The Philadelphia Bar Association has announced a new partnership with Sb1, a Philadelphia not-for-profit financial cooperative, to offer its members a selection of new benefits.

A financial cooperative is like a bank, but designed to work around the individual needs of its members. The money members save at Sb1 is lent out to other members to buy cars, homes and finance college educations. The interest payments go right back to members and the credit union to offer additional products and services, maintain its competitive rates, and uphold its belief that unnecessary fees should be removed from the equation.

Sb1’s mission is to help its members achieve their financial goals and dreams and it does not exist to make a profit. This makes borrowing money affordable with fees being few and far between. Sb1 offers online and mobile banking, a long list of loan options, returns on savings, no-cost checking options, online rate comparisons, over 50,000 no-surcharge fee ATM locations and federally insured deposits.

For more information on Sb1 and its services, please visit sb1fcu.org, stop by any branch or call 1.844.CALL.Sb1. More information on the Philadelphia Bar Association-Sb1 partnership will be available in the coming weeks.

Crump to Speak at Bench-Bar

The Philadelphia Bar Association will welcome attorney Benjamin Crump to its 2015 Bench-Bar & Annual Conference at Borgata in Atlantic City, N.J. on Oct. 16. Crump, known for his advocacy in the Trayvon Martin case, will be this year’s opening plenary speaker. Take advantage of early-bird pricing and save $70 by registering for Bench-Bar by Sept. 18. Register online at benchbar.philadelphiabar.org.

The Future of Medical Cannabis in PA

By Elisa C. Advani

It is only a matter of time before medical cannabis is legalized in Pennsylvania. Ninety percent of Pennsylvanians believe that patients suffering from debilitating conditions should have access to the medicine they need, members of the Philadelphia Bar Association were told at an Aug. 14 CLE. The Workers’ Compensation Section hosted the CLE program about medical cannabis in terms of patients’ rights and workplace considerations. The panel featured regulated-substances attorney Steven T. Auerbach, and workers’ compensation attorneys, Lee S. Fiedener and Maria Terpolilli.

Auerbach is the founder and principal of Keystone Cannabis Law and also serves as executive director of the Cannabis Growers Association of Pennsylvania. The majority of his clients are people interested in operating medical cannabis dispensaries, while a small percentage of clients are in the hemp or paraphernalia industries. Pennsylvania legislators came close to passing a medical cannabis bill during the last session and Auerbach is helping to draft House Bill 1432 (HB 1432).

According to Auerbach, the proposed medical cannabis legislation will be beneficial to both employers and employees. Employers will be protected in that they will not be required to provide reasonable accommodations for the use of cannabis at work. However, employees will not be fired just for failing a random drug test. This is important in light of Brandon Coats v. Dish Network, a Colorado case where an employee was fired when he tested positive for cannabis. Coats, a quadriplegic who is allergic to opiate-based medications that control muscle spasms, uses medical cannabis as an alternative in accordance with state law. Even though Coats was the most sympathetic of cannabis patients, the court upheld the termination. Pennsylvania’s law will be tailored to avoid that circumstance.

The new law will include a public policy declaration that no contract is void or voidable because it deals with medical cannabis, thereby giving cannabis growers...
John E. Savoth, 85th Chancellor of the Philadelphia Bar Association, presents at the Aug. 6 CLE.

By Amanda J. Dougherty

For those few who are not familiar with him, John Savoth is a titan of the Philadelphia legal community. With over 30 years of trial experience at the firm Saltz Mongeluzzi Barrett & Bendesky PC, as well as serving as the 85th Chancellor of the Philadelphia Bar Association, he was well-equipped to give a Pennsylvania Bar Institute CLE program on public speaking for attorneys. Even so, he did not begin by impressing the crowd with his many personal accomplishments. He began instead by describing his mother, who lost her arm to cancer when he was a boy. He spoke of her struggles as an individual and as part of a family. He described those struggles as a gift that gave his family a greater sense of understanding, and of what it meant to overcome obstacles. All of this made him who he is today.

Savoth made clear that knowing oneself is the key takeaway for successful public speaking. Anytime an attorney rises to speak, in whatever form, he or she must remember, he or she is the unique product of his or her own experiences, relationships, mistakes and successes. This is something that must be embraced in order to make a connection with one’s audience. It is common, of course, for attorneys to study other successful attorneys and attempt to mimic their practices. However, he cautioned against this, referring to that famous debate in which Sen. Lloyd Bentsen said to Sen. Dan Quayle, “I served with Jack Kennedy. I knew Jack Kennedy…Senator, you’re no Jack Kennedy.” In other words, Savoth has learned that in order to make a connection with an audience that persuades, moves and inspires, the speaker must be genuine.

Beyond authenticity, preparation, says Savoth, is vital. This may seem intuitive, but it does not merely comprise preparation of the words themselves. It has to do with understanding how the room will affect the speech. Is it a small room where moving around will crowd people, or a huge room that will make the speaker smaller, allowing for more dramatic movements and gestures? Every good public speaker, Savoth noted, will think about those details. Even subtle hand gestures or body movements made during a speech, which might be done subconsciously in everyday conversation, must be thought out so as to not distract from the speech, but enhance the points being made.

Finally, even though most attorneys have some fear of speaking, and especially of making mistakes, Savoth emphasized that mistakes in public speaking can be good. Mistakes show humanity and are ultimately just another opportunity to connect with the audience. He showed the attendees two videos of Oscar winners’ acceptance speeches as an illustration; Bruce Springsteen for the song “Streets of Philadelphia,” and Tom Hanks for the movie “Philadelphia.” (Notably, even his choice of these examples shows how well Savoth understands the basics of connecting with one’s audience.) In these examples, both speakers appeared somewhat...
Back to School, Back to Basics

By Albert S. Dandridge III

In a city like Philadelphia, where the majority of students who attend our public schools live below the poverty line, back-to-school season can be a bittersweet time. While many of us might remember a time when we were excited to get our fresh new supplies and back-to-school gear, it is saddening to know that many students start the new school year without some of the basics.

With that being said, as part of our Boots on the Ground community initiative, we just wrapped up our summer-long school supply drive. The donation collection formally kicked off at our June 9 Quarterly Meeting & Luncheon and concluded at the Young Lawyers Division (YLD) August happy hour that was held in partnership with Community Legal Services.

All of the donations went to Turning Points for Children, a non-profit organization dedicated to supporting families in raising safe, healthy, educated and strong children. Turning Points for Children was founded in 1835 and since then, it has been a major provider of services for children and families, now serving more than 6,000 families annually.

Additionally, Turning Points for Children recently was appointed by the City of Philadelphia as the Community Umbrella Agency for Lower Northeast Philadelphia and Southwest Philadelphia, which represents some of the city’s neighborhoods in need of their services and support.

Items collected in the summer-long drive range from backpacks to pencil cases to notebooks and pens. One firm even donated used computers. There was no shortage of what was in demand. The supplies most needed included: books, brain games, calculators, construction paper, highlighters, lunch boxes/bags, notebooks, markers and pens, planners, protractors and rulers.

Four law firms volunteered to be designated drop-off locations for our summer-long school supply drive. Special thanks to those firms, as follows, for helping us lead this effort: Fox Rothschild for our summer-long school supply drive. The donation collection formally kicked off at our June 9 Quarterly Meeting & Luncheon and concluded at the Young Lawyers Division (YLD) August happy hour that was held in partnership with Community Legal Services.

The Philadelphia Bar Association donated the following items: 355 notebooks, 248 writing instruments (pens, pencils, crayons, markers, etc.), 51 packs of paper folders, 30 calculators, 26 pencil boxes and sharpeners, 17 packets of paper, 15 glue sticks, 10 boxes of binders and folders, eight desktop computers, five backpacks filled with school supplies, lunch boxes, scissors and more. In addition, monetary donations were made by those who forgot to bring school supplies but wanted to contribute to the drive.

To everyone who contributed to our summer-long school supply drive — thank you! As we prepare to send our children back to school, please do not forget this is also a crucial time for us to go back to the basics of helping our community safely raise healthy, educated and strong children.

Albert S. Dandridge III (adandridge@schnader.com), partner and chief diversity officer at Schnader Harrison Segal & Lewis LLP, is Chancellor of the Philadelphia Bar Association.

Bar Election Filing Deadline is Oct. 9


Offices for which candidates are being solicited are Vice Chancellor, Secretary, Treasurer, Assistant Secretary, Assistant Treasurer, and five seats on the Board of Governors. Each board seat carries a three-year term.

