

LAWYERS JOURNAL

ACBA launches Gender Equality Committee to oversee efforts

By Drew Hardman

The Allegheny County Bar Association is taking another step to address gender equality in the legal profession this month with the establishment of the ACBA Gender Equality Committee.

"The purpose of this Committee is to act as the driving force behind all gender equality issues within the bar association," ACBA President Gary P. Hunt reported.

Hunt said the Committee will work with the Institute for Gender Equality to continue to educate practitioners and decision-makers on gender equality issues, while incorporating programs offered by the various division and sections of the bar that have a gender equality component. The coordinated effort should help to address gender equality on a wider scale throughout the legal community.

"The Committee will help us take a step back for a broader view, a 30,000 foot-level view of gender equality issues, making sure that we're using all the resources at our disposal," Hunt added.

ACBA Executive Director David Blaner called the Committee the "next logical step in the progression of the gender equality project"—a project that has its beginnings in 2005 following a membership survey that showed little or no improvement in gender equality issues across the profession in a span of fifteen years. The ACBA launched the Institute for Gender Equality—the first of its kind among bar associations—in November of 2009 under ACBA Immediate Past President Kimberly A. Brown.

Hunt said he is excited about the opportunity to further gender equality efforts during his tenure as ACBA president.

"This has been an important issue for me for a number of years," Hunt noted. "It's exciting to take another step towards addressing gender equality."

Kryisia Kubiak and Maureen Kelly were appointed by Hunt to head the Committee. As the Immediate Past Chair of the ACBA Women in the Law Division, Kubiak has first-hand experience dealing with gender equality issues in the legal profession. In 2004, she took part in a Gender Bias Subcommittee survey that revealed pay inequity for female attorneys in Allegheny County.

"Following that disturbing information, the WLD focused its programming on trying to address that issue—programs about negotiating, building a book of business, tips for successful associates," Kubiak said.

On a personal note, Kubiak hopes to increase female retention levels in the profession.

"Both the Allegheny County Bar Association and the profession as a whole lose women at much higher rates than men, especially around the ages of 35 to 45," Kubiak noted. "Since I'm in that range, I'm fighting to keep my friends here."

Longtime gender equality proponent Maureen Kelly's resume includes the ACBA Gender Bias Subcommittee, the WLD, and the Women's Bar Association of Western Pennsylvania. She also draws experience from her years of service as a mentor to women attorneys inside and outside of her firms.

According to Kelly, it is critical to address the issue of gender equality across the full spectrum of the legal community.

"Gender equality is a significant issue because it is one of the most substantial dynamics that women lawyers confront at a variety of different levels," Kelly said. "I believe that it is absolutely critical to address the various dynamics of gender equality from a variety of different access points—educating women, educating law firm management, marketing skills/training, working with the courts, and educating and sensitizing all members of the bar."

In September, Hunt began talks with Gender Equality Committee Co-Chairs Kubiak and Kelly to determine a list of potential Committee members. Their goal was to assemble a group of attorneys representing multiple perspectives across the legal community.



PHOTO BY JOANNA TAYLOR

The ACBA has established a Gender Equality Committee to continue to address gender equality in the legal community. (Left to right) ACBA Executive Director David Blaner, Gender Equality Committee Co-Chair Kryisia Kubiak, Gender Equality Committee Co-Chair Maureen Kelly, and ACBA President Gary Hunt.

"The issue can only be solved with the practical ideas and knowledge of a group of people with a variety of practices," Kubiak said.

Hunt hopes to include representatives from all facets of the profession, including young lawyers, law firm leaders, and practitioners and representatives from small, midsize, and large law firms.

"It's also important that we have the perspective from people in the trenches, people who have been working to promote gender equality in the legal community for some time," Hunt added.

Once the Committee has been finalized, the group will meet to review the ACBA's gender equality efforts, with focus on expansion across all areas of the bar.

"The goal is to look at what we accomplished last year and work to become more inclusive, work to educate and involve more and more people," Blaner said.

The formation of the Gender Equality Committee comes on the heels of the Institute for Gender Equality's fall curriculum, which included the fifth class in the Practitioners Series, titled "The Art of Self-Promotion: How to Effectively Tell Your Story," and the fourth class in the

Decision-Makers Series, titled "Mentoring Women Attorneys: Keys to Success."

ACBA Gender Equality Coordinator Linda Hernandez said that Institute for Gender Equality modules have met with solid attendance numbers and overwhelmingly positive feedback, though the real measure of success stems from long-term change.

"We must remember that our goal as to success is not the numbers who attend, but the change in the perceptions and behaviors of those who do attend," Hernandez said.

Institute for Gender Equality programming offers intensive training in a small setting, with maximum class sizes of 20 to 25 attendees. According to Hunt, the Gender Equality Committee will build upon the Institute for Gender Equality's early success, but on a broader scale.

"The establishment of this Committee is a testament to the Institute and what it has done to enhance the level of awareness of these issues," Hunt said. "We've certainly had success with the Institute for Gender Equality, but the curriculum is intended for small groups. We need to reach out to a larger segment of the legal community, and will look at all options to accomplish that goal, including multiple offerings of the Institute for Gender Equality programs and other programming." ■

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If you have observed or experienced any form of gender bias, you may contact one of the following members of the Gender Bias Subcommittee of the Women in the Law Division. The duty officers will keep your report confidential and will discuss with you actions available through the subcommittee.

Kimberly Brown412-394-2323
 Rhoda Neft.....412-261-2753
 Susan Seitz412-544-7882

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The ACBA Professional Ethics Committee "Ethics Hotline" makes available Committee Members to answer ethical questions by telephone on a daily basis.

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*From the ACBA***PRESIDENT'S MESSAGE**

Gender equality efforts ongoing

By Gary P. Hunt

As I announced when I first undertook to serve the ACBA membership, I am committed to keeping the gender equality and diversity initiatives moving forward and continuing the fine work of those championing these programs. The ACBA is a nationally recognized leader among bar associations, and we continued to fill that role with the creation of the Institute for Gender Equality and the hiring of a Director of the Institute.

The Institute for Gender Equality, through the work of its Director Linda Hernandez and our Immediate Past President Kim Brown, who "quarterbacked" the Institute last year, has made very real progress in raising the level of awareness of the issues we face in this area. Through their efforts, law firm leaders and practitioners have learned a great deal about the issues, and have been provided with some of the tools needed to make a positive impact with respect to our goal of retaining and advancing more women in the profession. Now that we have a foundation in place, we need to provide the support that is needed to continue this

long-term commitment to improvement in gender equality.

