

44th Street NOTES

The Association of the Bar of the City of New York



Program Highlights

6/6
Second Annual Diversity
Conference 6

6/7
The Role of the Judiciary in
the War on Terror 6

6/22
Annual City Bar Pride
Week Reception and
Cocktail Party 8

CLE 11
– Fundamentals of Trust
Accounting 6/7
– 16 Hour Bridge-The-Gap
6/8 & 6/15
– Ethics for Litigators 6/14

Public Service at the City Bar by Bettina B. Plevan, President



As members of the legal profession, we have virtually monopolistic access to the judicial system, the institution that is meant to ensure

that all citizens have equal access to justice and are treated equally before the law.

Guaranteeing a fair and equitable judicial system and enhancing and ensuring meaningful access to justice have therefore long been high on our Association agenda. The Association has taken the lead in creating a number of innovative programs to expand public interest law and legal assistance to the poor. We also support

and encourage public service work by lawyers in the broadest sense because the dedication of these lawyers is critical to the fair administration of justice. In the month of May we furthered these efforts by supporting public service work by lawyers in several important ways.

In observance of Law Day, our Legal Referral Service held a series of free legal clinics around the city. Volunteer lawyers provided legal information one-on-one to New Yorkers seeking assistance, and brochures and materials from the Service and various public agencies were distributed. This annual event now has many co-sponsors, from government officials to bar associations.

Also for Law Day, volunteer judges and lawyers visited the city's public schools to discuss legal issues and law as a career. This program expands the students' horizons and gives them an opportunity to hear from, and question, members of the legal profession.

On May 5, our Committee on Legal Services for Persons of Moderate Means presented a program on legal issues confronting aging adults and caring for aging parents. The presentation was designed to be understood by non-lawyers. Volunteers from the City Bar Fund's Elderlaw Project were on hand to assist audience members in preparing health care proxies and living wills.

[Continued on pg 2.](#)

Table of Contents

PROFILES IN LAW 4
– At Fork in Life's Road, They Studied Law

ASSOCIATION IN THE NEWS . . 5
– The Controversy Over Gifted Programs

PRO BONO OPPORTUNITIES . . 5

CALENDAR OF EVENTS 6-8

NEW COMMITTEE REPORTS . . . 9

CITYBAR CENTER FOR CLE 10-16

COMMITMENT TO DIVERSITY . 17
– Addressing Sexual Orientation in the Workplace

ASSOCIATION SERVICES 20
– The Small Law Firm Center



THE CITY BAR FUND

Human Trafficking: A Frontline Interview

For some there were roses, teddy bears and candy. For others there were marriages, children and promises of jobs in New York. But for at least eight poor Mexican young women, their stories all ended with a life of forced prostitution. A life where they were threatened, beaten and sometimes required to have sex with 20 different men in one night. Recently, the discovery of a trafficking ring where three men lured young Mexican women into sexual slavery made headlines in the news and shocked us all. But it didn't shock Suzanne Tomatore. As director of the City Bar Fund's Immigrant Women and Children Project, this is exactly the type of case she deals with first hand. Suzanne has become a leader in the fight against human traffick-

ing by training people nationwide on the legal complexities of these cases. The editors of *44th Street Notes* thought this was the ideal time to sit down with Suzanne to learn about the legal and psychological issues involved, and most importantly to find out what the City Bar Fund does to help.

Can you describe the conditions and psychological manipulation that keeps victims of sexual trafficking from escaping?

The victims, living in horrendous conditions, don't have the information they need to escape. Most of the time they don't know the language, let alone the law, have no access to their own identification, including their passport, and are threatened with physical violence if they try to leave. And often the per-

petrators not only threaten and carry out violence against the victim, but threaten to kill their entire family back home as well.

Is this, the forced sexual prostitution case, the typical trafficking case you usually see?

Sexual slavery of this type is only about a third of the human trafficking cases that we see at the City Bar Fund. Many more cases are forced labor cases. For example I had one client whose poor family thought she would have a better future in New York and sent her at the age of nine to live with a wealthy diplomatic family as a domestic servant. But the family didn't send her to school, or let her outside (she had no winter coat) and forced the nine-year-old to work endless hours on [Continued on pg 3.](#)

The re-launching of the City Bar Bankruptcy Pro Bono Panel was the occasion for a CLE program on May 18 to train potential volunteers, followed by a reception in honor of bankruptcy judges and pro bono bankruptcy volunteers, all sponsored by the Committee on Bankruptcy and Corporate Reorganization and the City Bar Fund.

On May 19, the City Bar Public Service Network and several Association committees presented a program focused on public service opportunities in the New York area, including both legal and other volunteer projects, where a number of volunteers discussed their varied experiences.

Our Legal Services Awards will be presented on May 23 to four lawyers and one nonlawyer who have devoted their careers to providing full-time civil legal assistance to New York's needy. Legal

Services Corporation President Helaine Barnett will present the awards.

In another effort to encourage volunteerism, our Senior Lawyers Committee, in its annual program, "Retirement: Fresh Challenges and Opportunities" on May 25, touts the virtues of undertaking a significant volunteer or public service commitment in retirement.

On May 31, we will present the Henry Stimson Medal to four outstanding Assistant United States Attorneys from the Southern and Eastern Districts of New York. Our keynote speaker will be the Honorable Reena Raggi of the Second Circuit.

And there is more in June. On June 7, the City Bar Fund is presenting a training program for

lawyers seeking to volunteer to handle asylum cases. On June 9 the Fund is co-sponsoring a program on pro bono work by in-house counsel with the Association of Corporate Counsel, Greater New York Chapter.

On June 10 we will bestow Honorary Membership in the Association on Sargent Shriver at a ceremony in Washington, D.C., honoring this extraordinary public servant for his leadership in creating what became the Legal Services Corporation.

Our Project on the Homeless will conduct its annual pro bono program on June 15th. Summer associates and law student interns will see housing court, a drop-in center or welfare hearings in the morning and then meet at the

Association to hear a program about lawyers' successful efforts to assist organizations that help the homeless and to otherwise meet the legal needs of this population. New York's Chief Judge Judith S. Kaye and William C. Rudin, chairman of the Association for a Better New York, will be the main speakers.

Finally, on June 27 the Committee on New York City Affairs will bestow awards on outstanding lawyers in the Office of the Corporation Counsel.

These are just a few of the ways in which we hope to encourage our members and other lawyers to participate in public service activities as part of our professional lives. We hope you will be inspired to join in these efforts.

Professional Development Skills Workshops Coming in September



JAYNE BIGESEN EDITOR

MATT KOVARY ASSOCIATE EDITOR

MARK SCHWARTZ ART DIRECTION/LAYOUT

ARLENE MORDUKIAN PRODUCTION ASSISTANT

SHARON MACNAIR ADVERTISING
(212) 382-6630

BARBARA BERGER OPOWOSKY EXECUTIVE DIRECTOR

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ABCNY Members:
To change your address, please contact (212) 382-6665 or membership@abcny.org

www.abcny.org

What do mid-level associates need to know to compete successfully in the marketplace? What does it take to become a law firm partner?

In the last 15 years, the size of the largest New York-based law firm has grown from 948 to 1,650 attorneys. The highest generated revenues by a U.S.-based law firm in the same period grew from \$518 million to \$1.33 billion. This growth, spurred on by globalization, new technology, and changes in the financial markets, has created a competitive environment in which attorney development is critical.

The challenges that face attorneys are changing dramatically. Lawyers even a few years out of law school need - and are expected to have developed - the skills, not just to draft and negotiate commercial agreements or write briefs and make oral arguments, but also to effectively manage their matters and provide excellent client service. While these lawyers won't necessarily generate new clients at this stage in their careers, it's often too late to wait until partnership to get a handle on business development.

To address these needs, the Association is introducing an innovative monthly breakfast workshop series starting in September, to be taught by professionals in the fields of law management, career planning, and client development.

"We are pleased to be leaders in the area of attorney development," said Association President Betsy Plevan.

"We recognize that a broad range of high level professional skills is essential to practice law in the 21st century."

Eight workshops are planned. They will deal with general professional skill areas, including communication and persuasion; managing work/managing others; client relations; law firm finances; and career development. The workshop series, geared especially toward attorneys 3-6 years out of law school, will be free of charge to members.

Programs will be designed to sharpen the professional skills needed for long-term success in the profession. Attorneys will focus on their own career objectives and the most effective ways in which to advance. Indeed, these programs will provide the opportunity to network and develop collegial relationships with peers, future clients, and future counsel.

This series will add to the wealth of programs the Association already sponsors on these subjects. The CityBar Center for CLE's 2004-2005 curriculum included 10 courses on practice skills topics. The Committee on Career Advancement and Management, the Small Law Firm Center and other Association committees collectively sponsored more than 30 career programs in the past year. And also last year, the Office of Diversity rolled out a series of workshop programs for signatories to the Association's Diversity Initiative.

The series' schedule and specific information on each workshop will be presented in the September issue of *44th Street Notes* and on the Association's website at www.abcny.org.

The Association Introduces Innovative Monthly Workshops



Photo by Rick Kopstein

domestic chores. At the age of 20 she escaped. But by that point, she had missed a decade of school, couldn't read and was fearful of most people.

I have other clients who thought they would come to the U.S., work hard, and make money so they

could eventually go back home and support their family, only to be forced to work 17-hour days with little pay. Most have had their identification papers or passport withheld, been beaten and some have even been denied the right to go to church or mosque. One had to wash all of the household's clothes by hand despite the existence of a working washing machine.

This is unsettling...thinking about a nine-year-old who should be in school and playing with friends, working as a family slave. What does the City Bar Fund do for them?

The Immigrant Women and Children Project helps victims of trafficking legalize their immigration status, which is often the first step to claiming back their lives. The perpetrators have often told them that if they go outside, immigration will come get them and that they will be arrested. Working to legalize their status helps to relieve this fear. We also assist them in accessing the benefits that they need for basic sustenance. While our main focus is on the legal issues, we try to make sure they get the assistance they need including English classes and job training. We also match them with a case manager from a social services agency who helps them access other services like counseling.

How many cases do you see and where do they come from?

