

# LAWYERS JOURNAL



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## Extending a legal safety net to our vets

As Americans observe Veteran's Day this month, I am principally proud of the free legal services provided by the Massachusetts Bar Association for the many men and women who have honorably served our country. Now in full swing, the MBA Pro Bono Veterans Initiative is providing a meaningful impact that is recognizing the legal needs of our veterans throughout the calendar year.

Thanks to a unique pro bono collaborative, the MBA is successfully connecting volunteer attorneys with veterans who are struggling to navigate the legal system in the areas of benefits, housing, foreclosure, re-employment upon

### PRESIDENT'S VIEW

by Edward W. McIntyre

returning from deployment, child custody, divorce, bankruptcy and medical care. Since last fall, we have made strides on this front, with the most recent measure being an Oct. 16 special Dial-A-Lawyer offering that provided legal advice solely to veterans. This served as the third in a series of call-in programs of this kind offered since last fall. As mentioned in a related article on page 10, a dozen attorneys, including my daughter, Kathryn, were again on hand offering this essential public service to almost 100 veterans.

I am proud of the role the men and women of the MBA have played in softening the legal burden that our veterans are encountering. The MBA has collaborated with the National Veterans Legal Services, a non-profit veterans service program based in Washington, D.C., to offer education and training on site at the MBA for interested attorney

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## Chief Justice Marshall highlights "turbulent" budget challenges in "Annual Address" at Bench-Bar Symposium

by Bill Archambeault

In her "Annual Address to the Legal Community," Supreme Judicial Court Chief Justice Margaret H. Marshall warned that the "turbulent" national and state financial crisis requires "drastic" cuts in the state's court system.

Speaking at the Massachusetts Bar Association's third annual Bench-Bar Symposium at the John Adams Courthouse in Boston on Oct. 22, Marshall told the audience of more than 100 people that she and other court officials had identified millions of dollars in cuts. While they were able to avoid layoffs and furloughs, the cuts have led to an across-the-board hiring freeze; travel restrictions and other cost-cutting measures have also been made, she said.

"The measures we have taken are strong. You will see evident strains on the system. But there is one thing on which we will not economize: our core mission to do justice," Marshall said. "Our courts have weathered economic distress before. We must, and we shall, manage our way through this current crisis."

District Court Chief Justice Lynda M. Connolly and Housing Court Chief Justice Steven D. Pierce were tapped to head a Fiscal Task Force to identify additional savings and ways to improve efficiency.

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Photo by Christine Peterson

From left to right: MBA President-elect Valerie A. Yarashus, MBA Vice President Robert L. Holloway Jr., MBA President Edward W. McIntyre, Chief Justice for Administration and Management Robert A. Mulligan, Supreme Judicial Court Chief Justice Margaret H. Marshall, MBA Secretary Douglas K. Sheff, MBA Vice President Marsha V. Kazarosian and MBA Treasurer Denise Squillante.

## Nov. 12 Gala Dinner sets stage for Gold Medal and Hennessey Awards presentation

*Gartenberg and Armstrong receive high honors at Boston event*

by Tricia Oliver

The MBA's Annual Gala Dinner on Nov. 12 featured a special awards presentation including the MBA Gold Medal Award and the Chief Justice Edward F. Hennessey Award. These high honors will be presented to Lee J. Gartenberg and the Hon. Christopher J. Armstrong (ret.) respectively.

"Recipients Lee Gartenberg and Judge Christopher Armstrong were chosen in large



Photo by Jeff Thiebault

Lee J. Gartenberg



Photo by George Peet

Hon. Christopher J. Armstrong (ret.)

part because they exemplify the timeless tenets of leadership in the law," said MBA President Edward W. McIntyre.

The MBA's Gold Medal Award is reserved for individuals who have provided outstanding legal services that have benefited the legal profession in Massachusetts, while the Hennessey Award is awarded to federal or state judges within the Commonwealth of Massachusetts who have demonstrated

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Family Law Conference. See page 3.



MBF honors two with President's Award. See page 16.

See index on page 2 for a complete listing of this issue's contents.

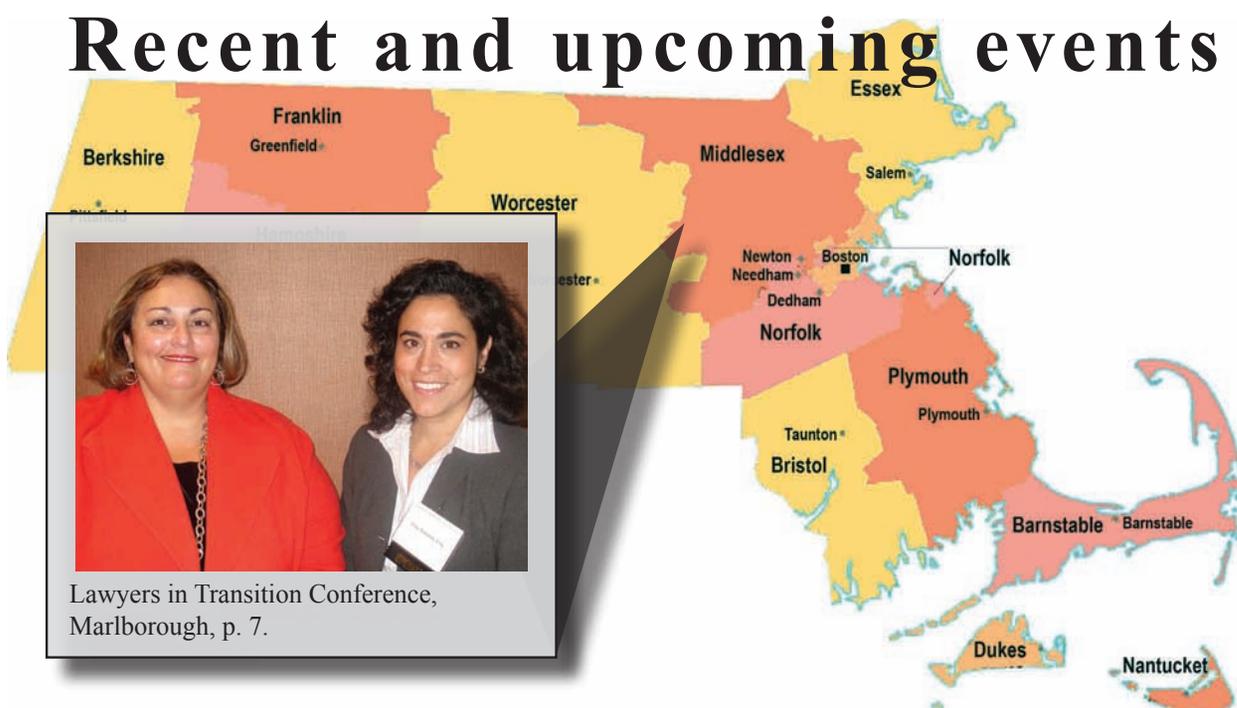
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## Recent and upcoming events



- 1. Massachusetts Bar Foundation Grantee Reception**  
20 West St., Boston, Sept. 25. *Story on p. 17.*
- 2. Massachusetts Bar Foundation Grantee Reception**  
Bulkley, Richardson & Gelinas LLP, 1500 Main St., Springfield, Oct. 2. *Story on p. 17.*
- 3. Lawyers in Transition Conference**  
Courtyard by Marriott, Marlborough, Oct. 7. *Story on p. 7*
- 4. Young Lawyers' "Online Networking for Attorneys"**  
Worcester Trial Court, Worcester, Oct. 16. *Story on p. 6*
- 5. 18th Annual Family Law Conference**  
Ocean Edge Resort & Club, 2907 Main St., Brewster, Oct. 17-18. *Story on p. 3.*
- 6. Bench-Bar Symposium**  
John Adams Courthouse, Boston, Oct. 22. *Story on p. 1.*
- 7. Immigration Law hosts author**  
20 West St., Boston, Oct. 27. *Story on p. 13.*
- 8. MBA Gala Dinner**  
John Joseph Moakley Courthouse, One Courthouse Way, Boston, Nov. 12. *Story on p. 1, information on p. 20.*
- 9. House of Delegates meeting**  
Hawthorne Hotel, Salem, Nov. 19.
- 10. Legal Tech Expo**  
Sheraton Framingham, Framingham, March 20, 2009. *Information on p. 21.*

For more information about upcoming events, visit [www.massbar.org](http://www.massbar.org) or call (617) 338-0530. CLE seminars are not included. For a full listing of events, see the Calendar on pp. 20-21, the CLE brochure or [www.massbar.org](http://www.massbar.org).

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# 18th Annual Family Law Conference draws 180; focuses on complex evidentiary issues in divorce and custody cases



Photo by Kelsey Sadoff

Left to right: Veronica J. Fenton, Esq. conference co-chair, Law Office of Veronica J. Fenton, Lenox; Denise Squillante, MBA treasurer, Fall River; and Thomas J. Barbar, Esq., conference co-chair, Deutsch, Williams, Brooks, DeRensis & Holland PC, Boston.

by Kelsey Sadoff

Nearly 180 attorneys and judges from across the commonwealth attended the Massachusetts Bar Association's 18th Annual Family Law Conference at Ocean Edge Resort in Brewster. After a welcome reception on Oct. 17, the all-day conference on Oct. 18 focused on enhancing practitioners' trial I.Q. through five interactive panels, which outlined complex evidentiary issues in divorce and custody cases.

"I love the Family Law Conferences," said Massachusetts School of Law student Lisa Baratta, who has attended three Family Law Conferences. "To see judges up close and to interact with attorneys is great. It's intimidating to see judges on the bench in the courtroom, but here they are more human and you feel like you can approach them."

The conference panels, designed to give attendees insight into courtroom practices, included sessions on: "Cases, Statutes and Practical Implications in the Courtroom"; "Discovery and Admissibility of Medical Evidence"; "Criminal and D.C.F. Records"; and "Discovery in the Electronic Age."

Attendees were also updated on the work of the Alimony Task Force, a joint venture between the MBA and the Boston Bar Association, which recently issued a report discussing alimony practices in Massachusetts. The MBA and BBA's Family Law Section Councils are currently reviewing the report before it will be released to membership.

"I think that this [conference] is really addressing the key evidentiary issues we run into all the time," said Lynn Whitney, who has a law office in New Bedford. "The GAL (guardian *ad litem*) reports and Vaughn affidavits overviews were very helpful." Other participants agreed that the evidentiary issues overview was of great practical use.