Association members may become candidates for any of these offices by filing with the Secretary by Oct. 9 (at least 10 days prior to the Dec. 8, 2015 Annual Meeting) nominations in writing that, for candidates of the Board of Governors, must be signed by at least 25 members who are entitled to vote; for candidates for Secretary, Treasurer, Assistant Secretary and Assistant Treasurer, nominations 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.

Individuals who wish to run for any of the above named offices should contact Susan Knight, CFO/director of administration, at sknight@philabar.org for additional information. Signatures, along with a resume, and written authorization should be submitted to Association Secretary Jacqueline G. Segal, c/o Susan Knight, Philadelphia Bar Association, 1101 Market St., 11th Floor, Philadelphia, PA 19107, no later than 5 p.m., Friday, Oct. 9, 2015.
The Philadelphia Bar Association Public Interest Section’s Law School Outreach Committee hosted its final brown bag lunch program of the summer on Thursday, Aug. 6. This free program provided summer law students an opportunity to meet noted public interest attorneys and learn about different types of public interest practice and fellowship opportunities. This session, moderated by Neta Borshansky, associate director of public sector careers and director of government programs at the University of Pennsylvania Law School, focused on legal careers in social justice. Panelists included Cindene Pezzell, legal coordinator for the National Clearinghouse for the Defense of Battered Women; Molly Tack-Hooper, staff attorney at ACLU of Pennsylvania; Julie Foster, Independence Foundation Fellow at the Public Interest Law Center; Marissa Boyers Bluestine, legal director of the Pennsylvania Innocence Project; and Su Ming Yeh, managing attorney for the Pennsylvania Institutional Law Project.

Almost 20 students ranging from high school to rising third-year law students listened as a veritable who's who of power attorneys from the public interest world talked about the daily realities of effecting change through the law. Panelists took the time to outline cases and legislative projects that they were working on, giving the students an in-depth look at the work done by public interest attorneys to change the way that citizens interact with their government. The students got to hear about cutting-edge projects ranging from the fight to change the Commonwealth’s asset forfeiture laws to a recent project to assist a battered woman who courageously fled her abuser.

The panelists noted that the students should feel free to demonstrate their interest in an organization by doing research on their cases, their staff and how they use interns.

The panelists also took the time to discuss practical perspectives on the practice of the law as they each offered their thoughts on where class-action litigation could spur social change. A frank discussion of litigation strategy ensued, underscoring the ability to use class actions as tools where individual lawsuits would fail. Specifically, a number of the panelists noted that class actions can be particularly effective in the prisoner’s rights arena, citing examples of successful litigation to secure medical care and reduce overcrowding. The panelists were also quick to note some of the limitations of using a class action, such as certain populations where the class representative may lose standing before the case can be heard.

The afternoon session concluded with the panelists providing information on how to get involved with each of the represented organizations, along with some practical advice for the students. The panelists noted that the students should feel free to demonstrate their interest in an organization by doing research on their cases, their staff and how they use interns. Bluestine jokingly noted that it always pays to use the words “innocence project” in a cover letter when applying for a position. The panelists were also gracious enough to provide their personal email addresses to the students for follow-up after a lively Q&A session. The Aug. 6 session wrapped up a summer of successful brown bag lunch programs that gave students the unique opportunity to learn from Philadelphia’s best public interest attorneys.

Evan R. Luce (eluce@foxrothschild.com) is an associate at Fox Rothschild LLP.
Diversity Hiring Event a First for Bar Association

By Donna Gerson

Law students from Drexel University Thomas R. Kline School of Law, Pennsylvania State University Dickinson School of Law, Rutgers School of Law, Temple University Beasley School of Law, University of Pennsylvania Law School, Villanova University School of Law, and Widener University Delaware Law School participated in the Philadelphia Area Diversity Job Fair (PADJF) on Monday, Aug. 3 at the Lauder Career Center on the University of Pennsylvania campus. Twenty-three legal employers conducted approximately 300 interviews for summer associate and full-time positions.

This year’s event represented an exciting, collaborative effort between area law schools, legal employers and the Philadelphia Bar Association. For the first time, the Philadelphia Bar Association joined with PADJF to sponsor breakfast and lunch for the law students and for its members to meet with students throughout the day. Students could sign up for membership and learn about the value of membership and participation in the Philadelphia Bar Association directly from members of its Young Lawyers Division who volunteered to be present.

For employers, the PADJF is a unique opportunity to meet diverse candidates from all of the Philadelphia-area law schools in one convenient location. Prince Altee Thomas, co-chair of Fox Rothschild LLP’s diversity committee, conducted interviews and observed that, “PADJF is a special opportunity to look at the future of the law school class.”

Law students Steven Okoye, Rutgers University School of Law; and Immon Shafiei and Yvette Tyson, Drexel University Thomas R. Kline School of Law at the Philadelphia Area Diversity Job Fair on Aug. 3 at the University of Pennsylvania.

Marutani Fellowship Recipients Contribute to Public Interest

By Su Ming Yeh

This past spring, the Asian Pacific American Bar Association of Pennsylvania (APABA-PA) selected Ananya Tripathy and Qiwei Chen as recipients of the 2015 Judge William M. Marutani Fellowship. The fellowship was established by APABA-PA in partnership with the Philadelphia Bar Foundation, and provides funding and mentorship for Asian-American law students with summer internships at a public interest law organization or a government agency in Pennsylvania.

Tripathy, a rising second-year law student at Temple University Beasley School of Law, has demonstrated her commitment to community service and criminal justice in Philadelphia. She interned this summer at the United States Attorney’s Office for the Eastern District of Pennsylvania. Tripathy explained, “Programs like the Marutani Fellowship open avenues for diverse students to stand out in the legal profession.”

Prior to attending law school, Tripathy worked as a paralegal in the Office of the District Attorney of Philadelphia, where she assisted with the implementation of “Project GO,” a truancy prevention program. There, she worked directly with youth across Philadelphia to develop individualized plans that would support them in attending school regularly, such as seeking safer housing and ensuring regular check-ins. In addition, she has been a regular volunteer with Philadelphia’s ActionAIDS organization. As a law student, she is this year’s co-president of the North American South Asian Law Students Association and co-chair of Temple Law School Women’s Law Caucus.

Chen, a third-year law student at the University of Pittsburgh School of Law, is dedicated to serving immigrants and underprivileged populations. This summer, Chen interned at the Jewish Family & Children’s Service of Pittsburgh. There, she helped to resettle immigrants and refugees who fled their homes out of fear of persecution, imprisonment or death. “I am grateful for the Marutani Fellowship, without which this summer internship would have never happened,” said Chen.

A recent immigrant herself, Chen was previously a legal intern at the University of Pittsburgh School of Law’s Immigration Clinic, where she represented vulnerable low-income immigrants with their deportation defenses and asylum cases. She also volunteered at Christian Legal Aid of Pittsburgh and counseled underprivileged clients on family law matters. When Chen realized that her law school did not have an active Asian Pacific American student association, she and a few of her classmates established the Asian Pacific Law Student Association.

APABA-PA’s fellowship aims to provide Asian-American law students with increased opportunities to gain employment in areas in which Asian-American attorneys are currently underrepresented. The fellowship honors the late Hon. William M. Marutani, Philadelphia Court of Common Pleas, the first Asian-American judge in Pennsylvania, who served both the Asian-American community and the community-at-large for many years.

Each year, proceeds from APABA-PA’s Annual Banquet go toward the fellowship. This year’s banquet will take place on Friday, Nov. 13 at the Sheraton Philadelphia University City Hotel. A 10-course meal will be catered by Sang Kee Noodle House.

This year’s keynote speaker is Hon. Cathy Bissoon, U.S. District Court, Western District of Pennsylvania. Judge Bissoon is both Hispanic and Indian. She is the first woman of South Asian descent to sit on a federal bench in the United States, the first Hispanic female and first Asian-American Article III judge in Pennsylvania and the first woman of color to sit on the federal bench in Pittsburgh. Prior to joining the judiciary, Judge Bissoon was a partner at Reed Smith LLP, where she served as the director of diversity, and a director at Cohen & Grigliati. With all of her accomplishments, Judge Bissoon also takes the time to volunteer for numerous civic and community organizations, and serves on APABA-PA’s Judge William M. Marutani Fellowship selection committee.

For sponsorship opportunities or further questions, please contact the author at smyeh@pailp.org, or Djung Tran, annual banquet chair, at djung253@gmail.com.

