Selected by his peers as one of the top 100 Super Lawyers in Pennsylvania and the top 100 Super Lawyers in Philadelphia
- Named by his peers as *Best Lawyers in America* 2015 Philadelphia Ethics and Professional Responsibility Law “Lawyer of the Year,” and in Plaintiffs and Defendants Legal Malpractice Law

1818 Market Street, 29th Floor • Philadelphia, PA 19103 • (215) 751-2863
Justice Sonia Sotomayor Diversity Award: Nominations Sought

The Philadelphia Bar Association is accepting nominations for the Justice Sonia Sotomayor Diversity Award to be presented at our June Quarterly Meeting. We will bring our Quarterly Meeting to you virtually, which will also include the Judge A. Leon Higginbotham Jr. Memorial Public Interest Lecture and the celebration of our 50- and 60-year club members.

This Award is to publicly acknowledge, recognize, and honor an individual or entity that has demonstrated a strong commitment, and has made a substantial contribution, to diversity and to promoting full and equal participation and inclusion in the legal profession. Nominations for the Award are accepted from any member of the Philadelphia Bar Association.

The Sotomayor Award recognizes an individual attorney, jurist, law firm, corporate legal department, or other organization that has made substantial and lasting contributions to the Association's goal of promoting full and equal participation and inclusion by all attorneys in Philadelphia's legal community. Previous recipients of the Award include, in addition to Justice Sotomayor:

- JoAnne Epps of Temple University
- The Philadelphia Diversity Law Group
- The Liacouras Committee
- Past-Chancellor Andre L. Dennis
- Nolan N. Atkinson Jr.
- Hon. Nelson A. Diaz
- Hon. Nitza I. Quinones Alejandro
- The Barristers' Association of Philadelphia, Inc.
- Kay Yu; and

Association members who wish to make nominations should complete and return the nomination form by 12 p.m., Friday, May 15, 2020 to Dawn Petit, Philadelphia Bar Association, 1101 Market Street, 11th Floor, Philadelphia, Pa. 19107, or at dpetit@philabar.org. Nominations will be reviewed by the Justice Sonia Sotomayor Diversity Award Committee, and the recipient will be notified shortly thereafter. To download Award information, visit http://benchbar.philadelphiabar.org/2020DiversityAward.pdf.

Have an Ethics Question?

The spread of COVID-19 has caused major disruptions among lawyers, the courts and our clients. Nevertheless, lawyers are still bound by the Rules of Professional Conduct. Are you prepared to address the ethical issues that may arise in this rapidly changing legal landscape? The Philadelphia Bar Association's Ethics Hotline is a free confidential service for Pennsylvania attorneys. Call 215-238-0328.
As I begin my morning routine of savoring a hot cup of coffee before anyone awakens in my home, my mind begins to wander. On one end, I reminisce about what life was like before the COVID-19 pandemic, when I didn’t think twice about riding a SEPTA bus full of tightly-packed passengers, food shopping in a busy supermarket, sitting with thousands of other Sixers fans in the Wells Fargo Center to watch a basketball game, attending music concerts at small, crowded venues, or shaking hands when greeting others.

On the other end, my mind fast-forwards into the future, worrying about what life may be like after social-distancing restrictions ease: what if someone in my office gets the coronavirus? Will I get sick? When can I get back into the courtroom to advocate for my clients? Will my children get to go to day camp this summer? What about returning to classes in the school building next year – will that even happen? Will a second wave of the pandemic hit in the fall? An overwhelming sense of anxiety suddenly comes over me, and I begin to realize that I have been lost in thought.

The reality is that while we can plan ahead and do our best to make skillful choices in life, we don’t know for certain what the future will bring. But what we do know is this moment. Oftentimes, we are completely unaware of how or where we are in the present moment, or perhaps we are aware of the present moment, but resistant to what is here because it may feel unpleasant. But living in this way can bring on a great deal of suffering for ourselves and cause us to miss out on the moments of our lives.

We can show up for our lives by noticing when our mind has gotten hijacked by our thoughts—so-to-speak. The gateway to the present moment is awareness. And the way we gain a deeper awareness of the mind/body state is by regularly practicing mindfulness meditation. Over time, we can cultivate what is described by Jon Kabat-Zinn, the pioneer of the Mindfulness-Based Stress Reduction program, as the seven attitudinal foundations, which enable us to relax and soften into what’s here without needing to change it. With a gentle and curious attitude, we begin to notice what’s arising in our mind and body, moment-to-moment, allowing ourselves to be exactly as we are and not needing to judge our experience.

If you are interested in strengthening your ability to be in the present moment and learning ways to better support yourself during this time of great challenge and uncertainty, please join me and members of the Wellness Committee for “Mindful Mondays” every Monday at 8 a.m. via Zoom. Attendees will be guided in meditation to help anchor to the present moment, reduce stress and anxiety, and increasingly weave mindfulness into their daily lives. Additionally, you can visit https://www.courtneyschulnickmindfulness.com to obtain recordings of mindfulness meditations and learn more about mindfulness and my programs.

To learn more about my mindfulness programs that are being offered via Zoom, please visit www.courtneyschulnickmindfulness.com or call me at (856) 261-8875.
On April 29, The Barristers’ Association of Philadelphia, Inc., held a webinar, “Financial Resources to Weather This Storm,” via Zoom that was moderated by Barristers’ member and Philadelphia Industrial Development Corporation Vice President and Assistant General Counsel Tarik Brooks.