Photo by Andrew D. Gorman

Attendees participate in panel discussions at the 18th Annual Family Law Conference, held in Brewster.



Photo by Kelsey Sadoff

From left to right: Marilynne R. Ryan, Esq., Ryan & Faenza, Walpole; Hon. Robert W. Langlois, Norfolk Probate and Family Court; Fern L. Frolin, Esq., Grindle, Robinson, Goodhue & Frolin, Wellesley; and Hon. Robert A. Scandurra, Barnstable Probate and Family Court.

Blitzman of Middlesex Juvenile Court participated in the "Criminal and D.C.F." panel discussion on what is admissible in court. "I am incredibly honored and thankful to be here," said Blitzman. "Having had the pleasure of sitting through panel I [which discussed GAL reports], I find it's imperative that we [members of the Probate and Family Court and Juvenile Court] get together and have an interdisciplinary discussion."

"I think it is important that as family law practitioners we are always working to hone our skills — to be better at what we do — and we can accomplish that at a conference like this, which includes experts from other specialties," said MBA Family Law Section Co-chair and conference Co-chair Veronica J. Fenton, of the Law Office of Veronica J. Fenton in Lenox.

Keynote speaker Hon. Gail L. Perlman, of the Hampshire Probate and Family Court, emphasized the

"The mini hypotheticals with answers from judges were really effective," said Massachusetts School of Law student and MBA Young Lawyers Division member Alycia C. Kenney. Kenney, who attended the Family Law Conference for the first time this year, was impressed with the panelists' ability to interact with attendees.

The panels, which provided judicial perspectives from both the juvenile and probate and family courts, also provided a unique opportunity for judges to discuss areas of the law that overlap between their disciplines. Hon. Jay D.

need for alternative dispute resolution in the family court system. She outlined a family court model that would include justice, efficiency and attention to human need — with every system seeking a court where people would have access to both traditional legal services as well as mediation services.

"Think about resolution of conflicts with multiple I.Q.s," said Perlman. "Trial I.Q. of course, with system theory I.Q. as well. Child development I.Q. so kids are not harmed, and adults-in-pain I.Q., because every person who comes to the court is in some level of pain — we collectively have an obligation to be wise in handling their suits."

"Practice in the Family and Probate Court is a vocation — not a job," said Hon. Robert W. Langlois, of the Middlesex Probate and Family Court, East Cambridge session, speaking on behalf of Probate and Family Court Chief Justice Paula M. Carey, who was unable to attend. "Each case is layered with emotion and not as straightforward as just applying the law."

"The Family Law Conference was well attended, with lawyers from all four corners of the state and the panels included cross sections of expertise from criminal, family and juvenile courts," said MBA Treasurer Denise Squillante. "Perlman, the keynote speaker, has planted seeds of thought for family law practitioners to look at the role of mediation in court and how it should be structured."

The 2009 Family Law Conference will be held Nov. 6 and 7 at the Chatham Bars Inn.

After this year's conference was held, the Child Support Guidelines were published. In response, the MBA has scheduled a seminar series, "Hot Off the Press: The New Child Support Guidelines" across the state. For times and locations, refer to the Calendar on page 20 or visit [www.massbar.org](http://www.massbar.org). To read the new Child Support Guidelines and supporting materials online, visit [www.massbar.org/cle](http://www.massbar.org/cle).

## Chief Justice Marshall highlights challenges

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Unfortunately, Marshall said, it's during times of financial crisis that demands on the courts tend to surge, with increases in divorce filings, foreclosures, evictions, debt collections and criminal cases. Gov. Deval Patrick explained the urgent need for drastic cuts on Oct. 1 to Marshall and Chief Justice for Administration and Management Robert A. Mulligan; they pledged their cooperation.

"We are committed to shouldering our fair share of budget cuts while safeguarding



**Supreme Judicial Court Chief Justice Margaret H. Marshall delivers her Annual Address to the Legal Community at the MBA's Oct. 22 Bench Bar Symposium.**

the essential functions necessary to maintain our mission and constitutional imperatives," she said.

In return, Patrick has committed "to the full transferability" of funds from one Trial Court department budget to another, Marshall said, a flexibility that court officials have sought for years as a way of managing the shifting needs for limited court resources in a precise, rapid fashion.

"We welcome and applaud that commitment, which is essential to making sure that the difficult measures we take today will forestall even more drastic measures in the future," Marshall said. "I ask for your patience. I ask for your understanding. And as always, I ask you to join in partnership with judges, clerks, registers, court staff, probation officers and security personnel to keep our justice

system, and our hard-won institutional reforms, moving forward."

### The bench-bar partnership

Marshall praised the collaboration between the judiciary and the bar, in general.

"Only when the bench and the bar work in partnership can our system of justice flourish," Marshall said. "I am optimistic, even in these challenging times, that the pursuit of excellence will continue, because in Massachusetts, the partnership between the bench and the bar has always been strong."

MBA President Edward W. McIntyre praised Marshall. "The Massachusetts Bar Association thanks Chief Justice Marshall for her collaborative leadership in efforts reflecting the best interests of the Massachusetts legal community and those we serve."

Good communication is key, she said, praising the MBA's cooperation with the courts in general and specifically on the series of "Open Dialogue on Court Practices," which has drawn more than 800 attendees to five locations across the state since the program was launched in May. The "first-of-its-kind endeavor," she said, has generated suggestions that are already being implemented.

"To me, the greatest value of these Open Dialogues has been the literally hundreds of discussions that have taken place concerning ways to improve the many procedures found in everyday practice in all the courts," she said. "Before the end of the year, each Trial Court department will have identified changes to be implemented, drawn from the views of those who attended."

Among the suggestions being implemented are:

- Reducing unnecessary court trips of counsel and providing more efficient court interaction;
- A pilot project using teleconferencing within the District Court has been implemented in Western Massachusetts;
- Videoconferencing pilot programs being pursued in the sheriffs' offices in Essex and Worcester counties; and
- Developing a pilot internship program enlisting college students majoring in foreign languages to expand interpretation services in clerks' and probation offices.

### Critical role for surveys

Highlighting the importance of feedback generated by the Open Dialogue forums, Marshall also emphasized the role that evaluations of courts and judges are having in improving the system. About 8,000



**From left to right: Chief Justice for Administration and Management Robert A. Mulligan, National Center for State Courts President Mary C. McQueen, Supreme Judicial Court Chief Justice Margaret H. Marshall, and American Bar Association and MBA Past President Michael S. Greco participate in the MBA's third annual Bench Bar Symposium.**

Photos by Christine Peterson

people, including lawyers, jurors, litigants, police officers, witnesses and defendants, have completed surveys about their experiences in more than 90 courthouses across the state as part of the state court system's Access and Fairness Survey Project. By the end of 2008, she said, each of the state's 106 courts will have been evaluated and the results posted.

"We want to learn from every group of court users. Administrative efficiency means little to those who feel alienated from, or have no meaningful access to, our courts," she said. "Responses from attorneys, court employees and jurors will not be ignored. The results of the surveys will not be left on a shelf to gather dust."

She also urged the legal community to fight through "evaluation fatigue" and continue making judicial evaluations to give a more complete picture of a judge's performance. So far, 98,500 evaluations have been made by attorneys, 23,400 by court employees and 11,900 by jurors.

SJC Associate Justice Margot Botsford is leading a group of Trial Court chief justices and senior court administrators on developing a "comprehensive" professional development program for all Trial Court judges, including elements like:

- comprehensive training for every new judge, customized for each department;
- videotaping;
- peer observation;
- teaching best practices; and
- mentoring.

"We recognize that every judge, no matter how stellar of reputation, has room for

development and growth," Marshall said, noting that evaluations can be humbling but are important for judges to hear.

"I know from firsthand experience that candid performance evaluations can be immensely helpful," she said. "Recently, I undertook to have a specialist review my performance at oral argument. Others of my colleagues have done the same. It was challenging to hear a critique of everything from my style of questioning to my posture and nonverbal cues — challenging but valuable. Justice and the perception of justice are conveyed in ways both large and small."

### Other initiatives

Marshall said the judiciary is also working on other improvements, including the publication of the *Massachusetts Guide to Evidence*, which will be available in November through the Flaschner Judicial Institute and on the Web sites of the Supreme Judicial Court, Appeals Court and Trial Court.

Collecting existing evidence law in Massachusetts in one volume was undertaken based on a unanimous recommendation by the MBA's House of Delegates in 2005.

"Having reviewed the guide, I know that it will make the law of evidence more accessible and understandable to the bench, bar and public," Marshall said. "I thank the MBA for its leadership in this important effort to advance the delivery of justice in Massachusetts. The guide will serve not only attorneys, of course, but it will be valuable to self-represented litigants."

Marshall said she expects the number of self-represented litigants to continue to

# Chief Justice Mulligan honored by national organization



Photos by Christine Peterson

**Chief Justice for Administration and Management Robert A. Mulligan accepts the 2008 Distinguished Service Award from National Center for State Courts President Mary C. McQueen.**



**Trial Court Department chief justices, from left to right: Charles R. Johnson, Boston Municipal Court; Barbara J. Rouse, Superior Court; Martha P. Grace, Juvenile Court; Chief Justice for Administration and Management Robert A. Mulligan; Karyn Faith Scheier, Land Court; and Steven D. Pierce, Housing Court.**

by Bill Archambeault

The National Center for State Courts has honored Chief Justice for Administration and Management Robert A. Mulligan with its 2008 Distinguished Service Award. The award was presented prior to Supreme Judicial Court Chief Justice Margaret H. Marshall's "Annual Address to the Legal Community," held at the John Adams Courthouse in Boston.

An independent, nonprofit organization based in Williamsburg, Va., NCSC's mission is to improve court operations. NCSC President Mary McQueen presented the award to Mulligan, recognizing his "impressive abilities, not only as a jurist, but as an innovative court manager" and "for establishing a record of dedication to the justice system and working diligently to improve the public's confidence in the courts."

McQueen praised Mulligan's work in steering the Massachusetts Trial Courts toward national prominence through the implementation of the Monan Report. When

it was issued nearly six years ago, it noted numerous failings in the state's court system and urged widespread changes.

Since then, Mulligan has overseen changes that have reorganized staffing models, established strict time standards, improved case management, introduced professional development for judges and integrated a new, comprehensive computer system.

"He has established a standard that others aspire to," McQueen said.

Mulligan credited Marshall with embracing the Monan Commission's undertaking and for embracing the substantive changes called for in the report.