At the Board of Governors meeting on September 8, the ACBA approved the creation of another tool to support our long term efforts to advance gender equality. The board unanimously approved the formation of the Gender Equality Committee. The function of the Gender Equality Committee is to oversee all aspects of gender equality within the ACBA, and to ensure that all ACBA resources are being properly allocated and coordinated to provide the best programs, seminars, and training for our members and non-members. I am very pleased to report that the Co-Chairs of the Gender Equality Committee are Maureen Kelly from the law firm of Babst Calland Clements & Zomnir, and Krysia Kubiak, the Immediate Past Chair of the WLD and Assistant General Counsel at Duquesne Light Company. We are in



Gary P. Hunt

the process of identifying the other members of this very important Committee, and more information regarding the Committee will be forthcoming when that process is complete.

The Gender Equality Committee will work closely with the Institute for Gender Equality and the WLD to advance the shared goals of doing what is necessary to promote the retention and advancement of women in the profession.

We also hope that the Gender Equality Committee will be able to network within the leadership ranks of the local legal community to raise the level of awareness of the Institute programming and other gender equality focused programming.

The jurisdiction of the Gender Equality Committee does not include the WLD Gender Bias Subcommittee. The Gender Bias Subcommittee is responsible for handling confidential

inquires of any observed or experienced gender bias in practice of law in Allegheny County. The monthly duty officers of the Gender Bias Subcommittee are listed on page two of each issue of the *Lawyers Journal*.

The new Gender Equality Committee provides us with a wonderful platform to do even more in this area, and to identify and implement even more programs and processes to help us achieve our goals. The IGE and WLD "Master Calendar" brochure of upcoming seminars for 2010 and 2011 has been included in this issue of the *Lawyers Journal*. The brochure will give you insight into the breadth of seminars and programs that our organization has developed to encourage professional development for the members of the bar association and to continue our efforts to address gender equality in the practice of law in Allegheny County.

Please look for more information on programs sponsored by both the Institute for Gender Equality and the WLD that will promote professional growth for women and that will ultimately lead to a better record of retaining and advancing women in the profession. ■

YLD hosts golf outing at Birdsfoot

By Matt Sober

It was unseasonably warm back on the last Friday of September—a perfect day to head for the hills.

And more than 80 golfers did just that, making tracks to southern Armstrong County for the Young Lawyers Division's annual golf outing at Birdsfoot.

Erin Lucas, who has served as co-chair of the event for the past four years, said the scenic golf club provides a perfect setting for the YLD outing.

"It is one of the best public golf courses in western Pennsylvania," Lucas said. "It also is incredibly beautiful—the views of rolling hills and mountains are exceptional."

Lucas also credited Birdsfoot for accommodating her efforts to make the event a memorable one.

"Birdsfoot is really great and easy to work with," Lucas said. "Since this is a Young Lawyers event, we try to differentiate it by making it a little goofy, irreverent, and fun—and Birdsfoot indulges us. They also do fun, unique things like starting the outing with a cannon blast and having a bagpiper play for us in the morning."

Aaron Asher, who has co-chaired the event with Lucas during each of its four years, agreed that the location has been a key component of the outing's continued success.

"We received very good feedback from those who attended the first year we held the event at Birdsfoot in 2006, so we decided to begin a tradition of hosting it there," Asher said, noting the outing has never attracted fewer than 80 participants.

"Birdsfoot is one the most highly ranked public courses in the state, and the setting is absolutely beautiful," Asher said.

Lucas said the outing primarily serves as a relationship-building opportunity for members of the Young Lawyers Division, which comprises attorneys who've been practicing 10 years or fewer.

"It is just a really fun networking event for our members, with each other or with clients. We have tons of perks and prizes," Lucas said. Those perks and prizes included a sleeve of golf balls courtesy of Birdsfoot, gift bags from sponsor USI Affinity, and travel mugs from the YLD Member Services Committee.

"We had a continental breakfast and an Irish coffee bar so people could put their new travel mugs to good use," Lucas said.

After hitting the course at 9:30, golfers were treated to hot dogs and

potato chips at the turn. When play concluded, there was a buffet lunch that included a raffle and prizes for winners of the individual skill competitions, as well as the day's best foursome—Andrew Aurand, John Anke, Chris Azzara, and Antonino Legaza.

Lucas expressed appreciation to the sponsors, who even in the midst of a difficult economy continue to make the outing possible.

"As the years pass, we (have formed) strong relationships with all our vendors and sponsors. Our main sponsors, USI Affinity and ACBA Services, have stayed with us even through the rough economy," Lucas said, adding that hole sponsors included Manion McDonough & Lucas, the Webb Law Firm, and Babst, Calland, Clements & Zomnir. ■

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Men entitled to Title VII protection from hostile work environment

By Maria Greco Danaher

The Ninth U.S. Circuit Court of Appeals has held that a female co-worker's "relentless" pursuit of a male employee, including verbal comment and suggestive notes, could form the basis of a sexually hostile environment, even without any physical conduct of a sexual nature. *EEOC v. Prospect Airport Services, Inc.*, Ninth Cir., No. 07-17221, Sept. 3, 2010.

Rudolpho Lamas began working for Prospect Airport Services in the spring of 2002, shortly after the death of his wife in September of 2001. In the fall of 2002, and without instigation from Lamas, a married female co-worker (Munoz) began to make sexual overtures toward Lamas after she heard that he had stated that he "missed coming home to a family." In November, Munoz handed a note to Lamas, telling him she was "turned on" and wanted to "go out" with him. Lamas informed their boss (O'Neill) about the note and was

advised to let Munoz know that he wasn't interested, and to tell Prospect's managers if Munoz continued her actions. Although Lamas let Munoz know that her interest was not reciprocal, Munoz continued her advances, including additional notes and a photo of herself that Lamas found to be sexually suggestive. At this point, Lamas reported the continued activity to another company supervisor (Thompson), who told Lamas that she would report the incidents to the general manager (Mitchell) and talk to Munoz. She did neither.

At that point, Lamas received a third and more explicit note from Munoz; Lamas reported this note directly to Mitchell. At that point, Munoz had also recruited other co-workers to let Lamas know how she felt. In response to Lamas' report, Mitchell said that he "did not want to get involved in personal matters" but ultimately spoke to Munoz and told her that Lamas wanted the activity to stop.

Unfortunately, the activity did not stop; it escalated into daily comments and suggestive remarks from Munoz. This continued through the spring of 2003. At one point, Munoz made sexual comments to Lamas in front of airline passengers, embarrassing both Lamas and the passengers. Although Lamas had reported his concerns to four different managers, no remedial action was taken. In fact one of the managers told Lamas that the whole thing was "a joke" and that he should be singing "I'm too sexy for my shirt." Lamas began to have problems at work, including the fact that his co-workers started rumors that Lamas was gay because he was rebuffing Munoz' approaches. Lamas' work performance deteriorated, and he ultimately was fired for poor performance in June 2003.

