





# Sayde Ladov

## hits the ground running

By Paul Kazaras

All photos by Ed Cunicelli

A former prosecutor and New York City transplant who now lives in Northern Liberties, Sayde J. Ladov has been heavily involved in Bar activities for more than 25 years. In 2006, she won a tough election fight to become Vice Chancellor of the Philadelphia Bar Association. In 2009, she takes over as Chancellor. She's ready, waiting and raring to go.

**A**s the story goes, Sayde Ladov was born talking. After birth, rather than crying, Baby Sayde looked around and saw her mother, Selma, lying on the delivery table. In a very clear voice Baby Sayde said, “Are you my mother?” Selma replied, “Yes.” The baby then said, “What is my name?” Selma replied, “Sayde Joy Markowitz.” Next the baby said, “Do you think you could get somebody to clean me up a little, maybe get me a blanket?” Once appropriately swaddled, the baby spoke to those in the delivery room who were, understandably, standing in profound silence. “Hi, I’m Sayde. It’s wonderful to meet you.”

And so started the life of the Philadelphia Bar Association’s 82nd Chancellor, Sayde Joy Markowitz Ladov. To know Sayde today, you must know from where she came.

Sayde is named after her maternal grandmother Sadie (hereinafter referred to as Sadie the First), who emigrated from Austria to the United States by ship in 1900 with \$25 in her pocket, planning to enter into an arranged marriage with a distant cousin. On board, Sadie the First met a woman, Sadie Castin (yes another Sadie); they became fast friends. Having cleared immigration at Ellis Island, Sadie the First saw that her intended was an ugly old man, so she said to Sadie Castin, “I’m not staying around for this one. Let’s go into New York City and start our lives.” Off they went.

Thus it is no surprise that when Sayde Markowitz was on a career path in the Bronx District Attorney’s office in the early 1980s, when she met her husband David (and knew that “I loved this man and also knew that he was going to be good for me”) but was unsuccessful in convincing him to move to New York, she simply moved to Philadelphia for “my latest adventure.”

Sadie the First enrolled in and graduated from high school, an unusual accomplishment for a woman of her background and means. She also fell in love with an Austrian émigré, Harry Fliss. He was six feet tall, handsome and a “good dresser.” He started a window cleaning business on 14th Street in Manhattan. Sadie the First and Harry got married, moved to Harlem, and later moved to the Bronx. The couple had three children: Nettie, Helen and Selma.

Sadie the First died of stomach cancer at the age of 50, when Selma was 19. Overnight, Selma became an adult. She finished high school, went to work for a children’s sportswear company and soon started selling wholesale to various companies in New York. She learned about success and the hard work it takes to achieve it at an early age. Romances came and went, but in 1953, at the age of 23, she met and married Aaron Markowitz.

Like Selma, Aaron was a first-generation American who had grown up in the Bronx. His parents had emigrated from Kiev, via Hamburg and England, working in each city until they had enough money to move on, growing ever closer to the United States. Once

here, they saved their money and bought a farm (yes, a farm!) in the Bronx on Noble Avenue. At that time, it was considered “the country.”

Aaron was born in the early 1920s into a traditional Orthodox Jewish home run by his mother, a pious orthodox woman. Aaron grew up in a family that had left everything behind to escape oppression; it inculcated in him a sense of responsibility to act on what he believed. When Civil War broke out in Spain in the mid 1930’s, underage Aaron wanted to enlist with the Loyalists. His parents were successful in dissuading him then, but once World War II broke out, Aaron went off to war.

For Aaron, all signs pointed to a career in the Army. Although he received shrapnel wound in his eye while fighting in the Pacific, he was sufficiently recovered at the war’s end and was promoted to the rank of master sergeant. But in the early 1950’s he got into a bad fight with another soldier who called him a “kike.” Anti-Semitism was accepted at that time, so Aaron was punished for the fight. He cut a deal with the Army, taking an honorable discharge.