"I think we've made progress in implementing the Monan Report's recommendations," said Mulligan, who shared the credit for the award with the chief justices of the Trial Court Department.

"They do all the hard work in implementing the recommendations of the Monan Report," he said.

He also shared acceptance of the award on behalf of the

Trial Court Department's 7,400 employees.

"Any progress we've made in implementing the recommendations of the Monan Report is directly attributable to the hard work of those employees," he said.

During her "Annual Address, Marshall praised Mulligan's commitment to enacting court reform while doing so under tremendous pressure — and occasional criticism.

"He has toiled punishing hours in the glare of public scrutiny," she said. "And he elected to continue his arduous assignment when someone less dedicated might gladly have relinquished it. Chief Justice Mulligan's appointment to another five-year term at the helm of the Trial Court Department assures a steady hand through this financial crisis, and an unbroken journey on the path to excellence in judicial administration.

"We know of his exemplary service to our courts. So does the rest of the nation," Marshall said, referring to the award. "Well deserved. Thank you, Chief Justice Mulligan."



**From left to right: Supreme Judicial Court Associate Justice Robert J. Cordy, Chief Justice of the Housing Court Steven D. Pierce, Appeals Court Chief Justice Phillip Rapoza, Appeals Court Justice R. Marc Kantrowitz, Chief Justice of the Land Court Karyn Faith Scheier, Chief Justice of the Juvenile Court Martha P. Grace, and Chief Justice of the District Court Lynda M. Connolly attend the MBA's third annual Bench Bar Symposium on Oct. 22.**

rise, especially given the economy, a trend that the bench and bar will need to continue to work on. She acknowledged the MBA's help in implementing the Pilot Project on Limited Assistance Representation, which trains attorneys to provide the service. A report on the program's effectiveness is underway, but Marshall said she has heard anecdotally that the program is a success.

"I am grateful for your partnership in addressing this challenge," she said. "Your efforts surely enhanced the quality of justice in Massachusetts."

The growth of self-representation, she said, is only one of the challenges facing the courts, citing the increase in both the elderly population and those living in poverty.

"These challenges for the courts, among others, are urgent," she said. "If we are to maintain the trust of the public, we cannot afford to play 'catch-up' while everything changes around us. I look forward to continuing the courts' partnership with the organized bar in responding creatively to the challenges of doing justice in the 21st century."

At the conclusion of her address, Marshall answered several questions from the audience.

*A link to the video of the Annual Address is available on YouTube through [www.massbar.org/2008benchbarvideo](http://www.massbar.org/2008benchbarvideo).*



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# Worcester Open Dialogue session draws 200

More than 200 attorneys and court employees from Worcester County attended the Open Dialogue on Court Practices held on Oct. 16 at the Worcester Trial Court.

Superior Court Regional Administrative Judge John S. McCann welcomed participants and introduced speakers prior to breakout discussions conducted by each

court department.

Supreme Judicial Court Justice Robert J. Cordy, Chief Justice for Administration and Management Robert A. Mulligan and Court Management Advisory Board Chair Michael B. Keating also delivered brief remarks. Worcester County Bar Association President Stephen R. Anderson greeted participants and encouraged candid

discussion of court management issues.

Chief justices, judges, clerks, registers, assistant clerks and other court staff from six Trial Court departments were on hand to participate in the breakout sessions, which were each co-moderated by a judge and member of the bar.

The Worcester County Bar Association cosponsored the event with the Mass-

achusetts Bar Association and the Massachusetts Trial Court.

This session was the last of five Open Dialogues held across the state this year. The Trial Court departments are reviewing the suggestions and comments to identify issues for action and further discussion. Pilot programs building on input received are already in development.



**From left: Court Management Advisory Board Chair Michael B. Keating, Supreme Court Justice Robert J. Cordy, Chief Justice for Administration and Management Robert A. Mulligan, MBA President Edward W. McIntyre, Worcester County Bar President Steven R. Anderson and Superior Court Regional Administrative Judge John S. McCann.**



**From left: Leading the discussion in the Probate and Family Court breakout session were: Attorney Robert G. Lian, First Justice Denise L. Meagher, Chief Justice Paula M. Carey and Register Stephen G. Abraham.**

## President's view

*continued from page 1*

volunteers. On a local level, we've enjoyed increased support and coordination from the Massachusetts Department of Veterans' Services and from Shelter Legal Services, headquartered in Newton, who have been instrumental with the intake process. Together, we are privileged to offer a comprehensive free public service that is making a positive difference in the lives of our veterans across Massachusetts.

There is still much work to be done well into the foreseeable future, but the noble hearts of volunteer lawyers encourage me. Just recently, several Boston firms, including McCarter & English LLP and Nixon Peabody LLP, are also providing crucial pro bono legal services to veterans in communities from Massachusetts to New York. We are working to develop

partnerships with these firms and others to collaborate and join our resources to provide increasing services to those men and women who have served our country so proudly. The more firms and lawyers that join this important effort, the better we all are able to provide legal assistance to an increasing number of veterans in need of these services.

Attorneys who volunteered for the last Veterans Dial-A-Lawyer did so because they feel indebted to those who have or are serving the country. Maureen Coughlin said she is grateful for all the men and women who enlisted to serve. Sharon V. Jones, meanwhile, has a personal link to veterans. Her grandfather, three uncles, cousin and sister were all in the service. "I owe something to help out vets," Jones said. And Aaron E. Connor offered his services as a lawyer in part because his grandfather was a vet. "This seems like a

good thing to do," Connor said.

I am equally proud of the commitment displayed by program sponsor Massachusetts Bar Foundation, the philanthropic partner of the MBA. With the MBF's financial support, we have been able to strengthen the program, build capacity for the long haul and expand its reach.

To see the program we started only a year ago flourish like this has been gratifying for all of us involved. It has been rewarding to see the camaraderie of the volunteer attorneys, many being veterans themselves.

As a leading voice for the legal community in Massachusetts, we have a special role and obligation to serve our community. Not only has our Pro Bono Veterans Initiative improved the well-being of a multitude of the half-million vets residing in our state, but it has provided a meaningful opportunity for MBA members

who are more than willing to assist those who have served our country so admirably. Lawyers frequently ask me about what to do to improve the image of lawyers: Now is the time; now is the opportunity . . . to serve those who have risk life to serve us. What would such service say about our character, about our compassion, about our profession?

Thank you to the many attorneys who have offered their time and talent to be a part of this invaluable public service.

*[L]et us strive on to finish the work we are in, to bind up the nation's wounds, to care for him who shall have borne the battle and for his widow and his orphan, to do all which may achieve and cherish a just and lasting peace among ourselves and with all nations.*

— Abraham Lincoln, second inaugural address, March 4, 1865

## Second Annual Lawyers in Transition Conference offers practical advice

by Jennifer Rosinski

Practical advice on how to re-enter the legal field, try out a new practice area or embark on a second career as a lawyer was presented to dozens of practitioners at the Second Annual Lawyers in Transition Conference, which was held Oct. 7 at the Courtyard by Marriott in Marlborough.

Lauren Stiller Rikleem, a partner at Bowditch & Dewey LLP in Framingham, delivered a keynote address about attaining success and fulfillment in the legal profession.

The daylong conference featured four "Back to Basics" breakout sessions to help attendees sharpen their skills in family and immigration law, basic estate planning and civil litigation.

The remaining three sessions were "Traps for the Unwary," "Strategies for a Successful Transition" and "New Technology for Re-entering the Practice." The event ended with a networking reception.

MBA Treasurer Denise Squillante, vice-chair of the Lawyers in Transition Committee, called the conference a "tremendous success." "We are bringing out lawyers who have practical needs and the conference is fulfilling them," she said. "It's helpful because these lawyers see lawyers



Photos by Jennifer Rosinski

**LIT keynote speaker Lauren Stiller Rikleem, Esq., executive director of the Bowditch Institute for Women's Success and partner at Bowditch & Dewey LLP in Framingham.**

who are in their same shoes."

Acton attorney Mark B. Ryan became a lawyer two years ago at the age of 54 after switching from a career in insurance and investment. He attended the conference to help him determine how to better run and grow his practice.

"I'm still in transition. I'm still looking into the way to do it," Ryan said. "It's very practical," he said of the conference topics. "This helps me out a lot."

Rikleem, also executive director of the Bowditch Institute for Women's Success, suggested lawyers think about their future in an organized manner with thought given to what they really like to do and how to get there.

"When you look at the most successful lawyers you know, what is the one common element? The one common element is they love what they do," Rikleem said.

"I think it's really important as you think of your career to think about the difference between fulfillment and success," Rikleem said. "I think it's really important to seek your own fulfillment in your work no matter how successful you want to be."

Rikleem left the group with several "pearls of wisdom" she has heard from others, including, "a goal is a dream without a deadline."

Law clerk Mari Ito, who recently took the bar exam,



**Lawyers in Transition Committee Vice-chairs Denise Squillante, MBA Treasurer, left, and Lisa Terrizzi, right.**

was grateful for the practical advice she received at the conference on how to start her own practice. "It certainly will augment my law school education as I begin to practice," said Ito, who graduated in May from Regent University in Virginia Beach, Va.

Lisa Terrizzi, an attorney and vice-chair of the Lawyers in Transition Committee, called the conference productive and informative. She said the committee plans to build on the momentum of the conference and offer regular luncheons with speakers.

"We hope to be the committee that lawyers in Massachusetts consider when they start to think about their personal and professional transitions," Terrizzi said.



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## WESTERN MASSACHUSETTS NEWS

## Domestic violence roundtable programs

Hon. Nancy Dusek-Gomez and First Justice William J. Boyle of the Springfield District Court gave views from the bench and practical tips on dealing with domestic violence cases at a two-part luncheon roundtable last month.

"The Epidemic of Domestic Violence and How It Plays Out In Court," was held Oct. 8, while the second session, on Oct. 14, explored the role of batterers' intervention programs.

The roundtables were co-sponsored by the Massachusetts Bar Association, the Hampden County Task Force on Domestic Violence and the MOVE Domestic Abuse Program. October was Domestic Violence Awareness Month and this was one of several programs throughout the state focusing on the problem of domestic violence.