The webinar addressed recent COVID-19 relief legislation on small business loans, law firm financing options, and financial planning to help participants weather the current pandemic.

When Governor Wolf ordered a shutdown of all non-essential businesses in March, Bureau of Workers’ Compensation administrators, as well as leaders from our bench and bar were already working on a contingency plan to keep our micro legal system operating with as little interruption as possible. Starting on March 30, workers’ compensation judges throughout the Commonwealth resumed hearings via telephone and video conferences. Depositions of claimants, fact witnesses, and medical experts have continued via conference calls coordinated by law firms and court reporting agencies. Our judiciary has even made themselves accessible via email. The early success of the remote workers’ compensation system is remarkable, but not coincidental.

When I entered the practice of law in 2002, I knew nothing about workers’ compensation. At the time, my law school, Temple, did not offer a class on the subject. A couple of decades later, Temple—along with Drexel, Villanova, Widener, and Rutgers—all have course offerings on workers’ compensation. As such, law students may be exposed to the substantive elements of workers’ compensation law before they enter private practice.

While it should come as no surprise that members of the Workers’ Compensation Section, including Judge Todd Seelig and immediate-past cochair, JP DeMarco, have taught courses in workers’ compensation at our local law schools, it is not the proliferation of legal scholarship on workers’ compensation that makes our Section special. The reason our Section is thriving, as we celebrate our 25th anniversary, is the people. More specifically, the reason is the relationships between the claimant’s bar, defense bar, and the judiciary that is forged with equal parts professionalism and camaraderie.

While many around us have had their practices come to a grinding halt as social distancing measures remain in effect, our case dockets have progressed. Leadership in Harrisburg, including Director Joseph DeRita, deserve a rousing round of applause for putting attorneys and judges in a position to succeed under unprecedented circumstances. All members of the Section, and the workers’ compensation bar and judiciary as a whole, likewise deserve commendation for their patience, flexibility, and persistence. After all, we have a collective interest in keeping our system moving forward on behalf of our clients, whether they be injured workers, employers, or carriers. We will get through this together, which is why our success, while remarkable, is not coincidental.

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

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

FREE Webinar presented by the Barristers’ Association of Philadelphia, Inc.

Financial Resources to Weather This Storm
April 29 @ 1:00 PM – 2:00 PM

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Thanks to advances in technology and a seemingly limitless number of real-time communication channels, the options for and success of remote working have exploded over the past five years. In this article, we at LawPay share three tips for lawyers and law firms who engage in remote work—whether for the first time or as part of your regular routine.

**Keep a structured schedule**

Some people incorrectly believe that working from home opens the door to a work free-for-all, where schedules are long forgotten (as is the dress code). This is an easy assumption to make—you don't have a commute to contend with, your work attire can likely be a bit more casual than usual, and you have the ability to work late into the night because your office is in your dining room. Why bother with keeping a schedule?

However, keeping a regular schedule isn't just good for your productivity, it's good for your mental health and well-being, too. Keeping a structured work schedule will allow you to devote more focused time to executing necessary tasks. As much as possible, try to have your remote working habits and schedule mirror your in-office practices—your body and your brain are already trained to work this way, so don't force them to make new habits.

**Stay connected with essential tools and software**

Before you start working from home or another remote location, make sure you have access to all the tools you need to conduct business away from the office and stay connected to colleagues and clients. This could include, but is certainly not limited to:

a. Secure document sharing services  
b. Practice management tools  
c. Timekeeping and billing software  
d. Internal and external email accounts  
e. Internal communication channels (intranet, Slack, Skype, etc.)  
f. Company-shared drives or file servers  
g. Secure document signing services  
h. Online notarization

**Let your clients pay online**

Of course, one part of your job that you can't forget about when working remotely is accepting client payments. Whether you need to replenish an evergreen retainer or get paid at the end of a case, you need a reliable, secure, and easy way to get paid, and nothing fits the bill (literally!) better than an online payment solution.

Online payment solutions have the benefit of letting you not only get paid from practically anywhere, they also get you paid significantly faster than traditional means. Before online payments, attorneys would generally send their invoices by mail. Factor in the time it takes for the mail to arrive, the client to write the check, send the check to the attorney, and then depositing the check after it arrives—you're looking at well over a week to get paid (if the check arrives at all). With an online payments solution, studies have shown that 85% of electronic invoices are paid the same week they are sent out, and as much as 57% of them are paid the same day they are sent to the client! You'll likely find that putting that power in their hands will not only breed good will from your clients, but also result in you getting paid faster and more reliably.

Nuts & Bolts of Opening a Solo Practice

By Clifford Sikora Drake

For many attorneys, there comes a tipping point where an attorney will consider opening their own law office. When individuals arrive at that point, self-assessment is encouraged, according to Dino Privitera, of The Privitera Law Firm LLC. The “Welcome to Your Practice! The Nuts & Bolts of Opening a Law Office in 2020” CLE hosted on Feb. 11 provided a good starting place for self-assessment as co-chairs of the Solo and Small Firm Management Committee and CLE moderators, Kristine L. Calalang, of the Law Office of Kristine L. Calalang; and Robert A. Huber, of Huber & Palser LLC; with panelists Maria Bermudez, of the Law Office of Maria Bermudez, LLC; Stephanie A. Gonzalez Ferrandez, of Gonzalez Fernandez Law; and Privitera discussed the nuances of opening one’s own practice.