We have a contract with the federal government, which sends us referrals when prosecuting a trafficking case. Shelters and support groups also know about us and we are listed on the websites of many public service agencies. Trafficking cases are only now starting to come out of the woodwork, but we have already seen about 40 of these cases in the program.

Human Trafficking is finally getting a great deal of attention. Even before this last case involving young Mexican women, several popular television shows, both fiction and newsmagazines, featured episodes about the issue. Is all the attention helping the cause?

Of course, attention on an issue is always a good thing. When an issue is hot you often see an increase in funding and action. In fact, we recently met with the office of a state senator in Albany to discuss possible state legislation. But while I think there are more trafficking cases than we know about, these cases, while extremely heart-wrenching, are relatively rare. I am somewhat concerned that another major category of clients, immigrant victims of domestic violence, are no longer receiving the public attention they deserve. Domestic violence clients face many of the same obstacles as trafficking victims. We have many more domestic violence cases than trafficking cases. Unfortunately, we now have a waiting list of domestic violence victims who need help but we need more volunteer attorneys to be available to take their cases.

What is the typical domestic violence case like?

The dynamics of power and control in these cases can be very similar to trafficking cases. In both instances an immigrant is being victimized and is afraid to get help for many reasons, including their immigration status. The typical domestic violence scenario is when people who are U.S. citizens or green card holders promise to sponsor their immigrant spouse for a green card, and use that as a means of control. When the relationship becomes abusive, the victim is told that if she leaves, she will not only lose any chance at legal immigration status but also be arrested for not having proper immigration paperwork. Just like the trafficking victim, the abuser often controls her every move, by not letting her out of the house without permission. Rape, physical abuse and threats of murder are often a part of their daily existence. So, while I am quite grateful for the attention the trafficking victims are receiving, domestic violence clients deserve attention and resources as well.

What can volunteers do to help?

The Immigrant Women and Children's Project trains volunteer attorneys to handle domestic violence immigration cases. (Due to the complexity involved and the limited number of cases, the trafficking cases are all handled directly by Suzanne.) Under the Violence Against Women Act, immigrants who are being abused by a spouse who is sponsoring their

immigration status may be able to complete the immigration process without the abuser's cooperation. An attorney needs no prior knowledge of immigration law to handle these cases, as the Project will train and mentor all attorneys closely. CLE credit is available for both the training and the pro bono work. While these cases are time-intensive and require a strict commitment, attorneys get a chance to learn a new area of law, sharpen skills and, most importantly, help a victim free their life from abuse.

Last year we helped 124 domestic violence clients, but the need remains enormous. I get an uncomfortable feeling in my stomach any time an eligible victim calls and we don't have a volunteer attorney to match them with immediately. Every minute they spend on a waiting list for an attorney could mean extra days of abuse. With our vast membership, I am hoping we can rise to the challenge and take all the worthy cases that come to us. We are looking for individual attorneys, but also law firms who might have several attorneys willing to take cases. In those instances, we would go to the firm to provide training, and have bi-weekly mentoring sessions.

We have talked a great deal about the program and the victims that you serve. But what about you? Does working with abuse victims and hearing stories of violence every day take a toll on you?

I would be lying if I said that it doesn't take an emotional toll on me to some degree. But whenever it gets to be too much, I am inspired by the clients and also the volunteers' commitment to pro bono. I particularly think about the nine-year-old we just spoke about, who is now a twenty-year-old being tutored, learning to drive and studying for her home health care license. It is hard for these survivors to turn their lives around. Not only have they been denied an education, but they often lack the social skills that come from experience with people. But despite that, I am confident that she and the others will thrive with the opportunity of freedom, and I am so proud of the City Bar Fund for its work in this area.

Any individual attorneys or law firms who would like to work with us to help these domestic violence victims, please call Denise Lee at (212) 382-4711. The next volunteer training is scheduled for September 7, from 6-9 p.m. For more information, please check the September 44th Street Notes issue.



At Fork in Life's Road, They Studied Law

Not long ago this newsletter wrote about attorneys who left the law for more creative passions. But in many cases the opposite occurs, as people who start out in other careers find a law degree is exactly what they need to fulfill life's goals.

All-night study sessions, the Socratic method, and financial depletion; all daunting enough for a student right out of college. So why would someone already successful and settled want to take on the challenge of law school later in life? The following City Bar members share their stories on why they left stability and employment behind for study groups, outlines and blue books.

Nurse to Med-Mal Activist

As a high school debate champ, Leslie Lewis stifled an early desire to study law, because the field wasn't widely available to women. At Columbia nursing school, she attended class with medical students; at Princeton, she taught obstetrics and pediatrics. She cared for terminally ill children and anorectic girls, and assisted in early open-heart surgery.

Disillusioned with the status of nurses in hospitals, she eventually answered an ad in the New York Times and landed a lucrative job in an advertising agency serving major pharmaceutical firms. While she enjoyed the success of her meteoric rise to vice president, she couldn't escape the nagging doubts in the back of her mind: "Redundant medications, outrageous expenditures, pricing valid products beyond a needy individual's ability to pay – it just didn't feel right."

Despite her doubts about the job, she needed the money to help with medical expenses after the birth of her premature twins, both of whom were seriously injured as a result of medical negligence. Although her husband donated blood, the hospital gave an AIDS-tainted transfusion from another donor to one of her newborns. The other newborn became blind in one eye after failure to diagnose a progressive condition affecting infants born prematurely. For the five years her son lived with AIDS, Leslie struggled for vigorous legal advocacy and justice in the courts. "If we'd gotten some money while he was alive," she explains, "we could have traveled and tried other treatments."

Out of this tragedy came the determination to study law. While raising three young children, Leslie finished law school and eventually pursued a career in medical malpractice. "I barreled my way through, hoping to do whatever I could to influence legislation," she recalls, "and to take on cases that required a special level of

medical knowledge and legal advocacy." Last September, she tasted her first success, earning along with co-counsel, a seven-figure verdict for her terminally ill client. Leslie is devoting her volunteer efforts as well to working to ensure that others are not impeded from receiving justice. In February, she spoke on the topic before a Congressional forum held by Rep. John Conyers, Jr. (D-MI). Alongside her were other victims of malpractice, including her client. Leslie is an active member of the Association's Tort Litigation Committee.

Teacher to Education Lawyer

Professor David Bloomfield has a C.V. that is seven pages long. His passion for education runs through every line of his career and volunteer activities.

Now chair of the Graduate Program in Educational Leadership at Brooklyn College, CUNY, he instructs post-graduate educators in school governance issues. As an active member of the Association's Education and the Law Committee, he is able to harness the Association's prestige to influence public policy and improve New York City's education system.

As a high school Head Start volunteer in Great Neck, Bloomfield said he "resonated with kids whose childhoods are difficult, who feel powerless and demeaned." He wanted to teach in a public elementary school in New York City, but teachers were being laid off en masse by the fiscal crisis. A private school hired him. Yet even with the massive achievements of writing a curriculum on African studies for elementary school children, receiving tenure and becoming head of the faculty's professional organization, he wanted to do more. With a vision to reform education policy and management, David felt he could achieve more as a lawyer than an administrator.

Once a full-fledged lawyer, Bloomfield's goal of achieving education reform was still never far from his mind. He clerked for the U.S. District Court under Judge Robert L. Carter, who had been an NAACP attorney on *Brown v. Board of Education*. In 1986, he became general counsel to the NYC Board of Education. As general counsel and senior education advisor for Manhattan Borough President Ruth Messinger, he authored "Children First," an acclaimed, seminal reform plan for improving school governance. Its elements are embedded in legislation that instituted mayoral control of city schools.

His background in both education and the law has proved a perfect combination. While the law degree provides the tools he needs to instruct on education governance and law, his early years

in the classroom provide the foundation for his policy beliefs. When his post-grad students ask how they can deal with central administration policies, he tells them, "It ought to be a service center, not a control center. Our 'Children First' plan intended that the administration should facilitate educational decision-making by people on the ground."

Cold Warrior to Litigator

An attorney who has spent 20 years around cannons, rockets, missiles and nuclear warheads does not get easily rattled when taking a deposition. Ask John Lundin, an artilleryman who rose through the ranks in the U.S. Army from enlisted man to major. A civil litigator for Schlam Stone & Dolan, he marches into court armed with the self-discipline, focus and attention to detail that he acquired in the military.

He noted that he decided to make the Army a career after visiting the border between what was then East Germany and West Germany. "I was deeply moved at seeing the fences, guards, minefields and dogs focused on keeping their own people in," he remembers. "I became committed to seeing that we were protected from that."

After almost five years as an enlisted man, he attended Officer Candidate School, serving in, among other places, Germany, Hawaii and Korea. During a spate of urban terrorist threats in Europe, he was responsible for the security of nuclear warheads. In the first Gulf War, he spent six months in the desert in Saudi Arabia and Iraq, helping run the command post responsible for all artillery in the 101st Airborne Division.

Describing his decision to retire and go to law school, he noted: "At 38, I was already one of the old guys," he says. "It was time to move on, I wanted to find another job just as rewarding, interesting and fun for me, and that provided for my family."

In 1997, he graduated from Columbia Law School, where he was a Kent Scholar for two of his three years. After law school, he clerked for the U.S. Court of Appeals in San Francisco and then spent four years as a litigation associate at Cravath, Swaine & Moore in New York. In 2002, he left Cravath to join Schlam Stone & Dolan.

He believes that, above all, the military gave him perspective: "Our cases are extremely important to our clients and us, and we take them very seriously, but if I lose a motion, it's not like I compromised the fate of Western democracy. At the end of a day, as an attorney, win or lose, we all walk out of the courtroom basically okay. Of course, it would be [Continued on next page.](#)



ASSOCIATION IN THE NEWS

The Controversy Over Gifted Programs

The following op-ed, written by Jonathan S. Rosenberg, Chair of the Association's Education and the Law Committee, appeared in Newsday on March 15, 2005. The opinion was based on a 2003 report by the Committee entitled "Ending Discrimination in Gifted Education in the New York City Public Schools." With the Bloomberg Administration's recent announcement of plans to increase the number of gifted programs in our public schools, the Association felt it important to reiterate publicly our recommendations for ensuring that all of NYC's gifted schoolchildren have equal access to these programs.

