ENDING AGE DISCRIMINATION OF "GREY" ATTORNEYS AND JUDGES

By Barry Kamins, President

As Americans get older, they are living longer. One hundred years ago, the human life expectancy in America was 47 years. Today, it is 77 years. By the year 2030, citizens over the age of 65 will comprise 20% of the population in this country. Statistics also indicate an increase in the number of adults over the age of 65 who are in the labor force. While judges and attorneys are part of this growing age group, many are not being given the opportunity to lead productive lives as they advance in age. Regrettably, through archaic statutes and constitutional provisions, as well as age-discriminatory practices in certain law firms, "grey" judges and attorneys find themselves at a severe disadvantage.

Unlike state legislators, public officials or even federal judges, state judges must retire at the age of 70 unless they are Supreme Court Justices or Court of Appeals Judges, who are eligible for recertification until the age of 76. The mandatory retirement age of 70 was adopted 160 years ago in the State Constitution when life expectancy was much lower and the electorate believed that judges could not provide valuable service beyond the age of 70. Twenty-eight states currently permit judicial service beyond the age of 70 and in fifteen of those states, there is no retirement age at all. Of the twenty-one other states that require retirement at the age of 70, many permit judges to be recertified beyond that age.

The City Bar joins a growing number of groups that advocate reform in this area. All state judges should be permitted to serve until the age of 76, provided they are subject to the recertification process currently used for Supreme Court judges. There is no logical reason why the state should not continue to have the benefit of skilled and qualified jurists who sit on the County, Surrogate, Family, City, District and New York City Civil and Criminal Courts. These men and women have served the judicial system well and could continue to provide their knowledge to a court system that is in need of their collective wisdom.

Increasing the mandatory retirement age for judges will have a number of benefits. As stated above, the court system and litigants benefit from the experience of individuals who have gained a unique perspective through the passage of years. Increasing the retirement age will also bolster the morale of a judiciary that has suffered through an intolerably long period.

THE INTERNATIONAL HUMAN RIGHTS COMMITTEE:
THE GLOBAL INFLUENCE OF THE CITY BAR

The International Human Rights Committee is one of the busiest in the Association, producing reports, amicus briefs and letters while convening timely discussions on a vast range of topics. It enjoys a mostly young and remarkably diverse membership, including commercial lawyers from large firms, advocates from almost every major human rights organization in the city, and some energetic young law students.

In recent years, the IHRC has undertaken investigative missions in Northern Ireland, Hong Kong, Indonesia and India, each generating a substantial report of its findings. Most recently, several Committee members and US District Court Judge Jed S. Rakoff went to India to evaluate the impact of the Prevention of Terrorism Act of 2002 on human rights in the world's largest democracy. Written mostly by Anil Kalhan, the resulting 135-page report concluded that India should aggressively build upon the initial steps it had taken to limit the use of draconian antiterrorism laws and to begin to transform its British colonial-era police and criminal justice institutions. The report received considerable attention in the US and India.

The IHRC has also produced a number of amicus briefs recently working with major law firms, human rights organizations and the City Bar’s Vance Center. Last year, the IHRC prepared a brief in conjunction with several other NGO’s opposing Colombia’s unequal treatment of individuals in same-sex relationships. In its final ruling, the Constitutional
Civil Rights
Letter to Congress urging the opposition of the proposed amendment to §236 which would broaden Section 798(a) of Title 18 of the United States Code to impose criminal penalties on any public disclosure of classified information concerning efforts by the United States to identify, investigate, or prevent terrorist activity.

Letter to the New York City Council expressing concern over the amendment to Title 38 of the Official Compilation of Rules of the City of New York promulgated by the Police Department, which establishes regulations governing "parades". The letter argues the regulations are overbroad and would apply to many kinds of public gatherings that are in no way a "parade" and that pose no risk to public safety. The letter also argues that the City Council, not the New York Police Department, should be establishing the standards in this First Amendment protected area.

International Human Rights
Letter to the President of the Senate of Nigeria opposing The Same Sex Marriage (Prohibition) Act currently pending before the National Assembly. The Act which would ban same sex marriage and criminalize participation in any same sex marriage ceremony as well as ban organizations that advocate for lesbian, gay, bisexual or transgender equality and criminalize such activity. The letter argues that the bill is discriminatory and contrary to Nigeria’s obligations under international law to ensure freedom of speech, association and assembly.