Su Ming Yeh (smyeh@pailp.org), managing attorney at the Pennsylvania Institutional Law Project, is president of APABA-PA.
Diversity Hiring
continued from page 5

legal community, and the future lawyers I see at the fair give me hope that one day soon the legal community will truly reflect the vibrant diversity that exists in Philadelphia.”

PADJF was formed 23 years ago and its mission is to connect diverse law students to employment opportunities with law firms, public interest organizations, government agencies, in-house legal departments and the judiciary. Members of the newly-formed PADJF board of directors are Nicole Oddo Smith, Dechert LLP, co-president; Melissa Lennon, Temple University Beasley School of Law, co-president; Cerys St. John Richter, Temple University Beasley School of Law, treasurer; Maria Gallagher, Dechert LLP; Donna Gerson, Drexel University Thomas R. Kline School of Law; Carrie L. Davis, ACE Group; Lisa Feden, Ballard Spahr LLP; Jill Caughie, Cozen O’Connor; and Atiya Baldwin, University of Pennsylvania Law School.

PADJF plans to offer additional programs for area law students during the 2015–2016 academic year. Area legal employers interested in offering support or becoming involved in diversity hiring efforts can contact PADJF at padjfteam@gmail.com.

Donna Gerson (dlg@drexel.edu) is the Associate Dean of the Career Strategies Office at Drexel University Thomas R. Kline School of Law and a member of the PADJF board of directors.

Standing left to right, members of the Philadelphia Area Diversity Job Fair (PADJF) board of directors, Maria Gallagher, Dechert LLP; Lisa Feden, Ballard Spahr LLP; Donna Gerson, Drexel University Thomas R. Kline School of Law; Cerys St. John Richter, Temple University Beasley School of Law, treasurer; Melissa Lennon, Temple University Beasley School of Law, co-president; and Nicole Oddo Smith, Dechert LLP, co-president; and seated left to right, Young Lawyers Division members Anna B. Will and Lindsay H. Schoonmaker at the Philadelphia Area Diversity Job Fair on Aug. 3 at the University of Pennsylvania.
Professional change is inevitable, and as young attorneys these days, it is especially relevant with respect to where we choose to spend our careers. We have outgrown the era where attorneys start and end their careers at the same firm or organization. Young attorneys are fully aware that transition is a part of their ever-growing career and they have learned to embrace change.

Both associates and firms are contributing to this, now more acceptable, practice of associate transitioning. Historically, this practice was frowned upon, and could prevent a young attorney from obtaining future employment. Now, however, associates are openly seeking increased opportunities and change, and employers are engaging in recruiting practices. Making the decision to leave one's firm or practice is only generally acceptable in the legal community when well thought-out and done for justifiable reasons. Personality conflicts and lack of work as reasons for seeking change are not well received by potential new employers. However, it is considered generally acceptable for associates to move on due to the quality or type of work they are doing. Recruiters say this is the most common reason for lateral moves.

After seven years in private practice, I recently made my second transition. My first transition, after three years at a civil litigation defense firm, involved a change to both my primary practice area, and a move from a defense practice to a plaintiffs’ practice. With this change, I took on greater responsibility and learned new skill sets including independent case

continued on page 18
Bar Academy Visits Gran Caffè L’Aquila

By Maureen M. Farrell

A devastating earthquake in 2009 that destroyed Stefano Biasini’s and Michele Morelli’s restaurant in their city of L’Aquila, Italy was not enough to dampen the restaurateurs’ ambitions. In partnership with investor Riccardo Longo, they set their sights on Rittenhouse Square and have artfully been able to replicate an authentic Italian “great café.” Aptly named Gran Caffè L’Aquila, after their beloved and partially destroyed city, this gastronomic delight proved to be as authentic as its name.

Gran Caffè L’Aquila features a multiregional Italian bar and café featuring assaggi (small plates), regional wines and beer, artisanal gelato and pastries made on the premises. One diner described it as “the creamiest gelato ever” and the most robust espresso and cappuccino he had ever tasted. As you enter L’Aquila, you are greeted with 24 of the most robust espresso and cappuccino he had ever tasted. As you enter L’Aquila, you are greeted with 24 gelato flavors to choose from on display. L’Aquila’s décor and food scream authenticity. The restaurant was completely designed and built in Italy and reconstructed here in Philadelphia at 1716 Chestnut St.

At this July 22 Bar Academy event, hosted by co-chairs Hon. A. Michael Snyder and Nikki Johnson-Huston, attendees were able to enjoy three delicious courses served with gelato by Biasini, World Cup of Gelato champion, and then finish the night with coffee by Morelli, who was awarded Italy’s highest rating for torrefaction.

Although this was not an evening focused on law-related topics, the attorneys present were able to unwind and network at this fun, elegant event. While dining, all were able to view the gelato and coffee-making techniques and processes in action. Following dinner, attendees sampled stracciatella after Biasini demonstrated combining sugar, milk and air to produce this gastronomic gelato indulgence.

Next was a tour of the coffee area, where beans, rich in texture and aroma, excited the senses. Morelli explained his coffees, made fresh on premises. Interestingly enough, Robusta beans used in some of his varieties are associated with instant coffee brands here.

After the tour, attendees sampled delectable cheese and gelato courses paired with wines from different regions of Italy. A favorite, the pansotti, homemade ricotta and herb-filled ravioli topped with a homemade walnut pesto, was paired with a 2013 Vermentino from the region of Liguria. Samplings of gelatos ranged from an extra virgin olive oil and fresh oregano offering to a coconut and rum.

The coconut and rum gelato contains 10 percent alcohol, so diners must be at least 21-years-old to enjoy it. However, a tasty combination for all ages was the fresh oregano gelato with imported burrata, a cheese from the Puglia region, and buffalo mozzarella from Campania.

The experience of authentic Italian cuisine created by Biasini and Morelli, along with the immersion in Italian culture, was fascinating. Gran Caffè L’Aquila is well worth a visit.

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

Left to right, Hon. A. Michael Snyder, co-chair, Bar Academy; Michele Morelli, Riccardo Longo, and Stefano Biasini, Gran Caffè L’Aquila; and Nikki Johnson-Huston, co-chair, Bar Academy, at Gran Caffè L’Aquila on July 22.
In recent weeks, you may have noticed the Philadelphia Bar Foundation taking steps to revamp the look and feel of our annual Andrew Hamilton Benefit fundraiser. This year’s newly refreshed event, the Andrew Hamilton Benefit Bash, will take place on Saturday, Nov. 7 at the Loews Philadelphia Hotel in Center City. “Getting justice done” is not only the theme of our event, but also our goal for the evening, in addition to throwing a memorable and consciousness-raising soirée.

Last year, more than 600 people gathered for the Andrew Hamilton Benefit at the National Constitution Center to help the Foundation celebrate its 50th anniversary and raise more than $400,000 for the public interest law organizations that serve our city’s most vulnerable populations. It was a memorable and inspiring event that looked back over our accomplishments and looked forward to the substantial work that remains to be done.

As the need for legal aid continues to grow in Philadelphia, our commitment to fulfilling the Foundation’s mission of “providing equal access to justice for all” must remain undiminished. Bearing this in mind, this year, we are challenging the Philadelphia legal community to truly raise the bar and get justice done.

The American Lawyer recently published an article titled, “The Justice Gap: How Big Law Is Failing Legal Aid.” In that article, The American Lawyer reported, “at best, the nation’s biggest and wealthiest firms donate 0.1 percent of revenue to legal aid, an institution in crisis.” I think all of us can agree that this number is unacceptable, especially when measured against the vast need for our support. Benjamin Franklin once said, “Justice will not be served until those who are unaffected are as outraged as those who are.” As long as Philadelphia remains one of the U.S. cities most impacted by poverty, there should be no shortage of outrage from any member of the Philadelphia legal community.