Lamas took his complaint to the EEOC, which found enough factual basis to support a hostile work environment, and filed suit on his behalf. The district court granted

Prospect's motion for summary judgment, concluding that Munoz' conduct was not "severe and pervasive" enough to support a claim for hostile work environment. In its opinion, the court stated that Munoz' conduct was not objectively unwanted for most men, and that "most men in [Lamas'] circumstances would have 'welcomed' the behavior he alleged was discriminatory."

The lower court's dismissal was reversed on appeal to the Ninth Circuit, which pointed out that under Title VII, "[b]oth sexes are protected from discrimination." The appellate court pointed out that "it cannot be assumed that because a man receives sexual advances from a woman that those advances are welcome." This is a stereotype that the court refused to accept, and pointed out that "welcomeness" is an inherently subjective issue. However, it also added that unwelcomeness has to be communicated. Here, Lamas not only expressed his refusal to Munoz,

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Individual in remission does not have to be "substantially limited"

By Maria Greco Danaher

The ADA Amendments Act of 2008 (ADAAA) clarified the ADA in a number of ways. In one significant clarification, the ADAAA provides that "an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active." Based upon that wording, a federal district court in the Northern District of Indiana has held that an employee with cancer is considered to be disabled under the Act, even if his condition is in remission at the time of the alleged adverse action taken against help by his employer. *Hoffman v. Carefirst of Fort Wayne Inc.*, N.D.Ind., No. 1:09-cv-00251, Aug. 31, 2010.

Stephen Hoffman worked as a service technician in 2007 when he was diagnosed with Stage III Renal Carcinoma and underwent surgery to remove his left kidney. Hoffman took time off work for surgery and recovery,

and returned to his job on Jan. 2, 2008, without restrictions or limitations. As a service technician, Hoffman delivered home medical devices such as wheelchairs and oxygen tanks to patients. Although his job description with Carefirst required him to be "available after hours and on call," his typical schedule was 9 a.m. to 5 p.m. on weekdays. Hoffman worked his regular schedule from January 2008 through January 2009, and did not miss significant time from work, other than for regular doctor visits.

On Jan. 26, 2009, Hoffman met with his supervisor, David Long, who told Hoffman that the company had acquired a contract with a hospital system that would require service technicians, including Hoffman, to work substantial amounts of overtime each week, to do a night shift once a week, and to be on call on weekends. Hoffman expressed concern that the required schedule would "put me in the

grave." Hoffman then obtained a note from his doctor that limited him to "8 hours/day, 5 days/week."

Although Long initially told Hoffman that Hoffman would be fired, he then retracted that statement and said that the company would allow Hoffman to work a 40-hours-per-week schedule out of its Fort Wayne office. Hoffman objected to that, based on the two hours of additional commuting time that the new location would add to his workday. He told Long that "you have already fired me," and asked Long to communicate directly with his (Hoffman's) attorney.

Hoffman then sued Carefirst under the ADAAA, alleging that his renal cancer—which admittedly was in remission at the time of his firing—was a disability. Not surprisingly, Carefirst argues that Hoffman was not disabled, based on the facts that Hoffman had returned to work without restrictions, had worked a full schedule for a year, and did not miss significant time from

work during that period. Because the ADAAA went into effect on Jan. 1, 2009, there is little case law under those amendments. However, based upon the clear wording of the Act (that disability includes impairments "in remission" if the impairment would be a substantial limitation when active), the court held that Hoffman did not need to show that he was substantially limited in a major life activity at the actual time of his termination, because his cancer would have substantially limited him, had it been active. It therefore found him to be "disabled" for purposes of the ADAAA, and denied Carefirst's motion for summary judgment.

One other aspect of this case should be noted by employers: there was no evidence that Carefirst carefully reviewed and discussed possible accommodations with Hoffman before telling him that his only option was working out of another office.

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Juvenile Law Committee sponsors compassion fatigue CLE program

By Tracy Carbasho

Occupational hazards are typically associated with inherently dangerous jobs, such as construction or coal mining, but not the legal profession.

However, a recent program presented by the ACBA Juvenile Law Committee explained how attorneys, judges, and others in the profession can be impacted by a condition called compassion fatigue. The continuing legal education program, entitled "Trauma in the Court: Recognizing & Overcoming Compassion Fatigue," was held on Sept. 17 with 45 people attending.

Sharon Biasca, deputy administrator of the Allegheny County Children's Court and a member of the Juvenile Law Committee, served as the moderator for the program. She has seen firsthand how compassion fatigue and burnout can impact individuals in the profession.

"I have a friend who used to work as an assistant county solicitor representing the Office of Children, Youth and Families," she said. "One day at lunch, she told me she was leaving because she could no longer listen to the traumatic stories that are told each day in Juvenile Court."

Biasca, who previously worked for 11 years as a parent advocate attorney for the Allegheny County Bar Foundation Juvenile Court Project, met with the same friend a few months later and noticed a remarkable difference.

"She looked as if the weight of the world had been lifted from her shoulders. She told me, 'Sharon, you will not recognize the toll this work takes on you until you are gone,'" added Biasca. "She was right and we can't afford to lose the outstanding people who work in the Juvenile Court. This CLE program was the first step in helping them identify compassion fatigue, realize its presence in our unique workplace, and learn coping mechanisms."

Biasca attended the annual conference of the National Council of Juvenile and Family Court Judges in Las Vegas in March. She attended a workshop, called "Compassion Fatigue and Judicial Resilience," which was presented by Judge Mike Town of Hawaii and Judge Leonard Edwards of California. Most of the participants were judges who shared compelling stories about how they were affected by traumatic cases.

Recognizing that compassion fatigue is still a relatively new topic of

discussion in the legal profession, Biasca thought it would be a good idea for the Juvenile Law Committee to offer a CLE program to help participants understand the symptoms and coping strategies.

Dr. Joanne Dixon, director of clinical services at Pace School in the Churchill Borough of Pittsburgh, was chosen as the guest speaker because of her background. The school is a placement option in Allegheny and surrounding counties for children in kindergarten through ninth grade who have emotional challenges or autism.

In her role at the school, Dixon provides direction for the design, development, and delivery of therapeutic services within the Partial Hospitalization Program and the Enhanced School-Based Program. She has a master's degree in clinical psychology from West Virginia University and a doctorate in educational psychology from the University of Pittsburgh.

In addition, Dixon has worked with children and adolescents for more than 25 years. As a direct care therapist, she has provided individual and group counseling, family therapy, and social skills training for abused and neglected children. She has also directed initiatives for Alternative Program Associates and the Western Psychiatric Institute and Clinic.

While Dixon was the featured speaker, Biasca noted that Karen Shepherd, chief operating officer for Pace School, also presented information during the program.

Dixon provided information about the results of a national survey of judges regarding compassion fatigue, as well as the findings of a local survey of judges and practitioners in the Family Division of the Allegheny County Court of Common Pleas. She also discussed ways to identify symptoms and offered effective coping and prevention strategies.