Judicial Administration, Council on
Comments on the Report and Recommendations of the New York State Bar Association’s Task Force on Electronic Filing of Court Documents. Though the comments express support for much of the report and recommendations, they find the report has a number of shortcomings and offer a number of revisions including implementing the filing by electronic means (FBEM) county-by-county rather than waiting for statewide implementation; installing FBEM in all Supreme, County and Surrogate courts; and allowing for only a 120-day grace period following installation for attorneys to become FBEM certified.

Legal Issues Pertaining to Animals
Testimony before the New York City Department of Parks and Recreation supporting, with recommendations, the Parks Department’s proposed amendments to the Rules of the City of New York which will codify the current policy of permitting off-leash exercise and socialization for dogs in designated parks within the City between the limited hours of 9 PM until closing, and from opening until 9 AM ("Courteous Hours") and supporting, with recommendations, the Parks Department’s proposed amendments to the Rules of the City of New York regarding fenced dog runs.

Town and Village Courts, Task Force
Report on Justice Court technology which recommends that proceedings in every case be recorded by court reporters using current technology or by digital recording in lieu of a court reporter present in the courtroom and that measures be taken immediately in order to begin the recording in courts with no present system for recording or in which tape recorders are currently used. The report also recommends that all justices and their court clerks be given access to a computer with accompanying uniform and appropriate software for case management, fiscal record keeping, and financial reporting, that justices each be given computer access for training, research, conference with other judges, and writing opinions and orders; and that consideration be given to the use of video conferencing for designated court proceedings to avoid delays when the lawyer cannot appear in person or the defendant cannot be transported from a county or local detention facility.

Reports are available on the Association’s website, www.nycbar.org, or by calling 212-382-6624.
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without an increase in salary. In addition, a later retirement age may encourage skilled middle-aged attorneys to leave private practice to enter the judiciary. Reform, however, cannot be achieved easily. An amendment to the State Constitution would be required and it must be passed in two successive legislative sessions. The electorate must then give its final approval. There is no question, however, that the process is worth fighting for and the fight must continue until it is accomplished.

Like their counterparts within the judiciary, “grey” attorneys continue to increase in numbers. However, within the legal profession, there is no magic age by which attorneys must retire. Nevertheless, it is no secret that many age-discriminatory practices affect the lives of attorneys who are over the age of 65.

Two years ago, the National Law Journal published the results of a study conducted for the American Bar Foundation that focused on law firm retirement policies. The study revealed that 37% of law firms surveyed had a mandatory retirement age and that 70 was the common age when retirement was required.

There is no question that many attorneys who are advancing in age face mandatory retirement at a point in their careers when they can still provide valuable service to their firms and clients. Mandatory retirement policies are controversial, frequently detrimental to law firms, and inconsistent with accepted employment practices.

We believe that firms should evaluate a senior attorney’s ability to make a continuing contribution to the firm’s success. Specifically, we believe law firms should adopt the practice of utilizing senior lawyers, who would otherwise be subject to mandatory retirement, by offering them major roles in the firms’ pro bono practices in return for the lawyers’ commitment to devote all, or substantially all, of their working time to such work.

Senior lawyers are particularly well equipped to take part in law firms’ pro bono work. They can be employed as supervisors or mentors, as pro bono project managers, or simply as participants, in all areas of the firms’ pro bono practice. The many firms with phase-out or “decompression” policies are so attractive opportunity to integrate interested senior lawyers in the firms’ pro bono programs as they move into that phase of their careers. To do so gives stature and importance to the senior lawyers’ efforts and makes the program more meaningful.

The time has come to end archaic policies that disfavor judges and attorneys solely because of age. This will require a change in culture but, as we continue to live longer, hopefully these changes will become self-evident. Until that time, this Association will continue to advocate for reform.

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**THIS MONTH IN CITY BAR HISTORY**

**Thirty-Seven Years Ago** … On May 19, 1970, a convention of lawyers opposed to the Vietnam War (and in particular to the recent invasion by U.S. troops of Cambodia) was held at the House of the Association. Six hundred people attended, and speakers included retired Chief Justice Earl Warren and Senator George McGovern. The next day, May 20, Association members traveled to Washington, D.C. as part of an organized trip by members of the legal profession to meet with government officials and urge termination of U.S. military activity in Southeast Asia. Neither the convention nor the trip to Washington were official Association activities, since the Association had not taken a formal position on the Vietnam War. That changed days later, on May 28, 1970, when at a raucous meeting the Association adopted a resolution, by a vote of 197 to 64, providing that it "strongly opposes the continued American involvement in the war in Indochina and strongly urges the immediate withdrawal of all American military forces therefrom." In response to the Association’s adoption of the resolution, two members resigned in protest and some members helped form the New York Committee to Support the War.