The facts are undeniable. Now the question begs: what are we going to do about it? The answer is simple. We are going to party—with a purpose. This year’s bash will feature new and exciting ways to engage and inform guests on the very important work of Philadelphia’s public interest law community. By the time you read this, we will have formed our 2015 Host Committee, although there is always room for those who would like to join. We intend to use the Andrew Hamilton Benefit Bash to celebrate the work of our public interest attorneys — to remind everyone who attends who they are, what they do and why. Social media will play a part leading up to and during the event, so feel free to use the hashtag #GettingJusticeDone and tweet and post on Facebook with your support. In addition, we hope to use the bash to engage with the entire legal community about the work of the Foundation; from the Philadelphia Bar Association’s Young Lawyers Division (whose support this year, and every year, for the Foundation’s work has been magnificent), to law firms (who consistently support our initiatives) and corporate law departments, large and small (who are critical to our future success). We will be working tirelessly to make this another sold-out Andrew Hamilton event. However, we cannot do this alone. Encourage your colleagues, friends, family and everyone you know to get involved with this truly wonderful celebration. Support the public interest law community through your support, attendance and word of mouth — all of which will allow us to generate revenue to support our important grant-making.

We appreciate your support and the public interest law community truly deserves it.

Register for the bash and find sponsorship information on the Philadelphia Bar Foundation website (www.philabarfoundation.org). Mailings and e-mail solicitations will follow soon. Contact Maya J. Brown (mbrown@philabar.org), marketing and development coordinator at the Philadelphia Bar Foundation, with any questions.

Bar Foundation
Refreshed Hamilton Benefit for Justice

By Steven E. Bizar

Steven E. Bizar (steven.bizar@bipc.com), an executive shareholder at Buchanan Ingersoll & Rooney, PC, is president of the Philadelphia Bar Foundation.

LAWYER TO LAWYER REFERRALS

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

WORKERS’ COMPENSATION REFERRALS

For State Workers’ Compensation Referrals:
PAUL B. HIMMEL
Certified Worker’s Compensation Specialist • 215-931-2550
phimmel@freedmanlorry.com

For Longshoreman and Harbor Worker Referrals:
DAVID LINKER
215-931-2547
dlinker@freedmanlorry.com

For more information on placing a Lawyer to Lawyer referral ad, please contact
LANA EHRlich at
215-557-2392 or lehrlich@alm.com

philadelphiabar.org September 2015 Philadelphia Bar Reporter 9
Community Service Through Crafting

By Maureen Olives

In January 2015, Chancellor Albert S. Dandridge III challenged the Philadelphia Bar Association membership to add to its long history of generous pro bono service to low-income, vulnerable and underrepresented Philadelphians. He created the Boots on the Ground community initiative, asking Philadelphia attorneys to find opportunities to partner with community leaders and enhance their service to the city’s neediest citizens.

The Philadelphia Bar Association’s Public Interest Section is no stranger to the vulnerable in this city. Section members, committees and subcommittees work tirelessly and creatively to improve access to justice, increase fairness in the court system and solve the everyday legal problems of the poor and marginalized locally and nationally. Faced with the Chancellor’s call to action, the Section decided to tap into a different kind of creativity, choosing a centuries-old craft as the foundation for a new project.

Inspired by the popularity of knitting among Section members and a recent article describing the success of a therapeutic prison knitting program in Maryland, the Section created “uKNIT e.” uKNIT e seeks to bring people together, build community and encourage service around knitting and other crafts. Its goals are to create clothing and other items for disadvantaged communities as well as partner with a local group to teach knitting to new crafters.

The benefits of knitting are becoming more well-known. It fosters creativity and engagement with a project, where knitters also gain self-confidence and self-esteem as they master different aspects of the craft. The rhythmic motion of knitting has a positive effect on brain chemistry while allowing knitters to create something useful — whether it is a hat for winter or a washcloth for the bathroom. This makes uKNIT e, and similar service initiatives, particularly valuable for vulnerable populations who are often unable to purchase even the most basic necessities. Knitting also creates community whether knitters are online, searching for patterns or techniques or gathering with friends or coworkers at a knitting circle.

uKNIT e hopes to share these benefits within Philadelphia’s legal community and beyond. It is currently accepting donations of hand-knit items (scarves, hats, socks, gloves, blankets) for patients of the Mazzoni Center and clients of the Philadelphia Partnership for Resilience. Items should be made with yarn that is easy to care for (washable and dryable). Anyone who is already a crafter or would like to learn to knit, is also welcome to join uKNIT e’s “knit-a-long” brown bag lunch sessions every second and fourth Friday at the Philadelphia Bar Association. Finally, uKNIT e plans to take its skills “on the road” before the end of the year, partnering with a local community group to start a therapeutic knitting program.

Anyone who would like to become involved in the uKNIT e planning committee (no crafting experience necessary), make a donation or has questions, please contact the writer at molives@philalegal.org.

Philanthropist Savoth will be the keynote speaker at the Philadelphia Bar Association’s annual dinner meeting in April 2015. He created the Boots on the Ground initiative, a community group to start a therapeutic knitting program.

Maureen Olives (molives@philalegal.org), director of intake and service delivery for Philadelphia Legal Assistance, is chair of the Philadelphia Bar Association’s Public Interest Section.

Left to right, Maureen Olives, chair, Public Interest Section; Joelle Hassano; Michael L. Viola; Linda Schwechtje; Lisa Washington; and Susan Gross at a “knit-a-long” brown bag lunch on July 24 at the Philadelphia Bar Association.

Skills of Oration

continued from page 2

nervous, even tripping over words once or twice. One used notes, but one did not. However, both made it a point to make ample eye contact with their audiences, and spoke with obvious passion. Savoth also remarked, pointedly, that both speakers kept their speeches very brief. All of these things — brevity, sincerity and eye contact — were key to the success of the acceptance speeches.

All of the attorneys in attendance had the opportunity to learn a great deal about public speaking, and ultimately how to enrich their legal practices, from this program. Luckily for the legal community, Savoth will continue to guide the next generation of attorneys as a professor at his alma mater, Widener University.

By Maureen Olives

In January 2015, Chancellor Albert S. Dandridge III challenged the Philadelphia Bar Association membership to add to its long history of generous pro bono service to low-income, vulnerable and underrepresented Philadelphians. He created the Boots on the Ground community initiative, asking Philadelphia attorneys to find opportunities to partner with community leaders and enhance their service to the city’s neediest citizens.

The Philadelphia Bar Association’s Public Interest Section is no stranger to the vulnerable in this city. Section members, committees and subcommittees work tirelessly and creatively to improve access to justice, increase fairness in the court system and solve the everyday legal problems of the poor and marginalized locally and nationally. Faced with the Chancellor’s call to action, the Section decided to tap into a different kind of creativity, choosing a centuries-old craft as the foundation for a new project.

Inspired by the popularity of knitting among Section members and a recent article describing the success of a therapeutic prison knitting program in Maryland, the Section created “uKNIT e.” uKNIT e seeks to bring people together, build community and encourage service around knitting and other crafts. Its goals are to create clothing and other items for disadvantaged communities as well as partner with a local group to teach knitting to new crafters.

The benefits of knitting are becoming more well-known. It fosters creativity and engagement with a project, where knitters also gain self-confidence and self-esteem as they master different aspects of the craft. The rhythmic motion of knitting has a positive effect on brain chemistry while allowing knitters to make something useful — whether it is a hat for winter or a washcloth for the bathroom. This makes uKNIT e, and similar service initiatives, particularly valuable for vulnerable populations who are often unable to purchase even the most basic necessities. Knitting also creates community whether knitters are online, searching for patterns or techniques or gathering with friends or coworkers at a knitting circle.

uKNIT e hopes to share these benefits within Philadelphia’s legal community and beyond. It is currently accepting donations of hand-knit items (scarves, hats, socks, gloves, blankets) for patients of the Mazzoni Center and clients of the Philadelphia Partnership for Resilience. Items should be made with yarn that is easy to care for (washable and dryable). Anyone who is already a crafter or would like to learn to knit, is also welcome to join uKNIT e’s “knit-a-long” brown bag lunch sessions every second and fourth Friday at the Philadelphia Bar Association. Finally, uKNIT e plans to take its skills “on the road” before the end of the year, partnering with a local community group to start a therapeutic knitting program.

Anyone who would like to become involved in the uKNIT e planning committee (no crafting experience necessary), make a donation or has questions, please contact the writer at molives@philalegal.org.

Maureen Olives (molives@philalegal.org), director of intake and service delivery for Philadelphia Legal Assistance, is chair of the Philadelphia Bar Association’s Public Interest Section.

Left to right, Maureen Olives, chair, Public Interest Section; Joelle Hassano; Michael L. Viola; Linda Schwechtje; Lisa Washington; and Susan Gross at a “knit-a-long” brown bag lunch on July 24 at the Philadelphia Bar Association.