Photo by Christine Baronas

**Hon. Nancy Dusek-Gomez, left, and First Justice William J. Boyle, right, of Springfield District Court, gave views from the bench and practical tips on dealing with domestic violence cases at a two-part luncheon roundtable, "The Epidemic of Domestic Violence and How it Plays Out In Court," on Oct. 8 and 14.**

## Western Mass. holiday party Dec. 10

The Massachusetts Bar Association and MBA Insurance Agency invite MBA members from Western Massachusetts to attend the Annual Holiday Party at the Springfield office at 73 State St. on Wednesday, Dec. 10, from 4:30 to 7 p.m.

This annual event brings attorneys from Berkshire, Franklin, Hampden, Hampshire and Worcester counties together to enjoy hors d'oeuvres and each other's company. MBA President Edward W. McIntyre and Executive Director Marilyn J. Wellington look forward to greeting guests at this celebratory event.

R.S.V.P. to Christine Baronas at [cbaronas@massbar.org](mailto:cbaronas@massbar.org) or (413) 731-5134 by Dec. 1.



The MBA's Springfield offices at 73 State St.

## Volunteer mentors help other lawyers

If you are a member in good standing of the Massachusetts Bar Association and have practiced for more than seven years, you have the opportunity to share your experience and expertise as an MBA mentor.

Being an MBA mentor is a rewarding and simple way to help fellow attorneys.

Designed with the expectation of a one-time exchange between mentor and mentee, the program helps advance professionalism and collegiality within the profession. Mentors answer occasional queries in the area of law they are most experienced in.

Longtime mentor Raymond S. Ewer, Esq., of Tennant & Ewer PC in Newton, remembers when he first started out and says mentoring is a nice way to give back.

"Questions usually take only 10 or 15 minutes of time," Ewer said. "It's typically providing guidance to point the attorney in the right direction and to raise other issues which he or she may want to consider. I'm proud of the Mentor Program and my participation in it."

Mentee Christine A. Anderson, Esq., of Anderson Law Offices in New Bedford, recently took advantage of the opportunity to ask a question. After being matched by

MBA staff with attorney Bernard A. Kansky of Boston, she wrote: "Thank you very much for your help. Attorney Kansky was kind enough to help me out. Thank goodness for this program and the volunteer mentors, I am eternally grateful!"

*Mentors are needed in all areas of law. For information on how to become a mentor, contact Christine Baronas at (413) 731-5134 or e-mail [mentor@massbar.org](mailto:mentor@massbar.org).*

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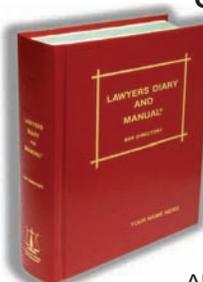
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# Get Involved!

## Free legal services provided at third Veterans Dial-A-Lawyer Program

by Kelsey Sadoff

Vietnam veteran Harvey Weiner, Esq., a partner at Peabody & Arnold LLP in Boston, thinks veterans are the most underserved and ignored segment of the population relative to their legal rights. "I saw the ad about the Veterans Dial-A-Lawyer Program in *Lawyers Journal*," said Weiner. "This is a wonderful thing the Massachusetts Bar Association is doing and I wanted to be a part of it."

On Oct. 16, the MBA held its third Dial-A-Lawyer Program devoted exclusively to addressing the legal needs of veterans. Eleven volunteer attorneys offered veterans advice for two hours, answering pressing legal questions concerning landlord/tenant disputes, benefits and family issues.



Photo by Kelsey Sadoff

Among the attorney volunteers who helped answer veterans' questions were, from left to right: John Hogan, Mansfield veterans service officer; Gail Cavanaugh-McAuliffe, paralegal for the Department of Veterans Services; Lawrence Feeney, Esq., general counsel for the Department of Veterans Services; and Anna Schleelein, veterans program manager for Shelter Legal Services in Newton.

partnership with the Massachusetts Department of Veterans' Services and thanks it for its important role in the success of this program.

"The MBA began offering this program in October 2007 and saw that there was a definitive need to help veterans with their legal questions," said Elizabeth O'Neil, director of the MBA's Public and Community Services Department. "Veterans are not only dealing with issues surrounding their veteran's benefits, but also areas of law that are affecting the general public. This program allows veterans and families of veterans the opportunity to call in, speak to an attorney and get the information that they need to move forward."

"The biggest benefit of this being the third Veterans Dial-A-Lawyer Program offered is that there is a growing awareness [in the veteran community] that there is help out there," said Lawrence Feeney, general counsel for the Department of Veterans Services. "Within the veteran community, there is a general sense that someone is there for them on a professional level. There is a gap in the service delivery system for veterans, in legal services, and this program is a tremendous effort to close that gap."

The date for the next Veterans Dial-A-Lawyer has not yet been determined. If you would like to participate in future Dial-A-Lawyer programming, look for notification from the MBA's Public and Community Services Department requesting volunteers or visit the Public and Community Services page at [www.massbar.org](http://www.massbar.org).

"I want veterans to know that people are grateful for their service and their willingness to serve," said volunteer Susanne M. O'Neil, Esq., whose sister is a veteran and whose brother is a judge advocate in the Marine Corps. "Volunteering for this program is my way of demonstrating my personal gratitude for their service."

A supplement to the monthly Dial-A-Lawyer Program, the veterans program is a public service of the MBA with the financial support of the Massachusetts Bar Foundation. The MBA acknowledges its



Photo by Kelsey Sadoff

Harvey Weiner, Esq., partner at Peabody & Arnold LLP in Boston.

## Semi-annual Western Mass. Dial-A-Lawyer receives 465 calls

Volunteer lawyers from the Massachusetts Bar Association answered 465 calls over four hours from residents of Western Massachusetts during the semi-annual Dial-A-Lawyer Program, which was held Oct. 22 at Western New England College School of Law.

Now in its 14th year, the Western Massachusetts Dial-A-Lawyer provides free legal advice to residents of Berkshire, Franklin, Hampden and Hampshire counties. The service is provided as a public service of the MBA.

"Most of the people who call this program do not have much money. Without this program, many of them would not even call a lawyer," said Thomas O'Connor, who has participated since 2002. "I look forward to volunteering again."

Attorneys answered questions on a wide range of legal questions, including many involving foreclosures and bankruptcy.

Carol Klyman, who has been a volunteer for many years, said she received many calls related to the current economic crisis. One caller reported being scammed by a credit counseling service. "This is a wonderful program," Klyman said about Dial-A-Lawyer.

The MBA's Dial-A-Lawyer program is co-sponsored by Western New England College School of Law, *The Republican*, *El Pueblo Latino* and the Massachusetts Association of Hispanic Attorneys.



Volunteer attorney Van Johnson III, Attorney at Law, Springfield, answers calls at the Oct. 22 Western Massachusetts Dial-A-Lawyer program.

## Pro Bono Opportunities Guide now available online



For many years, the Massachusetts Bar Association has offered its membership an opportunity to access statewide and local organizations that are in need of pro bono services from attorneys, law students and paralegals. These services can range from actual client representation to the training of staff.

The MBA and the Massachusetts Bar Foundation, the MBA's philanthropic partner, support attorneys in their efforts to provide pro bono services to those of limited means. Listed online are more than 100 agencies with a wide range of legal needs.

Visit [www.massbar.org/publications/pbog](http://www.massbar.org/publications/pbog) to identify a volunteer opportunity that meets your needs. You may search by keyword, category and/or county.

### Rule 6.1 Voluntary Pro Bono Publico Service

A lawyer should provide annually at least 25 hours of pro bono publico legal services for the benefit of persons of limited means. In providing these professional services, the lawyer should:

(a) provide all or most of the 25 hours of pro bono publico legal services without compensation or expectation of compensation to persons of limited means, or to charitable, religious, civic, community, governmental and educational organizations in matters that are designed primarily to address the needs of persons of limited means. The lawyer may provide any remaining hours by delivering legal services at substantially reduced compensation to persons of limited means or by participating in activities for improving the law, the legal system, or the legal profession that are primarily intended to benefit persons of limited means; or, (b) contribute from \$250 to 1 percent of the lawyer's annual taxable, professional income to one or more organizations that provide or support legal services to persons of limited means.

# Get Involved!

## Get involved in Mock Trial

In preparation for the 24th Annual Statewide High School Mock Trial Program, the MBA invites you to volunteer as an attorney coach or judge.

Open to all public and private high school students in Massachusetts, the Mock Trial Program is a rich curriculum that promotes the development of fundamental knowledge, sound judgment and critical thinking skills. In Mock Trial, students are placed in a simulated courtroom situation where they assume the roles of lawyers and witnesses in a hypothetical case.

As a Mock Trial judge, you will attend an orientation session in early January and be scheduled to preside over one or more trials in a courtroom near your home or office. Judges are especially needed during the preliminary rounds of the competition, which run from late January to mid-February.

Each trial lasts approximately 2 ½ to 3 hours. You may volunteer to judge as little as one trial, although many judges prefer to judge more.

As an attorney coach, you will be matched with a teacher coach at a nearby school and serve as the team's legal advisor.

Some attorney coaches attend two to three team meetings throughout the year to assist the team in developing its basic strategy and courtroom techniques; others play a more active role in the team, accompanying it to each trial.

While the actual time commitment varies from team to team, most teams begin working with their attorney coach when the case is released in early November.

*For more information, contact Mock Trial Central at (617) 338-0570, or by e-mail at [mocktrial@massbar.org](mailto:mocktrial@massbar.org).*

## Nov. 12 Gala Dinner

*continued from page 1*

extraordinary leadership and dedication to improving the administration of justice and upholding the highest traditions for public service.

### Gartenberg devotes career and bar involvement to public service

For more than 25 years, Gartenberg has served as the director for Inmate Legal Services for the Middlesex County Sheriff's Office, providing and directing legal services in a county detention system for more than 1,000 inmates.

A longtime MBA member and leader, Gartenberg has served the association in many capacities. In addition to being immediate past chair of the Criminal Justice Section, he has also worked to lead and serve the Judicial Administration and Individual Rights & Responsibilities sections. He also has had a very visible role and made important contributions to the MBA's Budget and Finance Committee, Executive Management Committee and House of Delegates.

"I consider this upcoming honor an acknowledgement by the MBA that it values those practitioners who have chosen to use the privilege of practicing law to ensure access to justice to those that face the greatest obstacles," said Gartenberg. "I feel that all attorneys who work in legal services, government agencies or those who volunteer their time to protect access to justice share this award with me."

### Armstrong seen as luminary of the Massachusetts courts

For more than four decades, Armstrong,

the former chief justice of the Appeals Court, has been dedicated to public service. Prior to his appointment to the Massachusetts Appeals Court, he served the public in a number of roles, from assistant attorney general to chief legal counsel to former Massachusetts Gov. Francis W. Sargent.