**One Hundred Eighteen Years Ago** … On May 1, 1889, the members of the Supreme Court of the United States were entertained at a reception held at the Association, then located at 7 West 29th Street (where the Association moved in 1882). The Justices were in New York to attend the centennial celebration of George Washington's inauguration, which had taken place on April 30, 1789 at the corner of Wall and Broad Streets (where a statue, erected in 1883 and still standing today, marks the approximate spot where the inauguration took place).

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**LEGAL REFERRAL SERVICE CELEBRATES NATIONAL LAW DAY**

In celebration of National Law Day on May 1st, the Legal Referral Service has organized a series of legal information fairs. These events offer an excellent opportunity for New Yorkers to learn about their legal rights and responsibilities and to receive material on diverse legal topics. Qualified attorneys will be available to answer legal questions and various community organizations will be present to distribute information to the public. In the past, these events have attracted crowds of citizens seeking legal information, received media coverage, and garnered awards from the American Bar Association.

The Legal Referral Service will be holding Law Day fairs at the following locations:

- **Manhattan:** May 1st, 2007, 11am-2pm, Foley Square
- **Queens:** May 2nd, 2007, 11am-2pm, Queens Civil Court
- **Brooklyn:** May 3rd, 2007, 11am-2pm, Brooklyn Borough Hall - Columbus Park
- **Bronx:** May 4th, 2007, 11am-2pm, Bronx Supreme Court Plaza

Please let your clients know!
MAY 2007 CALENDAR

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 subject to change. Please check our website at www.nycbar.org for the latest program information.

1 Tuesday, 8:15 am - 10 am
SMART MARKETING SERIES:
DEVELOPING RELATIONSHIPS THAT GENERATE BUSINESS

This session will discuss a variety of relationships from the business development perspective. Relationships such as family, colleagues, referral sources, clients. We will discuss the where, when, why, how and what related to the process of pursuing and winning additional work.

Speaker: CAROL SCHIRO GREENWALD
Consultant, MarketingPartners

Please register for this program, and the entire series, online at www.nycbar.org.

2 Wednesday, 6:30 pm
CLOSING THE EDUCATIONAL ACHIEVEMENT GAP: NO CHILD LEFT BEHIND, DE FACTO SEGREGATION AND THE QUEST FOR EDUCATIONAL EQUALITY

This is a critical time for one of the most important issues facing our democracy: how to close the achievement gap between low-income children of color and more affluent white children and to provide equal educational opportunity for all children regardless of race, ethnicity or economic status. This year, Congress is slated to consider reauthorization of the No Child Left Behind Act ("NCLB"), the sweeping federal law that has become the framework for public education nationally. At the same time, in New York, Governor Spitzer and Mayor Bloomberg have ambitious agendas for improving education, and the U.S. Supreme Court will decide whether local school districts can voluntarily take steps to remedy de facto segregation.

With a particular focus on New York City, this evening forum will feature a panel of distinguished experts who will discuss whether NCLB is meeting its goal of closing the achievement gap; whether NCLB should be reauthorized and if so, what changes are needed; and what educational policies will work to close the gap. Key considerations will include whether those policies may discriminate against the low income, largely minority children they purport to help; and whether policymakers must address the de facto segregation of our urban schools as part of the effort to provide equality of educational opportunity.

Who should attend: Parents, educators, and all lawyers and non-lawyers concerned about the effects of these issues on our children and society.

Moderator: ANTHONY DePALMA
The New York Times

Speakers:
ANDRES ALONSO
Deputy Chancellor for Teaching & Learning
NYC Department of Education

EDWIN C. DARDEN, ESQ.
Director of Education Policy
Appleseed

SHEILA EVANS-TRANUM
Associate Commissioner
New York State Education Department

DOUGLAS MESECAR
Principal Deputy Assistant Secretary, Office of Policy, Planning, and Evaluation, U.S. Department of Education

DENNIS D. PARKER
Director
Racial Justice Program
American Civil Liberties Union

RANDI WEINGARTEN
President, United Federation of Teachers

Please register online at www.nycbar.org

3 Thursday, 6 – 8 pm
WEBSITE ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

"The power of the Web is its universality. Access by everyone regardless of disability is its essential aspect," says Tim Berners-Lee, inventor of the World Wide Web. The Web is increasingly a prime marketplace of ideas, goods and services, and people with disabilities may not be excluded from it. Some courts and commentators, however, suggest that private sector websites (websites of entities designated "public accommodations" in Title III of the Americans with Disabilities Act) need to be accessible only if they have a "bricks and mortar" connection.