Why has there been so much controversy over the possibility of any changes being made in the way New York City public school gifted programs are run? For parents of children in these programs, their fears probably fall into two categories: first, that their child's program might be eliminated; second, that the admission policy to their child's program may change in a way that lessens the program's quality by admitting less gifted students. It is because of these concerns that any time a city official even hints at the possibility of changing gifted programs, there is a hue and cry, usually followed by the administration backing down.

For many thousands of minority and immigrant parents in the City, however, gifted programs are seen as the near-exclusive preserve of middle class and affluent white families. This is because some of the City's gifted programs have operated in ways that are fundamentally

unfair. They exclude many students who are gifted but whose parents do not learn about the programs until it is too late to apply. They exclude many gifted students whose intelligence is not revealed by the IQ tests that are used for admission. They exclude many students whose first language is not English and for whom the entry tests are not available in their native language.

How does this happen? In many of the City's gifted programs, the admission process is open to pre-kindergarteners, whose parents mostly hear about the programs through word-of-mouth. District outreach about the programs is limited, and children of minority and immigrant parents are greatly underrepresented in the applicant pool. When their children enter kindergarten, many of these parents discover that there is a gifted program in their child's elementary school, but that they missed the window to

apply. Few slots open up in the program for students already in kindergarten or higher grades.

For those who do learn about a gifted program during the application window, the admission criteria are not based on classroom observation or student performance in school, because the four-year-old applicant pool has not yet entered the public schools. Instead, a high score on an IQ test is often a major, or even the sole, criterion for admission, despite the fact that the IQ test-makers themselves do not approve its use as an admissions test, especially for young children. In fact, giving an IQ test to a four year old reveals at least as much about the kinds of opportunities to which the child has been exposed as it does about innate intelligence or giftedness.

In one New York City district that was examined several years ago, the data showed that white kindergarteners were sixteen times

more likely to be in the gifted program than their nonwhite peers. Do we really believe that white four and five year olds are sixteen times more likely to be gifted than minority children of the same age? To the contrary, the limited outreach about the program, the location of the schools in which it was implemented (which were in the more middle class areas of the district), and the use of an IQ test cutoff score for admission all conspired to make the program almost exclusively for the benefit of white middle class families.

Most education experts believe that giftedness can mean many things, that there should be multiple criteria for admission to gifted programs, and that gifted programs should start in second grade or later, so that teachers have had at least two years to observe students and assess their capabilities and talents. Given this, why do so many of the

[Continued on page 9.](#)

PRO BONO OPPORTUNITIES: Volunteers Sought for Monday Night LAW

The Monday Night Legal Advisory Workshop (LAW), which begins its 15th year in September, is seeking volunteer attorneys. Monday Night LAW is designed to address the public's ever-increasing need for affordable and accessible legal assistance by having about a dozen attorneys available every Monday evening to meet with clients who have been screened by the Association's Legal Referral Service.

During half-hour appointments, the clients and attorneys discuss problems in the areas of housing, employment, family matters, and personal bankruptcy. The attorneys do not take any cases, but they distribute materials; provide explanations and suggestions to help clients understand and find solutions to their legal problems, and make referrals, where appropriate,

to the Legal Referral Service or other legal services providers.

Volunteer attorneys must commit to attending the program one Monday evening per month from October 2005, through July 2006, at the Association. Volunteers also must attend two three-hour training seminars, which will be held on Sept. 12 and Sept. 26, 2005. No prior experience in the topics covered is necessary, but volunteers must have been admitted to practice for a minimum of two years. CLE credit will be available to those completing the requirements for both the live training and for the clinic. For information or an application to participate, please provide a street-mail or e-mail address to the Legal Referral Service at lrs@abcny.org; if mail is unavailable, please call LRS at (212) 382-6715.

At Fork in Life's Road, They Studied Law [Continued from previous page.](#)

different if I were defending capital cases."

While his military years may be behind him, his army experiences undoubtedly shaped his opinions of the current problems regarding the treatment of detainees in Guantanamo. In January his team from the

Federal Bar Council Inn of Court made a presentation on the legality of the use of torture, based in part on the City Bar Association's reports on detention and deportation of suspected terrorists.



ABCNY

June 2005 Calendar of Events

Unless otherwise noted, programs are free of charge; open to all members, their guests and the general public; and held at the House of the Association. Program information is subject to change. Please check our website at www.abcny.org for the latest program information.

4 Saturday, 8 pm

Lawyers' Orchestra

The program will include C.M. Weber, Overture to Oberon; Tchaikovsky, Violin Concerto (Michelle Ross, Violin, winner of the Young Artists' Competition) and Moussorgsky, Pictures at an Exhibition. **Please Note: This program will take place at the Pope Auditorium of Fordham University (113 West 60th Street at Columbus Ave).**

Admission is \$15 (\$10 for seniors and students). For more information, please call (212) 788-1093 or go to www.lawyersorchestra.org

6 Monday, 8:30 am - 2 pm
(Registration begins at 8:00 am)

Second Annual Diversity Conference Making Heads Count: Accountability for Legal Employers

This year's symposium will focus on leadership and accountability both from the individual and the organizational perspective. Please see page 17 for further details.

Registration by May 30 is necessary. The fee, which includes breakfast and lunch, is \$250 members, \$325 non-members. Please register on page 8 or online at www.abcny.org.

6 Monday, Noon-2 pm

ADR LUNCHEON How Your Organization Can Benefit from the EEOC's ADR Initiatives

Please join the EEOC's New York ADR Program Coordinator and representatives of leading companies as we explore how the parties to

discrimination claims are successfully using mediation and other ADR options offered by the EEOC to resolve employment disputes.

Moderator:
STEPHANIE MORSE-SHAMOSH
First Vice President,
UBS Financial Services, Inc.

Speakers:
MICHAEL BERTTY
ADR Program Coordinator,
EEOC/ NY District Office

MARCIE MINTZ
Director/Associate General Counsel,
Citicorp Global Markets Inc.

Registration by June 1 is necessary. The fee, which includes lunch, is \$20 for members, \$30 for non-members. Please register on page 8 or online on www.abcny.org

6 Monday, 6-9 pm

Drunk, Drugged, Driving: A Recipe for Ruin

The 11:00 pm telephone call - the family lawyer's response: What do you do when a client or colleague who has been charged with "Driving While Intoxicated" needs your counsel? How do you best advise them? What are the criminal, civil or professional consequences they may be facing?

1. CRIMINAL CONSEQUENCES
- Immediate Action Breathalyzer Statements
 - Arrestment Custody/Bail
 - Grand Jury
 - Plea Bargaining
 - Trial & Sentence
 - Driver's License
 - Changes in the Law

Speakers:
MAUREEN McCORMICK
Executive Assistant District Attorney,
Kings County

PETER GERSTENZANG
Gerstenzang, O'Hern, Hickey &
Gerstenzang

2. Civil Consequences

- Driver
- Vehicle owner
- Bar owner
- Victim

Speakers:
ANTHONY BRAMANTE
Private Practice

DEREK SELLS
Managing Partner, The Cochran Firm

3. PROFESSIONAL CONSEQUENCES
(when the driver is an attorney)
- Disciplinary Proceedings
 - Malpractice Issues
 - Lawyers Assistance Program

Speakers:
ANDRAL BRATTON
Principal Attorney, Departmental
Disciplinary Committee, First
Department

EILEEN TRAVIS
Director, Lawyers Assistance
Program, The Association of the Bar
of the City of New York

7 Tuesday, 7 pm

The Role of the Judiciary in the War on Terror

This program will examine the powers and limitations of the federal courts as tribunals for the adjudication of cases involving terrorism, and the constitutional issues implicated by alternatives to the federal courts, including military commissions and courts-martial.

Speakers:
BRADFORD A. BERENSON
Sidley Austin Brown & Wood, LLP

BARBARA OLSHANSKY
Center for Constitutional Rights

JOHN D. HUTSON
Dean/President, Franklin Pierce Law
Center; Rear Admiral (ret.);
formerly the Navy JAG

HON. BARRINGTON D. PARKER, Jr.
United States Circuit Judge,
United States Court of Appeals,
Second Circuit

DAVID B. RIVKIN
Baker & Hostetler

Co-sponsored by:
The Federalist Society

8 Wednesday, 8:30am-10am

SMART MARKETING SERIES- III Client Relationships: The Heart of the Business

This third program in a three-part series is perfect for niche leaders, solos, and small to mid-size firms. Join us at this session to:

- learn the essential elements of a good client service plan
- find out how to apply a plan in a small firm or solo situation
- understand how clients value legal services
- find out what clients want from you
- discover the secrets of making yourself invaluable to your clients

Speakers:
CAROL S. GREENWALD
Professional Services Marketing
Consultant

WALTER TIMOSHENKO
CMO, Weiser LLP
There is no charge for this program. To register for this series (the other programs were on May 11 and May 25), please call (212) 382-6624 or email aakhtar@abcny.org. Registration can also be done through the Association's website at www.abcny.org

8 Wednesday, 6-8 pm

Real Estate Development After Kelo: When is a Public Interest a "Public Use" Justifying the Exercise of Eminent Domain?

Panelists presenting a variety of viewpoints will discuss the ramifications of *Kelo v. City of New London*, a case presently pending in the U.S. Supreme Court, in which the City's exercise of eminent domain has been challenged by working class homeowners seeking to block the City's plan to replace their homes with a commercial development. In this controversial area, state courts have disagreed about whether the acquisition of private property by eminent domain for transfer to developers who promise to make "better" economic use of the property constitutes a valid "public use" required for condemnation. Included among the panelists will be representatives of both the homeowners and the City in *Kelo*.

Moderator:
CLAYTON P. GILLETTE
Vice Dean/Professor of Law,
New York University School of Law

Speakers:
WESLEY W. HORTON
Horton, Shields & Knox, P.C.,
Hartford, CT (Argued respondent
municipality's case in the Supreme
Court)

SCOTT W. SAWYER
Sawyer Law Firm, LLC, New
London, CT (Local counsel for
petitioner homeowners)

THOMAS W. MERRILL
Professor of Law, Columbia Law
School

D. KENNETH PATTON
Director, New York University Real
Estate Institute

*There is no fee for this program, but
refreshments will be served.*

9 Thursday, 12:30 - 2 pm

SMALL LAW FIRM LUNCHEON How Judicial Writing Guides Can Help Lawyers Become Better Writers

While a brief is first and foremost a forum for advocacy on behalf of your client, the closer it approximates judicial writing style, the more favorably the judge will be inclined to view the

substance of your argument. In this program, Lisa Solomon, a frequent speaker on legal research and writing topics, will discuss how you can apply the lessons set out in judicial writing guides to write more effective briefs that will make judges want to rule in your clients' favor. All attendees will receive a copy of the Federal Judicial Center's Judicial Writing Manual.