Soon he met and married Selma. While not outwardly devout, Selma’s Judaism dovetailed with the cultural religiousness that Aaron had developed during war, when he lost his faith in God. For Selma, Judaism was learning and living by appropriate Jewish values, which always included the notion of giving back, the value of family and of education. To this day, Selma carries her Judaism from within – recognizing that the four walls of a synagogue are not nearly as important as the values within a person.

Aaron became a successful shoe salesman and soon developed relationships with both Naturalizer and Selby shoes. He became the purchaser for 12 stores, though his base was the Mandahattan store on the corner of 39th Street and 5th Avenue, where he also sold shoes. As Sayde grew older, her father’s career exposed her to a diverse underground culture. Since Naturalizer shoes carried extra-large sizes, the store was a favorite for many cross-dressers. Many of those in transition came to rely on Aaron for help in picking tasteful and attractive shoes that fit their large feet.

Due to his deteriorating physical condition, Harry lived with Selma, Aaron and Sayde from the day she was born in 1955 until his death in 1963. They shared a room, including his various medications and oxygen tank.



Harry was also a built-in babysitter. “He was my pal and my buddy. He would walk me to school and walk me in. The relationship I had with him was very close,” says Sayde. “He was a natty dresser. He would pull out the silk linings from these incredibly expensive hats that he wore and give them to me to play with. Because I was an only child, my mother would say, ‘Pop, you have to let Sayde grow up – you can’t smother her.’”

The year 1963 was one of tremendous sadness. John F. Kennedy was killed. Harry died at the age of 68; it was 8-year-old Sayde’s first experience with death. To this day, whenever Sayde talks about her Grandpa Harry, she smiles and says, “He was the soul of kindness. He used to say, ‘I want to feel the kisses on my cheeks while I’m still alive.’”

That same year, Selma tragically gave birth to a stillborn baby. It was a devastating and bewildering time for the family. They moved to another apartment, closer to her Aunt Helen, to start life anew.

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A chapter in Sayde’s life had closed, and a new one opened. She started attending a new school and had a bedroom to herself. A year-and-a-half later her mother decided to go back to work, and Sayde became a “latchkey child.” It was at this time that she learned one of her mother’s favorite expressions: “For those adversities in life that do not destroy us, we are all the more stronger for having survived them.”

It became patently evident that Sayde was a gifted child. From first grade on, her parents were told “enrichment, enrichment, enrichment.” The more they offered, the more Sayde took in and learned. In second grade she was given third grade work. By fourth grade, she tested at a 12th-grade reading level. Her parents were offered a full scholarship for Sayde to attend the Dalton School in Manhattan, the premier private school of its time. But it was not to be.

Selma did not want her daughter to be treated as a poor scholarship student, so Sayde stayed in public school and continued to absorb and learn everything that New York City had to offer: art, history, classical piano instruction, formal voice training, foreign languages, theatre, concerts, the list goes on. Sayde entered high school in 1969, one month before she turned 14. In the 10th grade, she auditioned for and got into the New York All-City Choir, staying with them through college. Before the age of 20 she had sung at Carnegie Hall and Avery Fisher Hall.

Sayde graduated from high school in three years and started college at Fordham University two months before she turned 17. She then finished college in three years and graduated in the spring of 1975, six months before turning 20. Although she had wanted

to be a diplomat, she was too young to take the Foreign Service exam. Ever practical, Selma reminded her that she had to make a living, so Sayde applied to law school.

She went to Fordham University Law School, graduating in 1978 at the ripe old age of 22. In keeping with her history of over-achievement, Sayde started working at the Bronx District Attorney's office in August 1978, two months before her 23rd birthday after passing the New York State Bar Exam.

At that time, New York City and its five boroughs were a world unto their own, and there was an excitement that was palpable. The Upper West Side was becoming fashionable again, there was disco, the gay liberation movement, and the secure knowledge that everyone who lived in New York knew they lived in the best city in the entire world. Sayde was successful, had her own apartment, a career and knew many people from all walks of life.