This program brings to life a recent City Bar report demonstrating that accessibility is required regardless of "bricks and mortar": "Website Accessibility for People with Disabilities," available at http://www.nycbar.org/pdf/report/WebsiteAccessibility.pdf. The program will feature a real-time demonstration of website accessibility and examples of good and not-so-good accessibility features on selected websites.

Contributors to the report will explain how the law requires accessibility in virtually all public and private sector websites.

Who should attend: The program will interest people who use websites, people responsible for compliance with laws regarding websites, lawyers and non-lawyers, people with and without disabilities, website designers and the media.

Speakers:
CARL R. AUGUSTO
President & CEO, American Foundation for the Blind

WALTER L. DECKER
Executive Vice President, American Foundation for the Blind

CRISTA EARL
Director, Web Operations, American Foundation for the Blind

MARC GROSSMAN
Accessibility Consultant, American Foundation for the Blind

www.nycbar.org
KENNETH M. DREIFACH  
Chair, Information Technology Law Committee

PETER JOHNSON  
Committee on Legal Issues Affecting People with Disabilities

MARK H. LEEDS  
Civil Rights Committee

The Association will seek to provide sign language and oral interpreters for people who wish to attend this program when a request is made to the Executive Director’s Office (212-382-6660 or rnelson@nychar.org) sufficiently in advance; persons making the request must confirm their attendance with this Office two business days before the program.

Please register online at www.nychar.org

3 Thursday, 7 pm

A PERSONAL FINANCE PROGRAM FOR MEMBERS: RELEVANT INVESTMENT STRATEGIES IN TODAY’S MARKET

A presentation on personal finance for Association members, featuring a discussion on why some investors underperform the market; why it’s important to have an investment plan; potentially enhancing portfolio returns and managing risk through diversification. Diversification does not assure a profit or protect against a loss in declining markets.

Moderator:
JASON M. KATZ  
Senior Vice President – Investments; Private Wealth Advisor, Advisory & Brokerage Services, UBS Financial Services Inc.

Speakers:
ANDY CHRISTOS  
Vice President, Columbia Management  
Topics: NYS29 – Prepare Today For Tomorrow’s Future

JOEY YASINSKI  
Vice President, Eaton Vance  
Topic: Investing for the Long Term

ANDREW PIZZA  
Vice President, Ivy Funds  
Topic: Great Demand Client Seminar  
To RSVR, please contact Mark H. Lewis at (212) 713-7846, (800) 516-5624, ext. 7846 or mark.lewis@ubs.com

Mutual fund prospectuses may be distributed at the seminar. For more complete information about a fund, including the investment objectives, charges, expenses and risk factors, contact us for a prospectus. The prospectus contains this and other important information that you should read and consider carefully before investing. The value of funds will fluctuate.

4 Friday, 6 pm

FRIDAY EVENING CHAMBER MUSIC AT THE ASSOCIATION

The program will include Beethoven, Quartet No. 4, Op. 18; Brahms, Clarinet Trio in A minor, Op. 134; Koussevitzky, “Valse Miniature” (Op. 1) and “Chanson Triste” (Op. 2); Laura Chang, Violin; Claire Deklo, Violin; Wendy Keyes, Viola; Irene Ten Cate, Cello; Whitney Moulon, Bass; Mark Lopeman, Clarinet; Tanya Papayannapoulou, Piano.

Admission is $10 at the door. For more information please call (212) 788-1093.

5 Saturday, 8 pm

LAWYERS’ ORCHESTRA’S LATE SPRING CONCERT

This concert will be honoring the City Bar’s Executive Director, Barbara Berger Opotowsky. The program will include Schubert: Unfinished Symphony; Beethoven: Piano Concerto No. 2 (Ted Shapiro, Piano) and Tchaikovsky: Symphony No. 5. Please Note: This program will take place at All Saints Church, 230 East 60th Street, Manhattan.

For tickets and information, please visit www.lawyersorchestra.org or call (212)788-1093

8 Tuesday, 8:15 am - 10 am

SMART MARKETING SERIES: EFFECTIVE MARKETING V/S A/VIS THE NEW NYS ADVERTISING AND SOLICITATION GUIDELINES

We will discuss ways to continue modern, targeted, strategic marketing and advertising and conform to the new guidelines concerning content and record-keeping. Bring examples and questions to the seminar.

Speaker:
CAROL SCHIRO GREENWALD  
Consultant, MarketingPartners

Please register for this program, and the entire series, online at www.nychar.org.