To start, what is your risk tolerance? If you are risk averse, then opening your own practice can be daunting and likely not in your best interest. Closely tied to this question is whether you are financially ready: could you financially manage if you did not generate income during your first year of operation? Furthermore, are you comfortable enough in your career to take a case from a client entering your office all the way through trial?

What is your skill level in management or in being a businessperson? As a businessperson, you are no longer able to leave the office behind, so be prepared. So, what are some things you have to do, according to Privitera? Have a business plan, a marketing plan, and projected financials. Have a line of credit through your bank for startup costs, and, while not everyone starts off with an accountant, they can also sometimes be your life line.

Huber spoke next on registering your law office. The main goal is to insulate yourself from mistakes that may be done by those within your office. As such, solo registration would be a direct pass through setup which tends to work well when practicing on your own; however, as new offices grow, many firms become an LLP.

Gonzalez Ferrandez discussed office space and common solutions that solo practitioners and small firms pursue when starting off. For example, working from home can be helpful, particularly in regard to startup costs and if you are a new parent. Yet, working from home does present its own problems. Will you have clients coming over? Furthermore, it may be difficult to create healthy boundaries when working from home. Virtual offices and renting out law suite space are cost-effective solutions that come with their own security and record-keeping concerns that must be considered.

Bermudez highlighted opening accounts and urged individuals to take bank selection seriously. Whether it be for an IOLTA account or your operations, ensuring that your bank can make your business operations smooth is vital. Privitera concluded the event by discussing marketing and emphasized that an online presence, including on social media platforms, is critical. Yet Privitera’s strongest conclusion was for individuals to not be overwhelmed. You do not need to do everything at once. While it may counterintuitive, opening one’s own law office is supposed to be fun. Embrace the moment.

Clifford Sikora Drake (cliff.drake3@gmail.com) is a Law Clerk at the Law Office of Charles M. Izzo and Rising 2L at Rutgers Law School.

What Now? Review of the Third Circuit Decision in Cirko v. Commissioner of SSA

By Judy Stouffer

On Jan. 23, the Third Circuit issued a precedential opinion on challenges to Social Security Administration (SSA) administrative law judges (ALJs) in Cirko v. Commissioner, 948 F.3d 148 (3d Cir. 2020) regarding application of exhaustion requirements to Lucia v. SEC, 138 S. Ct. 2044 (2018).

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On Feb. 14, the Social Security Disability Committee hosted a CLE led by "Thomas Sutton, appellees’ counsel (there were two—Cirko and Bizarre)."

The opinion opens with: “This case presents the question whether claimants for Social Security disability benefits must exhaust Appointments Clause challenges before the very ALJs whose appointments they are challenging. Because both the characteristics of the [SSA] review process and the rights protected by the Appointments Clause favor resolution of such claims on the merits, we hold that exhaustion is not required in this context and therefore will affirm.”

That wraps it all up, so why read any further? Well, here’s a juicy tidbit on how Cirko came about: After Lucia, which involved an ALJ at the SEC, the Solicitor General “announced” via confidential memorandum to all agency counsel in the federal government that, in his opinion, Lucia applied to all federal ALJs. Reuters somehow got ahold of the memo and published it, and that really was the first time SSD attorneys became aware that Lucia would be directly applicable to SSA ALJ’s—now considered officers of the U.S. subject to the Appointments Clause in Article II of the Constitution, according to the government’s own statement.

At the heart of Cirko is that claimants have statutory rights to due process hearings before an ALJ with a valid appointment, and that harm is presumed from the fact that they did not have a hearing before a properly appointed officer.

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At the heart of Cirko is that claimants have statutory rights to due process hearings before an ALJ with a valid appointment, and that harm is presumed from the fact that they did not have a hearing before a properly appointed officer. Whether there should be a judicially imposed boundary when working from home. Virtual offices and renting out law suite space are cost-effective solutions that come with their own security and record-keeping concerns that must be considered.

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Rippling Effects of the SECURE Act

By Donald Bermudez

On March 10, Paul J. Brahim, chairman and chief executive officer at BPU Investment Management, Inc., and Kim V. Heyman, partner at Gadsden, Schneider & Woodward LLP, gave a two-hour entertaining and educational presentation on the interplay between tax law and the SECURE Act of 2019, a congressional attempt at tax reform “buried” within a spending bill, and the consequences on estate and retirement planning. The CLE “Is the SECURE Act a Model for Security or Insecurity?” — the Effect of the Act on Your Carefully Drafted Estate Plans and What to Do with Retirement Planning Going Forward — also served as the Probate and Trust Law Section’s Quarterly Meeting.

Ultimately, the SECURE Act is good for “everyone in the room” at the presentation, as Brahim stated, because this act provides for many “estate-planning opportunities” because of the new eligibilities, rules, and complexities presented therein. The opportunities are afforded over the course of time, and therefore “time” is a critical factor to consider in making estate-planning decisions. The decision is to invest in an individual retirement account (IRA), Roth IRAs, 401k, or other vehicles to save and invest for a distant retirement that is decades away. In this CLE, the audience learned about the specifics of handling and planning for the acquisition of such accounts and passing them onto further beneficiaries, who are often clients’ families, over many decades.