Then, in 1981, many of her friends started dying from AIDS. To this day she remembers how awful it was to see people who were just like her – young, single, loving life and wanting to live nowhere else – simply disappearing to a scourge.

That same year Sayde met David Ladov at party in New York City. She knew quickly that she wanted to marry him, and assumed that he would move to New York. But try as she might, she was unable to convince the relatively new domestic relations attorney to move. So



she started studying for the Pennsylvania Bar Exam, left the Bronx District Attorney's office (just shy of four years) and in 1982, over the July 4th weekend, she moved to Jeffersonville, Pa., where three weeks later she took (and passed) the Pennsylvania Bar exam.

Sadye and David were married and went on their 10-day honeymoon. She came back to a loving husband, but no job, no independent life, and no friends. That was when she discovered the Philadelphia Bar Association.

Sayde clearly remembers walking into the Widener Building, taking the elevator to the second floor and meeting Vivian Everman, who worked as the receptionist at the Bar Association from the early 1960s until her retirement in the mid 1990s. Vivian was the "keeper of the placement book, an old loose-leaf binder that had local job listings in it for attorneys," says Sayde. She answered an ad for Berkowitz and Leabman, got the job and worked there for seven years. She adds, "To this day, I credit Sid Leabman with teaching me plaintiff's personal injury litigation."

Sayde began trying cases right away. She started forming professional relationships and joined the Bar Association. It was both professional and personal. "I desperately wanted to learn how to be a Philadelphia lawyer," says Sayde. "I loved my husband, but I didn't want to be just 'Mrs. David Ladov.'" For that reason, she never even thought about working in Montgomery County - that was where David was making his own name. Needing her own professional space, she picked Philadelphia to work.

Life for Sayde and David was good in those years. They bought a house in the Poconos. David opened his own firm, and Sayde became more involved with the Philadelphia legal community. She recalls with great fondness a remark made to her in open court by the late Judge Stanley Greenberg. "He called my name and said, 'That sounds like a fan dancer.'" Sayde was neither shocked nor offended because she realized that she was, in fact, something quite different than what Philadelphia was used to.

When she started working in Philadelphia, she found that most female attorneys were in estate practices. There were only six fe-



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male personal injury litigators. She felt the insular nature of the Philadelphia legal community and realized that something she had learned early on in New York was also true here, explaining, “You have to learn how to discriminate between the person who means you harm, and the person who is trying to help or compliment you in an inartful way.”

In 1986, she and David had their first child, Hillary. Sayde worked up to one week before her due date and went back to work when Hillary was 11 weeks old, leaving her in the competent and loving care of her fulltime nanny, Rachel. During her first afternoon back in the office, she realized with some horror that she had not called home to check in. She immediately called, and Rachel said, “If everything wasn’t OK, don’t you think I would have called you?”

At that moment, Sayde says she realized that she could be both a mother and a lawyer, one not competing with the other, but working together as part of her whole being. That same year she and David built a home in Blue Bell, which they moved into in December.

With the encouragement of Sid Leabman, Sayde continued to get more and more involved with the Bar Association. In 1988, she



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became pregnant again, but then had to face the same trauma her mother had 25 years earlier. She gave premature birth to another little baby girl who died. And Sayde’s world fell apart.

“I felt like a failure, and I became very depressed,” she says. She got help, was placed on medication and, like Selma, rebounded. When she became pregnant again, she was put on bed rest for the last six months of the pregnancy, though she continued to work from home. Lauren Ladov was born full term and healthy in October 1989.

Ten weeks later, when Sayde called to arrange her return to the office, she learned that she had been replaced because of her extended absence - even though she had continued to work on cases and tasks while on bed rest. She was told the firm needed somebody who could be in court all the time but that they decided not to tell her until after Lauren’s birth because “[we] didn’t want to do anything to upset you or the pregnancy.”