8 Tuesday, 6 pm

LEGAL ISSUES CONFRONTING AGING ADULTS

This program will cover a range of issues that New York City senior citizens face daily, and also focus on caring for elderly parents. Key documents to be discussed are powers of attorney, living wills, health care proxies, guardianships and Medicaid planning. There will be a Q & A session and the Elderlaw Project of the City Bar Justice Center will have volunteers present to answer individualized questions and to assist with documents in a clinical setting after Clifford Meiroowitz’s presentation.

Speaker:
CLIFFORD A. MEIROWITZ  
Meiroowitz & Pellegrino, PLLC

In cooperation with:
Legal Referral Service; Elderlaw Project, City Bar Justice Center

Please register online at www.nychar.org

9 Wednesday, 6:30 - 8:30 pm

WORK/LIFE PURSUITS: ACHIEVING YOUR PERSONAL GOALS

Is it possible to have it all as a lawyer? This panel follows the lives of four attorneys who started off on similar paths at firms, yet have ended up in very different, but equally satisfying careers in and around the law: balancing work and family; developing a film career while practicing; moving to a legal/business role at an investment firm and starting a company that connects lawyers to the fine arts. We’ll look at how these lawyers crafted their personal visions of success and went about achieving them.

Speakers:
STEVEN HAHN  
Axiom Legal

TANYA HOLCOMB  
Chief Corporate Litigation Counsel, Honeywell International Inc.

KIAANG M. ELLIS  
President/Founder, Avail Art, L.L.C.

THOMAS N. SECOR  
Liberty Harbor, a GSAM Fund

Registration by May 4 is necessary. The fee is $10. Please register online at www.nychar.org

9 Wednesday, 7 – 9 pm

YOUNG J. EDGAR: HOOVER, THE RED SCARE AND THE ASSAULT ON CIVIL LIBERTIES

On September 16, 1920, just as the clock of Trinity Church chimed noon and as Wall Street workers on their lunch break filled the street, a devastating bomb blast in front of the J.P. Morgan & Company building at 23 Wall Street killed thirty-eight people and injured over 400. One observer was quoted in The New York Times to say, ‘And there is no question in my mind that it
was the work of Bolsheviki.”
Attorney General A. Mitchell Palmer, whose own Washington home had been bombed, had already begun a law enforcement initiative against suspected radical bombers. His point man was the 24-year-old J. Edgar Hoover.

Hoover had developed files on thousands of suspected Communists. He helped execute a series of raids and arrested more than 10,000 Americans suspected of treason. As the public became alarmed about these Palmer raids, a backlash against the Attorney General developed. Hoover, displaying useful bureaucratic survival skills, managed to advance in his career. In 1924, Hoover was named the director of the Bureau of Investigation which later became the FBI, a position he held until his death in 1972.

Ken Ackerman, a lawyer and the author of *Boss Tweed*, brings to life Hoover’s coolness and calculation, as well as his drive to gain immense power. He also raises questions of just how much power an official should have and how a society under threat must balance its own self-defense with its citizens’ right to speak for unpopular causes. With the Palmer raids as a lens through which to view the alleged terror-hysteria of post-9/11 America, Young J. Edgar reaches the heart of the our modern debate over personal freedom in time of war and fear.

Speaker: **KENNETH D. ACKERMAN**
Lawyer and author of *Boss Tweed, Dark Horse and The Gold Ring*

Mr. Ackerman’s book tour is scheduled to begin on May 10, 2007 at the New-York Historical Society, who has generously consented to allow the Association this preview lecture. Their website is www.nyhistory.org.

Please register online at www.nybar.org

10 Thursday, 8:30 am – 10 am

**PROFESSIONAL DEVELOPMENT BREAKFAST WORKSHOPS**

**NEXT STEPS: SUCCESS STRATEGIES FOR MID-LEVEL ATTORNEYS**

Workshop V - The Successful Attorney-Manager: Delivering Constructive Feedback

Effectively delegating assignments is not the only key to successful teamwork. In order to obtain the best possible results, the successful attorney-manager will guide team members to their best possible performance and support their development. Through this workshop, participants will enhance their abilities to:

- Provide constructive feedback and performance appraisals.
- Offer input on work yet to be performed.
- Handle emotional responses from subordinates.
- Manage impromptu “drop by” meetings.