Skills of Oration

continued from page 2

nervous, even tripping over words once or twice. One used notes, but one did not. However, both made it a point to make ample eye contact with their audiences, and spoke with obvious passion. Savoth also remarked, pointedly, that both speakers kept their speeches very brief. All of these things — brevity, sincerity and eye contact — were key to the success of the acceptance speeches.

All of the attorneys in attendance had the opportunity to learn a great deal about public speaking, and ultimately how to enrich their legal practices, from this program. Luckily for the legal community, Savoth will continue to guide the next generation of attorneys as a professor at his alma mater, Widener University.

By Maureen Olives

In January 2015, Chancellor Albert S. Dandridge III challenged the Philadelphia Bar Association membership to add to its long history of generous pro bono service to low-income, vulnerable and underrepresented Philadelphians. He created the Boots on the Ground community initiative, asking Philadelphia attorneys to find opportunities to partner with community leaders and enhance their service to the city’s neediest citizens.

The Philadelphia Bar Association’s Public Interest Section is no stranger to the vulnerable in this city. Section members, committees and subcommittees work tirelessly and creatively to improve access to justice, increase fairness in the court system and solve the everyday legal problems of the poor and marginalized locally and nationally. Faced with the Chancellor’s call to action, the Section decided to tap into a different kind of creativity, choosing a centuries-old craft as the foundation for a new project.

Inspired by the popularity of knitting among Section members and a recent article describing the success of a therapeutic prison knitting program in Maryland, the Section created “uKNIT e.” uKNIT e seeks to bring people together, build community and encourage service around knitting and other crafts. Its goals are to create clothing and other items for disadvantaged communities as well as partner with a local group to teach knitting to new crafters.

The benefits of knitting are becoming more well-known. It fosters creativity and engagement with a project, where knitters also gain self-confidence and self-esteem as they master different aspects of the craft. The rhythmic motion of knitting has a positive effect on brain chemistry while allowing knitters to make something useful — whether it is a hat for winter or a washcloth for the bathroom. This makes uKNIT e, and similar service initiatives, particularly valuable for vulnerable populations who are often unable to purchase even the most basic necessities. Knitting also creates community whether knitters are online, searching for patterns or techniques or gathering with friends or coworkers at a knitting circle.

uKNIT e hopes to share these benefits within Philadelphia’s legal community and beyond. It is currently accepting donations of hand-knit items (scarves, hats, socks, gloves, blankets) for patients of the Mazzoni Center and clients of the Philadelphia Partnership for Resilience. Items should be made with yarn that is easy to care for (washable and dryable). Anyone who is already a crafter or would like to learn to knit, is also welcome to join uKNIT e’s “knit-a-long” brown bag lunch sessions every second and fourth Friday at the Philadelphia Bar Association. Finally, uKNIT e plans to take its skills “on the road” before the end of the year, partnering with a local community group to start a therapeutic knitting program.

Anyone who would like to become involved in the uKNIT e planning committee (no crafting experience necessary), make a donation or has questions, please contact the writer at molives@philalegal.org.

Maureen Olives (molives@philalegal.org), director of intake and service delivery for Philadelphia Legal Assistance, is chair of the Philadelphia Bar Association’s Public Interest Section.

Left to right, Maureen Olives, chair, Public Interest Section; Joelle Hassano; Michael L. Viola; Linda Schwechtje; Lisa Washington; and Susan Gross at a “knit-a-long” brown bag lunch on July 24 at the Philadelphia Bar Association.
Defending Rights of TB Patients

By Stephen G. Harvey and Rachel Gallegos

When an outbreak of infectious disease hits a community, people become apprehensive. Think ebola, measles and the flu. Think also of tuberculosis (TB). While not as dangerous as it was before there were drugs to treat and cure it, TB still presents a significant public health risk. In Philadelphia there were 89 reported cases of TB in 2013, the last year for which data is available.

TB is a highly communicable disease spread through the air from one person to another via coughing, sneezing or even just talking. Upon infection, a person suffering from TB must isolate themselves and begin a strict regimen of daily treatments over a period of months. The Philadelphia Department of Health has established the Tuberculosis Control Unit (TBCU), to track incidence and treatment of TB in Philadelphia. TB patients face confinement in the Philadelphia Detention Center if they do not adhere to appropriate isolation and treatment guidelines.

Earlier this year we worked with the American Civil Liberties Union (ACLU) of Pennsylvania to represent two TB patients confined in prison. After these patients were diagnosed with TB, the TBCU deemed them non-compliant with outpatient treatment. After a hearing at which they were unrepresented by counsel, the patients were confined in prison for several months. When we began to represent them, they were still confined in prison for ongoing treatment, even though the TBCU doctors acknowledged that they were no longer contagious.

The law recognizes that mandatory confinement of people with contagious diseases may be necessary to protect the public health, but that society’s interest in preventing the spread of disease must be weighed against the civil rights of the people suffering from the disease. Through this weighing of competing interests, courts and public health officials have recognized the principle that the least restrictive means that are feasible to prevent the spread of disease should be used with persons suffering from contagious diseases. This means that mandatory confinement is an option only when needed and only as long as needed.

Under Pennsylvania law, if a patient has TB and refuses treatment, the patient can be confined until it is determined that they are non-communicable. See 35 P.S. § 521.11 and 28 Pa. Code § 27.87. A petition must be filed with the court, notice must be served on the patient, and a hearing must be held to determine if the patient has in fact refused treatment. Id.

The two TB patients we represented were both non-contagious but still being held in prison against their will for continuation of treatment. We appeared before Hon. Linda Carpenter, Philadelphia Court of Common Pleas, and argued for the release of our clients from prison with continuing treatment either at their homes or the homes of family members. Judge Carpenter resolved the case with an arrangement for the patients to be released with continuation of treatment supervised by the TBCU and the court. Today, both patients are still under treatment and non-contagious. Hopefully, both will be cured of TB in the near future through their treatment regimens.

Our work for these two patients reminds us of the importance of balancing competing societal interests through the judicial system. We are grateful to have had the opportunity to work with the ACLU on this interesting and important matter, and we are also grateful for the work of the TBCU in working to protect the public health with due recognition for the civil rights of persons suffering from contagious diseases.

Stephen G. Harvey (steve@steveharveylaw.com) is the owner of Steve Harvey Law LLC and Rachel Gallegos (rachel@steveharveylaw.com), associate at Steve Harvey Law LLC, is a member of the Philadelphia Bar Association’s Board of Governors.
Law Firm Marketer Shares Summertime Tips

By MacKenzie Cook

“The secret sauce to marketing success is the consistent, persistent, massive amounts of action over a prolonged period of time,” Kimberly Alford Rice, president and chief strategist of KLA Marketing Associates, marks as the motto of her business. Rice was the keynote speaker of a two-part summer series hosted by the Women in the Profession Committee and is a nationally recognized leader in law firm business development strategy. “Retooling and Rebooting Your Business Development Strategy” identifies the best tactics to use during the summer months to plan for a prosperous fall.

Through what she calls “beach chair marketing,” her clients are able to enjoy their summers while taking steps toward strengthening their businesses. This kind of marketing is named for its easy tactics that can be implemented while on vacation or enjoying time off. Included in this plan is a six-step marketing checklist for the summer months.

Step #1: Personal Branding. Before you start publicizing yourself through your LinkedIn profile or website bio, you have to know who you are and take specific steps to refine your personal brand. Rice quoted Amazon’s Jeff Bezos when she said, “A personal brand, in a nutshell, is what other people say about you when you’re not there.” Within this step, she discussed the importance of a solid elevator pitch, where she advises against identifying yourself as an attorney, but opening the pitch with “I help…”

Step #2: Contact Management. Rarely has Rice worked with a law firm that did not have a contact management problem. She has developed a strategy that consists of consolidating your contacts in one place, categorizing them into segmented markets and creating a system that allows you to get and stay connected to your network.

Step #3: Relationship-Building. Not every business development tactic has the bottom line of gaining new clients. It is extremely important to focus on nurturing the relationships already in place while also being mindful of new relationships and scheduling time for in-person meetings. Rice suggests targeting and focusing on about 5-7 high-priority contacts, who have been determined to be instrumental in keeping your business flowing.

Step #4: Reputation-Enhancing. Rice recommends posting a blog to your website no more than once a week, but no less than once a month. This creates and enhances your visibility in the community and to your targeted audiences. Along with this, she advocated sending news releases to appropriate publications when transitioning from one role to another.