After being sworn in as one of the first justices of the newly established Massachusetts Appeals Court in 1972, Armstrong served that court for 34 years. He was appointed chief justice in 2000, after which he led an expansion of the Appeals Court bench from 14 to 25 justices. At the time of his retirement in 2006, Armstrong was the commonwealth's longest-serving judge.

"I regard the news of this award as a tribute less to me personally than to the Appeals Court that I had the honor to serve," said Armstrong. "I am particularly honored to receive the Edward F. Hennessey Award since I found him to be an exceptional SJC chief justice, as well as a comfortable and wise colleague with a wonderful sense of humor. Ed Hennessey was a lawyer's lawyer and judge's judge."

McIntyre explained that the presentation of these two awards is not necessarily an annual event. They were last presented in 2006, when Michael S. Greco, past president of both the American Bar Association and the MBA, accepted the Gold Medal Award and U.S. District Judge William G. Young accepted the Hennessey Award.

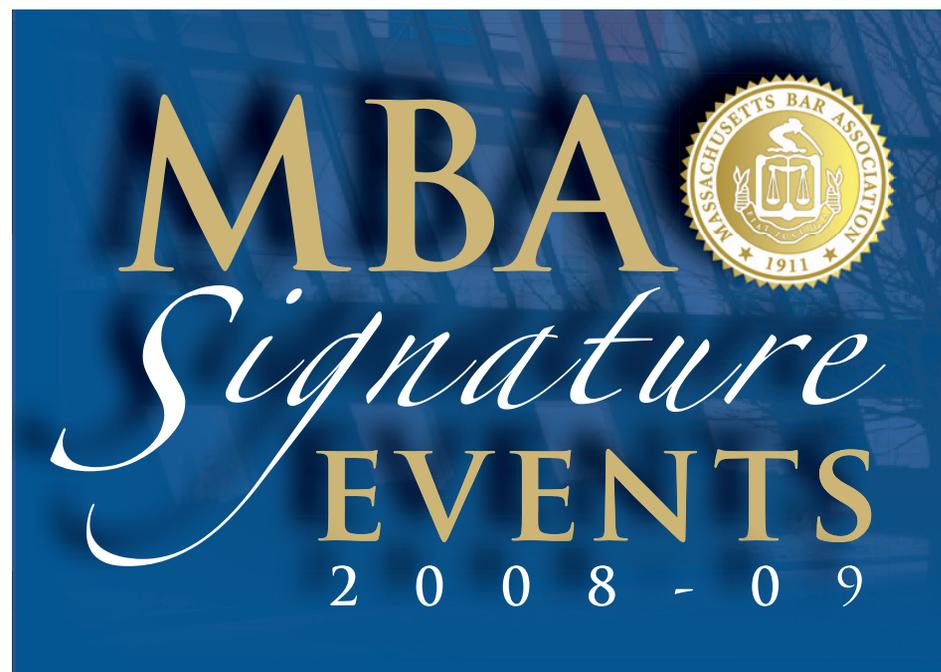
In addition to the awards presentation, the Nov. 12 Annual Gala Dinner featured Professor Leonard L. Riskin's keynote address on "Mindfulness in the Law."



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## SECTION SPOTLIGHT

# Young Lawyers hosts seminar, reception to emphasize Web networking

by Kelsey Sadoff

Scott M. Heidorn, Esq., of Campbell, Campbell, Edwards & Conroy PC in Boston, recognizes that law schools teach students how critical contacts are to “maintaining our profession,” but he notes the law community “seems behind the curve” in utilizing the Web for social networking purposes.

On Oct. 15, the MBA’s Young Lawyers Division held an educational seminar and cocktail reception to introduce attorneys to online networking sites that provide an opportunity for practitioners to market themselves and their firms.

Networking sites generally fall into three types — primarily social sites (Facebook), professional networking sites (LinkedIn), and lawyer-to-lawyer networking sites, which offer lawyers a way to share legal

knowledge and information.

“There are the four Cs to good social networking sites,” said panelist Robert J. Ambrogi, Esq., of the Law Office of Robert J. Ambrogi in Rockport. “Connections, community, content and collaboration.” All of the sites allow opportunities for client and personal referrals.

Panelists focused on LinkedIn as a prime example of a networking site that provides numerous professional benefits to practitioners. Attorneys who utilize the site have the option to include information about their firm within their profile, and can even link to their firm’s Web site. This creates an opportunity for both personal and firm exposure. Because online connections have the option to visit their colleagues’ Web sites, the extra Web traffic to the site increases the potential to raise a firm’s Google profile, providing additional



Photo by Kelsey Sadoff

**From left to right: MBA Young Lawyers Division Chair Michael D. Broderick, Department of Children and Families, Lawrence; Scott M. Heidorn, Esq., program chair, Campbell, Campbell, Edwards & Conroy PC, Boston; Robert J. Ambrogi, Esq., Law Office of Robert J. Ambrogi, Rockport; Jessica Margolin, Esq., Ropes & Gray LLP, Boston; David A. Barrett, Esq., Hulien & Barrett LLC, Boston; Kathleen A. Malone, Esq., Colucci Norman LLP, Beverly; Heather A. Engman, Breakstone, White & Gluck PC, Boston.**



Photo by Kelsey Sadoff

**From left to right: Suffolk University Law students Jeff Gagnon, Brian Morecraft, Sarah Ulbricht and Lauren Mulcahy attended the YLD Online Networking for Attorneys program on Oct. 15.**

marketing exposure for the firm.

“[Online social networking] is the beginning of a relationship that can develop,” said panelist David A. Barrett, Esq., of Hulien & Barrett LLC in Boston. [The Web] provides a nice environment to support that, which can lead to career development.”

Barrett, who has the world’s largest LinkedIn lawyer network, characterizes his success on LinkedIn to his philosophy about social networking tools, which is “very different” from many of his fellow attorneys.

Barrett characterizes individuals who participate in online social networking as either “closed networkers” — those attorneys who only network with colleagues they have previously interacted with — or

“open networkers” — practitioners who don’t mind letting people into their network who are virtual strangers.

“I don’t mind if I have never met you,” he said. “I will let you into my network.”

While social networking sites offer attorneys online exposure, panelists also warned attendees of the potential legal issues associated with information posted on these types of sites. In particular, employment attorneys are now faced with questions from clients about how to create company rules and guidelines concerning online social networking. Many employers struggle with how to deal with employees who spend significant time networking during company hours, as well as how to monitor employee profiles for content that might reflect poorly on the company’s reputation.

“This is a whole area of law not litigated yet,” said Jessica Margolin, Esq., of Ropes & Gray LLP. “It is a struggle to figure out what an employer is comfortable with and how to monitor that.”



Photo by Jared Correia

**From left to right: Ira J. Kurzban, Esq., author of *Kurzban’s Immigration Law Sourcebook*, Linda Y. Chin of the Law Office of Linda Y. Chin in Concord, MBA Immigration Law Section Co-Chair Roy J. Watson Jr., Esq., of Watson Law Offices in Bedford, and MBA Immigration Law Section Co-Chair Marc D. Freiberger of Yarashus, Wagner, Cook, Freiberger & Washienko LLC in Boston.**

## Immigration Law hosts noted author Kurzban

On Oct. 27, the MBA’s new Immigration Law Section Council held a special meeting that featured speaker Ira J. Kurzban, Esq., author of the definitive book on U.S. immigration law, *Kurzban’s Immigration Law Sourcebook*.

Kurzban is a past national president and former general counsel of the American Immigration Lawyers Association. He has received national recognition for his work in the immigration field and has litigated more than 50 cases concerning the rights of aliens.

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by Rodney S. Dowell, Esq.  
Director, Law Office Management  
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### Google Mail (free)

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### Google Alerts (free)

GoogleAlerts gives you an e-mail notification if your chosen topic is mentioned on the Web (blog postings, news, etc.). This allows you to monitor the use of your name, a firm name, a client or a trademark term on the Web. What a great way to keep on top of matters important to a client or your firm.

### iGoogle with tabs (free)

I start my browsing at iGoogle because it gives me an integrated, customized location to control Internet content important to me. My home page shows my business Gmail account, my Google Calendar, a short-cut to Wikipedia, a dictionary, a "to do" list, Google Map search and Google Documents.

I particularly love the "tab" feature, which extends my home page in an easily configurable and usable fashion. I have three additional tabs on my iGoogle home page. I use the tabs to control and easily review blogs of interest. Each tab has been set to receive RSS blog feeds of particular topics. For example, my first tab feeds in law office management blogs, the second tab feeds in blogs on effectively using Microsoft products, and my third tab feeds in Macintosh blogs for the legal community. I use this feature to keep the blogs from cluttering my e-mail, while still retaining easy access for review.

### Google Calendar (free)

I use the free GoogleCalendar extensively for home and family. Each family member's calendar may be viewed by all. This helps get the kids to practice while juggling two working parents' schedules. It also has a built-in Microsoft Outlook sync feature.

### Google Desktop Search

GoogleDesktop is one of the most useful tools on my computer and allows me to bring the power of Google to my desktop. Once installed, Google indexes your computer and allows quick, easy searches for documents, e-mails, files or Web-search results.

### GrandCentral (free)

GrandCentral is a neat tool to make sure that you can be reached at anytime. Sign up and you get a unified telephone number that, when dialed, will ring at all of the numbers assigned to it. Once you pick up the call, the other telephones stop ringing. It's a quick and efficient way of allowing others to reach you. This program is currently in beta (trial) form, but is expected to be available to everyone soon.

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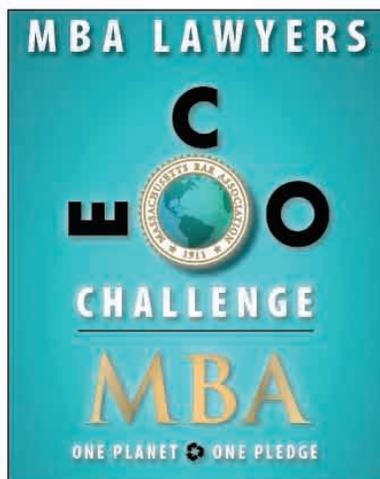
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Tips are published each week in *MBA Lawyers e-Journal*. For more tips or to join the Eco-Challenge, go to [www.massbar.org/ecochallenge](http://www.massbar.org/ecochallenge).