Speaker:
LISA SOLOMON
Lisa Solomon, Esq.
Research and Writing

Supported by LexisNexis.

*Registration by June 2 is necessary.
The fee, which includes lunch, is \$20
for members, \$30 for non-members.
Please register on page 8 or online at
www.abcnj.org.*

10 Friday, 6:30 pm

FRIDAY EVENING CHAMBER MUSIC AT THE ASSOCIATION Seminar: Mozart's Requiem - The Real Story

Join Park Avenue Chamber Symphony Music Director David Bernard for a seminar covering the history and performance challenges of Mozart's final work. Commissioned by a masked messenger and left unfinished prior to the composer's death, Mozart's Requiem has been the subject of legends, rumors and even an Oscar winning movie. But what really happened, and since Mozart did not complete the Requiem, who did (no, it was not Salieri)? Who was that masked messenger (also not Salieri)? Mr. Bernhard will explore the following topics: Historical Context - who commissioned the Requiem and why; a survey of works by other composers that may have influenced Mozart in composing the Requiem; the Traditional Completion - an analysis and discussion of those who were involved; survey of The "New" Completions (Landon, Levin, Maunder) and preparing a version for The Park Avenue Chamber Symphony. The seminar will include "drop the needle" audio excerpts and handouts. *Please Note: The Park Avenue Chamber Symphony will be performing the work at St. Jean Baptiste Church (June 17-18, 2005), and at Avery Fisher Hall (June 21, 2005).*

General admission is \$20, \$10 for seniors and students (with ID). For more information, please call (212) 788-1093

15 Wednesday,
9:30 am - 2:30 pm

PROJECT ON THE HOMELESS Lawyers Working Pro Bono for New York's Homeless: A Role for the Business Lawyer

This program is for law student interns and summer associates. The program begins with a visit to either the NYC welfare administrative hearing site, housing court or a drop-in center for homeless persons. After participants reconvene at the Association House for lunch, panelists from firms and nonprofit organization will discuss the important civic contributions of lawyers - especially business lawyers - to nonprofits that create new housing in New York, offer support services and otherwise advocate for homeless persons. The discussion will highlight successful pro bono models.

9:30 am - 11:30 am
On-site visits to Housing Court,
welfare hearings or a drop-in center
that serves homeless New Yorkers

12:00 pm
Pizza Lunch at the House of the
Association

12:30 pm
Welcome:
HON. JUDITH S. KAYE
Chief Judge of the State of New York

Keynote Address:
WILLIAM C. RUDIN
Chairman, Association for a Better
New York

12:45 pm - 2:30 pm
Panel Discussion

*Registration by June 3 is necessary. To
register, please contact Joseph Genova,
at (212) 530-5811.*

15 Wednesday, Noon-2 pm

Green Buildings Promote the Growth of On-site Renewables and DG (Distributed Generation)

An expert panel will provide an overview of green buildings, LEED certification and the many jurisdictions that require green construction; explore the cost/benefit analysis applicable to green buildings; review incentives for green buildings; offer

case studies; and discuss current initiatives underway at the US Green Building Council. **Please note: This program will take place at White & Case, 1155 Ave. of the Americas, 40th Floor, Manhattan.**

Speakers:
EDNA SUSSMAN
Hoguet Newman & Regal, LLP

STEVEN WINTERS
President, Steven Winters Associates

CRAIG KNEELAND
Manager, Green Building Program,
NYSERDA

*For more information or to register,
please contact esussman@hnrlaw.com*

15 Wednesday, 12:30-2 pm

Luncheon with Judge P. Kevin Castel

Please join the Litigation Committee for a luncheon with Hon. P. Kevin Castel, United States District Judge for the Southern District of New York.

Seating is limited, registration by June 8 is necessary. The fee, which includes lunch, is \$20 for members, \$30 for non-members. Please register on page 8 or online at www.abcnj.org.

15 Wednesday, 6:30-8:30pm

Project Finance in a Nutshell

This event, designed primarily for summer associates and others interested in exploring a legal career in project finance, will provide attendees with an introduction to project finance transactions and the opportunity to learn more about law practice in this exciting field from a panel of leading practitioners.

Speakers:
JULIA A. CZARNIAK
Skadden, Arps, Slate, Meagher &
Flom LLP

IMKE RATSCHKO
Becker, Glynn, Melamed & Muffly
LLP

ARTHUR A. SCAVONE
White & Case LLP

WILLIAM H. VOGEL
Latham & Watkins LLP

*Please RSVP to
ernest.chung@newyork.allenoverly.com*

22 Wednesday, 6 pm

The Annual City Bar Reception and Cocktail Party in Honor of Pride Week

The Association is hosting a reception and cocktail party celebrating NYC's Lesbian, Gay, Bisexual, & Transgender Pride Week 2005.

Co-sponsored by:
LeGaL, Lesbian and Gay Law Association of Greater New York

23 Thursday, 6-8 pm

Summer Associate Welcome

The Association and the New York Law Journal invite summer associates and their mentors to a reception in their honor. Specialty drinks and door prizes.

Registration by June 17 is necessary. Please register online at www.abcny.org

23 Thursday, 6-8 pm

The Unwritten Rules for Success in the Workplace

Please join the Committee on Women in the Profession for a presentation by outstanding panelists from a broad spectrum of the legal profession, including firm, in-house, and not-for-profit, who will share their knowledge and advice about the relationships and skills needed to be a successful attorney, with a special emphasis on issues that face women attorneys. The panelists will provide specific advice on what women need to do and know in order to succeed and how to implement various strategies to overcome career barriers.

Moderator:
DIANE C. YU
Chief of Staff /Deputy to the President of New York University

Speakers:
LAUREN E. AGUIAR
Skadden, Arps, Slate, Meagher & Flom LLP

AYALA DEUTSCH
Vice President/Senior Intellectual Property, Counsel
NBA Properties, Inc.

VIVIAN HUELGO
Director of Legal Services,
Safe Horizon

MINDY J. SPECTOR
Weil Gotshal & Manges LLP

There is no fee for this event. A reception will follow and refreshments will be served.

Summer Hours for the House of the Association

(SUMMER) HOUSE HOURS:

Monday-Friday: 8 A.M.–10 P.M.
Saturday: CLOSED
Sunday: CLOSED

(SUMMER) LIBRARY HOURS:

Monday-Thursday: 9 A.M.–9 P.M.
Friday: 9 A.M.–7 P.M.
(5/27–9/5)
Saturday/Sunday: CLOSED

The Library and House of the Association will also be closed on: **Monday, May 30; Monday, July 4; and Monday, September 5.**

Summer Associate Passes

The Association is happy to offer, once again, summer associate library passes. Passes are issued at no charge to law students who are employed by a member of the Association during the summer recess. A summer pass entitles an associate to unlimited use of our library facilities from May through August. For further information please contact the Library Administration office at (212) 382-6741.

SAVE THE DATES

Wednesday, July 20, 6-7:30 pm

What It's Really Like to Practice Law in NYC as a Woman

Women lawyers with experience in government, law firms, alternative practices and in-house law departments speak about issues that significantly affect lawyers just entering the profession.

Tuesday, July 26, 6-8:30 pm

Minority Attorney Networking Panel and Reception

A panel discussion and reception on practices and strategies for effective networking for business and career development.

For further information on these and other upcoming summer events at the Association, please see our website, www.abcny.org.

ABCNY

June 2005 Registration Form



Second Annual Diversity Conference - June 6

\$250 Member \$325 Non-member

ADR Luncheon - June 6

\$20 Member \$30 Non-member

Small Law Firm Luncheon - June 9

\$20 Member \$30 Non-member

Luncheon with Judge P. Kevin Castel - June 15

\$20 Member \$30 Non-member

Name: _____

Address: _____

City: _____

State: _____ Zip: _____

Phone: _____

Number of Reservations: _____

Total Enclosed: \$ _____

Please charge to my:

Mastercard Visa American Express

Card Number: _____

Expiration Date: _____

Signature: _____

Please return this form to: **Meeting Services**, Association of the Bar, 42 West 44th Street, New York, NY 10036-6689.

Please make checks payable to the Association of the Bar. If registering for additional persons, duplicate this form.



NEW COMMITTEE REPORTS

Association reports are available online at www.abcny.org. Or, you may order reports by writing to the Director's Office, calling (212) 382-6624, or emailing aakhtar@abcny.org. Please be sure to include the committee name when making your request.

• Communication & Media Law

Letter to Senate and House leaders supporting the "Free Flow of Information Act of 2005" (H.R. 581/S. 340). This legislation would establish a federal statutory reporter's privilege. The legislation would allow testimony to be compelled from journalists when there is clear and convincing evidence such testimony is essential for certain stated purposes, and the party seeking such information has sought and failed to obtain the information from an alternative source. The committee believes the bill strikes an acceptable balance between the public's interest in free dissemination of information and the public's interest in the fair and effective administration of justice.

• Criminal Law

Letter to House Judiciary Committee urging the committee not to include Section Twelve of H.R.1528, the "Defending America's Most Vulnerable: Safe Access to Drug Treatment and Child Prevention Act of 2005," in the bill submitted to the full House. Section Twelve, a provision unrelated to the basic purposes of the Act, would impose a mandatory sentencing regime, with factors allowing a judge only to increase the sentence. This would radically change the Sentencing Reform Act, undermining judicial discretion in sentencing and eviscerating the U.S. Sentencing Commission's power to determine uniform sentences based on the data and analysis it has gathered.

• Election Law

Letter to the NYC Election Modernization Task Force containing recommendations and raising issues regarding electronic voting systems; the recruitment, training and use of poll workers; the potential for greater use of the Internet; the need for a management study of the city's Board of Elections, voter registration and ballot access.