Step #5: Plan for a Prosperous Fall. The best use of your downtime during the summer months is to keep in contact with your network and to schedule plans with your high-priority targets right after Labor Day.
Should an Employer Change Its Policy Year to Delay Compliance with ACA Provisions?

By Brian McLaughlin

Representatives from several insurance carriers are encouraging employers with 51-100 full-time employees (FTEs) to move their policy years to Oct. 1–Sept. 30, effective Oct. 1, 2015, to delay certain Affordable Care Act (ACA) design requirements applicable to non-grandfathered group health plans for plan years beginning on or after Jan. 1, 2016. The definition of “small employer” will increase from an employer with up to 50 employees to an employer with up to 100 employees, beginning with the 2016 plan year. There are many compliance issues to consider when contemplating this change.

Beginning in 2015, large employers can be subject to penalty when not offering affordable, minimum value coverage to all FTEs. Final rules provide relief for mid-sized employers to delay the Employer Penalty until 2016. The transition relief applies to all calendar months of 2015 plus any calendar months of 2016 that fall within the employer’s 2015 plan year in order to cover non-calendar-year plans, but only if the employer did not modify the plan year after Feb. 9, 2014 to begin on a later calendar date (for example, changing the start date of the plan year from Jan. 1 to Dec. 1). The other conditions are as follows:

1. Limited Workforce Size. The employer employs, on average, at least 50 FTEs (including full-time equivalent employees) but fewer than 100 FTEs (including full-time equivalent employees) on business days during 2014.

2. Maintenance of Workforce and Aggregate Hours of Service. During the period beginning on Feb. 9, 2014 and ending on Dec. 31, 2014, the employer does not reduce the size of its workforce or the overall hours of service of its employees in order to satisfy the workforce size condition. Bona fide business reasons for a reduction in workforce size or overall hours of service will not be considered to violate this provision.

3. Maintenance of Previously Offered Health Coverage. During the coverage maintenance period, the employer does not eliminate or materially reduce the health coverage, if any, it offered as of Feb. 9, 2014. For purposes of this paragraph, the term “coverage maintenance period” means for an employer with a calendar year plan, the period beginning on Feb. 9, 2014 and ending on Dec. 31, 2015; and for an employer with a non-calendar year plan, the period beginning on Feb. 9, 2014 and ending on the last day of the plan year that begins in 2015.

4. Certification of Eligibility for Transition Relief. The large employer certifies on Form 1094-C that it meets the (1)–(3) above.

The policy year is relevant for transition rule purposes. A plan year is an accounting period. It is usually the same as the policy year (the period for which rates are locked in), but not always. To confirm the plan year, employers can examine the summary plan description and/or Form 5500. Employers relying on transition relief for the employer penalty until 2016 will no longer qualify if they change their plan years along with their policy years. If employees pay premiums on a pre-tax basis, there should be a plan year change for the cafeteria plan. Any plan year change would have to be properly documented. It may be desirable to change other policy years (e.g., for the disability and life insurance plans) as well to maintain a consistent program.

The bottom line is that employers with 51-100 FTEs can move their policy years to Oct. 1–Sept. 30, effective Oct. 1, 2015, to delay certain design requirements applicable to non-grandfathered group health plans. In addition to changing a policy year, employers should change the plan years of their cafeteria plans to allow employees to make pre-tax elections for the new period of coverage. Also, if desired, employers should change the policy years of their other underlying benefit plans. Employers with 50-99 full-time employees relying on transition relief for the employer penalty until 2016 should not change their plan years along with their policy years.

Brian McLaughlin (Brian.McLaughlin@usiaffinity.com) is vice president of USI Affinity’s Benefit Solutions Group.

For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiaffinity.com/Philadelphia. For lawyers’ professional liability and other business coverage, you can continue to visit the regular Philadelphia Bar Association Insurance Program website at www.philabarrx.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.

For over 75 years, the divisions of USI Affinity have developed, marketed, and administered insurance and financial programs that offer clients and their employees unique advantages in coverage, price and service. As the endorsed broker of the Philadelphia Bar Association and more than 30 other state and local bar associations and with more than 30,000 attorneys endorsed, USI Affinity has the experience and know-how to navigate the marketplace and design the most comprehensive and innovative insurance and benefits packages to fit a firm’s individual needs.

Guardian ad Litem Training/Certification

Offered by Institute of Legal and Psychological Alliance

October 7–9, 2015
16 Hours Including 1 Hour Ethics
Homewood Suites by Hilton Great Valley
12 East Swedesford Road Malvern, PA 19355

TRAI NERS
Danielle M. Roos, J.D., M.A.FP
Ann Marie Termini, Ed.S., M.S., LPC

FEES
$500 Early Bird (3 weeks before) $550 Full Fee

Continuing Education:
NASW, PSYCHOLOGY, PA BAR

For more info: www.ilpatrainings.com
or call Danielle at 570.335.7355

Summertime Tips continued from page 12

Day. Rice believes it is important to give yourself a breather from the numerous networking events, but to make sure you register for events in the fall that you know you want to attend.

Step #6: Unplug and Percolate. With the prosperous fall ahead, it is important to remember that unplugging from the constant efforts of developing your business is necessary for you to succeed. Scheduling creative time, a few hours where you engage in your favorite hobby or spending care-free days at the beach, will allow you to renew and rejuvenate so you are fully prepared for what you will face in the seasons ahead.

MacKenzie Cook (mke99020@temple.edu), a student at Temple University, is the 2015 summer intern in the communications department of the Philadelphia Bar Association.
Currency Precautions & Mysterious Emerging Digital Alternatives

By J. Michael Considine, Jr. and Francesca Ranza

Knowledge about the currency market, the largest, yet least regulated market in the world, and new alternative currencies, will help avoid problems in business. Michael Taylor, branch manager, Philadelphia, The Fiduciary & Investment Risk Management Association, Inc. (FIRMA) Foreign Exchange Corporation; Alex Eade, vice-president of operations and compliance, Edmonton, Alberta, FIRMA Foreign Exchange Corporation; and David H. Glusman, CPA, DABFA, CFF, CFS of Marcum Accountants and Advisors, Bala Cynwyd, counseled the International Business Initiative, a task force of the Philadelphia Bar Association, on how to avoid currency and money laundering problems.

Perform an investigation of your customer, and know who and what they are. Ask questions. Who is the beneficial owner? Where do they make their money? Be cautious about cash businesses, a different name on the source than expected or funds from unidentified third parties. Check sanctions lists to make sure a party on that list is not involved. As transactions of $10,000 and up must be recorded, multiple transactions in a day may each come to that total and should be examined. Also, deals involving high-risk areas such as Iran, North Korea, Greece or the FATF or EXIM.gov list of countries with inadequate money laundering protocols require special scrutiny. As companies may be liable, all suspicious activity must be investigated and reported.

New digital currencies, which charge lower fees for transactions (one percent or less, compared to three percent for major credit cards), such as Bitcoins, are also creating a stir. Bitcoin rates change daily and have fluctuated substantially over the last three years. A buyer buys a certain amount of Bitcoins at the current rate online and can use them to pay for items or transfer the currency to the account of another Bitcoin account holder in exchange for goods or services or even to an online bank to withdraw in another currency, e.g. Euros. However, all transactions in and out of conventional bank accounts are by bank wire transfer or automated clearing house. While some business transactions in excess of $100,000 are using Bitcoins, they are still a small player.

Part of the allure of Bitcoin is that the currency is purposefully shrouded in secrecy. The Bitcoin websites state no physical addresses, phone numbers or names of staff. Glusman suspects Bitcoin is located outside the U.S. as Bitcoins often make sense in countries without stable currencies or banks. A significant number of Bitcoins were actually lost in the bankruptcy of Mt. Gox, and hundreds of millions in Bitcoins are estimated to be missing, untraceable by forensic accountants.

Bitcoins is capped at $21 million and $12 million have been issued. These limits protect it from the government actions that cause currency fluctuations, even though many Bitcoin transactions must be reported to the Internal Revenue Service as if they were cash. Hundreds of businesses including Virgin Atlantic Airways Ltd. and the Sacramento Kings basketball team accept Bitcoins.

For more information, see a May 16, 2014 article in the Wall Street Journal at http://online.wsj.com/article/SB10001424052702303908804579563951822782842.html.

J. Michael Considine, Jr. (adventure7@juno.com), of J. Michael Considine, Jr., P.C., is chair of the Philadelphia Bar Association’s International Business Initiative. Francesca Ranza, L.L.M. (francescaranza@yahoo.it) was a co-author of this article.