And over those decades, a planner will try to save as much money as possible and invest as much in possible in fruitful adventures for her client. Thus, as panelists Brahim and Heyman showed, a key to estate and retirement planning is to save or grow the amount of money or assets that one’s client possesses.

Often, a client’s assets fail to grow, and a plan for an estate or retirement fails because of the government’s demands for the payment of state and federal taxes. Consequently, a lot of planning for estate and retirement planning is knowing how, when, and where to avoid taxes.

As Brahim and Heyman explained, those doing this work and work in the field of estate and retirement planning look for opportunities for “tax avoidance.” The CLE presentation gave a broad and useful overview for a novice listener but also contained enough nuanced and insightful information to be useful for the expert in these areas of planning.

Some of the specific opportunities, obstacles, and complexities created by the SECURE Act involve the following: (1) the elimination of what is called the “stretch IRA,” as it did not produce enough revenue for the IRS; (2) lower standards for eligibility to participate in retirement plans, such as 401k plans, starting in 2021; and (3) $5,000 tax-exempt withdrawal from an IRA to promote preemption and more.

As the presenters alluded to, further regulations and rulings on the application of the new laws in the SECURE Act are to come, and more updates will follow as time goes on.

Donald Bermudez is an attorney at Nino V. Tinari & Associates in Philadelphia.

Social Media, Evidence & Ethics

By Sam Scavuzzo

As social media continues to touch all parts of life, trial attorneys must arm themselves with and defend against wayward Facebook posts that can make or break a case.

The Rules and Procedure Committee of the State Civil Litigation Section presented the CLE “Social Media Update: The Good, the Bad, and the Ugly Regarding Social Media in the Context of Discovery, Spoliation of Evidence and Ethics” on March 11. In addition to the Rules and Procedure Committee’s cochairs Denise M. Mandi, of the Law Office of Dennis O. Wilson, and Dino Prizivaler, owner of The Privitera Law Firm LLC, the panel discussion featured Caica Su, Esq., Damarius L. Garcia, of McGann & Wall, LLC, and Kelly J. Fox, of Gerolamo, McNulty, Divis & Lewbart. The panel focused on how to get access to social media posts through discovery, the spoliation risks from deleting social media posts, and the ethical challenges for practitioners.

Pennsylvania courts have outlined a consistent standard when it comes to the discoverability of social media posts: there is no expectation of privacy. However, relevance is still important, said Su. A blanket discovery request for all posts from someone’s private Twitter account likely will not be compelled. Attorneys must “articulate some facts that relevant information could be contained in the private page,” Su continued.

What happens when evidence on those private pages is deleted? Garcia explained the spoliation risks that accompany improperly deleting a social media post. Like other spoliation violations, Pennsylvania courts employ a three-part test that weighs intent, prejudice, and the availability of a lesser sanction.

Garcia shared a Virginia case to demonstrate how seriously courts consider spoliation. There, an attorney instructed a husband client in a wrongful death case to delete a Facebook photo where he wore a shirt that said, “I love hot moms.” The court issued a six-figure sanction, and the attorney later had his law license suspended for five years.

The ethical implications of social media are real. Attorneys “are expected to instruct their clients properly—not tell them to take it down. Tell them they have to keep it,” Fox said.

Fox outlined the impact of social media on several Rules of Professional Responsibility, including competence, confidentiality, and truthfulness. She shared some commonsense tips (don’t make a fake account to spy on the opposing party), as well as more nuanced precautions. For example, the onus is on an attorney to explain how a confidential settlement agreement applies to social media posts. A client bragging on social media can void a lucrative settlement.

Although social media poses risks, prudent attorneys also reap the rewards.

Sam Scavuzzo (samuel.scavuzzo@phila.gov) is an assistant city solicitor with the City of Philadelphia Law Department.
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If You Have Someone You Cannot Help... Refer Them to Us!
Social Security Committee Town Hall, April 3

By Leah Cilo

Having never lived through a pandemic before, lawyers, like everyone else, are just trying to figure it out. Lawyers have suddenly become layered and complex and navigating these sea changes haven’t come with the usual regulations and codes.

The Bar Association is a vital resource during this confusion and uncertainty, because it offers legal practitioners a place to share information about representing their clients and effectively moving their cases forward. On April 3, the Social Security Committee, with cochair Marjorie Portnoy, of Portnoy Disability Practice, held a freewheeling town hall meeting via Zoom—of course—that was part informational, part therapy session. Every participant was energized and generous with their thoughts and ideas about how to continue to serve and represent their Social Security clients in this rapidly altering landscape.

The main topic of discussion was about post-COVID-19 experiences with attending or deferring hearings. One of the participants noted that she attended a phone hearing, which started late and moved slowly, with a judge in New York who was assigned to the case, and that while the claimant’s and the vocational expert’s phone connections were dropped at various points—due to technological difficulty—the proceeding concluded normally.

It was noted that the Elkins Park office has issued a written notice stating that there’s no guarantee that the presiding judge will attend phone hearings, because technical issues might prevent them from doing so. In contrast, the Chestnut Street office in Philadelphia stated in a written release that presiding judges are expected to attend all the phone hearings for their assigned cases. Importantly, a claimant can refuse to attend a hearing by phone without penalty. The decision to attend one comes with pitfalls, but it will speed the trial schedule.