• Energy

Letter to Gov. George Pataki and legislative leaders opposing a budget amendment that would jeopardize the state's Systems Benefit Charges (SBC) and Renewable Portfolio Standard (RPS) programs. The amendment, which would eliminate the secure funding these programs now have and make them subject to the annual budgeting cycle, would make it more difficult for the state to promote energy efficiency and the development of renewable energy programs, which have relied on multi-year funding and long-term contracts for their success.

• Federal Legislation

Letter to House Energy and Commerce Committee supporting the Castle-DeGette Stem Cell Research Enhancement Act of 2005. This proposed legislation would extend federal support for stem cell research beyond the current, unduly limited federal program and would set standards to guard against misuse of human embryonic materials. The bill is necessary to enable researchers to fulfill the enormous potential of stem cell research to find cures for many devastating diseases and to unravel the mysteries of human development.

• Immigration and Nationality Law

Letter to Senators Hillary Rodham Clinton and Charles Schumer urging them to oppose certain provisions of the REAL ID Act in a forthcoming appropriations bill. The REAL ID Act would severely burden noncitizens. The REAL ID Act would increase the evidentiary burden on asylum seekers and eliminate most federal court review of asylum claims, and would allow bail bondsmen unprecedented authority, without adequate safeguards, to arrest and detain noncitizens in removal proceedings. The Act would also require states to verify the lawful immigration status of all drivers' license applicants, creating a system that will be nearly impossible to run fairly and without furthering the goal of deterring terrorism.

• International Human Rights

Letter to President Gloria Macapagal Arroyo of the Philippines expressing concern about the attempted assassination of Romeo T. Capulong, a leading Philippine human rights lawyer and ad litem judge of the UN International Criminal Tribunal for the former Yugoslavia. The letter notes that the assassination attempt seems to fit within a larger scheme of intimidation aimed at political activists that includes other assassinations and abductions, and attacks by the Philippine military and paramilitary forces. We urged President Arroyo to denounce and investigate these acts, and to take the necessary steps to ensure the safety of Judge Capulong.

• Professional and Judicial Ethics

Formal Opinion 2005-3 - Voluntary Attorney Testimony Concerning Former Clients. The opinion finds there is no *per se* bar preventing a lawyer from voluntarily testifying about a former client. However, if the testimony would involve a revelation of a "confidence" or "secret," the lawyer must conform to the limitations of DR 4-101; in particular, the lawyer should attempt to secure the client's consent before testifying. If in the course of testifying, the lawyer is asked a question for which the client's consent has not been obtained, the lawyer should assert any applicable objection that would enable the lawyer to avoid answering the question.

• United Nations

Letter to Senate Majority Leader Joseph Bruno urging that he do everything within his power to expedite the passage of legislation necessary for the renovation and consolidation of United Nations headquarters in New York City. The letter discusses the proposed project, sponsored by the United Nations Development Corporation, highlights the need to improve the deteriorated UN headquarters buildings and the importance of the UN to the city and the nation, and notes that the proposed UN project will not require state or city funding.

The Controversy Over Gifted Programs Continued from page 5.

City's gifted programs begin in kindergarten? One reason may be that middle class and affluent families can apply to the program before they decide whether to enroll in their children in the public schools. If their children are not admitted to their district's gifted program, they can consider other options such as private school or moving to the suburbs.

One result of this is that a largely minority elementary school might have five classrooms in each grade, one of which is mostly white (the gifted program), while the rest are mostly minority. The messages sent to young children by this kind of segregated schooling reinforce racial stereotypes,

even if the reasons for the segregation are more complex than the kind of de jure segregation that was outlawed a half a century ago.

Of course parents want challenging programs for their children, programs that support children of high intelligence and great talent. Gifted programs can help serve this need, but should do so through effective outreach to all parents and through admission procedures that do more than reflect a family's affluence and opportunity. If the Department of Education's efforts to reform gifted programs accomplish this, they should be applauded, not condemned.



CityBar Center for CLE

June 2005

CLE Course Calendar

Monday	Tuesday	Wednesday	Thursday	Friday
		1	2 ADR/ARBITRATION/ MEDIATION/NEGOTIATION 6-9 p.m. Securities Arbitration & Mediation Hot Topics 2005: "The" Program For Attorneys, Experts, Arbitrators & Mediators 3 credits	3
6 CORPORATE & SECURITIES 9-5 p.m. Corporate Finance For Lawyers: What Your Clients Need You To Know 7 credits	7 TAX & ACCOUNTING 9-12:30 p.m. Fundamentals of Trust Accounting Income & Principal Rules Under the Revised New York State Laws: Ethical & Liability Issues You Need To Know 4 credits	8 BRIDGE-THE-GAP 9-5 p.m. Bridge-The-Gap Corporate Day (Part 1) 8 credits (one day) 16 credits (both days)	9 INSURANCE 8:30 a.m. - 2 p.m. Current Issues In D&O Liability & Insurance 2005 6 credits REAL ESTATE 6-9 p.m. Buying & Selling Commercial Real Estate 3 credits	10 LITIGATION 9-12 p.m. VIDEO REPLAY Giants of the Trial Bar VI: Handling The High Profile Case (The Case We All Want) 3 credits
13	14 ETHICS 6-9 p.m. Ethics for Litigators 3 credits	15 BRIDGE-THE-GAP 9-5 p.m. Bridge-The-Gap Litigation Day (Part 2) 8 credits (one day) 16 credits (both days)	16	17
20 LITIGATION 6-9 p.m. Civility & Zealous Advocacy --Building Blocks to Success: The American College of Trial Lawyers Codes of Pre-Trial & Trial Conduct 3 credits	21	22	23	24
27	28	29	30	

Course Listings by Practice Area



ADR/ARBITRATION/ MEDIATION/NEGOTIATION

2 Thursday, 6-9 p.m.

Securities Arbitration & Mediation Hot Topics 2005: "The" Program For Attorneys, Experts, Arbitrators & Mediators

A premier faculty of experienced practitioners and the Directors of Dispute Resolution and Arbitration of the National Association of Securities Dealers and the New York Stock Exchange, will examine the latest rule changes, decisions and proposals. This program delivers practical suggestions and effective techniques for coping with new and proposed rules and recent decisions as well as advice present and defend Securities actions. Interactive audience participation is a key feature of this annual event.

Program Chair:
ROGER M. DEITZ
Dispute Resolution

Faculty:
ROBERT S. BANKS
The Banks Law Office, P.C.

GEORGE H. FRIEDMAN
Executive Vice President and Director
of Arbitration
NASD Dispute Resolution, Inc.

SANDRA D. GRANNUM
Davidson & Grannum, LLP

KAREN KUPERSMITH
Director of Arbitration
New York Stock Exchange

BRIAN F. MCDONOUGH
Drinker, Biddle & Reath LLP

RICHARD P. RYDER
President
Securities Arbitration Commentator

BRIAN N. SMILEY
Gard Smiley Bishop & Dovin LLP
Atlanta, GA

JONATHAN S. WEBER
Assistant Vice President
AIG Domestic Claims, Inc.
Financial Lines

Co-sponsoring Organizations: **CPR Institute for Dispute Resolution; National Association of Securities Dealers; National Futures Association; New York County Lawyers' Association - Committee on Arbitration and ADR; and New York Stock Exchange**

Cooperating Organization:
American Bar Association: Section of Dispute Resolution

CLE Credit:
3 credits total: 2 ½ professional practice/practice management & ½ ethics. This program provides transitional credit to newly admitted attorneys.

Live Program:
*\$185 ABCNY Member or Co-sponsor,
\$285 Non-member
\$92.50 NASD/NYSE Arbitrators*



BRIDGE-THE-GAP

8 & 15 Wednesdays, June 9- 5 p.m.

16 Hour Bridge-The-Gap

Earn all of your annual CLE credits while obtaining invaluable knowledge on a variety of areas. The Bridge-the-Gap programs fulfill a full year's credit requirements for those that are newly admitted, while providing invaluable information and credits for more experienced attorneys. A skilled faculty will guide you through the day-to-day practice of law and cover topics of interest to all attorneys, including legal

ethics. This program is unique because we offer one day of litigation and one day of corporate; you can purchase both days together, or just one. In order to fulfill the MCLE Bridge the Gap requirements, you must attend both days.

Program Co-Chairs:
MARK A. LIMARDO
Katten Muchin Zavis Rosenman

STEVEN R. SCHOENFELD
Torys LLP

Faculty:
SUSAN BROTMAN
Benjamin Brotman & Associates, P.C.

JUSTICE JOHN T. BUCKLEY
Presiding Justice
Appellate Division of the Supreme Court of the State of New York, 1st Judicial Department

ARNIE HERZ
Attorney at Law

DAVID P. HOROWITZ
Ressler & Ressler

VICKIE GERMAIN KOBAK
Adjunct Professor, Fordham University
School of Law & Professional Development
Consultant

SHARI HELAINE LICHTMAN
Attorney & CPA
Litigation, Consulting and Education

HON. EDWARD W. MCCARTY III
New York State Supreme Court Justice,
Nassau County

KENNETH M. MOLTNER
Bressler, Amery & Ross, P.C.

VICTOR OLDS
Vice President & Senior Attorney
Morgan Stanley D.W., Inc.

GARY J. SIMON
Hughes Hubbard & Reed LLP

CLE Credit:
June 8 & 15: 16 credits total: 7 professional practice/practice management, 6 skills & 3 ethics. This program provides transitional credit for newly admitted attorneys.

June 8 or 15: 8 credits total: 3 ½ professional practice/practice management, 3 skills and 1 ½ ethics. This program provides transitional credit for newly admitted attorneys. . This program provides transitional credit for newly admitted attorneys.

CLE June 2005 Course Listings by Practice Area

Both Days:

\$395 Member, \$635 Non-member

One Day:

\$315 Member, \$455 Non-member

Save \$ by registering for both days!



CORPORATE & SECURITIES

6 Monday, 9-5 p.m.

Corporate Finance For Lawyers: What Your Clients Need You To Know

Add a valuable financial perspective to your current legal knowledge and skills. Attend this innovative one-day workshop and learn:

- The goals and context of top management decision-making
- The measures and objectives of the financial community
- How investors, fund managers, and analysts evaluate companies and securities
- The drivers of stock prices, credit ratings, profitability, and business value
- How to use financial statements, ratios, and other financial information

You know the law, but how well do you understand your client's business? For corporate lawyers, a sure footing in corporate finance is essential to communicating with clients and formulating legal solutions that meet clients' business needs.