Speaker: **JAY SULLIVAN**
Exec/Comm

1½ non-transitional NY MCLE credits will be granted. Fee and registration information is available at www.nybar.org

10 Thursday, 4 – 7 pm

**THE ROLE OF AN ATTORNEY ON A NONPROFIT BOARD**

This program will be a free 2-hour CLE on the particular role and responsibilities of attorneys as nonprofit board members, followed by a Board Service Fair at which attendees will meet representatives from various organizations that offer nonprofit board placement programs.

Organizations that will be present at the Board Service Fair

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NEW YORK CITY BAR


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www.nybar.org 7

All attorneys and nonprofit executives are welcome. Attorneys currently serving or considering service on a nonprofit board, and nonprofit executives seeking further understanding of the role and responsibilities of their attorney board members, are particularly encouraged to attend.

Moderator:
MIchael Davidson  
Chair, Governance Matters

Spokesmen:
Carolyn T. Ellis  
Section Chief, Charities Bureau, Office of the New York State Attorney General

Richard Hobish  
Executive Director, Pro Bono Partnership

Marion E. Ringel  
Associate, Exempt Organizations Group, Simpson Thacher & Bartlett LLP

Please RSVP to Sara Chang at schang@nybar.org

This program provides 2 CLE credits, 1 in ethics and 1 in professional practice.

15 Tuesday, Noon-2 pm
PUBLIC AFFAIRS LUNCHEON

The Public Affairs Luncheon Series features speakers who address matters of public interest. The Luncheons provide a forum to enable members of the Bar Association to network, socialize and discuss matters of interest. The Luncheons are open to the public.

Speaker:
David Cay Johnston  
Pulitzer Prize-winning author and reporter, The New York Times

Registration is recommended. Please register online at www.nycbar.org

15 Tuesday, 6 pm
ANNUAL MEETING OF THE ASSOCIATION

All Association members are invited to the Annual Meeting of the Association. A reception will be held after the meeting, which will feature the unveiling of the portrait of former Association President Betsy Plevan.

16 Wednesday, 6 pm
LONG TERM CARE PROGRAM AND HOME CARE INSURANCE SEMINAR

Learn about whether nursing home and home care insurance is appropriate for you, including what questions you should ask and what features to look for. Spouses are invited, and refreshments will be served.

Speakers:
John Marel  
President, Madison Park Consultants

Matthew J. Nolfo  
Law Offices of Matthew J. Nolfo

To email your registration, please contact genice.silvers@marsh.com, or call Marsh Affinity Group Services at 1-888-888-ABCN2 (1-888-888-2269). Seating is limited.

17 Thursday, 5:45 – 8 pm
BENCH-BAR FORUM
TO MERGE OR NOT TO MERGE, THAT IS THE QUESTION. WHAT ARE THE COURTS TO DO?

With 11 separate trial courts, New York has one of the most convoluted court structures in the country. Many proposals for court merger have been floated over the years. The program will provide a lively forum for debate and discussion of the pros and cons of court merger. We will hear from various members of the bench, the bar and the legislature as well as from practitioner-attendees who will be among those most directly affected by a decision to proceed with a complete or partial merger of the courts or maintain the status quo. Materials describing the current proposals and various perspectives on the topic will be distributed to attendees. Please Note: This program will take place at 60 Centre Street, Room 452, The Jury Assembly Room, Manhattan.

Moderator:
Milton Lawrence Williams, Jr.  
Vice-Chair, Fund for Modern Courts

Speakers:
State Senator John A. DeFrancisco  
Chair, New York State Senate’s Judiciary Committee

Carey Dunne  
Chair, Chief Judge Kaye’s Special Commission on the Future of New York State Courts

Hon. Abraham G. Gerges  
New York State Supreme Court Justice, Kings County

Hon. Patricia E. Henry  
New York State Supreme Court Justice, Integrated Domestic Violence Part

Richard Rifkin  
Special Counsel to the Governor, State of New York

CLE credits (TBD) will be awarded at no charge to those who attend. [Note: CLE regulations prohibit the awarding of partial credit to any attorney who attends some but not the entire forum.]

Light refreshments will be served from 5:45 - 6:30 pm and the program will start promptly at 6:30 pm.

Seating is limited and will be on a first-come, first-serve basis.

17 Thursday, 12:30 – 2 pm
SMALL LAW FIRM LUNCHEON
THE NECESSITIES OF OPENING YOUR OWN PRACTICE

If you are thinking about opening your own practice or have done so recently, this is a program you cannot miss. Our panel will address a number of important issues faced by young attorneys who begin their own practices. Some of the
important topics our panel will cover include: finding clients, choosing the correct area of practice, finding office space, choosing the right equipment and supplies for your practice, setting up bank accounts and effectively handling tax issues. This program is aimed at recent and soon-to-graduate students and newly admitted attorneys, as well as attorneys looking to go out on their own.