## Eco-Tips

### Paper reduction

Choose green business card options, including:

- Electronic business cards.
- Business cards printed with soy ink on 100 percent recycled paper whitened with non-chlorine bleach.

### Recycling

Recycle hazardous waste in your office.

- Used batteries and obsolete electronic devices should all be recycled rather than tossed in the trash.
- Bring items for recycling to hazardous waste collection day in your office's community.
- Ask your landlord to adopt a collection policy.

### Sustainable practices

1. Pass on straws and drink directly from the container, or pour the drink into a glass or mug.
2. Take your own travel coffee mug with you when buying take-out coffee.

## Newest member of the Eco-Challenge Energy and Environment Task Force is committed to a green practice



Jennifer L. Caputi

by Jennifer Rosinski

In little more than one year, Jennifer L. Caputi has transformed her real estate law practice into one of Rhode Island's most eco-minded law offices. Now Caputi, who practices in Rhode Island, Massachusetts and Connecticut, will share those lessons as the newest member of the Massachusetts Bar Association's Energy and Environment Task Force.

Caputi's firm, Martinelli Caputi Ltd. in Warwick, goes by the tag line: Go Green Attorneys at Law. It operates using environmentally friendly practices, offers "green closings" to its customers and is the first law office in Rhode Island to become a member of the United States Green Building Council, a non-profit that publishes standards on green buildings.

"When I got around to educating myself to the benefit of being environmentally friendly, I realized it was worth the investment," said Caputi, who started the practice nearly four years ago with her cousin, Santino A. Martinelli.

Caputi's firm is one of more than 70 lawyers, firms and organizations from across New England that have signed the MBA Lawyers Environmental Pledge. Lawyers who sign up become Pledge Partners and agree to adhere to the MBA Green Guidelines, which offer suggestions for altering behaviors and updating products in eight areas of sustainability. The Eco-Challenge, co-sponsored by the Conservation Law Foundation in Boston, began in the fall of 2007 and is overseen by a task force of more than one dozen attorneys.

Once Caputi's education into operating an environmentally friendly office was complete, she worked with the other

lawyers at Martinelli Caputi to change its purchasing habits and office practices. Documents are now scanned in and saved on CDs instead of printed; any paper used is 100 percent recycled; office pens are made out of corn instead of plastic; and all business supplies are recycled, including toner. Caputi said associate Richard M. Bianculli Jr., who has a master of studies' degree in environmental law from Vermont Law School, served as the "green guy" of the office.

"When I realized it wasn't as hard to go internally green, I said, 'How can we spread the word to homeowners?'" Caputi said. "The light bulb went off and I thought about giving them" a compact fluorescent light bulb, or "CFL."

If every American home replaced just one light bulb with a CFL bulb, it would prevent greenhouse gases equivalent to the emissions of more than 800,000 cars, according to Energy Star.

In addition to giving all homeowners a CFL bulb at closings, the firm provides closing documents on mini CDs instead of paper, offers information on how to get free home energy audits and presents information on how to make homes more environmentally friendly. "We've learned a lot of people are interested in making changes," Caputi said.

For homeowners who are already environmentally minded, Caputi's firm offers "green closings." The special program offers steep discounts to homeowners buying energy-efficient homes or willing to pledge those savings to green home improvements.

"We encourage the homeowners to use the green savings toward more energy efficient items, including light bulbs and appliances," Caputi said. The use of toxic-free and odorless paints are also promoted.

Homeowners who sign up for "green closings" must sign a pledge through Energy Star, Caputi said. Martinelli Caputi is a registered campaign driver of Energy Star's Change the World initiative. According to Energy Star, the firm through its campaign has prevented 39,878 pounds of greenhouse gas emissions and saved 27,409 kilowatt hours of energy, as well as nearly \$2,600.

Caputi received her law degree from Roger Williams Law School and her bachelor's degree in International Business Management from Johnson & Wales University, both in Rhode Island.



## Membership notice

If you renewed your MBA membership prior to Oct. 6, your membership card will be arriving in the mail during the month of December.

If you have any questions pertaining to your membership, call the Member Service Center at (617) 338-0530.

## MEMBER TO MEMBER



Our firm has just finished building out its new offices in Andover. We concentrate in business, construction, employment, real estate, and professional liability. We have two extra offices and are looking for attorneys to practice alongside us. We offer:

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### For a tour, please call:

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978-722-6572 (office)  
978-470-3474 (fax)

## MASSACHUSETTS BAR FOUNDATION

# Foundation honors John J. Carroll Jr. and David E. Sullivan with 2008 President's Awards



From left to right: MBF President Laurence M. Johnson, MBF Executive Director Elizabeth Lynch, 2008 President's Award recipient David E. Sullivan and MBF Development Director Susannah Thomas.



President's Award recipient John Carroll Jr. (left) of Meehan, Boyle, Black and Bogdanow with MBF President Laurence M. Johnson (right) of Davis, Malm & D'Agostine.

Photo by Susannah Thomas

Two Massachusetts Bar Foundation Fellows from opposite ends of the state were honored recently for their exemplary contributions to the MBF as volunteers for the IOLTA Grants Program.

John J. Carroll Jr., of Meehan, Boyle, Black and Bogdanow in Boston, was the recipient of the 2008 MBF President's Award at the Eastern Massachusetts Grantee Reception in Boston on Sept. 25. David E. Sullivan, register of probate at the Hampshire County Probate and Family Court, was the recipient of the award at the Western Massachusetts Grantee Reception in Springfield on Oct. 15.

Both attorneys have demonstrated a tremendous commitment to expanding access to legal assistance to citizens of the commonwealth. In particular, they were honored by the MBF for many years of

leadership and passion that they consistently bring to the IOLTA grant review process. They have donated countless hours to benefit the MBF grantees and assure the judicious distribution of IOLTA funds.

An Oliver Wendell Holmes Fellow, Carroll joined the MBF more than 10 years ago and has been a champion of the Foundation's work ever since. Carroll's passion for helping others began early in his career when he worked as a staff attorney advocating for the residents of a Native American reservation in South Dakota. His commitment to giving back, particularly in the legal community, runs deep and is evident by the numerous organizations for which he volunteers and supports.

Sullivan, a Life Fellow who joined the Foundation in 2002, is well known for working tirelessly to ensure that constituents

in his community, and across the state, benefit from the promise of our legal system. Of his extensive record of community service, MBF President Laurence M. Johnson remarked that "David Sullivan is one of the rare individuals who not only believes in the call to community service, but he puts that belief into action, everyday."

Carroll and Sullivan are two of more than 150 MBF Fellows who, in addition to their financial support, volunteer their time each year to ensure the judicious distribution of IOLTA funds to legal aid organizations across the state.

Additional information about the Massachusetts Bar Foundation and its IOLTA Grants Program, as well as a complete listing of the 2008-09 IOLTA grant recipients, is available on the MBF Web site at [www.MassBarFoundation.org](http://www.MassBarFoundation.org).



## Massachusetts Bar Foundation seeks new Fellows

The Massachusetts Bar Foundation is seeking recommendations of outstanding members of the bar to join the MBF Society of Fellows. All current MBF Fellows are encouraged to submit nominations of lawyers and judges who have demonstrated a commitment to ensuring equal access to the legal system for all Massachusetts citizens, consistent with the mission of the MBF.

Established in 1964, the MBF Society of Fellows consists of more than 1,400 lawyers and judges working together to promote access to justice in the commonwealth. Membership is limited to just 5 percent of the practicing bar in Massachusetts.

The MBF's greatest strength lies in the leadership, commitment and support of its Fellows. Please help us to strengthen the Foundation today by submitting your nominations at [www.MassBarFoundation.org](http://www.MassBarFoundation.org). Initiating the process is easy and takes less than five minutes.

For more information on becoming a Fellow, contact MBF Development Director Susannah Thomas directly at (617) 338-0647 or by e-mail at [stthomas@massbar.org](mailto:stthomas@massbar.org).

## Rockport attorney Robert J. Ambrogi elected Massachusetts Bar Foundation trustee

The Massachusetts Bar Foundation is pleased to announce the election of attorney Robert J. Ambrogi of Rockport to the MBF Board of Trustees. Ambrogi has been a Fellow of the Foundation since 1992.

"Attorney Ambrogi has been an active supporter of the MBF for many years, and we are delighted to welcome him to the board," said MBF President Laurence M. Johnson of Davis,



Robert J. Ambrogi

Malm & D'Agostine PC in Boston. "He brings a wealth of knowledge that will help the MBF to strengthen its work in promoting equal access to justice in the commonwealth."

Ambrogi focuses his law practice on media and new media law, arbitration and mediation. A longtime journalist, he is the only person ever to hold the top editorial positions at both national U.S.

legal newspapers, the *National Law Journal* and *Lawyers USA*. He is also internationally known for his writing about the Internet and technology.

Ambrogi represents a range of businesses and individuals in issues relating to print media, electronic media and technology. In addition, he counsels businesses and individuals in employment matters.

An established professional in alternative dispute resolution, Ambrogi has been an arbitrator since 1994, focusing on labor and employment and securities disputes, as well as a mediator in a range of civil disputes.

Ambrogi is also C.E.O. of Ambrogi Legal Media, a media consulting firm serving the legal industry.

Ambrogi assumes a seat vacated by retiring Trustee Carol Witt of Salem, and as such, will serve an abbreviated term through January 2011.

The MBF is the commonwealth's premiere legal charity. Founded in 1964, the MBF is the philanthropic partner of the Massachusetts Bar Association. Through its grantmaking and charitable activities, the MBF works to increase access to justice for all Massachusetts citizens.

## MASSACHUSETTS BAR FOUNDATION

### Foundation grantees, donors come together to celebrate IOLTA Grants Program

More than 200 Massachusetts Bar Foundation Fellows and grantees gathered recently at receptions in Boston and Springfield to celebrate this year's IOLTA grants and to congratulate the 2008 Legal Intern Fellows. For the 2008-09 grant cycle, \$6.1 million in funding was distributed to 156 legal service programs across the state.



From left to right: MBA Past President Mark D Mason of Cooley Shrair, MBF President Larry Johnson and Scott Foster and Ellen Randle of Bulkley Richardson & Gelinas.



Rebecca Brink, left, of Health Law Advocates with 2008 Legal Intern Fellow Emily Barbour.



Curt Rogers (left) and Wayne Thomas (right) of the Gay Men's Domestic Violence Project with Annie Sing (center) of the JRI Health Law Institute.