"The term compassion fatigue is sometimes used interchangeably with vicarious trauma and secondary stress reaction," said Dixon. "There are a lot of studies about therapists, mental health workers, and sometimes emergency room workers. However, there are no studies regarding legal professionals, except for judges."

A national survey was conducted in 2003 of 105 judges and of that number, 63 percent reported experiencing one or more symptoms, including disruption of sleep patterns, intolerance of others, physical problems, depression,

and a sense of isolation. In addition, studies show that female judges reported more symptoms on average.

Judges who show signs of compassion fatigue have reported that they have difficulty making decisions, feel tense, are often unable to sleep, have a lack of interest in activities, and have negative feelings about their profession. All of these symptoms could be experienced by any legal professional and not just judges, however.

Dixon noted that there are three primary categories of stressors that can be experienced by individuals in the profession. They include secondary traumatic stress caused by witnessing other people's trauma; occupational burnout caused by work-related factors such as a heavy case load; and safety concerns caused by a fear of being personally victimized.

Stress can be caused by a variety of factors, including the type of case being handled, the characteristics of the litigating parties, the consequences of decisions, conflicts between professional and personal values, the seriousness of a criminal offense, poorly prepared or disrespectful counsel, and highly emotional cases that are under public scrutiny.

"Theoretically, anyone who indirectly experiences trauma from helping others who have been traumatized or from hearing cases regarding trauma

may experience these symptoms," said Dixon. "There is very little systematic study of people in the legal profession."

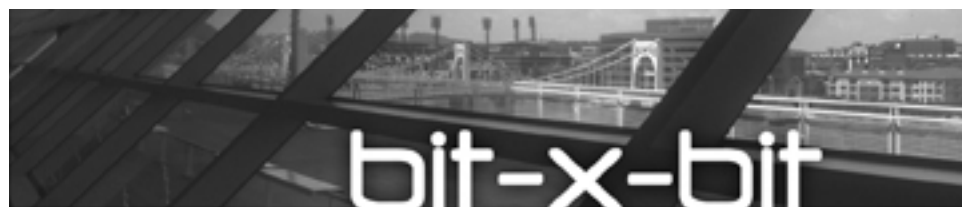
Dixon conducted an online survey of Juvenile Court practitioners prior to the CLE event being held in an attempt to measure the participants' perception of compassion fatigue, burnout, and secondary stress. More than 100 local legal professionals responded to the survey with about 10 percent reporting symptoms that may indicate compassion fatigue.

"The survey, however, was not meant to be diagnostic in any way," said Dixon. "In fact, it is to be self-scored and each respondent that requested them was sent scoring instructions. Participants in the CLE program were attentive throughout our discussion, but did not necessarily share their perception of their own compassion fatigue."

Prevention and coping strategies include recognizing the symptoms of compassion fatigue, seeking support from family members and friends, finding a support group after a traumatic event, learning from bad experiences, and taking steps to prevent or overcome burnout.

Biasca received very positive feedback from participants who were impressed that Dixon took the time to survey Juvenile Court practitioners. They were also happy to finally be able

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Musician John Forté highlights ACBF Fellows Grand Reception

By Drew Hardman

Grammy-nominated musician John Forté wowed attendees at the 2010 Fellows Grand Reception, held September 21, with a number of his original songs, but it was his inspirational story of redemption that stole the show.

Best known for his work with the multi-platinum group, The Fugees, Forté's lucrative music career was cut short after his arrest and conviction on drug charges in 2000. With a unique blend of story and song, Forté recounted his harrowing tale before a crowd of 155 at the August Wilson Center for African American Culture in downtown Pittsburgh.

"Because music is such an integral component to my being, I don't think I can tell the story absent the music that has come to me over the years," Forté explained.

Forté detailed his fall from the height of his career as a critically acclaimed artist and producer to his descent into the world of drug trafficking, which would land him in federal prison for over 7 years. After a number of failed appeals, Forté's last shot at freedom rested in the hands of a pro bono attorney seeking executive clemency.

"You know it was the slimmest ray of hope, but in a situation like that every ray of hope counts," Forté said.

In November of 2008, Forté was granted a commutation by President George W. Bush, thanks to a pair of powerful political advocates, U.S. Senator Orin Hatch and Grammy Award-winning musician Carly Simon. His message to the crowd of attorneys, judges, and other members of the legal community was to continue to dedicate their time and money to pro bono and public service activities.

"I would like to encourage the sponsors and the donors to keep giving to this charitable cause because I wouldn't be here if not for someone who fought diligently on my behalf, and they did it pro bono," Forté noted. "So, this is clearly a cause that's near and dear to my life."

"John Forté has a gift of telling his story in such a way that he has a strong impact on those who listen," Foundation Director Lorrie Albert added. "He shows how one person can turn his life around and make things right with the help of people who believe in him. As pro bono attorneys and supporters, we play a major role in helping people start over



PHOTO BY DREW HARDMAN

John Forté performs at the Fellows Grand Reception at the August Wilson Center for African American Culture on September 21.

and become productive members of our society."

Forté's commentary touched on the issue of prisoner reform, coinciding with the new Federal Probationers ECSEL Program, launched in 2009. The result of a collaborative effort between the Federal Probation Office, the Honorable Judge Joy Flowers Conti, Neighborhood Legal Services Association, and the ACBF's Pro Bono Center, the program provides direct legal services and information to former federal inmates who are participating in workforce development programs.

ACBF Board of Trustees President Vicki L. Beatty noted that Forté's story is a good example of the importance of public service efforts like the Federal Probationers ECSEL Program.

"So much of the foundation's work is related to reaching out to others and giving them that second chance," Beatty said.

In addition to his life story, Forté shared a number of his original songs, concluding with his personal favorite, "Breaking of a Man"—written shortly before his release from prison. Forté said he found a great deal of creative inspiration from his time in prison, where he learned to play the acoustic guitar and wrote approximately 60 songs.

"I fell in love again with music in its purest form because I didn't write the

songs for anyone else's praise or appreciation," Forté said. "I wrote those songs for me and they came from a very authentic and visceral place."

Forté made the most of his time in prison, enrolling in the London School of Economics. He also led his fellow inmates in regular critical thinking seminars.

"I felt so lucky, so fortunate to have the opportunity to return to school, and I had this reinvigorated interest in letters and academia," Forté said.

Following his performance, Forté signed copies of his latest release, StyleFREE the EP. Forté plans to release a new album, entitled Water Light Sound, later this year, coinciding with the publication of his memoirs and the launch of a documentary focusing on his life story.