Corporate Finance for Lawyers: What Your Clients Need You to Know is a practical primer on financial literacy for lawyers. This one-day workshop is specifically designed for business, corporate, and other lawyers who want a better understanding of the goals, practices, and measurements of corporate clients and litigants. Led by an experienced management consultant/lawyer, the program combines lecture, real-world case studies, and exercises to decipher key concepts of corporate finance, such as the goal of "value creation," the relationship between the

corporation and the financial community, the elements and uses of financial statements, and the measures of financial performance in the marketplace. "Corporate Finance for Lawyers: What Your Clients Need You to Know" will give you the knowledge and skills you need to understand the larger issues confronting your corporate clients and to advise them on legal matters within a business framework.

Instructor:

EDWIN I. MALET

Durako & Malet

Co-sponsored with ALI-ABA

CLE Credit:

7 credits total: 4 professional practice/practice management & 3 skills. This program provides transitional credit for newly admitted attorneys. This program is approved for MCLE credit in other MCLE jurisdictions. Credit jurisdictions will be available at the program.

Live Program:

\$350 Member, \$450 Non-member



ETHICS

14 Tuesday, 6-9 p.m.

Ethics For Litigators

Join us for a spirited discussion of real-life ethical issues facing litigators today. In this interactive program, a panel, consisting of experienced litigation practitioners together with a law professor, will use several hypothetical situations to address ethical issues that often arise, which may include:

- Representing corporate employees
- Interviewing your adversary's employees and/or former employees
- Inadvertent production of privileged communications
- Client confidentiality and government investigations
- Disclosures relating to crimes/frauds
- Litigation conduct and obligations

Program Chair:

STEWART AARON

Arnold & Porter LLP

Faculty:

RICHARD F. ALBERT

Morvillo, Abramowitz, Grand, Iason & Silberberg, P.C.

G. MICHAEL BELLINGER

Dorsey & Whitney LLP

JOEL COHEN

Stroock & Stroock & Lavan LLP

CAROL L. ZIEGLER

Adjunct Professor of Law, Brooklyn Law School
Associate Reporter, Committee on Standards of Attorney Conduct, New York State Bar Association

CLE Credit:

3 credits in ethics. This program provides transitional credit for newly admitted attorneys.

Live Program

\$215 Member, \$315 Non-member



INSURANCE

9 Thursday, 8:30-2 p.m.

Current Issues In D&O Liability & Insurance 2005

Directors and officers liability and D&O insurance are unique and complex areas of the law which require special consideration and handling. D&O claims challenge the conduct of senior executives and board members at public and private corporations, as well as not-for-profit organizations. Historically, D&O claims against public corporations have been a function of significant fluctuations in stock price which oftentimes involve irregularities in the companies' financial reporting. In some instances, D&O claims attack business strate-

CLE June 2005 Course Listings by Practice Area

gies, corporate philosophies and management styles. D&O claims can involve highly publicized situations, such as Enron, in which the financial wherewithal of the corporation, its employees and investors are totally at risk. Directors and officers, and corporate liability insurance products address these exposures and are a key component of any company's risk management plan. The legal environment continues to evolve in the wake of the many financial restatements, corporate governance under the Sarbanes-Oxley Act and the enhanced role of the Securities and Exchange Commission in protecting public investors. With the exposures presented by securities class actions at catastrophic levels, the D&O insurance product and the marketplace continue to evolve. Our panel of professionals from various components of the D&O industry will provide their insights on these issues:

- D & O "101": An Intro to Directors & Officers Liability & Insurance
- Securities Litigation Statistics & The Practitioners' Points of View
- Implications of the WorldCom Settlement & Recent Case Law for D & O Liability Insurance
- The State of the D & O Insurance Market
- Handling Complex D & O Claims and Coverage Issues

Program Co-Chairs:

SCOTT R. SCHAFFER

Wilson, Elser, Moskowitz, Edelman & Dicker LLP

JAMES A. SKARZYNSKI

Boundas, Skarzynski, Walsh & Black, LLC

T. DAVID ACKERMAN

Vice President
Quanta U.S. Holdings, Inc.

Faculty:

STEVEN H. ANDERSON

Executive Managing Director
Beecher Carlson

MAX W. BERGER

Bernstein Litowitz Berger & Grossmann LLP

R. DAMIAN BREW

Managing Director
Marsh USA Inc.

IVAN J. DOLOWICH

Senior Vice President
St. Paul Travelers

SUSAN F. FRIEDMAN

Senior Vice President
Marsh USA Inc.

KATHLEEN M. GOLDEN

Willkie Farr & Gallagher LLP

WILLIAM J. HENRIQUES

Senior Vice President
Guy Carpenter & Company

VINITA M. JUNEJA

Senior Vice President
NERA Economic Consulting

BRAD S. KARP

Paul, Weiss, Rifkind, Wharton & Garrison LLP

CHRISTOPHER J. KELLER

Goodkind Labaton Rudoff & Sucharow LLP

JOHN S. LOPES

Executive Vice President of Professional
Liabilities
Quanta U.S. Holdings Inc.

BARRY J. MANDEL

Senior Vice President & General Counsel for
Global Litigation, Employment and Affairs
Merrill Lynch & Co., Inc.

GREGORY A. MARKEL

Cadwalader, Wickersham & Taft LLP

ROGER M. MOAK

Certified Arbitrator
IFNY Chairman

BRIAN E. PASTUSZENSKI

Goodwin Procter LLP

TIMOTHY G. REYNOLDS

Skadden, Arps, Slate, Meagher & Flom LLP

HON. ROBERT W. SWEET

United States District Judge (S.D.N.Y.)

RICHARD H. WALKER

Managing Director and General Counsel,
Legal Department
Deutsche Bank AG

Co-sponsored with:

Insurance Federation of New York, Inc. (IFNY)

CLE Credit:

6 credits in professional practice/practice management. This program does not provide transitional credit for newly admitted attorneys.

Live program:

*\$315 CityBar & IFNY member;
\$455 Non-member*



LITIGATION

10 Friday, 9-12 p.m.

VIDEO REPLAY:

Giants of the Trial Bar VI: Handling The High Profile Case (The Case We All Want)

Hear the Giants talk about the unique aspects of handling high profile criminal or civil cases like: Martha Stewart, Tyco, Rev. Sun Myung Moon, Judge Sol Wachtler, Sen. Guy Veleva, Michael Jackson, Kobe Bryant, P. Diddy, Quattrone, Harold Geneen, Clive Davis, Louima, Congressman Robert Garcia, Judge Gerald Garson, Taubman, Nicky Barnes, Three Mile Island, Lynn Stewart, the Twin Towers, Rosie O'Donnell and others.

The Giant will discuss dealing with the client, the press, the prosecutor or adversary, the court, "gag orders," sentencing guidelines, potential ethical constraints, the use of jury consultants and other special problems such cases present.

Program Chair:

ROY L. REARDON

Simpson Thacher & Bartlett LLP

Faculty:

BENJAMIN BRAFMAN

Brafman & Ross, P.C.

RONALD P. FISCHETTI

Law Offices of Ronald P. Fischetti

ROBERT B. FISKE, JR.

Davis Polk & Wardwell

HON. JOHN S. MARTIN, JR.

Debevoise & Plimpton LLP

ROBERT G. MORVILLO

Morvillo, Abramowitz, Grand, Iason & Silberberg, P.C.

GUSTAVE H. NEWMAN

Newman & Greenberg

CHARLES A. STILLMAN

CLE June 2005 Course Listings by Practice Area

Stillman & Friedman, P.C.

CLE Credit:

3 credits total: 2½ skills & ½ ethics. This video replay does not provide transitional credit for newly admitted attorneys.

Video Replay:

\$215 Member, \$315 Non-member

20 Monday, 6-9 p.m.

Civility & Zealous Advocacy -- Building Blocks to Success: The American College of Trial Lawyers Codes of Pre-Trial & Trial Conduct

Can a successful litigator be aggressive while still maintaining standards of professionalism in practice? This panel of a Judicial Fellow and three Fellows of the American College of Trial Lawyers, and a law professor will teach how both civility and zealous advocacy are vital to a successful litigation practice. Using the American College of Trial Lawyers Codes of Pre-Trial and Trial Conduct as a guide, the panel will explore the tensions and common goals to be achieved by professionalism and zealous advocacy. The panel will teach how following the Codes can help lawyers win the cases they should win, and how following the Codes can help avoid bad consequences for both the client and the lawyer.

Program Chair:

JOHN S. SIFFERT

Lankler Siffert & Wohl LLP
Fellow, ACTL

Moderator:

ROBERT J. JOSSEN

Dechert LLP
Fellow, ACTL

Faculty:

CELIA GOLDWAG BARENHOLTZ

Kronish Lieb Weiner & Hellman LLP
Fellow, ACTL

BRUCE A. GREEN

Professor of Ethics
Fordham University School of Law

HON. JED S. RAKOFF

United States District Judge, (S.D.N.Y.)
Judicial Fellow, ACTL

THEODORE V. WELLS, JR.

Paul, Weiss, Rifkind, Wharton & Garrison LLP
Fellow, ACTL

Co-sponsored with:

The American College of Trial Lawyers

CLE Credit:

3 credits in professional practice/practice management. This program provides transitional credit for newly admitted attorneys.

Live Program:

\$185 Member, \$285 Non-member



REAL ESTATE

9 Thursday, 6-9 p.m.

Buying & Selling Commercial Real Estate

A panel of experts will discuss purchaser's due diligence, contract negotiation, title issues, negotiating purchaser's loan commitment and loan documents, preparation for the closing and the actual closing.

Program Chair:

WILLIAM J. LIPPMAN

Dechert LLP

Faculty:

MICHAEL J. BEREY

Senior Vice President and Senior Underwriting Counsel
First American Title Insurance Company of New York

SHANE O'NEILL

Ingram Yuzek Gainen Carroll & Bertolotti LLP

KENNETH L. SANKIN

Patterson Belknap Webb & Tyler LLP

CLE Credit:

3 credits in professional practice/practice management. This program provides transitional credit for newly admitted attorneys.