From left to right: MBF Legal Intern Fellow Emily Strickland with Laura Edwards and Jody Budz of Metro West Legal Services.

## MEMBER SPOTLIGHT

### Attorneys from Holland & Knight and Eckert, Seamans, Cherin & Mellott LLC named Best Lawyers in America

**Holland+Knight**

**ECKERT  
SEAMANS**

Attorneys from Holland & Knight and Eckert, Seamans, Cherin & Mellott LLC have been named to the 2009 edition of *The Best Lawyers in America*. Published since 1983, *The Best Lawyers in America* is widely regarded as the preeminent referral guide to the legal profession in the United States.

The Best Lawyers lists are compiled through an exhaustive peer-review survey in which thousands of the top lawyers in the U.S. confidentially evaluate their professional peers.

Eckert, Seamans, Cherin & Mellott LLC: **Stephen R. Delinsky.**

Holland & Knight: **Scott E. Cooper, Paul G. Lannon Jr., Shari Levitan, Gael Mahony, Ieuan G. Mahony, Miriam J. McKendall, John J. Monaghan, James Pollock, Harold W. Potter Jr., David Scott Sloan, James D. Smeallie.**

### Jones joins Looney & Grossman LLP's new family law practice group

Looney & Grossman LLP recently established a Family Law/Domestic Relations Practice Group. MBA member **Alexander D. Jones**, one member of the new Looney & Grossman Family Law team, graduated with dual degrees from Boston College Law School and Boston College Graduate School of Social Work. Jones was selected as a "Rising Star" in the legal profession by *Boston* magazine in 2005, 2006 and 2007. This honor is bestowed on only 5 percent of the legal profession in Massachusetts.

On launching the new group, **Stewart F. Grossman, Esq.**, said, "This new practice group is a response to the needs of many of our business clients and colleagues at other firms, and makes us a more well-rounded, multi-faceted firm."



## Massachusetts Bar Foundation calls for nominations to Board of Trustees

The Massachusetts Bar Foundation seeks dedicated individuals to serve on its Board of Trustees who are committed to strengthening the legal community's premiere charity by:

- Helping to advance the mission of the MBF through leadership and vision
- Serving as stewards of the Foundation's assets of approximately \$16 million
- Participating in development and grantmaking activities

Nominees must be MBF Fellows and current members of the Massachusetts Bar. Self nominations are welcome. Five Fellows will be elected to serve a term of four years commencing in January 2009.

To be considered, please provide the MBF with a nomination statement, detailing the candidate's qualifications and interests. Include a current resume, if possible. All submissions will be reviewed by the MBF Nominating Committee. Please submit nominations in writing no later than Nov. 17, 2008.

#### Contact information

Elizabeth Lynch  
Executive Director  
Massachusetts Bar Foundation  
20 West St.  
Boston, MA 02111  
elynych@massbar.org

For more information about the MBF and the Society of Fellows, visit [www.MassBarFoundation.org](http://www.MassBarFoundation.org).

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## BAR BULLETIN BOARD

## Affiliated bar association events

The **Middlesex County Bar Association** held its 108th Annual Banquet on Thursday, Nov. 6, at Montvale Plaza in Stoneham. The following presentations were made:

- President's Award:  
Massachusetts Lt. Gov.  
**Timothy P. Murray**;
- Clerk Magistrate of the Year:  
**Michael A. Sullivan**  
Middlesex Superior Court;
- Lifetime Achievement:  
Assistant District Attorney  
**Marian T. Ryan**,  
Middlesex Probate and Family Court  
Assistant Register **Arthur W. Havey**,  
and MBA Vice President  
**Robert F. Lucas** (posthumous);
- Outstanding Service:  
**Margaret F. McGovern**,  
**Victor J. Garo**, **Joseph A. Curtatone**,  
and **Hon. Paul Heffernan** (retired);
- MCBA Outstanding Member:  
**Edward D. McCarthy**;
- Past Presidents Award:  
**Joseph A. Amoroso**.

On Nov. 7-9, the **South Asian Bar Association of Greater Boston** hosted the 2008 North American South Asian Bar Association Leadership Retreat.

Nearly 100 attorneys of South Asian descent (from Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka) from the United States and Canada gathered in Massachusetts for a welcome reception, a plenary board meeting and a dinner event.

The kick-off event, the welcome reception, was attended by retreat attendees, SABA GB members, Massachusetts majority and minority bar leaders and members, and Massachusetts legal community members (including several judges and government representatives).

The **Essex County Bar Association** and the **Greater Lynn Bar Association** will hold their holiday party on Wednesday, Dec. 3, from 5:30 to 8 p.m. at Lyceum Restaurant in Salem.

The **Massachusetts Academy of Trial Attorneys** will hold its Seventh Annual Diamond Ball on Thursday, Dec. 4, at the World Trade Center in Boston's Seaport district.



From left to right: Charlotte Kim, president of AALAM; Charles P. Wagner and Christina E. Miller, immediate past co-chairs of MLGBA; and David W. Eppley, co-chair of MLGBA.

## MLGBA's First Annual Diversity Mixer draws 100 people to event in Boston

On Sept. 24, the Massachusetts Lesbian & Gay Bar Association hosted the First Annual Diversity Mixer at Parris Lounge in Boston's Faneuil Hall. Nearly 100 people attended.

Representatives from the Asian American Lawyers Association of Massachusetts, the Boston Bar Assoc-

iation, the Massachusetts Association of Hispanic Attorneys, the Massachusetts Bar Association, the South Asian Bar Association of Greater Boston and the Women's Bar Association joined the MLGBA for a night of solidarity and friendship.

## Diversity bar members turn out for event

Members of diversity bar associations celebrated at Massachusetts Lawyers Weekly's Beautiful Lawyers Calendar Event at the Revolution Rock Club on Oct. 1.



Top row, from left to right: Asian American Lawyers Association of Massachusetts (AALAM) member Carol Liu, of Proskauer Rose LLP; AALAM Immediate Past President Ingrid Schroffner, of the Executive Office of Health and Human Services; and AALAM President Charlotte Kim, of Choate Hall & Stewart LLP. Bottom row, from left to right: Iris Tan, Asian Community Development Corp. (ACDC) special events manager, Massachusetts Black Lawyers Bar Association Past President Angela McConney, of the Civil Service Commission; and AALAM Vice President Joel Buenaventura, of the Department of Public Health.

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- BBO Coverage
- Cost Of Court Coverage
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Claims from Real Estate matters have increased in Massachusetts to record levels. Don't be caught with a policy that leaves you paying the claim.

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for information on how to get the protection you need for a difficult market.**

MASSACHUSETTS BAR ASSOCIATION INSURANCE AGENCY

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## MBA CALENDAR OF EVENTS

## Women and Money: A Working Woman's Guide to Achieving Financial Independence



*This series is FREE to all MBA members.*

The MBA invites you to attend the last two parts of a four-part educational series designed for female attorneys. The series discusses how to establish a financial plan, manage a budget, control personal debt, build wealth and empower women to take control of their financial future.

### THURSDAY, NOV. 20

**A Girl's Guide to Retirement Planning**  
Noon–1:30 p.m.  
Course #: MONEY3  
MBA, 20 West St., Boston

### THURSDAY, DEC. 11

**Insure Your Future**  
12:30–2 p.m.  
Course #: MONEY4  
MBA, 20 West St., Boston

*\*Unless otherwise indicated, call MBA Member Services at (617) 338-0530 or toll-free at (877) 676-6500 for more information or to register for the following programs.*

### THURSDAY, NOV. 13

#### Residential Purchase and Sale Agreements

4–6:30 p.m.  
Course #: PRB09 / Introductory level  
Massachusetts School of Law,  
500 Federal St., Andover

In addition to providing many updates to changes in the law, this program will dissect each paragraph of the standard form purchase and sale agreement, explain what it means and address critical changes that must be made depending on the specifics of the transaction.

Faculty: Stephen D. Silveri, Esq., program chair, Law Office of Stephen D. Silveri, Dedham. \*Additional faculty to be announced.

### MONDAY, NOV. 17

#### Success on Appeal

4–7 p.m.  
Course #: CLJ09 / Introductory level  
MBA, 20 West St., Boston

What really makes an appellate brief effective? What makes an oral argument persuasive to today's judges? Learn the essentials of successfully handling an appeal, whether you represent the party seeking to overturn or uphold the lower court's judgment.

Faculty: Thomas J. Carey Jr., Esq., program chair, Dwyer and Collora LLP, Boston; Hon. Cynthia J. Cohen, Massachusetts Appeals Court;

Hon. Herbert P. Wilkins, former chief justice of the Supreme Judicial Court; Thomas A. Barnico, Esq., Office of the Attorney General, Boston; Janet H. Pumphrey, Esq., The Law Offices of Janet Hetherwick Pumphrey, Lenox; Victoria L. Steinberg, Esq., Dwyer & Collora LLP, Boston.

### TUESDAY, NOV. 18

#### Business Basics for Divorce Lawyers: Reading and Using Tax Returns in Divorce Cases

4–7 p.m.  
Course #: FLF09 / Introductory level  
Western New England College School of Law,  
1215 Wilbraham Road, Springfield

Every divorce lawyer needs to be able to review, analyze and understand the basics of income tax returns and must also be able to determine when he or she needs to call in an expert to glean further information. The course will include a basic review of divorce tax principles, including: a comparison of alimony and child support tax treatment; consequences of mischaracterization of support; tax treatment for personal loans; capital gains and losses; transfers of a residence; earned income credit; head of household filing status; and dependency exemption. The MBA is planning a follow-up seminar to explore business valuations in depth (date to be announced).

Faculty: Veronica J. Fenton, Esq., program chair, Law Office of Veronica J. Fenton, Lenox; Mark D. Mason, Esq., Cooley Shrair PC, Springfield; John M. O'Brien III, CPA/ABV, J.M. O'Brien & Company, PC, Springfield.

#### The Rx Files — Medicine for Lawyers Part I: Legal Aspects of Cardiovascular Diseases

4–6 p.m.  
Course #: HLC09 /  
Basic/Intermediate level  
MBA, 20 West St., Boston

This is part one of a series of roundtables planned and taught by physicians for members of the legal profession. If you practice health care or medical law, personal injury law, workers' compensation law or disability law, these roundtables are for you. Part one will focus on cardiovascular diseases. Future topics include traumatic brain injury, dental issues, orthopedic/chiropractic and forensics/autopsies.