Tom Giordano, who heads the Social Security department at Pond Lehocky, noted that attorneys at his firm have attended numerous phone hearings, with the presiding judge attending about 80% of the time, with the technology of these calls improving daily. Moreover, he advised attorneys to send hearing officers their direct phone numbers and ensure that the participating claimant is at a phone to ease the initiation and success of the telephonic hearing. Giordano also noted that his clients have been awarded benefits after phone hearings and that attorneys should not fear them.

In contrast, Tom Sutton, a partner at Leventhal Sutton & Gornstein, explained that he has let his clients decide, and that virtually none of them has opted for a telephone hearing, instead opting for in-person hearing dates in June. He noted that there are valid reasons for attending phone hearings, but he believes that they come with a significant downside. A “disembodied voice” will never replace a

Family Law Section Town Hall, April 13

By Rebecca L. Kolsky

On April 13, the Family Law Section of the Philadelphia Bar Association held a remote “Town Hall” meeting via Zoom to address custody issues that have arisen as a result of COVID-19. Led by panelists Susan Pearlstein of Philadelphia Legal Assistance and Stephanie Stocklair from Klehr Harrison Harvey Branzburg, LLP, more than 65 members of the Bar Association participated in the hour-long discussion.

Of significant importance was how Governor Wolf’s Stay-at-Home Order impacts existing custody orders and custody exchanges. Pursuant to the Governor’s Order, custodial exchanges are permitted to occur, and in Philadelphia County, the expectation is that they shall occur.

It is important to note that while the Philadelphia Family Court is not addressing enforcement remedies for a party’s failure to comply with their custody order at this time, Family Court is open (virtually) for Emergency Custody matters. The Court has advised that, “Custody emergencies warranting immediate Court intervention will be narrowly construed during this period.”

There have been a number of COVID-related filings pertaining to parents, caregivers, or family members that are working on the frontlines of this pandemic and that come in contact with the subject (children). Generally speaking, emergency filings based solely on someone’s profession and/or their potentially heightened risk of exposure to COVID-19 have not been accepted as a basis for an emergency in Philadelphia, in and of itself. Additional facts, such as an immunocompromised child or a party’s repeated failure to follow CDC guidelines, may yield a different result.

Additionally, Philadelphia County has suspended all supervised visits that normally take place at the courthouse. In many cases, parties have put their differences aside and negotiated modified custodial arrangements, virtual visits, and promises of make-up time.

As this pandemic is uncharted territory, many new and unanticipated issues pertaining to custody have arisen.
Real Property Section Town Hall, April 15

By Brittany Anne Robertson

Due to Pennsylvania’s stay-at-home order, members of the Philadelphia Bar Association’s Real Property Section held a Town Hall via Zoom on April 15, Moderated by Section Chair Reuben H. Asia, of Faegre Drinker, the discussion ranged from force majeure clauses and their particularly timely relevance to dealing with the city’s Department of Licenses and Inspection.

Asia opened the town hall with discussion about the force majeure clause. He noted that most of the contracts he has read exclude rent and loan payments from force majeure. Another participant shared about a client that is attempting to terminate an agreement of sale due to the pandemic and subsequent inability to move to the new sale’s location due to lockdown measures.

This led to a general discussion about landlord-tenant relations, with landlords—for the most part—accepting that tenants are not in breach of “continuous use” provisions in their leases. Section Vice-Chair Joyce C. Sun reported that while she’s not seeing a lot of problems from retail tenants, she is seeing event contract issues for conferences and hotels in the form of negotiation. In the early stages of the lockdown, she said, venues were willing to give credit or otherwise be flexible. But as the summer event season approaches and the potential economic repercussions are setting in, there’s been a new reticence on the part of venues to be flexible.

Talk then turned to the “Sunshine Act,” which requires municipalities to give notice about meetings, and the rise of videoconferencing platform Zoom and its increased use. One participant who is on the school board of a Pennsylvania county reported that the board recently held a successful meeting via Zoom that met the requirements of providing for public comment.

Participants then talked about dealing with city offices specifically, they talked about the Department of Licenses and Inspection and the use of its electronic filing system eCLIPSE. Attorneys can use this electronic filing system to submit applications for permits. Unfortunately, there is no centralized information about which particular city offices are remotely operational or not, so those needing to contact city offices should contact them on a department-by-department basis.

Asia then brought up the subject of evictions for non-payment and whether nonpayment during the pandemic could be used as evidence for eviction proceedings post-pandemic. One participant said that in informal talks he’s had with members of the judiciary, their preliminary thinking is that if proceedings were in motion before the lockdown, after the lockdown, proceedings would resume.

Another participant shared news that Pennsylvania has its own version of the CARES Act for residential mortgages. Institutions, such as PNC Bank, Citizens Bank, and other smaller lenders, are participating in the program, which gives a 90-day moratorium on mortgage payments.

Philadelphia Bar Association Town Hall - Real Property Section

Third Circuit

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exhaustion requirement where there is no statutory or regulatory requirement of exhaustion was determined by a three-part test:

“(a) the nature of the claims presented; (b) the characteristics of the particular administrative procedure provided; and (c) the proper ‘balance [between] the interest of the individual in retaining prompt access to a federal judicial forum [and] countervailing institutional interests favoring exhaustion.’” McCarthy v. Madigan, 503 U.S. 140, 146 (1992).