Over the next 13 years, Sayde continued with her Bar work, becoming ever more popular and noticeable, not only at Bar social events but also at committee and section meetings. She chaired several important committees and was elected to the Board of Governors and then as an officer four times thereafter. In December 2006, in a hotly contested election, Sayde Joy Markowitz Ladov was elected Vice Chancellor of the Philadelphia Bar Association.

She worked at three different firms and finally found her “professional home” at Abraham, Lowenstein and Bushman, where she has worked since 2002. After one month there, Sayde said, “I knew from the first day that this was where I belonged and where I needed to be.” Her partners feel the same way. She was instrumental in the firm’s recent merger with the Baltimore firm of Offit Kurman, LLP effective Oct. 1, 2008.

Knowing Sayde’s history and family story makes it clear why Sayde is who she is.

“The reality was just that she needed the intellectual stimulation, a sense of purpose and self-fulfillment. She was and is my strongest role model.”

She even defied her own expectations when she left both the city and job she loved. Just like her grandmother, Sadie the First, who decided to change course on a moment’s notice and took another path without looking back.

When you walk down the street with Sayde today, you have to stop every 30 seconds. Everybody seems to know her: judges, lawyers, clients, city politicians, people who have recently seen her on “It’s Your Call” (she was the first attorney guest when the program debuted 12 years ago, and she continues to be invited back regularly), folks from her synagogue or the gym. She radiates a personal warmth that is genuine and palpable.

People from every walk of life, every race, ethnicity, sexual orientation, Democrat and Republican, even if they have only met her once, remember her. They know that when they talk, she listens. Her father Aaron (who died in February 2000) was the same way. He never saw race, religion or sexual orientation. He just saw different types of people, no one better than the other, but all different. By his example, Sayde learned that the key to humanity is the notion of respecting diversity for its inherent value.

But the most influential person in her life is her mother, Selma. Sayde says, “My mother went back to work when I was 10. There was no economic reason to return to work, but she did it for her own sense of satisfaction, personal growth and development. Since it was 1965, she took a lot of flack from a lot of people for doing it. At that time, women who stopped working to raise their family had not yet started to return to work in any significant number. My mother was probably a liberated woman in that regard but didn’t know it.

“The reality was just that she needed the intellectual stimulation, a sense of purpose and self-fulfillment. She was and is my strongest role model.”

Yet the single most important event in Sayde’s life was the death of her child. “That experience has given me so much more empathy for my clients and what they go through.” She says. “Because

I was a victim of somebody else's negligence and participated in the legal system as a result, I now understand how others feel when they experience a tragedy and have to go through the system themselves."

After 26 years of marriage, she is certain and clear about her husband David. "I love my husband more now than when I married him. We have a warm and comfortable and loving relationship. He is my sounding board, my pal, he gives me tremendous latitude and support to do this other full time volunteer work, and he is a really nice guy who was and continues to be a fully engaged co-parent. He is a very talented lawyer, he is devoted not only to his family but his community, and he really exemplifies what a partner in a marriage or a significant relationship ought to be – my best friend.

And it is with this best friend that she enjoys sharing her favorite meal. A Caesar salad with anchovies, New York strip steak

with onions and mushrooms, sautéed spinach, a good bottle of red wine, cheesecake for dessert and coffee with Sweet and Low, because "you always have to watch those extra calories."

So there you have her. Sayde Ladov. Someone who used to be from New York, but considers herself adopted by the City of Philadelphia, a city to which she is permanently devoted. Those of us who have known her for years realize that though she may be blonde, a former prosecutor and imported from the Bronx, she is, in fact, a Philadelphia lawyer. ■

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*Paul Kazaras is Assistant Executive Director of the Philadelphia Bar Association. He met Sayde through the Bar Association and has known her for more than 25 years.*



# QUESTIONS

## with new Chancellor Sayde Ladov

**Q:** Why did you run for Chancellor?

**A:** I am absolutely thrilled to become the 82nd Chancellor of the Philadelphia Bar Association. Next to my wedding and the birth of my two beautiful daughters, I can honestly say that becoming Chancellor of the Philadelphia Bar Association is one of the highlights of my life.