Faculty: Frank J. Riccio, D.M.D., J.D., program chair, Law Office of Frank J. Riccio PC, Braintree; Domenic Paolini, M.D., J.D., Paolini & Haley, Boston.

### THURSDAY, NOV. 20

#### Fundamentals of Effective Discovery

2–5 p.m.  
Course #: CLI09 / Introductory level  
MBA, 20 West St., Boston

Learn how to implement a strategic discovery plan and utilize discovery methods that will allow you to obtain the information you need to successfully position yourself for trial or settlement. This program is geared toward those attorneys with little or no experience and will provide practice tips and pointers for litigation attorneys seeking an overview of formal discovery techniques.

Faculty: Grace V. Bacon Garcia, Esq., program chair, Morrison Mahoney LLP, Boston; Philip M. Hirshberg, Esq., Morrison Mahoney LLP, Boston; Gregg A. Rubenstein, Esq., Nixon Peabody LLP, Boston.

#### Going Small or Solo... Now What?

4–6 p.m.  
Course #: GSSB09  
Suffolk University Law School, faculty dining room, 120 Tremont St., Boston

Planning to hang your shingle? Join us for a fast-paced and informative discussion on what practical issues you need to know as you embark on your professional career. Geared toward the soon-to-be small firm or solo practitioner, this program will encompass important practical issues in law practice management, including, but not limited to: risk management, marketing, professional development, practice technology and more.

\*This is a free event and MBA membership is not required for attendance. Registration is required.

### MONDAY, DEC. 1

#### Basics of Divorce Practice

4–7 p.m.  
Course #: FLG09 / Introductory level  
Massachusetts School of Law,  
500 Federal St., Andover

Divorce practice ranks among the most demanding, complex and challenging areas of legal work. This course will teach you how to determine the facts of your client's case, select appropriate avenues of relief and parry your opponent's strategies while you become familiar with relevant statutes, rules and leading cases that you can use to achieve positive results for your client.

Faculty: Deborah M. Faenza, Esq., program chair, Ryan & Faenza, Walpole; Katherine A. Field, Esq., Gay, Gay & Field PC, Taunton; Susan A. Huettner, Esq., Law Office of Susan A. Huettner PC, Sandwich; Marsha V. Kazarosian, Esq., Kazarosian Law Office, Haverhill.

#### Landlord Tenant Basics

4–7 p.m.  
Course #: PRC09 / Introductory level  
MBA, 20 West St., Boston

Landlord/tenant law is more complicated than many people believe. Attend this seminar to learn

### Hot Off the Press: The New Child Support Guidelines

In response to the highly-anticipated release of the amendments to the Child Support Guidelines, the Massachusetts Bar Association has scheduled the following seminars.

Child Support Guidelines mandate the first support calculation in divorce, paternity, separate support and guardianship cases involving unemancipated children, and often form the basis for overall support orders and allocation of certain expenses.

Join us as members of the Child Support Guidelines Task Force discuss changes made to the guidelines calculations and text, if any, and how those changes will likely affect support orders.

### TUESDAY, NOV. 18, 4–7 P.M.

Course #: FLJ09  
Massachusetts School of Law, 500  
Federal St., Andover

### THURSDAY, NOV. 20, 4–7 P.M.

Course #: FLK09  
Sheraton, One Monarch Place, Springfield

### WEDNESDAY, DEC. 3, 4–7 P.M.

Course #: FLH09  
MBA, 20 West St., Boston

## MBA CALENDAR OF EVENTS (CONT.)

**Save the Date**

**ACCESS TO JUSTICE  
AWARDS LUNCHEON**

Thursday, May 7, 2009  
JFK Library and Museum  
Boston

[www.MassBar.org](http://www.MassBar.org)

**MBA**  
*Signature*  
**EVENTS**  
2008-09

the proper procedures to follow and strategies to pursue before court and in court to greatly improve your chances of achieving a favorable result for your client, and help you avoid many common pitfalls.

*Faculty:* Kenneth A. Krems, Esq., program chair, Shaevel & Krems, Boston; Hon. MaryLou Muirhead, associate justice, Boston Housing Court, Boston; David R. Jackowitz, Esq., Shaevel & Krems, Boston; Ellen J. Shachter, Esq., Cambridge and Somerville Legal Services, Cambridge.

**TUESDAY, DEC. 2****Motions to Suppress: Identifying, Developing and Litigating the Issues**

4-7 p.m.

Course #: CJB09 /

*Introductory/Intermediate level*  
Catuogno Court Reporting Services,  
One Monarch Place,  
1414 Main St., Springfield

This seminar will discuss how motions to suppress are an integral part of evaluating and handling a large number of cases for criminal practitioners. A command of suppression issues is a fundamental requirement for effective criminal law advocacy. Learn how suppression issues are constantly examined by the Appellate Court with new law being announced or existing law being reexamined.

*Faculty:* Mark G. Mastroianni, Esq., program chair, Law Office of Mark G. Mastroianni, Springfield; Hon. Cornelius J. Moriarty II, Superior Court; Bonnie G. Allen, Esq., Attorney at Law, Springfield; Donna S. Donato, Esq., Hampden County District Attorney's Office, Springfield; Lawrence W. Madden, Esq., Committee for Public Counsel Services for District Court, Springfield. \*Additional faculty to be announced.

**MONDAY, DEC. 8****Drafting the Simple Will**

4-7 p.m.

Course #: PLI09 / *Introductory level*  
Holiday Inn, 700 Myles Standish Blvd.,  
Taunton

Learn the essentials of drafting a basic estate plan, including an understanding of reliance on the will to transfer wealth by probate versus non-probate transfer options. The faculty will explain the process using their own sample forms and will discuss alternatives for setting fees.

*Faculty:* Mark A. Leahy, Esq., program chair, Whittum & Leahy, Hingham; Richard C. Barry Jr., Esq., Fletcher, Tilton & Whipple PC, Worcester; Barry P. Wilensky, Esq., Friedler & Zuroff LLP, Newton.

**WEDNESDAY, DEC. 10****Sixth Annual In-House Counsel Conference: Doing Business in Troubled Times**

9 a.m.-1 p.m.

Course #: BLD09 / *Introductory level*  
Newton Marriott Hotel,  
2345 Commonwealth Ave., Newton

The conference will address current developments and hot topics, including recent developments in the Business Litigation Session of the Superior Court, electronic and other discovery issues that affect document retention, and how the new Massachusetts Wage Act impacts businesses. There will be a panel discussion of directors' duties, including duties that arise when a company is in trouble and what it means for a director to be independent. A panel of intellectual property experts will discuss issues relating to effective management of intellectual property with a limited budget. Finally, there will be a presentation

concerning risk management to avoid or minimize the cost of litigation in uncertain times.

*Faculty:* Peter D. McDermott, Esq., conference co-chair, Banner & Witcoff Ltd., Boston; David A. Parke, Esq., conference co-chair, Bulkley, Richardson and Gelinas LLP, Springfield; Hon. Ralph D. Gants, Superior Court; Stephen Cesso, Esq., Computershare, Canton; Pamela S. Chestek, Esq., Progress Software Corp., Bedford; Stephen Y. Chow, Esq., Burns & Levinson LLP, Boston; James C. Donnelly Jr., Esq., Mirick, O'Connell, DeMallie & Lougee LLP, Worcester; June Duchesne, Esq., EMC Corp., Hopkinton; Warren F. Fitzgerald, Esq., Fitzgerald Dispute Resolution LLC, Charlestown; Robert Gorman, Esq., Novartis Vaccines & Diagnostics Inc., Cambridge; Robert J. Kerwin, Esq., Tarlow, Breed, Hart & Rodgers PC, Boston; Angelo P. Lopresti, Esq., IPG Photonics Corp., Oxford; Christopher Novello, Esq., Foley & Lardner LLP, Boston; Francis C. Morrissey, Esq., Edwards, Angell, Palmer & Dodge LLP, Boston; Richard P. Owens, Esq., Verizon Telecom, Boston.

**Employment Law for Lawyers**

4-7 p.m.

Course #: LEA09 /

*Introductory level*

MBA, 20 West St., Boston

You are a sole practitioner or a partner in a small firm. You may be well versed in the aspects of law that comprise your practice, but how much do you know about the laws and regulations affecting you and your clients as employers? Join us for this highly practical and interactive seminar and listen to experienced employment law practitioners discuss these and other common employment law issues faced by legal practices from different perspectives.

*Faculty:* Catherine E. Reuben, Esq., program chair, Hirsch, Roberts, Weinstein LLP, Boston; Daniel V. Bair II, Esq., Brodeur-McGan, Attorneys at Law, Springfield.

**THURSDAY, DEC. 11****The ABC's of Social Security Disability Cases**

4-7 p.m.

Course #: CLM09 / *Introductory level*

MBA, 20 West St., Boston

Eligibility for beneficial disability benefits from Social Security is complex and highly regulated. In addition, there are ongoing changes to the disability determination process and procedures that may create pitfalls for inexperienced practitioners. At this seminar, learn how to do an effective intake of a prospective client and how to avoid potential problems, as well as the important information you need to know about the changing appeals process.

*Faculty:* Linda Landry, Esq., program chair, Disability Law Center, Boston; Ronald B. Eskin, Esq., Law Office of Ronald B. Eskin PC, Lowell; Mark Bronstein, Esq., Law Office of Mark Bronstein, Newton.

**TUESDAY, DEC. 16****Workers' Compensation Basics**

4-7 p.m.

Course #: CLL09 / *Introductory level*

TBA, Worcester

The workers' compensation statute (M.G.L. ch.152) and regulations continue to be reinterpreted on a yearly basis. In the current economy, an injury can adversely affect not only the employee and his/her family, but the employer's premiums. This seminar will cover the basics of the workers' compensation system and provide an update on new regulatory changes and case law. The program will also include hands-on application of the law and regulations via small discussion groups with attorneys for the insurer, employee and members of the judiciary.

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click, click, click, click, click, click, click,  
 click, (sigh) click, click, click, click, click,  
 click, click, click, click, (oh, c'mon!) click,  
 click, click, click, click, click, click, click,  
 click, click, click, click, click, click, click,  
 click, click, click, click, click, click, click,  
 (am I done yet?) click, click, click, click,  
 click, click, click, click, (ugh) click, click,  
 click, click, click, click, click, click, click,  
 click, click, click, (oh, for cryin' out loud!)  
 click, click, click, click, click, click, click.

V. [click](#)



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