I write to formally announce that I am a candidate for Vice-Chancellor of the Philadelphia Bar Association. I want to take this opportunity to provide you with some of my thoughts, my priorities, my commitments and my accomplishments.

I firmly believe that our Bar Association is unique, and is the most creative and proactive professional legal association in the country. We have consistently been at the forefront of enhancing the profession, protecting the rights of the public and speaking out to maintain a high quality, independent judiciary.

My service to the Bar Association, to the Bar Foundation, and to other organizations is characterized by proven, practical, creative leadership. As Chair of the Philadelphia Bar Association Bar Academy I have created a series of successful programs that have been attended by thousands of people. As a member of the Cabinet and the Board of Governors I have supported efforts to resist a sales tax on legal services. As a member of the Board of Governors I have supported the creation of an action plan and checklist to ensure that Bar leaders demonstrate a commitment to advance diversity and inclusion. As a Co-Chair of the Workers’ Compensation Section I secured the donation and placement of automatic external defibrillators in hearing offices. As a trustee and member of the Grants Committee of the Philadelphia Bar Foundation, I have helped to make decisions to provide grants to legal service agencies in Philadelphia.

As a leader of the Bar Association I am committed to looking to the future to create programs and initiatives that ensure our continued vitality.

I hope that you will share my commitment to the Bar Association, to the legal community, and to the citizens of this city. I invite you to “Like Mike!”

If you have questions, comments or suggestions, please feel free to contact me.

All my very best,
A perfect pair.

Adrian & Rocky. Steak & Cheese. Love & Veritext.

Love Court Reporting and Veritext Legal Solutions have joined, bringing together unsurpassed service, advanced technology, nationwide presence and superior court reporters.

EXPECT MORE - Enhanced services and technologies coming your way!

- Nationwide Court Reporting
- Realtime Depositions
- Videography
- Videoconferencing
- Video Synchronization
- Remote Depositions
- Online and Mobile Scheduling
- Document Repositories
- State-of-the-art Deposition Suites
- Native Evidence Capture
- Exhibit Management Solutions
- Privacy & Data Security

Schedule your next deposition: 888.462.6200 | LCR-calendar@veritext.com

1801 Market Street, Suite 1800 | Philadelphia, PA 19103 | www.veritext.com
The U.S. agriculture industry is a major driver of the U.S. economy, but only accounts for about one percent of our country’s gross domestic product (GDP). In this month’s interview, I talked with PNC economist Mekael Teshome to learn more about the state of this important industry in 2015 and beyond.

Carol Claytor (CC): How important is the agriculture industry to the success of the U.S. economy?

Mekael Teshome (MT): Agriculture is a bigger part of the U.S. economy than many people may realize. Our country’s efficiency in this industry built the foundation to allow us to become a leading global economy. Looking at the economy as a whole, although the agricultural output only accounts for a small percentage of our GDP (economic growth), the U.S. is a large exporter of agricultural products to other countries. Not only do our exports have a significant return to our country’s gross domestic product (economic growth), the U.S. agriculture industry has also proven to be highly effective risk management practice for farmers to help protect their businesses amid the drought.

MT: Purchasing crop insurance has proven to be a highly effective risk management practice for farmers to help protect their valuable business investments.

CC: Many farmers are planting soybeans instead of corn. What are the pros and cons of this?

MT: First, farmers are looking at budgets and which planted crops are going to allow them to generate the highest yield and income. Planting soybeans, for example, costs one-third to half of the expense to grow corn, so it can be more profitable and less risky for farmers to plant them. Soybeans are easier to grow and lead farmers to spend less money on fertilizers, chemicals, seeds, fuel and maybe even workers. The downside of a crop planting decision like this is that it reduces spending from the agriculture industry and has an adverse effect on the rest of the economy.

CC: Are there regions that you believe will see growth or a decline?

MT: If we assume that China does increase their corn imports this year, then the Corn Belt (Iowa through Ohio) would be favorably impacted. This increased demand could boost profitability of corn production which may, to a degree, offset the fact that farmland value is decreasing.

On the other hand, regions that may see a decline include the southwestern states through California, as farmers are likely to experience negative effects from the drought, limiting the agricultural produce that normally comes from that region. As a result, we may see an increase in our produce and citrus prices across the U.S.

CC: Anything else on the horizon for the agriculture industry in 2015?

MT: The U.S. Environmental Protection Agency (EPA) continues to push forward directives that may lead farmers to reconsider the operations of their daily business. For example, the EPA is encouraging farmers to develop plans to control water runoff in areas such as the Chesapeake Bay, Ohio River Valley and other water sheds. There is also continued attention on water and air quality as well as soil erosion that farmers will have to pay attention to. These enhanced management practices can add costs for technology and labor. Farmers are now looking at high-tech investments to continually adapt to the changing expectations of the industry and to preserve the resources that are vital to success. In some cases, investing in these high-tech and extremely efficient capital assets to be used long-term, such as precision fertilizing, may even translate to cost savings for operations. This is the new world we live in.

The material presented in this article is of a general nature and does not constitute the provision by PNC of investment, legal, tax, or accounting advice to any person, or any recommendation as to the manner in which any investment should be handled. Opinions expressed herein are subject to change without notice. The information was obtained from sources deemed reliable. Such information is not guaranteed as to its accuracy. You should seek the advice of an investment professional to tailor a financial plan to your particular needs. For more information, please contact PNC at 1-888-762-0626.

The PNC Financial Services Group, Inc. (“PNC”) uses the marketing names PNC Wealth Management® and Hawthorne, PNC Family Wealth® to provide investment, wealth management, and fiduciary services through its subsidiary, PNC Bank, National Association (“PNC Bank”), which is a Member FDIC, and to provide specific fiduciary and agency services through its subsidiary, PNC Delaware Trust Company. PNC also uses the marketing names PNC Institutional Asset Management℠, PNC Retirement Solutions℠, Wealth Interests®, and PNC Institutional Advisory Solutions℠ for the various discretionary and non-discretionary institutional investment activities conducted through PNC Bank and through PNC’s subsidiary PNC Capital Advisors, LLC, a registered investment advisor (“PNC Capital Advisors”). Standalone custody, escrow, and other trustee services; FIDC-insured banking products and services; and lending of funds are also provided through PNC Bank. Securities products, brokerage services, and managed account advisory services are offered by PNC Investments LLC, a registered broker-dealer and a registered investment advisor and member of FINRA and SIPC. Insurance products may be provided through PNC Insurance Services, LLC, a licensed insurance agency affiliate of PNC, or through licensed insurance agencies that are not affiliated with PNC; in either case a licensed insurance affiliate may receive compensation if you choose to purchase insurance through these programs. A decision to purchase insurance will not affect the cost or availability of other products or services from PNC or its affiliates. PNC does not provide legal, tax, or accounting advice unless, with respect to tax advice, PNC Bank has entered into a written tax services agreement. PNC does not provide services in any jurisdiction in which it is not authorized to conduct business. PNC Bank is not registered as a municipal advisor under the Dodd-Frank Wall Street Reform and Consumer Protection Act (“Act”). Investment management and related products and services provided to a “financially entity” or “delegated person” regarding “proceeds of municipal securities” (as such terms are defined in the Act) will be provided by PNC Capital Advisors.

By Carol Claytor
access to state courts for contract disputes. While HB 1432 takes into account various medical cannabis considerations, it remains silent on testing issues. Fiederer made the point that employers in workers’ compensation cases often use a positive drug test as a defense to show the employee was intoxicated. It is easier for employers to use intoxication versus violation of law as proximate cause for a work-related injury. This is a problematic area because a drug test for cannabis will only show the presence of the drug, that can remain in the blood for up to 30 days. The test does not pinpoint when the employee was actually impaired or the level of intoxication. Terpolilli discussed a recent case where a judge awarded workers’ compensation even though the claimant tested positive for THC on the basis that whether the claimant was actually intoxicated at the time of the accident was speculative.

In Pennsylvania, patients will need to have a pre-existing relationship with a licensed physician before the recommendation for medical cannabis is made. “It would be a recommendation and not an actual prescription for D.E.A. purposes, for instance, ‘as an exercise in my First Amendment rights, I hereby certify that this patient is under my care and suffers from a chronic, debilitating condition and would benefit from the treatment of cannabis,’” explained Auerbach. Unlike some other states, Pennsylvania’s law will list the serious illnesses that cannabis can treat such as cachexia, cancer, ALS, muscular dystrophy, HIV/AIDS, glaucoma, PTSD, chronic pain, seizure disorders and perhaps neuropathy and diabetes.