As always, the crux of the Fellows Grand Reception was the announcement of the Fellows Class of 2010, representing the highest level of professional distinction in the legal community. This year's inductees include Eric N. Anderson, Judith Anderson, Sean Patrick Audley, Dana L. Bacs, Kent E. Baldauf, Sr., Richard F. Brabender, Candace Cain, Molly M. Creenan, Zeld G. Curtiss, Robert F. Daley, William J. Donovan, Barbara Behrend Ernsberger, Ilene H. Fingeret, Cyril A. Fox, Kiersten M. Frankowski, Christine

Gale, Cathy R. Gordon, Harry J. Gruener, J. Alexander Hershey, Mark J. Homyak, Richard P. Kimmins, Max W. Laun, the Honorable Jeffrey A. Manning, Christopher M. Miller, Marlee S. Myers, Mary-Jo Rebelo, Stella L. Smetanka, Jessica Lieber Smolar, the Honorable David N. Wecht, and Philip Zarone, as well as one anonymous donor.

The foundation also inducted the second annual class of Young Lawyers Fellows, a group of young attorneys who have demonstrated a commitment to public service and pro bono activities early in their careers. The Young Lawyers Fellows Class of 2010 includes Stephanie T. Anderson, Aaron P. Asher, Kevin M. Eddy, Hope Guy, Sabrina Korbel, Deborah L. Kutzavitch, Dana A. Levine, Erin M. Lucas, Daniel J. McDowell, Mandi L. Scott, Kathleen Gabrielle Sheehan, and Melissa Ruefle Spencer.

Each new Fellow and Young Lawyers Fellow agrees to pledge \$1,000 and \$500, respectively, towards the foundation's endowment and the Grants Program. Raising funds for the endowment increases the foundation's ability to assist legal service providers throughout Allegheny County, while the Grants program benefits businesses and agencies that provide pro bono counsel to low-income residents and promote public understanding of legal issues. Since 2000, the foundation has awarded over \$265,000 in grants to area organizations.

"Now, more than ever, the Fellows Program is a crucial element in allowing the foundation to meet its mission of promoting justice in the community," Beatty said. "As funding from other sources has dried up, it is important that we continue to support our community organizations that are on the front lines in providing representation to those less fortunate."

Beginning in January, the 2011 Grants Program will award a total of \$23,650 in grants to the following agencies: Jewish Family & Children's Service of Pittsburgh, KidsVoice, Mental Health America Legal Services, Neighborhood Legal Services Association, Pittsburgh AIDS Task Force, and the Women's Center & Shelter of Greater Pittsburgh.

Another staple of the Fellows Grand Reception is the presentation of the Edward G. O'Connor Fellows Award, honoring one ACBA member in the

Continued on page 9

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Participants network, bowl at Rolling with the Judges event



PHOTO CONTRIBUTED BY THE YOUNG LAWYERS DIVISION

(Left to right) Judge Christine Donahue, Event Co-Chair Joe Froetschel, Event Co-Chair Erin Lucas, Judge Thomas Flaherty, and Judge Eugene Strassburger attend the YLD Rolling with the Judges event on September 16.



PHOTO CONTRIBUTED BY THE YOUNG LAWYERS DIVISION

(Left to right) University of Pittsburgh law student Kathryn Imler, YLD Council member Lawrence Baumiller, University of Pittsburgh law student Ngofeen Mputubwele, and YLD Council member Kevin Eddy participated in the event which drew more than 80 student, attorney, and judicial participants.

By Debra Duncan

On Thursday, Sept. 16, eleven local judges spent an evening of fun bowling and networking with more than 70 young attorneys and law students from the region.

The Young Lawyers Division hosted Rolling with the Judges at the Pittsburgh Athletic Association in Oakland, where they took advantage of ten bowling lanes and six smaller duck pin lanes. The networking event was sponsored by IKON, a national legal document services company with a Pittsburgh branch in the U.S. Steel Building.

"The response from the bench for this event was amazing and surpassed our expectations," said Erin Lucas, the event co-chair and a member of the YLD Member Services Committee.

"This is just another example of the special and collegial nature of the Allegheny County Bar Association," she said. "Even its busiest and most important members are generous with their time and thoughtful towards other members. I don't think many other bar associations would have been able to have an event like Rolling with the Judges."

The evening began with a networking cocktail hour of drinks and a heavy appetizer bar for participants to enjoy, followed by two hours of bowling.

Judges in attendance came from three different benches: Judge Michael Fisher from the Third Circuit Court of Appeals, Judges Christine Donahue and Judith Olson from the Superior Court of Pennsylvania, and Judges Gene Strassburger, Robert Colville, Thomas Flaherty, Cathleen Bubash, Kathryn Hens-Greco, Arnold Klein, Michael Marmo and John McVay from the Allegheny County Court of Common Pleas.

YLD Immediate Past Chair Marla Presley echoed Lucas' sentiments on how unusual the event was. "According to the American Bar Association Awards of Achievement for 2009-2010," she said, "only three bar associations out of hundreds across the country did a large bench and bar event comparable to Rolling with the Judges last year. I'm certain that very few, if any, other bar associations provide young lawyers and law students that kind of access to judges." Presley is with the firm of Babst, Calland, Clements & Zomnir, and Teaches Legal Research and Writing at Duquesne University.

"The judges often can offer insight to young lawyers," said Lucas. "The judges want to help them, and to mentor the next generation of young lawyers." Lucas is a civil litigation attorney with Manion McDonough & Lucas and has been practicing for six years.

"Maybe a lawyer has a general question a judge could answer, such as 'What is the most common mistake a new lawyer makes?'" she said.

"There's an incredible benefit to being known by others in your profession," Lucas said. "It's wonderful if you can develop a working relationship with the judges. Like all things in life, it helps to know people. Maybe an attorney can get a better understanding of the time frame in a case or better understand the procedures for that court."

"There was a nice mix of attorneys at the event," said Lucas. "We had some who practice family law and civil law, and we had a lot of family law judges. I'd like to see more corporate attorneys involved, but they don't go before the judges very often."

Jeffrey Weimer, a YLD member and an associate at Reed Smith, said, "It is exciting for young lawyers to have such a rare opportunity to interact with judges, particularly in a social level. We are very fortunate to have a bench so generous of its time."

Organizers of the event even arranged for the presentation of prizes for the evening's top bowlers. The awards for the highest scores were bowling bobble-head doll trophies, chosen by event co-chair Joe Froetschel of Gismondi & Associates.

"We wanted to have some fun with these gag gifts," said Froetschel. The highest score prizes went to Judge Robert Colville, Judge Christine Donahue, Bob Fratto, and Beth Fischman.

"It worked well," Froetschel said. "We had a nice mix of lawyers, judges and law students - people in different stages of their careers. It's always nice to see judges in a social event," he said, "where they are down to earth and you can talk to them. It relieves the intimidation for young lawyers. And so many of our judges are teachers at the universities, they really do like to help point young lawyers in the right direction. An attorney can say, 'I have this kind of case,' and get a judge's experience on what direction to take."