I have waited a long time and paid a lot of dues to get here, so I'm ready to hit the ground running.

Now some folks might wonder why being Chancellor feel so momentous and meaningful to me. I think it helps to know a bit about my background. I come from working-class parents – a father who worked as a shoe salesman and a mother who was a bookkeeper. As Jewish, civic-minded individuals, they taught me to live by the values of Tikun Olam – which is a Hebrew term that means “repairing” or “perfecting the world.”

Combine that upbringing with my Jesuit education at Fordham University, where I completed both my undergraduate and law degrees and where I learned the concept of leading by serving, and you have a fuller understanding of the motivations that drive me.

I want to be worthy. It's what my parents and grandparents taught me, and it's what the Jesuit priests taught me. To be a good person. *A mensch.*

As a Philadelphia lawyer, I have the ability to serve and make a difference in the world. Tikun Olam. Heal the world through service.

**Q:** What drew you to the law?

**A:** I do think that being a lawyer is a noble profession. But my reasons for going to law school were far more practical. As my mother Selma constantly reminded me, I was going to have to work for a living. I was 20 when I graduated from college, and I was too young for the Foreign Service, so I chose law school.

I think there are many reasons why people choose to practice law. Some of us were searching for a respectable profession. Others wanted to make a decent living. Most of us wanted a career that allows us to use our mental and verbal skills, and law seems to fit that bill.

But no matter the motivation or the path we've chosen, whether we work in the criminal justice system, serve the public interest, engage in commercial or personal injury litigation or family law, we do share a common purpose.

Too often, lawyers are portrayed as less than savory characters who are motivated by money or personal gain. As an active member of the Philadelphia Bar Association, I know that this couldn't be farther from the truth.

As Philadelphia lawyers, we have an obligation to represent unpopular causes and, at times, unpopular people. As tough as that is, we cannot shirk from that obligation.

**Q:** Why is leadership development so important to you?

**A:** As Chancellor, I am just one person who is in a leadership role for 12 months. While I promise that I will give this Bar Association my undivided attention and devotion over the next year, I need to know that there will be people coming up through the ranks who can continue to lead us in challenging times.

What about five years down the road? Or 10? Or 20 years from now? What are we doing today to ensure that the Philadelphia Bar Association will fulfill its mission of promoting access to justice and serving the profession?

These are challenging times. This Bar Association needs strong, vibrant leaders who can help navigate the shoals of this difficult economy, face changes in technology, address work life balance issues and changes in the way we actually practice law. It is imperative that we groom leaders who are savvy in all these areas to protect the professional interests of the Bar.

I think that leadership development is relevant to every attorney. As litigators, we're leaders in helping juries arrive at conclusions. As negotiators, we seek to lead parties to amicable solutions. As advisors, we lead clients, corporations and representatives of our government to new opportunities and ways of thinking.

Simply by being Philadelphia lawyers, we are called to a life of leadership and of service.

So it's important that we take stock of our skills and spend some time assessing and developing our own individual leadership styles and abilities. Not only will it make you a better lawyer, but it will make you a better human being and empower you to contribute more fully in repairing our world. Tikum Olam.

**Q:** Our last Chancellor, Michael Pratt, focused a great deal in 2008 on diversity. Where do you stand?

**A:** Mike spent his year as Chancellor pushing our membership to embrace diversity across the legal profession. I pledge not only to continue that commitment, but to broaden it.

As a former New Yorker, as a Jew, and as a woman, I know what it feels like to be tagged as "other."