The Court concluded:

“(a) the nature of Appointments Clause claims does not favor exhaustion; (b) the characteristics of SSA review counsel against requiring exhaustion for this claim; and (c) a balancing of the individual and governmental interests weighs against exhaustion.”

Sutton warned of implications going forward: If you have a client whose case was heard by an ALJ prior to July 16, 2018, and you haven’t already raised the Appointments Clause issue in whatever forum your case is currently pending—whether the SSA, the Appeals Council or District Court—you should do so right away. There’s no better time than with a clear precedent standing in our circuit.

Case update: On March 26, 2020, the Third Circuit denied the SSA Commissioner’s Petition for En Banc and Panel Rehearing.

Social Security

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claimant’s physical presentation before an administrative hearing officer.

Claire Grandison, a staff attorney at Community Legal Services, also is resistant to phone hearings, and she noted that child clients present a unique challenge, because audio rarely captures the nature of their issues, and their ability to articulate is structurally limited by their age.

Portnoy observed that there is simply no substitute for seeing a 6’2” grown man break down into tears because of his debilitating depression. As such, she is advising her clients to opt out of phone hearings at present, but she realizes that there might be a point in the future when attending one will become a scheduling necessity.

In this ever-shifting landscape, it is apparent that the April 3 discussion is probably outdated. Nevertheless, the substance of discussing the pros and cons of presenting claimants and witnesses telephonically remains timely and informative for practicing attorneys.

Leah Cile (lcile@paworkinjury.com) is an associate at Martin Law LLC.
The City of Philadelphia, like many other large U.S. cities, has experienced a surge in gun-related crime over the last several months and years. 2019 saw shootings in the city skyrocket, with dozens of children being caught in the crossfire.

The City of Philadelphia announced plans earlier in 2019 to begin civil enforcement of a 2008 ordinance that requires city residents to report to the police within 24 hours if their firearm has been lost or stolen. This led to a lawsuit by the city against a serial straw purchaser who flaunted the state’s gun laws. Predictably, a gun rights group—the same that recently challenged Pennsylvania Gov. Tom Wolf’s order closing gun stores during the COVID-19 outbreak—filed a motion for a permanent injunction on behalf of the defendant seeking a declaration that the ordinance violates provisions of a Pennsylvania statute, the Pennsylvania Constitution, and the United States Constitution.

The epidemic of gun violence and the resulting health crisis inspired attorneys from the Public Interest Law Center, Legal Director Mimi McKenzie and Staff Attorney Ben Geffen, to join the city’s efforts to enforce the ordinance. We jumped at the opportunity to have Saul Ewing Arnstein & Lehr LLP partner with the Public Interest Law Center in this effort on behalf of community advocacy and gun violence prevention groups and two mothers who lost their children to gun violence. At the tail end of 2019, this coalition, including CeaseFire Pennsylvania Education Fund, the Philadelphia Anti-Drug/Anti-Violence Network, and Mothers in Charge, Inc., filed a petition to intervene in the case, arguing they should be able to fight to uphold the lost and stolen guns ordinance on behalf of those who would benefit most.

And we succeeded. On March 5, 2020, the Court of Common Pleas granted petitioners the right to intervene, and they became parties to the case. Though the litigation is still underway with a hearing on the merits continued until after the current health crisis subsides, the intervenors look forward to highlighting the human cost of gun violence and protecting city and Commonwealth residents from this scourge.

Saul Ewing Arnstein & Lehr LLP was founded in Philadelphia and has always been committed to the city. We are privileged to work on a case that has the chance to make Philadelphia a safer and more prosperous city. The Public Interest Law Center has a long history of undertaking high-impact litigation with the goal of advancing social justice. It is always a rewarding experience to work with PILC.

As a commercial litigator and a real estate transactional attorney, this complex litigation is certainly a departure from our ordinary practices. The litigation has provided an experience that we would not otherwise have, while affording us an opportunity to work for individuals and groups that are fighting gun violence every day.

We are pleased that our firm has supported our efforts. We no doubt have a long way to go in the lost and stolen guns case, and we look forward to the challenge.

Ned Rahn is a partner at Saul Ewing Arnstein & Lehr LLP in the firm’s litigation department. Kevin M. Levy is an associate in the firm’s real estate practice.
Legal and Social Resources in the Time of COVID-19

By Carol E. Tracy

To say that we are living in unprecedented times is an understatement. Like everyone else, the Women’s Law Project has closed its physical offices, but we and our colleagues in other public interest organizations are continuing to work to protect the rights, health, and economic security of our constituents and those most impacted by the coronavirus pandemic.

The Women’s Law Project’s website—www.womenslawproject.org—has gathered COVID-19-related information and resources on a wide range of issues relevant to the pandemic, including those related to family law, workers’ rights, and access to abortion. Of particular concern during this emergency is domestic violence, with focus on the challenges faced by victims who are isolated with abusers. It is important for those who are experiencing domestic violence to know that Protection from Abuse Orders and Protection from Sexual Violence or Intimidation Orders can be obtained. Along with our partners at Women Against Abuse Legal Center, Philadelphia Legal Assistance, and SeniorLAW Center, we have compiled a comprehensive resource list to guide petitioners at https://www.womenslawproject.org/covid-19-resources/.