Moderator:
**MARTIN J. LEAHY**
Law Office of Martin J. Leahy

Speakers:
**LISA M. BLUESTEIN**
Law Offices of Lisa M. Bluestein, LLC

**SCOTT FENSTERMAKER**
Law Offices of Scott L. Fenstermaker, P.C.

**MARK A. JOSEPHSON, CPA, CPF, CFE**
Murray & Josephson, CPAs, LLC

**ODETTIE J. WILKENS**
Member, Committee on Legal Issues Pertaining to Animals; Executive Director, Equal Justice Alliance

**MINNA ELIAS**
New York Chief of Staff and Counsel to Congresswoman Carolyn B. Maloney (D-NY)

**H. LOUIS SIRKIN**
Sirkin Pnaules & Schwartz LLP

**ANDREW E. ERBA**
Williams Cuker Berezofsky

**ROBERT A. OBLER**
Criminal Trial Attorney

**HEIDI BOGHOSSIAN**
Executive Director, National Lawyers Guild

**DAVID CASSUTO**
Associate Professor of Law, Pace Law School

**PEER POTTER**
Award-winning Journalist; Creator of www.GreensTheNewRed.com blog focusing on the effects of the war on terrorism on civil liberties.

**PETER MULLER**
Principal, League of Humane Voters

**ABED AWAD**
Adjunct Professor, Rutgers Law School; Member, Board of Directors, KARAMAH (Muslim Women Lawyers for Human Rights)

**JANET BENSHEOF**
President and Founder, Global Justice Center; Chair of the Gender Justice Advisory Board; Trustee of Women’s Link Worldwide

**23 Wednesday, 6:30 – 9 pm**

**WOMEN’S RIGHTS IN ISLAM**

This program will present three perspectives of the rights of women under Islamic law: classical legal rights and obligations, modern legal interpretations, and current professional and legal issues facing Muslim women in America and the Middle East.

Moderator:
**ROBERT E. MICHAEL**
Chair, Committee on Foreign and Comparative Law

Speakers:
**SALEEMAH ABDUL-GHAFUR**
Editor, "Living Islam Out Loud: American Muslim Women Speak"

**SHARON BOWEN**
Latham & Watkins LLP

**SUSAN KOHLMANN**
Jenner & Block LLP

**CAROL KANAREK, JD, CSW**
Career Management For Lawyers

Advance registration is required. Attendance is limited. Attendees must provide email address at time of registration. Breakfast will be served. Please register online at www.nycbar.org

**24 Thursday, 8:30 am - 10 am**

**DEMYSTIFYING PARTNERSHIP: WHAT IT TAKES TO SUCCEED AS A PARTNER**

As a follow-up to last year’s Women Rainmakers Luncheon, the Women in the Profession Committee invites you to join us for breakfast with women attorneys who have succeeded as partners at two prominent New York firms as well as a career consultant with experience advising individual partners and law firms. The goal of the program is to provide senior associates and junior partners with practical information regarding the business aspects of being a partner, including, for example, how to bring in the business, obtaining appropriate credit for such business, and playing a meaningful and valued role in firm management.

Speakers:
**BRYAN R. KAPLAN**
Debevoise & Plimpton LLP; Co-Chair, Pro Bono Subcommittee, Committee on Bankruptcy and Corporate Reorganization

24 Thursday, CLE program 4:30-6:30 pm; Reception 6:30-8 pm

**3RD ANNUAL BANKRUPTCY PRO BONO PROGRAM: FROM THE COURTROOM TO THE CLASSROOM**

This CLE Program, which features a panel presentation by Bankruptcy Judges, the Clerk of the Court for the Southern District Bankruptcy Court and attorney volunteers, highlights bankruptcy pro bono opportunities available to all practitioners, ranging from fast-paced motion and trial practice to advising high school students about the dangers of credit abuse. Judges from the Southern and Eastern District Bankruptcy Courts will offer perspectives on successful bankruptcy litigation and opportunities for pro bono service. The panelists will also explore substantive issues arising in pro bono matters, such as fraudulent transfers and navigating potential attorney conflicts.