To me, diversity refers to human qualities that are different from our own and those of groups to which we belong, but that are manifested in other individuals and groups. Dimensions of diversity include but are not limited to age, ethnicity, gender, physical abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital status, military experience, parental status, religious beliefs, work experience and job classification.

**Q:** How do you manage work-life balance: being an attorney, a wife, a mother?

**A:** I am extremely fortunate to be happily married for 26 years to the same man, the wonderful David Ladov, who is a senior partner at Cozen O'Connor. I know I'm lucky. My husband has been an extremely supportive and cooperative partner. Most of my career, he's the one who has served as the emergency contact, running to school if needed.

I will always remember going to a Bench-Bar Conference in Baltimore and running into Judge Sandy Moss. She looked at me and said, "How are you doing?" Of course, I started talking about all my activities, about David and the kids and work. She saw the stress I was operating under, and said some words that I've never forgotten.

She said, "Sayde, some days, you're going to be a great lawyer, a good mother and a lousy wife. On other days, you may be a good lawyer, a lousy mother and a great wife. Some days it may all be bad.

"You need to be kinder to yourself. More forgiving. There will be dust bunnies. Live with it."

## The 2009 Initiatives in Sayde's Words

### Leadership Development

For many of us, leadership doesn't come naturally or automatically. Typically, someone promotes us, or asks us to take on a case or lead a project, and poof, you suddenly find yourself in a leadership role.

But a title, power, responsibility or obligation of leadership does not guarantee success. You may have won an election or been appointed chair of a committee, but that does not mean that you will be successful in operationalizing a vision, delegating duties, managing your time or inspiring volunteers.

For many of us, leadership is not naturally inherent, but rather, is a learned activity. For me, leadership is not a title; it's what you do. And I believe that leadership skills are critical for a voluntary membership organization like the Philadelphia Bar Association.

My goal over this next year is to develop a cadre of new leaders who will be active in helping to move the Philadelphia Bar Association further into the 21st century.

Now there is absolutely nothing wrong with any of our current leaders. I am simply making the point that this Bar Association is 200-plus years old. And part of our current responsibility is to ensure the health of our Bar Association for the next 200-plus years. For the sake of our membership, we must work to guarantee that there will be new, progressive, exciting leaders coming up to move this Bar forward.

### Help Desks for pro se litigants

It's one thing to say that you have access to the judicial system. It's another thing entirely to make that access meaningful.

As attorneys, we know firsthand that the impact of the *pro se* community on the effective administration of justice is overwhelming. That's why I want to create a zip system, using a model borrowed from Allegheny County, that provides volunteer lawyers on a two-hour rotating basis to zip into Court, answer questions and explain the process and procedures to folks without attorneys.

It is not my intention in this time of economic uncertainty to ask law firms to fund this or to increase their financial commitment beyond what they have already pledged annually to Raising the Bar.

Instead, I am asking firms to give up one of their treasures ... their lawyers. I am asking firms to make their lawyers available for this limited representation, which will take no more than two hours on any given day.

### Reactivating the Military Affairs Committee

We will recruit people who know how the military functions to be a resource to our service members and their families, to offer help and outreach. It doesn't matter whether a service member is coming home, being redeployed or staying in Iraq or Afghanistan. I want the Philadelphia Bar Association to fulfill its mission of service and help these dedicated men, women and family members in any way possible.

These families may need our help navigating the bureaucracy of the Veterans Administration, which can be overwhelming. They may need help in accessing services from other government institutions. They may require our support and advocacy on other legal matters.

My father, like many of your parents, served in World War II, and later in Korea. He came home to the G.I. Bill and a network of services. That's the way it should be. As a veteran, you've sacrificed for your country, and that service should be honored. However, I grew up in the era of Vietnam, and I saw the horrible way that veterans were treated when they returned home. I never want to see that again.