The bowling event was also unique because it was open to area law students with ACBA student memberships, and about two dozen law students attended.

Meredith Norris, a first-year law student at Duquesne Law School, was one of those who participated. She said the evening was a fun time and very insightful and helpful. "Rolling with the Judges was an excellent event and foundation upon which to build a professional network necessary for success as a future attorney," she said, "and the bowling, although I played poorly, was a lot of fun, too."

"The judges were so helpful and approachable. One of the judges, Judge Michael Marmo from the Family Division, approached three of us law students from Duquesne during the reception, and told us he was a Duquesne alumni, too. He gave us his card and said if he could do anything to help us, to please contact him."

Norris said the judge also gave the law students suggestions on which bar prep courses were the best to take to pass the bar exam. "Sometimes, as a law student you think judges are scary, but these judges were very approachable," Norris said.

ACBA Membership Director Dorie Schnippert said, "We have 129 law student members who have joined the bar association, and we had 25 law student members participate in the Rolling with the Judges event."

"For the dues that law students are charged (\$30 a year), they can do anything but vote, hold office, or attend our annual Bench-Bar Conference at Seven Springs," she said. "The law students also can join some of our Committees at no extra charge, or for an additional fee, they can participate in some of our seminars or meetings where they can talk with seasoned lawyers," Schnippert said.

"So for those people who want to stay in Pittsburgh, early on in their law school career they can develop relationships

with our attorneys. Our Young Lawyers Division is extremely active," Schnippert said, "and the law students can participate in all of their activities. They get the YLD Sidebar e-mail on upcoming events. So they can get out of their membership as much as they put into it."

"For Duquesne law school students, it is an easy walk to the City-County Building where many of the bar activities take place, and for Pitt law school students, there are buses leaving every two minutes from Oakland to downtown."

"The law students who attended our Rolling with the Judges event remarked on the collegiality of our bar and bench," she said. "If you attend one of these for the first time, you'll leave knowing a lot of people."

Schnippert said the bar association has 1,797 members in the Young Lawyers Division, which includes attorneys who have been practicing for less than 10 years, as well as law students. "Our Young Lawyers Division attorneys do a lot of member services and community services, such as those at senior centers and schools, and providing wills for first responders," she said. The young lawyers benefit greatly from social events attended by the area's local judges.

"Young lawyers will be more at ease their first time in the courtroom if they have met a judge. They can say, 'I sat beside her or I was bowling with her,'" Schnippert said, "It eliminates the nervousness."

Lucas confirmed how involved the young attorneys in the region are. "We have one of the most active divisions in the country" said Lucas.

She is hoping the bowling event becomes an annual tradition. Lucas said the idea for bowling with the judges came from a group of attorneys in the Young Lawyers Division.

"I think we'll probably do it again," she said. "Everyone seemed to have such a good time." ■

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Bar Briefs

News and Notes



Peter McCormick

Peter McCormick of Buck Consultants was the recipient of the Employee Benefit Professional of the Year award by the Lloyd Institute. McCormick is a principal at Buck in its retirement benefits consulting practice and tax and legal group and works closely with ERISA.

Tammy Singleton-English was re-elected by the Estate Planning Committee of Pittsburgh to serve as a board member for the 2010-2011 year. Singleton-English is an estate planning attorney, CPA, and owner of Singleton-English Law Offices.

Creenan & Baczkowski, PC has announced a new office location at Town Square Professional Building, Suite 304, 3907 Old William Penn Highway, Murrysville, PA 15668. They can be contacted at www.cbattorneys.com or 724-733-8832.



Melanie Jones

Melanie Jones, an associate in Dinsmore & Shohl's Pittsburgh office, has been elected to serve on the Board of Directors for YMCA of Greater Pittsburgh. Jones is a member of the firm's Litigation Department. Her practice focuses on products liability defense, mass and toxic tort, and general litigation involving commercial and financial institutions.



Jean E. Novak

Jean E. Novak was voted into office at the June board meetings of residential rehabilitation program Sojourner House and Sojourner House MOMS, a partnership residence program for Sojourner House graduates. Novak is a senior attorney in the Pittsburgh office of Strassburger McKenna Gutnick & Gefsky, where she concentrates her practice in employment-related matters.

People on the Move

Mark V. Santo has joined Keevican Weiss Bauerle & Hirsch LLC. Santo is a Member of the firm's International Business Law Practice Group.

Joseph Decker has joined bit-x-bit, LLC as Vice President and General Counsel.



Matthew F. Dolfi

Matthew F. Dolfi has joined Robb Leonard Mulvihill as an associate. He currently focuses his practice on extra-contractual insurance litigation, employment and civil rights and general civil litigation.



Ashley A. Piovesan

Ashley A. Piovesan has joined the law firm of Robb Leonard Mulvihill LLP as an Associate. Currently, her practice focuses on litigation in the areas of complex insurance coverage and litigation, commercial litigation, and general civil litigation.



Jason M. Reefer

Jason M. Reefer has joined Pietragallo Gordon Alfano Bosick & Raspanti, LLP as an associate in the Product Liability Practice Group in the firm's Pittsburgh office. Reefer has experience in the areas of pharmaceutical product liability litigation, white collar and securities work, antitrust investigations and litigation, environmental litigation, and international contractual law issues.



Matthew R. Wendler

Matthew R. Wendler has joined Pietragallo Gordon Alfano Bosick & Raspanti, LLP as an associate in the Product Liability Practice Group in the firm's Pittsburgh office.

Changes in Status

Faith Dean Slampak is temporarily suspended.

Bar Briefs Policy

1. All submissions for "Bar Briefs" should be sent to the attention of David Blaner, ACBA Executive Director, 400 Koppers Building, 436 Seventh Ave., Pittsburgh, Pa., 15219, or e-mailed to dblanser@acba.org.

2. The "News and Notes" section is limited to announcements regarding legal or community service awards or organization appointments. Announcements related to Best Lawyers in America, Pennsylvania Rising Stars, or Pennsylvania Super Lawyers will not be published.

3. The "People on the Move" section is limited to promotions, new positions, and firm establishments. Only ACBA member announcements will be published.

4. The "Changes in Status" section is limited to Court notices regarding attorney status. These announcements come directly from the state and federal courts and are not edited by ACBA staff.

5. The editors retain the right to accept, edit, or reject submissions at their sole discretion.

6. Due to the overwhelming number of submissions received and the nature of the *Lawyers Journal* production schedule, your announcement will be placed in a queue upon receipt and will be published in the next available issue. If you have a question regarding when or if your announcement will be published, contact Joanna Taylor at 412-402-6604 or jtaylor@acba.org. ■

GUIDELINES FOR UNSOLICITED ARTICLES SUBMITTED FOR PUBLICATION IN THE LAWYERS JOURNAL

Because the editors of the *Lawyers Journal (LJ)* receive many submissions for publication we can accept only a portion of those sent to us. Most often, we decline articles because they either discuss topics we have recently covered or serve as promotional material in the guise of an article.