WLP also continues to provide free information and guidance through our Telephone Counseling and Referral Service, including requests related to reproductive health, paid leave, domestic and sexual violence, sexual harassment, and sex and gender discrimination in schools, the workplace, and other institutions. We are also assisting callers with urgent needs relating to the sudden loss of income and other fallout related to this crisis.

It is tragic beyond words that it has taken a deadly virus to highlight the precarious economic and health status of so many of our citizens. The public now knows with certainty that the phrase that many families are “one paycheck” away from serious financial hardship is grounded in reality. Food insecurity that was already too commonplace has exploded nationwide. The absence of a living wage standard, equal pay, a comprehensive and affordable public health system, universal paid leave (including pandemic leave) and childcare, and a program to ensure basic needs like adequate food and housing have contributed exponentially to the chaos and hardships caused by this pandemic. And it is women, especially women of color, who are working in low-wage jobs, who are harmed the most.

According to a New York Times analysis, “[o]ne in three jobs held by women has been designated as essential . . . Women make up nearly nine out of 10 nurses and nursing assistants, most respiratory therapists, a majority of pharmacists and an overwhelming majority of pharmacy aides and technicians. More than two-thirds of the workers at grocery store checkout and fast food counters are women.”

When the nation gets past this crisis—and we will—we must recognize that the workers who are keeping us fed and caring for us in hospitals need more than cheering from balconies and other plaudits. They need to be valued for what they do—whether or not there is a public health crisis. Only serious policy reform will address the enormous social inequities that currently exist.


Carol E. Tracy (ctrace@womenslawproject.org) is the executive director of the Women’s Law Project.

Family Law Section

unanticipated issues pertaining to custody have arisen. For example, what happens if a custodial arrangement involves interstate travel? Should the parties be exchanging custody of a child back and forth between states—especially to/from states such as New Jersey or New York, when both states have previously been identified as “hot spots” for the coronavirus pandemic. When the nation gets past this crisis—and we will—the workers who are keeping us fed and caring for us in hospitals need more than cheering from balconies and other plaudits. They need to be valued for what they do—whether or not there is a public health crisis. Only serious policy reform will address the enormous social inequities that currently exist.

These are all questions that have arisen that need to be decided on a case-by-case basis, and to which there are no clear-cut answers. One thing that was clear, however, was that parties should not be using COVID-19 as an excuse to avoid following their custody order. It is expected that once the Court reopens, the Court will not take withholding and/or willful failure to comply with custody orders lightly.

According to the American Academy of Matrimonial Lawyers, parties in custody matters should be healthy, mindful, compliant, creative, transparent, generous and understanding during this unnerving time. Stay safe and healthy!

Rebecca L. Kolsky (rkolsky@freedmanlorry.com) is a Family Law attorney at the Law Firm of Freedman & Lorry, PC.
At-Home Cooking in the New Normal

By Lee A. Schwartz

Takeout is a good diversion, but in our New Normal, preparing your own dinner has become the new normal. For many folks, checking out that new Restaurant, and being thrilled with the find, was the equivalent of taking down a 14-point buck in rural America. After all, how many times have we gone hunting for that new eatery, just to be disappointed with another “miss”? Coming home empty-handed with nothing in the bag. Ah, the days of yore. Today, we are in our kitchens, making our own delights; and I have a distinct advantage with nothing in the bag. I offer you a delightful meal we recently enjoyed on a Friday night in our Chez TC, our Bistro a la New Normal. I offer you our highlights:

The Trusted Companion Romaine Delight
Teriyaki Salmon
Roasted Asparagus
World Famous Brownies

Salad

This Romaine Salad is a TC original and a constant staple in our special meals. It is a mixture of Chopped Romaine, Hearts of Palm—sliced into half-inch pieces—, chopped red and yellow peppers—Cento or another brand—, Marinated Anchovies, one jar chopped, one small can of black olives, drained, Garbanzo Beans, drained, one can of flat anchovies, one-quarter to one-half pound hard Italian Cheese, chopped.

The dressing is olive oil, champagne dressing, and a good finishing salt—French or from the Mediterranean. Mix it all together and enjoy. This is our favorite salad, bar none.

Teriyaki Salmon

One and one-half pounds Norwegian salmon, One-half cup soy sauce, 2 tablespoons rice or white vinegar, one tablespoon chopped fresh garlic, one tablespoon ground ginger, 1.5 cups (12 oz) thawed, unsweetened apple juice concentrate, undiluted, one bunch green onions, finely chopped.

1. Divide salmon into four (4) ounce portions;
2. Except for the green onions, combine ingredients in a blender and blend until combined. Stir in onions;
3. Place salmon in a glass baking dish and pour the marinade over it. Marinate at least 10 hours, and preferably overnight, turning salmon occasionally.

Preheat oven to 500 degrees. Bake salmon in marinade for 11 minutes, until flaky. This is absolutely delicious and is absolutely “company worthy.”

Trusted Companion World Famous Brownies

Those are without a doubt the finest Brownies you will ever have. They are decadently thick and ultra-chocolaty.

Recipe:
You must be kidding me. I’d be sleeping on the couch. I guess you’ll just have to come for dinner!

I rate this establishment 5 Stars.

Lee A. Schwartz (LAS@leeaschwartz.com) is the owner of Lee Schwartz Law Firm, LLC.