That's why the Philadelphia Bar Association will do its part with the Military Affairs Committee to help service members readjust, to ensure that they receive all due benefits and act as a resource for their legal needs. This is about serving the community; this is what we do as lawyers.

### Pursue Civil Gideon

It is axiomatic that our founding fathers decreed that citizens of the United States have the right to life, liberty and the pursuit of happiness. As a result of the landmark decision in *Gideon vs. Wainwright*, the U.S. Supreme Court held that all criminal defendants are entitled to counsel and if a defendant was indigent, counsel would be provided.

But no comparable guarantee currently exists on the civil side. I would argue that there are critical issues in the civil justice system such as housing and custody that should fall under the same constitutional protection. Someone who faces losing their home or child or parental rights should have legal representation regardless of their ability to pay.

As Chancellor, I am forming a task group to undertake a feasibility study of whether Civil Gideon should be guaranteed in cases involving custody and housing eviction or foreclosure. This task force will review preliminary recommendations made by the Public Interest Section to determine both feasibility and funding.

### **Building a new Family Court**

Right now, we have a physically divided Family Court. Families, attorneys and judges go to 1801 Vine St. for Dependency and Delinquency, and to 34 S.11th St. for everything else. Because of this physical split, lawyers and litigants alike have to travel from one end of town to another. It's an understatement to say that the physical plant leaves something to be desired.

There are plans to build a new, unified Family Court at 15th and Arch Streets, and Gov Ed Rendell has allocated \$200 million in his capital budget to fund this building. In addition, Court administration has released funds to have an architecture firm prepare plans for that building.

This year, I led an ad hoc committee composed of family law lawyers representing the private bar, advocacy groups, the district attorney and the city solicitor's office to discuss what the perfect family court would look like, because Philadelphia families deserve nothing less.

We have met with representatives from the architecture firm, Court Administrator David Lawrence, Family Court Administrative Judge Kevin M. Dougherty, Family Court Domestic Relations Division Judge Margaret Murphy and State Supreme Court Chief Justice Ron Castille and presented our wish list. We're ready to make this wish list a reality.

We understand that we're facing difficult economic choices. But children and families in need simply cannot wait for a more advantageous economic climate. In fact, it is especially during difficult economic times that families are most stressed and need the greatest amount of support.

We must start the Family Court building now. I am urging Gov. Rendell to release the \$200 million in capital funds. I will also continue to advocate to city and state government representatives that the Philadelphia Bar Association strongly supports construction of a unified family court.

We offer ourselves as an honest broker to do whatever needs to be done to get this building built. The families of Philadelphia deserve no less.

### **Upon Further Review**

As lawyers, we thrive on information that is obtained quickly, that's relevant to our practice and focuses exclusively on the legal needs of the five-county practitioner. It's our responsibility to keep up with trends and decisions. In an era of iPhones and BlackBerry's, we are expected to know everything at a moment's notice.

That's why we have launched a new, free Web publication called *Upon Further Review*, written entirely by lawyers, for lawyers.

*Upon Further Review* provides our membership with an online package of information that addresses your most relevant needs. Each month, *Upon Further Review* will showcase a major feature article on a relevant topic. We'll also publish a variety of news and analysis that cover all aspects of the law, from trends to trials, from case analysis to opinion pieces.

Since this is published online, we have the ability to push new stories and provide updates simply and easily.

To make this site even more relevant, we've created a package of RSS feeds that link legal news from a variety of key sources, from local sites like philly.com and the *Philadelphia Business Journal* to national sites like *The New York Times* and *The Washington Post*.

Rather than having to subscribe to or read several different papers each day for the day's legal news, you can simply bookmark the *Upon Further Review* Web site and check the RSS feeds on a daily basis. For those of you who do not work in traditional office environments or choose not to subscribe to costly legal newspaper subscriptions or services, the Philadelphia Bar Association now provides an online publication that offers timely and interesting material that should assist you in your practice.

There are also mechanisms for comments, so we look forward to hearing from our members.