When submitting an article for consideration, please keep these guidelines in mind:

1. Authors are strongly encouraged to discuss article ideas with the editor and submit an outline or capsule summary before investing time in writing. The *LJ* will not agree to run an article until the editors evaluate the full-text article.
2. Every effort will be made to publish an accepted article; however, the *LJ* reserves the right not to publish an accepted article if the material becomes dated, if there is no space to run the article, or if the editorial board raises any other concern.
3. We publish only articles written exclusively for the *LJ*. We will not consider material that an author has sent to other publications.
4. We rely on the author's integrity in submitting original work. Any material derived from other sources should be clearly identified within the text.
5. We evaluate submissions for their value to our audience, timeliness, and credibility. We do not publish articles that promote the author's company, products, or services.
6. Articles should be no more than 2,500 words. Authors must use endnotes to cite sources.
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11. Articles should be mailed to Jennifer Pulice, Editor, *Lawyers Journal*, Allegheny County Bar Association, 400 Koppers Building, 436 Seventh Ave., Pittsburgh, PA 15219; faxed to 412-261-6042; or e-mailed to jpulice@acba.org.
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TITLE VII PROTECTION continued from page 4

he also continually stated—to his co-workers, his friends, and four different company managers—that his Christian background and the recent death of his wife led him to find Munoz’ actions inappropriate and offensive. The Court also pointed out that while not all propositions for romance are sexual harassment, Munoz’ conduct, including the continued advances after Lamas’ rejection, her involvement of co-workers in her efforts, the suggestive photograph, and her “relentless” sexual remarks created an environment that Lamas reasonably perceived as hostile and abusive.

Notably, the Court also pointed out that the company’s actions were insufficient to establish an affirmative defense to Lamas’ complaints. Prospect’s managers did little or nothing in response to Lamas’ reports, instead telling him he should be singing “I’m too sexy for my shirt.” While that remark is troubling, the fact that the complaints by Lamas were made by a man regarding the actions of a woman may have created a skewed response from the company. Employers must recognize that Title VII protects both genders, and that a male employee’s report of harassment should be investigated and responded to as effectively as one made by a female employee. ■

REMISSION continued from page 4

Had Carefirst provided evidence that any other accommodation would have created an “undue hardship” for the company, the lower court may have decided that although Hoffman was disabled, Carefirst had offered an appropriate accommodation that was refused by Hoffman.

While it remains to be seen whether this decision is upheld on appeal, the case provides to employers an insight that courts are likely to interpret this particular provision of the new amendments very literally. An impairment from which an individual has recovered, but which may reoccur is likely to be viewed as a disability under the ADA. ■

JUVENILE LAW continued from page 5

to attach a name to some of the emotions they had been feeling.

“I believe compassion fatigue exists in the local profession and Dr. Dixon’s survey confirms it,” said Biasca. “I also wonder if the survey participants are under-reporting it. The most important thing I learned is that all of us need to acknowledge that it does exist. We are not lesser attorneys or judges because we experience compassion fatigue.” ■

JOHN FORTÉ continued from page 6

legal service field who has shown a commitment to charitable, community, professional, and public service activities. This year’s Edward G. O’Connor Fellows Award winner was Thomas F. Putinsky, a veteran attorney with Neighborhood Legal Services Association since 1985.

“People who do this work look to [Putinsky] for guidance all the time,” Fellows Co-Chair Carol M. McCarthy said. “He is what every lawyer should be in terms of being concerned about clients and advocating for them.”

The presentation of the 2009 ACBA Pro Bono Achievement Awards was another highlight of the Fellows Grand Reception. This year’s winners included attorney Sabrina Korbel (Lorraine M. Bittner Public Interest Award);

Christine A. Gale and Heidi Rai Stewart (Jane F. Hepting Individual Pro Bono Awards); Buchanan Ingersoll & Rooney, PC (Law Firm Pro Bono Award); the University of Pittsburgh School of Law Family Law Clinic (Law Student Pro Bono Award); Pittsburgh Paralegal Association (Paralegal Pro Bono Award); EQT (Corporate Legal Department Pro Bono Award); the Honorable Joy Flowers Conti (Judicial Service Award); and H.E.L.P. Pittsburgh (New Initiative). ■

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Advanced Issues in Civil Practice: Judicial Review

THE program to attend if you are a civil litigator looking to gain insight into the nuances of civil litigation; provides you with practical advice from experienced attorneys and judges.

Credits: 4 CLE credits (3 substantive/1 ethics*) *Must attend entire program to receive ethics credit. • **When:** Tuesday, November 2, 2010; 9:00 a.m. to 1:15 p.m.; check-in begins at 8:30 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$199; Member admitted after 1/1/06: \$179; Nonmember: \$219; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$100; Judges & judicial law clerks admitted after 1/1/06: \$90; *Standard Registration - Member-Pa., or any co. bar assn.: \$224; Member admitted after 1/1/06: \$204; Nonmember: \$244; Paralegals attending with an attorney: \$124; Paralegals attending alone: \$154; Judges & judicial law clerks: \$125; Judges & judicial law clerks admitted after 1/1/06: \$115; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

Preventing Nightmares: Preserving Issues and Avoiding Waiver at Trial and on Appeal

Important program that brings together judges, court personnel, and practitioners to discuss pre-trial, trial, post-trial and appellate issues from the perspectives of the doctrine of waiver.

Credits: 5 CLE credits (4 substantive/1 ethics*) *Must attend entire program to receive ethics credit. • **When:** Thursday, November 4, 2010; 8:30 a.m. to 2:15 p.m.; check-in begins at 8:00 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$249; Member admitted after 1/1/06: \$229; Nonmember: \$269; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$125; Judges & judicial law clerks admitted after 1/1/06: \$115; *Standard Registration - Member-Pa., or any co. bar assn.: \$274; Member admitted after 1/1/06: \$254; Nonmember: \$294; Paralegals attending with an attorney: \$124; Paralegals attending alone: \$154; Judges & judicial law clerks: \$150; Judges & judicial law clerks admitted after 1/1/06: \$140; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

UM/UIM

BASIC level course, intended for those who occasionally handle automobile accident cases and those who are new to the practice area.