Live Program:

\$185 Member, \$285 Non-member



TAX & ACCOUNTING

7 Tuesday, 9-12:30 p.m.

Fundamentals of Trust Accounting Income & Principal Rules Under the Revised New York State Laws: Ethical & Liability Issues You Need To Know

New York State has significantly revised the trust laws as they pertain to accounting income and its application to a tax reporting position.

The substantial changes in the definition of accounting income under New York State law grant the trustee certain discretionary rights in determining the amount of accounting income that is payable to an income beneficiary.

Under the revised New York State trust laws, the income beneficiary has significant rights as well. The income beneficiary can take certain actions to enhance his/her annual income distributions from a trust. An analysis of the new IRS final regulations on the definition of accounting income as well as sample drafting language with conformity with IRS rules will be included.

This program is a must for trust & estate attorneys, accountants and any attorney involved in preparing trust tax returns or income tax returns for a trust beneficiary. Save yourself from any

CLE June 2005 Course Listings by Practice Area

ethical and/or liability issues by learning the fundamentals of these new rules.

As a special feature to the program the manual "Fundamentals of Trust Accounting Income and Principal Rules Under the Revised New York State Laws," that contains over 120 examples, will be distributed.

Program Chair:

SEYMOUR GOLDBERG, CPA, MBA, JD
Goldberg & Goldberg, P.C.

Faculty:

JOSEPH V. FALANGA, CPA
Goldstein Golub Kessler LLP

HON. C. RAYMOND RADIGAN
Former Surrogate, Nassau County
Of Counsel,
Ruskin Moscou Faltischek, P.C.

CLE Credit:

4 credits total: 3½ professional practice/practice management & ½ ethics. This program provides transitional credit for newly admitted attorneys. 4 CPE credits in taxation.

Live Program:

\$220 Member, \$320 Non-member

Cancellations & Refunds

For live programs and video replays, refunds and program credits are available provided cancellation is made in writing and received by the CityBar Center prior to the program.

A \$25 administrative fee will be charged for all refunds. The cancellation fee will be deducted directly from the refund. For program credits no administrative fee will be charged. Program credits must be used within one year of the original program date. Cancellations must be in writing and faxed to the CityBar Center at (212) 869-4451.

Refunds and program credits are not available for the purchase of tapes, CDs, DVDs, course materials or online programs.

These programs are presented under the auspices of the CLE Committee, Burton N. Lipshie, Chair, and the CityBar Center for Continuing Legal Education.

Scholarships are available. Please call (212) 382-6663 for an application.

Is there a program you would like to attend or a speaker you would like to hear? Please contact the CityBar Center with your suggestions.

JULY 2005 CLE EVENTS

Tuesday, July 12 • 9-11 a.m.

Ethical & Practical Issues for Small & Solo Law Firms to Get & Maintain Clients Online

*

Wednesday, July 13 & Tuesday, July 19 • 5-8 p.m.

Discovery Bootcamp: Deconstructing the Rules and Constructing Your Case

*

Thursday, July 14 • 9-12 p.m.

Negotiating Software Licenses: Practical Issues You Need to Know

*

Tuesday, July 19 • 8:30-12:30 p.m.

**Practical Application of the Retirement Distribution Rules:
What Practitioners Should Know**

*

Wednesday, July 20 • 9-12 p.m.

Lawyer Regulation in the 21st Century: Some Current Issues

*

Thursday, July 21 • 9-11 p.m.

Living Wills & Healthcare Proxies

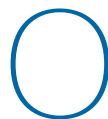
*

Tuesday, July 26 • 9-12 p.m.

**Women in Negotiation: Practical Tips to Strengthen Your Negotiating Skills
(For You & Your Clients)**

**Can't make a June or July CLE program? They are available on tapes, CDs and DVDs.
To register or purchase a program visit our website at www.abcny.org or call 212-382-6663**

Exciting CLE Event for In-House Counsel



On June 9th from 3-7 pm the City Bar Fund, the Association of Corporate Counsel and the NYSBA's Access to Justice Committee will sponsor an exciting CLE event for in-house counsel on Pro Bono Work by In-House Counsel: Models and Ethical Considerations. Information on pro bono models used successfully by various corporations and specific opportunities targeted to in-house counsel in New York will be discussed. Time Warner's experience launching their new pro bono initiative will be highlighted. Professor Stephen Gillers of New York University School of Law will speak on Ethical Issues in Pro Bono Representation, for which CLE credit will be available. The meeting will be held at The University Club, 1 West 54th Street, NYC. To register call Nina Kulmala, (212) 784-8805 or by e-mail to nina.kulmala@cgmp-law.com. The program is free of charge and all are welcome.

The City Bar and New York Law Journal

present

"A Taste of Summer" Summer Associate Welcome

Annual reception welcoming summer associates to NYC.

Thursday, June 23; 6:00-8:00 p.m.

Register by June 17 at www.abcny.org
or call 212-382-6753

JUNE 2005 CLE REGISTRATION FORM

Securities Arbitration & Mediation Hot Topics 2005... — June 2

Program	<input type="checkbox"/> \$185 Member	<input type="checkbox"/> \$285 Non-member
Audiotapes	<input type="checkbox"/> \$295 Member	<input type="checkbox"/> \$365 Non-member
CDs	<input type="checkbox"/> \$315 Member	<input type="checkbox"/> \$385 Non-member
Videotapes	<input type="checkbox"/> \$385 Member	<input type="checkbox"/> \$455 Non-member
DVDs	<input type="checkbox"/> \$425 Member	<input type="checkbox"/> \$505 Non-member
Materials only	<input type="checkbox"/> \$95 Member	<input type="checkbox"/> \$125 Non-member

Corporate Finance For Lawyers... — June 6

Program	<input type="checkbox"/> \$350 Member	<input type="checkbox"/> \$450 Non-member
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Fundamentals of Trust Accounting Income & Principal Rules... — June 7

Program	<input type="checkbox"/> \$220 Member	<input type="checkbox"/> \$320 Non-member
Audiotapes	<input type="checkbox"/> \$330 Member	<input type="checkbox"/> \$395 Non-member
CDs	<input type="checkbox"/> \$350 Member	<input type="checkbox"/> \$420 Non-member
Videotapes	<input type="checkbox"/> \$420 Member	<input type="checkbox"/> \$490 Non-member
DVDs	<input type="checkbox"/> \$460 Member	<input type="checkbox"/> \$540 Non-member
Materials only	<input type="checkbox"/> \$64.70 Member	<input type="checkbox"/> \$64.70 Non-member

16 Hour Bridge-The-Gap: Both Days — June 8 & 15

Program	<input type="checkbox"/> \$395 Member	<input type="checkbox"/> \$635 Non-member
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Bridge-The-Gap: Corporate Day — June 8

Program	<input type="checkbox"/> \$315 Member	<input type="checkbox"/> \$455 Non-member
Audiotapes	<input type="checkbox"/> \$405 Member	<input type="checkbox"/> \$565 Non-member
CDs	<input type="checkbox"/> \$425 Member	<input type="checkbox"/> \$585 Non-member
Videotapes	<input type="checkbox"/> \$525 Member	<input type="checkbox"/> \$655 Non-member
DVDs	<input type="checkbox"/> \$575 Member	<input type="checkbox"/> \$725 Non-member
Materials only	<input type="checkbox"/> \$145 Member	<input type="checkbox"/> \$225 Non-member

Current Issues in D&O Liability & Insurance 2005 — June 9

Program	<input type="checkbox"/> \$315 Member	<input type="checkbox"/> \$455 Non-member
Audiotapes	<input type="checkbox"/> \$405 Member	<input type="checkbox"/> \$565 Non-member
CDs	<input type="checkbox"/> \$425 Member	<input type="checkbox"/> \$585 Non-member
Videotapes	<input type="checkbox"/> \$525 Member	<input type="checkbox"/> \$655 Non-member
DVDs	<input type="checkbox"/> \$575 Member	<input type="checkbox"/> \$725 Non-member
Materials only	<input type="checkbox"/> \$145 Member	<input type="checkbox"/> \$225 Non-member

Tapes are sold with the accompanying written materials from the program.

Program materials can be purchased separately from the program. (CLE credit may not be given for materials only.) Mandatory NYS sales tax is included in the purchase price for tapes and materials. All sales of tapes, CDs, DVDs and materials are final. Please allow 3-5 weeks after the program date for your order to be processed.

Please see our cancellations & refunds policy on pg. 15.

Advance registration is advised for live programs & video replays. An additional fee of \$25 will be charged for registrations received later than 3:00 p.m. one business day prior to the program. For more information or to register for a program visit our website at www.abcnyc.org, call (212) 382-6663, fax (212) 869-4451 or mail your registration to: CityBar Center for CLE, Association of the Bar, 42 West 44th Street, New York, NY 10036.