Although HB 1432 will be more restrictive than other proposed medical cannabis laws, Auerbach stressed that “this is not a CBD-only bill.” Of marijuana’s more than 400 natural components, CBD and THC are the most well-known. Unlike THC, CBD is not psychoactive and thus does not make one “high.” CBD can be extremely effective in preventing seizures in children suffering from Dravet syndrome and epilepsy. “Currently in Pennsylvania these children are being prescribed narcotics like Xanax, while in Colorado the same patients would have access to CBD,” said Auerbach. Pennsylvania’s law will allow THC which is a necessary component for treatment of many disorders including PTSD.

Insurance coverage and reimbursement for medical cannabis are not discussed in HB 1432. “I don’t see why insurance wouldn’t cover it,” said Auerbach, “after all, a plant that grows naturally will be much cheaper than synthetic pharmaceuticals.”

Elisa C. Advani (eadvani@disabilityjustice.com), associate at Pond, Lehocky, Stern, Giordano, is an associate editor of the Philadelphia Bar Reporter.
Career Change
continued from page 7

management and staff supervision. It was a truly invaluable experience.

Recently, after almost four years of representing claimants and managing a large caseload, I was presented with an opportunity to join the public sector. Based on my experiences within private practice, I felt I was ready and capable of making an informed decision about the long-term future of my career and so I decided to make the transition into government work.

This story is not uncommon among young attorneys. Recruiters say that today associates routinely work at two or three law firms or organizations before “settling down.”

Other reasons often quoted by legal recruiters as acceptable transition points include structural changes within a firm or practice group and moving to another region. However, young attorneys should be aware that making or trying to make too many lateral moves can result in firms thinking, among other things, that their work does not meet expectations or that they are not happy in their job and will not be happy elsewhere. Therefore, they must be cautious when seeking transition and articulating the reasons they are looking for change.

Also, young attorneys should be aware that transition is difficult. When transitioning, they should give as much notice as possible, plan to work extra hard during the notice period and inform family, friends and professional contacts that they may need space during the period of change.

Ultimately, the decision to transition from one firm or organization to another is very personal. My hope for young attorneys is that they acquire the professional experience and quality of work that enables them to maintain themselves as marketable and sought after so that in the event they find themselves in need of transition, it is a seamless process.

For job opportunities in the Philadelphia area, visit the Philadelphia Bar Association’s new Career Center at http://careercenter.philadelphiabar.org.

Maria E. Bermudez (bermudezesq@gmail.com), an attorney advisor with the Social Security Administration, is chair of the Young Lawyers Division.
The Barristers’ Association of Philadelphia is pleased to announce its newly elected 2015–2016 executive board. Those members will be: Shabreil Parker, president; Kevin Harden Jr., president-elect; Rachel Keene, vice president of administration; Joel Clymer, recording secretary; Tianna Kalogeras, corresponding secretary; Saleemah Jones, elected member; Amber Racine, and Charles Gibbs, appointed members; and Monique Myatt Galloway, immediate past president. The new executive board will be sworn in at the Barristers’ 65th Installation Ceremony on Sept. 9.

Courtney R. Dunn, associate at Philadelphia Hallinan, LLP, was recently named the American Bar Association’s (ABA) Young Lawyers Division Liaison of the Year. At the ABA’s annual meeting in August she was also named their Commission on Sexual Orientation and Gender Identity (SOGI) Outstanding Liaison of the Year for her work on behalf of SOGI, as well as presenting a survey of basic start-up issues at the Jenkins Law Library.

Terry L. Fromson, managing attorney of the Women’s Law Project, has been chosen to receive a 20/20 Vision Award from the American Bar Association Commission on Domestic & Sexual Violence. Marking its 20th anniversary, the commission created the 20/20 Vision Award to honor 20 attorneys who have played key roles in improving societal response to domestic and sexual violence.

Carolyn Hochstatter, of E. Carolyn Hochstater Dickerson, LLC and adjunct professor at The Wharton School of the University of Pennsylvania, will be giving a CLE in October 2015 titled “Legal Aspects of Entrepreneurship: A survey of basic start-up issues at the Jenkins Law Library.”

Paul J. Burgoyne, deputy chief disciplinary counsel of the Disciplinary Board of the Supreme Court of Pennsylvania, has been elected to serve as president of the National Organization of Bar Counsel (NOBC). In this role, effective Aug. 1, Burgoyne will preside at all meetings of NOBC and its board of directors, and act as the official spokesperson for the organization.

Kelly Dobbs Bunting, shareholder at Greenberg Traurig, LLP, accepted a leadership role with the American Bar Association’s (ABA) Section of International Law (SIL). Bunting will serve as SIL’s liaison to the ABA’s Labor and Employment Law Section for the term running from Aug. 5, 2015 to Aug. 8, 2016.

Deborah Epstein Henry, founder and president of Law & Order, was a speaker at an American Conference Institute’s program titled, “Defining Success for Yourself and Making the Most Out of Both Life and Career in the Increasingly Hectic Life Sciences Legal World” in Boston, Mass. on July 23 and was also a speaker at the American Bar Association Annual Meeting, National Conference of Bar Presidents program titled, “A Changing Legal Landscape” in Chicago, Ill. on July 31.

Hon. Bonnie B. Leadbetter, Commonwealth Court of Pennsylvania, was elected secretary of the Pennsylvania Bar Institute’s (PBI) board of directors. She took office at PBI’s annual meeting held in conjunction with the Pennsylvania Bar Association’s annual meeting.

Stephen P. Chawaga, of counsel at McElroy, Deutsch, Mulvaney & Carpenter, LLP; James E. Robinson, partner at Gordon Rees Scully Mansukhani LLP; and Catherine A. Rothenberger, attorney at Krolsky, Gordon, Robin, Shore and Bezar, were elected members of the Board of Support Center for Child Advocates in July.

Mary Beth H. Gray, partner at Kleinbard LLP, is slated to speak at the 20th Multi-State ESOP Conference to be held on Sept. 16-17 at the Mohican Sun Resort in Wilkes-Barre, Pa. Gray will serve as the facilitator for the session titled “ESOPs for Beginners.” She will also serve as presenter for the “Re-Evaluating Your ESOP” session.

John F. Gullace, partner at Manko, Gold, Katcher & Fox, discussed CERCLA liability as a panelist on an Aug. 5 webinar titled, “Allocating CERCLA Liability: Divisibility or Section 113 Equitable Contribution.”

Peter Goldberger, of the Law Office of Peter Goldberger, has been selected as this year’s recipient of the National Association of Criminal Defense Lawyers’ Robert C. Heaney Memorial Award. He received the award on July 24 at the Foundation for Criminal Justice 2015 Awards Dinner in Denver, Colo.

Daniel E. Rosner, president of Rosner & Tucker, P.C., and the Law Offices of Daniel E. Rosner, was installed as the 54th president of the New Jersey Association for Justice (NJAJ) for 2015-2016. Rosner was sworn in on June 18 at the annual NJAJ Installation Dinner at Borgata Hotel Casino & Spa in Atlantic City, N.J.


James C. Schwartzman, partner at Stevens & Lee, was appointed vice chairman of the Judicial Conduct Board of Pennsylvania. Entering his second year of board service, he was appointed by the Pennsylvania Supreme Court to a four-year term in August 2014.

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send news to Thomas Rogers, Managing Editor, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th fl., Philadelphia, PA 19107-2995 or reporter@philabar.org.

Pennsylvania eDiscovery

2nd Edition By Philip N. Yannella, Ballard Spahr LLP

Perhaps the greatest challenge for attorneys dealing with eDiscovery is keeping up with the ever-changing rules and technologies. Staying informed is critical in Pennsylvania since it is one of the first states to adopt revisions to ABA Model Rule 1.1 (Duty of Competence) requiring that attorneys stay abreast of changes in technology that may impact eDiscovery. Pennsylvania eDiscovery is a reference guide designed to help attorneys practicing in Pennsylvania, New Jersey and Delaware keep up with the dizzying pace of change.

TO ORDER: Call 800-756-8993 | Visit www.lawcatalog.com/ed

Included with your paid purchase is an e-book. Access instructions will be included with your book.
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.

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.

Sidney L. Gold & Associates is proud of its skilled attorneys and is honored by the recognition Super Lawyers® has bestowed upon this year’s recipients.