Credits: 3 CLE credits (substantive) • **When:** Simulcast - Friday, November 12, 2010; 12:00 p.m. to 3:15 p.m.; check-in and lunch begin at 11:30 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$219; Member admitted after 1/1/06: \$199; Nonmember: \$239; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$110; Judges & judicial law clerks admitted after 1/1/06: \$100; *Standard Registration - Member-Pa., or any co. bar assn.: \$244; Member admitted after 1/1/06: \$224; Nonmember: \$264; Paralegals attending with an attorney: \$124; Paralegals attending alone: \$154; Judges & judicial law clerks: \$135; Judges & judicial law clerks admitted after 1/1/06: \$125; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

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CONSTITUTIONAL LAW

Wrongful Convictions

History & background information on the scope of wrongful convictions; the reasons they occur as often as they do & will address what practitioners can do to avoid it in the future.

Credits: 4 CLE credits (3 substantive/1 ethics*) *Must attend entire program to receive ethics credit. • **When:** Simulcast - Wednesday, November 3, 2010; 12:30 p.m. to 4:45 p.m.; check-in and lunch begin at 12:00 p.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$209; Member admitted after 1/1/06: \$189; Nonmember: \$229; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$105; Judges & judicial law clerks admitted after 1/1/06: \$95; *Standard Registration - Member-Pa., or any co. bar assn.: \$234; Member admitted after 1/1/06: \$214; Nonmember: \$254; Paralegals attending with an attorney: \$124; Paralegals attending alone: \$154; Judges & judicial law clerks: \$130; Judges & judicial law clerks admitted after 1/1/06: \$120; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

ESTATES PRACTICE

How to Prepare the PA Inheritance Tax Return

Featuring a practical "walkthrough" of completed returns. Emphasis on practical, "real world" problems that arise and how to deal with them. Come and get your questions answered!

Credits: 5 CLE credits (substantive) • **When:** Wednesday, November 3, 2010; 8:30 a.m. to 2:15 p.m.; check-in begins at 8:00 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$219; Member admitted after 1/1/06: \$199; Nonmember: \$239; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$110; Judges & judicial law clerks admitted after 1/1/06: \$100; *Standard Registration - Member-Pa., or any co. bar assn.: \$244; Member admitted after 1/1/06: \$224; Nonmember: \$264; Paralegals attending with an attorney: \$124; Paralegals attending alone: \$134; Judges & judicial law clerks: \$135; Judges & judicial law clerks admitted after 1/1/06: \$125; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

INTELLECTUAL PROPERTY

PLI – "Advanced Patent Licensing 2010: Current Developments and Best Practices"

For more information please go to: www.pli.edu

Credits: 6 CLE credits (5 substantive/1 ethics) • **When:** Simulcast - Monday, November 8, 2010; 9:00 a.m. to 5:00 p.m.; check-in begins at 8:30 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** \$1,595.

PLI – "Bet the Company' Litigation 2010: Best Practices for Complex Cases"

For more information please go to: www.pli.edu

Credits: 6 CLE credits (5 substantive/1 ethics) • **When:** Simulcast - Tuesday, November 9, 2010; 9:00 a.m. to 5:00 p.m.; check-in begins at 8:30 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** \$1,595.

PLI – Patent Litigation 2010

For more information please go to: www.pli.edu

Credits: 12 CLE credits (11 substantive/1 ethics) • **When:** Simulcast - Monday and Tuesday, November 15 and 16, 2010; 9:00 a.m. to 5:00 p.m.; check-in begins at 8:30 a.m., each day • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** \$1,595.

MUNICIPAL LAW

What Every Municipal Solicitor Should Know About Labor and Employment Law

Spend a day with the attorneys who deal with these issues on a daily basis, including employer and union-side advocates, as well as prominent labor arbitrators.

Credits: 6 CLE credits (5 substantive/1 ethics*) *Must attend entire program to receive ethics credit. • **When:** Simulcast - Friday, November 5, 2010; 8:30 a.m. to 4:30 p.m.; check-in begins at 8:00 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$249; Member admitted after 1/1/06: \$229; Nonmember: \$269; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$125; Judges & judicial law clerks admitted after 1/1/06: \$115; *Standard Registration - Member-Pa., or any co. bar assn.: \$274; Member admitted after 1/1/06: \$254; Nonmember: \$294; Paralegals attending with an attorney: \$124; Paralegals attending alone: \$154; Judges & judicial law clerks: \$150; Judges & judicial law clerks admitted after 1/1/06: \$140; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

REAL ESTATE PRACTICE

Realty Transfer Tax

Take this opportunity to catch up on planning opportunities, and the thoughts of the government personnel who administer these taxes, and new developments in the area of realty transfer law.

Credits: 3 CLE credits (substantive) • **When:** Simulcast - Tuesday, November 9, 2010; 12:00 p.m. to 3:15 p.m.; check-in and lunch begin at 11:15 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** *Early Registration Discount - Member-Pa., or any co. bar assn.: \$229; Member admitted after 1/1/06: \$209; Nonmember: \$249; Paralegals attending with an attorney: \$99; Paralegals attending alone: \$129; Judges & judicial law clerks: \$115; Judges & judicial law clerks admitted after 1/1/06: \$105; *Standard Registration - Member-Pa., or any co. bar assn.: \$254; Member admitted after 1/1/06: \$234; Nonmember: \$274; Para-

legals attending with an attorney: \$124; Paralegals attending alone: \$154; Judges & judicial law clerks: \$140; Judges & judicial law clerks admitted after 1/1/06: \$130; *Registrations received more than 2 days before the presentation qualify for the Early Registration Discount.

SECURITIES

PLI – "Financial Services Industry Regulatory Compliance & Ethics Forum 2010"

For more information please go to: www.pli.edu

Credits: CLE credits • **When:** Simulcast - Wednesday, November 3, 2010; 9:00 a.m. to 5:15 p.m.; check-in begins at 8:30 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 7th Fl. • **Tuition includes course book and lunch:** \$1,595.

TECHNOLOGY UTILIZATION

Intellectual Property Loss Beyond the Corporate Perimeter, and Using the Computer Fraud and Abuse Act to Combat It

This program will address security issues caused by employee behavior, including employees unknowingly sharing an entire hard drive or folder through Peer-to-Peer (P2P) file-sharing networks. It will also address how Computer Fraud and Abuse Act issues may arise.

Credits: 1.5 CLE credits (substantive) • **When:** Wednesday, November 17, 2010; 8:30 a.m. to 10:00 a.m.; registration 8:00 a.m. • **Where:** PBI Professional Development Conference Center, Heinz 57 Ctr., 339 6th Avenue, Pittsburgh, PA 15222 • **Tuition:** \$45 for ACBA Members; \$60 for Non-ACBA Members.

DO YOU HAVE ANY JURY VERDICTS TO REPORT?

If so, please forward the following information: Court; Case Number; Jury Verdict; Date of Verdict; Judge; Plaintiff's Attorney; Defendant's Attorney; Type of Case; Experts; and Remarks to: Jennifer Pulice, ACBA, 400 Koppers Building, 436 Seventh Avenue, Pittsburgh, PA 15219



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