Buying & Selling Commercial Real Estate — June 9

Program	<input type="checkbox"/> \$185 Member	<input type="checkbox"/> \$285 Non-member
Audiotapes	<input type="checkbox"/> \$295 Member	<input type="checkbox"/> \$365 Non-member
CDs	<input type="checkbox"/> \$315 Member	<input type="checkbox"/> \$385 Non-member
Videotapes	<input type="checkbox"/> \$385 Member	<input type="checkbox"/> \$455 Non-member
DVDs	<input type="checkbox"/> \$425 Member	<input type="checkbox"/> \$505 Non-member
Materials only	<input type="checkbox"/> \$95 Member	<input type="checkbox"/> \$125 Non-member

Video Replay: Giants of the Trial Bar VI... — June 10

Video Replay	<input type="checkbox"/> \$215 Member	<input type="checkbox"/> \$315 Non-member
Audiotapes	<input type="checkbox"/> \$325 Member	<input type="checkbox"/> \$395 Non-member
CDs	<input type="checkbox"/> \$345 Member	<input type="checkbox"/> \$415 Non-member
Videotapes	<input type="checkbox"/> \$385 Member	<input type="checkbox"/> \$455 Non-member
DVDs	<input type="checkbox"/> \$455 Member	<input type="checkbox"/> \$535 Non-member
Materials only	<input type="checkbox"/> \$95 Member	<input type="checkbox"/> \$125 Non-member

Ethics for Litigators — June 14

Program	<input type="checkbox"/> \$215 Member	<input type="checkbox"/> \$315 Non-member
Audiotapes	<input type="checkbox"/> \$325 Member	<input type="checkbox"/> \$395 Non-member
CDs	<input type="checkbox"/> \$345 Member	<input type="checkbox"/> \$415 Non-member
Videotapes	<input type="checkbox"/> \$385 Member	<input type="checkbox"/> \$455 Non-member
DVDs	<input type="checkbox"/> \$455 Member	<input type="checkbox"/> \$535 Non-member
Materials only	<input type="checkbox"/> \$95 Member	<input type="checkbox"/> \$125 Non-member

Bridge-The-Gap: Litigation Day — June 15

Program	<input type="checkbox"/> \$315 Member	<input type="checkbox"/> \$455 Non-member
Audiotapes	<input type="checkbox"/> \$405 Member	<input type="checkbox"/> \$565 Non-member
CDs	<input type="checkbox"/> \$425 Member	<input type="checkbox"/> \$585 Non-member
Videotapes	<input type="checkbox"/> \$525 Member	<input type="checkbox"/> \$655 Non-member
DVDs	<input type="checkbox"/> \$575 Member	<input type="checkbox"/> \$725 Non-member
Materials only	<input type="checkbox"/> \$145 Member	<input type="checkbox"/> \$225 Non-member

Civility & Zealous Advocacy-Building Blocks To Success... — June 20

Program	<input type="checkbox"/> \$185 Member	<input type="checkbox"/> \$285 Non-member
Audiotapes	<input type="checkbox"/> \$295 Member	<input type="checkbox"/> \$365 Non-member
CDs	<input type="checkbox"/> \$315 Member	<input type="checkbox"/> \$385 Non-member
Videotapes	<input type="checkbox"/> \$385 Member	<input type="checkbox"/> \$455 Non-member
DVDs	<input type="checkbox"/> \$425 Member	<input type="checkbox"/> \$505 Non-member
Materials only	<input type="checkbox"/> \$95 Member	<input type="checkbox"/> \$125 Non-member

All registrations must be prepaid by either credit card or a check made payable to: Association of the Bar.

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COMMITMENT TO DIVERSITY

Visibility Matters: Addressing Sexual Orientation in the Legal Workplace

While many legal employers have inclusive diversity statements, many have not specifically addressed the needs of their lesbian, gay, bi-sexual and transgender (LGBT) attorneys. On April 7th, members of the Association's Committee on Lesbian, Gay, Bisexual, and Transgender Rights led a diversity working session on why this is an issue legal employers should care about and the action steps necessary to focus on this constituency. Panelists included committee members Lisa Badner, Christopher Collins, Jason Chue, Harley Diamond and Thomas Pappas, as well as Ivan Dominguez, chair of the LGBT Issues Committee at the New York County Lawyers' Association.

Members of the panel shared personal stories that underscored some of the biases LGBT attorneys face. One gay male attorney described how he was called "Tinkerbelle" behind his back by a partner, which led in part to his decision to leave the firm. Due to the often "invisible" nature of sexual orientation, LGBT attorneys can be privy to homophobic conversations they may not hear otherwise. Panelists also explained how there is a presumption of "straightness" in informal conversations and firm policies. As one panelist shared, "You can't work 60-80 hours a week and not be yourself."

Power of Policies

Often the first step to addressing the unique needs of LGBT lawyers is to ensure equitable firm policies with heterosexual counterparts. Beyond the actual benefits bestowed by the policies, such policies serve as compelling symbols of inclusion and acceptance of LGBT attorneys.

Diversity statement: Explicitly address "sexual orientation, gender identity and expression" in diversity statement in compliance with New York City law.

Domestic partner benefits: While many legal employers today offer these benefits, progressive employers are now going a step further to address the tax implications for partners who are not considered "family members" by law.

Bereavement and family leave policies: Recognize the bonds and obligations of domestic partners and their families, thereby ensuring parity with married couples.

Adoption leave and benefits: Be inclusive in language to recognize non-birth parents regardless of gender. Provide paid adoption leave and consider adoption expense reimbursement. In addition, it is important to recognize parent status for LGBT couples even if they haven't been able to formally adopt due to foreign adoption laws.

Benchmarking: Many firms, in their diversity benchmarking questionnaires, leave the "openly gay" category blank. To ensure an accurate count of LGBT attorneys, firms can send a confidential and anonymous survey gathering information on all the diversity demographic groups in question, including sexual orientation.

Comfortable Culture

Beyond policy, the key to attracting and retaining LGBT attorneys is to foster an inclusive environment, with the tone set from the top.

Diversity committee: Explicitly see LGBT issues as part of the diversity charter and ensure adequate representation on committee. In addition, gather information on these issues as part of the assessment process.

LGBT networks: Whether formal or informal, networks serve as an important support function, providing mentoring, coaching, and a welcoming environment for new attorneys. Also, the network can be a feedback channel to senior leadership on key issues for this constituency.

Recruitment: Offer all prospective hires the opportunity to interview with an openly gay attorney along with women, minorities, or other groups. This signals the openness of the firm, even if few prospects avail themselves of the opportunity. Use the network to create a list of openly gay attorneys who would be willing to speak with recruitment prospects.

Pro bono clients and cases: Demonstrate the firm's commitment through willingness to dedicate pro bono resources to these issues.

Events: Use inclusive language in invitations to firm events so LGBT attorneys feel comfortable bringing their partners. Leverage external relationships, such as LGBT bar associations, and sponsor events of interest to the LGBT community.

Embed into existing training mechanisms: Incorporate concrete examples of LGBT issues in diversity education programs.


To learn more about LGBT diversity issues or upcoming diversity programs, please see our Web site at www.abcny.org or contact Meredith Moore, director of the City Bar's Office for Diversity, at mmoore@abcny.org.

Second Annual Diversity Conference Making Heads Count: Accountability for Legal Employers Monday, June 6, 2005 • 8:00 am - 2:00 pm

This year's symposium will focus on leadership and accountability, both from the individual and the organizational perspective, including:

- A dynamic and interactive session led by Steve Young of Insight Education on addressing the subtle underlying behaviors that stand in the way of a diverse and inclusive workplace.
- A panel discussion on diversity leadership and accountability featuring Deborah Holmes of Ernst & Young, Amy Schulman of DLA Piper Rudnick Gray Cary, and P.D. Villarreal of Schering Plough.

For further information, please contact Meredith Moore, director of the Office for Diversity, 212-382-6689 or mmoore@abcny.org.



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ASSOCIATION SERVICES

What's Going On at the Small Law Firm Center

No longer the best kept secret at the City Bar, the Small Law Firm Center is providing many practitioners with the help they need to start and maintain their own practices. For example, the Small Law Firm Center conference room, available by reservation to our members, is constantly buzzing with activity - so much so that a second conference room is being contemplated. Many members find the City Bar's location convenient for meeting clients, especially when a member's office is outside of Manhattan. Both the conference room and the attorney workspace now have Wi-Fi and wired data access so that members can use their own laptops to connect to the internet, just like they do on the 4th floor of the library.

Association members with questions about starting a practice, or seeking law practice management information, may contact the Small Law Firm Center's director, Lisa M. Bluestein. Prior to opening her firm, Member Karen M. Kart met with Lisa to discuss opening a law practice. Karen remarked, "It was great to be able to talk to Lisa about starting my own law firm. Lisa pointed me to informational resources at the City Bar and elsewhere about starting a practice. She gave me some ideas by describing how she started her own practice, and encouraged me to join the Committee on Small Law Firms, where I have networked and exchanged management tips with many colleagues. The City Bar's services have definitely helped me

to grow my practice."

Members have also been using the Free Member Postings on the Small Law Firm section of the city bar website. The postings, which started out as mainly office space advisories, now highlight other services as well. Members have found others to share staff, work for space relationships, and per diem and contract work arrangements by posting a message on the Web site. All postings should be sent to lbluestein@abcny.org and include a telephone number and an e-mail address in the posting for responses.

Based upon members' questions to the Small Law Firm Center, their continuing concerns about practice management issues, and the success of last year's Law Practice Management Symposium, the city bar is pleased to announce its 2nd Annual Law Practice Management Symposium, designed to provide practitioners in law firms of 50 or fewer attorneys with all-day exhibits, informational programs, and networking opportunities. The symposium will be held on November 1, 2005, at the Association. This year there will be two tracks of programming, one for the start-up and solo practitioner, and the second for the more experienced and larger firms. In response to attendees' requests, there will be more time in between the programs and a less "hurried" atmosphere. Stay tuned for more information about the symposium in the coming months.

We also heard from our members of the need for a program on ethical issues particular to starting



The Small Law Firm Center is a convenient place to meet clients, take depositions or utilize office support systems.

and maintaining a practice, and in response, we presented a CLE program on May 5 titled, "Ethical Perils and Pitfalls Facing Start-up and Small Firm Practitioners." Lisa Bluestein chaired the program in which Richard M. Maltz and Deborah A. Scalise, both formerly counsel to the Departmental Disciplinary Committee, discussed everyday ethics issues such as: letters of engagement and retainers; escrow accounts; and responsibilities of partners, associates and affiliated lawyers (such as "of counsel").

The Small Law Firm Center started a pilot mentoring program in early 2005, matching attorneys who plan to start their own firms or have been practicing on their own for less than a year with more experienced small firm practitioners. After review and assessment of the pilot program, the City Bar will deter-

mine whether a full program should be implemented.

The Small Law Firm Center, in conjunction with the Committee on Small Law Firms, chaired by Steven M. Ratner, recently hosted a luncheon on business opportunities through the City Bar's Legal Referral Service. LRS Director Allen Charne explained the application and selection process to over 60 attendees, some of whom have already submitted applications to be on the referral panel. Each month the Small Law Firm Luncheon provides useful information to practitioners, along with a great opportunity to network with peers.

The Small Law Firm Center welcomes ideas about topics for workshops and programs that would be of interest to City Bar members. Please send any ideas to slfc@abcny.org.



44th Street
NOTES

The Association of the Bar of the City of New York

June 2005