QUICK TIP - USI AFFINITY: MY BENEFIT ADVISOR

The Importance of Choosing a Beneficiary

You know you need life insurance. At this point, you may have planned out what kind of policy is best for you and have calculated how much insurance your loved ones need to not only cover your final expenses but also to live without your income. The final question to answer is: who should you name as your beneficiary?

A beneficiary is the individual or individuals who will receive your death benefit after you pass on. Though it may seem like an easy decision, it is certainly a part of the life insurance process worth taking the time to consider carefully. First, ask yourself the intention of the policy. Who is the money intended to help or protect? This fundamental question will help to guide your decision.

Naming a Spouse as Your Beneficiary

Logically, most policyholders with spouses would name their other half as the primary beneficiary. The idea here would be to ensure that their spouse is taken care of financially and does not suffer a monetary burden from the loss of the policyholder. Spouses will most often be held responsible for any medical costs or other final expenses (i.e. burial) from the passing of the policyholder as well as any remaining debt from the policyholder. A life insurance policy with proper coverage should cover these expenses and make up for the loss of income in the household, if any. However, while selecting a spouse is the typical choice when applicable, policyholders do have other options for their beneficiaries.

For more, visit https://insurancefocus.usiaffinity.com.

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

QUICK BITES: HOME COOKING PHILADELPHIA

By Lee A. Schwartz

This Romaine Salad is a TC original and a constant staple in our special meals. It is a mixture of Chopped Romaine, Hearts of Palm—sliced into half-inch pieces—, chopped red and yellow peppers—Cento or another brand—, Marinated Anchovies, one jar chopped, one small can of black olives, drained, Garbanzo Beans, drained, one can of flat anchovies, one-quarter to one-half pound hard Italian Cheese, chopped.

The dressing is olive oil, champagne dressing, and a good finishing salt—French or from the Mediterranean. Mix it all together and enjoy. This is our favorite salad, bar none.

Teriyaki Salmon

One and one-half pounds Norwegian salmon, One-half cup soy sauce, 2 tablespoons rice or white vinegar, one tablespoon chopped fresh garlic, one tablespoon ground ginger, 1.5 cups (12 oz) thawed, unsweetened apple juice concentrate, undiluted, one bunch green onions, finely chopped.

1. Divide salmon into four (4) ounce portions;
2. Except for the green onions, combine ingredients in a blender and blend until combined. Stir in onions;
3. Place salmon in a glass baking dish and pour the marinade over it. Marinate at least 10 hours, and preferably overnight, turning salmon occasionally.

Preheat oven to 500 degrees. Bake salmon in marinade for 11 minutes, until flaky. This is absolutely delicious and is absolutely “company worthy.”

Trusted Companion World Famous Brownies

These are without a doubt the finest Brownies you will ever have. They are decadently thick and ultra-chocolaty.

Recipe:
You must be kidding me. I’d be sleeping on the couch. I guess you’ll just have to come for dinner!

I rate this establishment 5 Stars.

Lee A. Schwartz (LAS@leeaschwartz.com) is the owner of Lee Schwartz Law Firm, LLC.
Gaetan J. Alfano, a founding partner of Pietragallo Gordon Alfano Bosick & Raspanti, LLP and former Chancellor, was recognized by Super Lawyers as a Top Pennsylvania Lawyer in the area of Business Litigation.

Kelley B. Hodge recently joined Fox Rothschild LLP in Philadelphia as a partner in the Labor & Employment Department.

Marc S. Raspanti, founding Partner of Pietragallo Gordon Alfano Bosick & Raspanti, LLP' and Senior Partner Pamela Coyle Brecht secured a $41 million settlement in False Claims Act suits.

Michael T. van der Veen, founding partner at van der Veen, O’Neill, Harshorn, & Levin, was a guest on Jeff Stein’s Voiceamerica.com Podcast: “Is there Really Truth and Justice for All” on April 15. Stein and van der Veen discussed some issues and personal experiences with the criminal justice system in Philadelphia and across the country.

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send news to Brittany Anne Robertson, communications associate at the Philadelphia Bar Association, at brobertson@philabar.org.

WITH THE EXCEPTION OF PENN VETERINARY MEDICINE...

...every teaching hospital in the city of Philadelphia has paid 8-figure verdicts and settlements to our clients in the last few years. We appreciate the referral of these cases.

Thank you.
The Philadelphia Bar Association, founded in 1802, is the oldest association of lawyers in the year’s recipients.

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With a team approach, the firm’s attorneys represent clients in all aspects of employment law litigation, including all forms of workplace discrimination, sexual harassment, wrongful termination, retaliation, whistleblower, employment contract, wage and hour, and Family and Medical Leave Act claims. A boutique practice with a small-firm atmosphere, Sidney L. Gold & Associates provides personal attention to its clients, who, at the same time, benefit from the experience and expertise of the entire team.

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FOR MORE THAN 30 YEARS, Sidney L. Gold & Associates, P.C. has dedicated its practice to the field of employment law and civil rights litigation. The firm’s attorneys take great pride in serving as both aggressive and compassionate advocates for victims of unlawful discrimination and harassment. As a result, the Martindale-Hubbell© Bar Register has certified Sidney L. Gold & Associates as a pre-eminent law firm in the field of labor and employment law. More than 4,500 lawyers throughout Pennsylvania and New Jersey look to Sidney L. Gold & Associates to refer their clients.