The Reception following the panel presentation will honor the Judges of the Southern and Eastern District Bankruptcy Courts and bankruptcy pro bono volunteers. Information will be provided on three separate initiatives: the Bankruptcy Pro Bono Panel (which provides pro bono representation in bankruptcy litigation matters referred by the bench); the Consumer Bankruptcy Project (which advises debt-burdened, low-income individuals on the restructuring of their finances); and the Credit Abuse Resistance Education (CARE) Program (which educates high school students on the thoughtful and responsible use of consumer credit).

www.nycbar.org
Speakers:

HON. ROBERT D. DRAIN
United States Bankruptcy Judge, Southern District of New York

HON. DENNIS E. MILTON
United States Bankruptcy Judge, Eastern District of New York

KATHLEEN FARRELL-WILLOUGHBY
Clerk of Court, United States Bankruptcy Court for the Southern District of New York

MORTON L. GITTER
formerly of Otterbourg, Stendler, Houston & Rosen PC; through the Consumer Bankruptcy Project, provides pre-filing advice to pro se debtors and assists in petition preparation

JOHN T. McMANUS
Project Director, Consumer Bankruptcy Project; Administrator, Bankruptcy Pro Bono Panel

LARA R. SHEIKH
Togut, Segal & Segal, LLP; Co-Chair, Pro Bono Subcommittee, Committee on Bankruptcy and Corporate Reorganization; represents debtors through the Bankruptcy Pro Bono Panel

EDWARD L. SCHNITZER
Hahn & Hessen LLP; represented defendants in an adversary proceeding through the Bankruptcy Pro Bono Panel

STEVEN WILAMOWSKY
Bingham McCutchon LLP; through the CARE Program, presents classes to high school students about the dangers of credit card abuse and the importance of the responsible use of consumer credit

There is no fee for the CLE Program or Reception. CLE Program attendees are eligible to receive 2.0 CLE credits, including 0.5 in ethics. To RSVP for the CLE Program or Reception, please contact Sara Chang at schang@nybar.org by May 21. Program attendance is not required to attend the Reception.

Moderators:

JANE HOFFMANN
President, Mayor’s Alliance for NYC Animals; Chair, Committee on Legal Issues Pertaining to Animals

MELISSA GILLESPIE
Attorney, Member, Committee on Legal Issues Pertaining to Animals

Speakers:

LAURA MALONEY
Chief Executive Officer, Louisiana SPCA

STACY WOLFF
Senior Director, Legislative Services and Anti-Cruelty Training, ASPCA

MARCELLO FORTE
Executive Director, Animal Haven, New York

SUSAN MARINO
Founder, Angels Gate – Hospice and Rehabilitation Center for Animals, New York

KATHRYN BLOOMFIELD
Solo Practitioner

RICHARD ELLIOT
Solo Practitioner

KELLY NILSON
Director, New York State Disaster Response Services, ASPCA

AMANDA ST. JOHN
Founder, MuttsNack Animal Rescue, New Orleans, LA

Please register online at www.nybar.org

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www.nybar.org
30 Wednesday, 6-9 pm

**CANCER ADVOCACY PROJECT PRO BONO TRAINING**

The Cancer Advocacy Project assists cancer patients, survivors and family members with free legal services in various areas of law, including employment discrimination, insurance issues, advance directives, wills and public benefits. At this orientation and training, volunteer attorneys will receive an overview of employment-related issues concerning the chronically ill including EEOC procedures, an overview of health insurance issues affecting cancer patients and practical applications including appeal letters etc. Attorneys who attend the training are expected, within one year, to accept and complete 1 case.

Moderator:
**LAURA MOSIELLO, LCSW**
Director, Cancer Advocacy Project, City Bar Justice Center

Speakers:
**ARNOLD PEDOWITZ**
Pedowitz & Meister, LLP

**MARK SCHERZER**
Law Offices of Mark P. Scherzer

30 Wednesday 7:15 pm

**CITY BAR CHORUS SPRING BENEFIT CONCERT**

Come and hear the 60-voice City Bar Chorus, directed by Kathryn Schneider, as they lend their sophisticated harmonies to your Broadway, jazz, pop and spiritual favorites. Support this unique City Bar community outreach group, which has given more than 100 concerts over the last 14 years in city hospitals, nursing homes, AIDS residences, rehab centers and pediatric facilities and has been lauded with standing ovations for its singing and awards for its public service.

*Suggested donation is $15 at the door. For more information, please e-mail citybarchorus@aol.com or call Jo-Ann Citterbert, Chair, at (516) 293-9294.

31 Thursday, 6 pm

**JUVENILE DELINQUENCY PREVENTION: IS NEW YORK CITY DOING ENOUGH?**

This program will explore juvenile delinquency prevention programs currently provided by New York City agencies, including a discussion of whether such programs are effective and whether they are sufficiently coordinated. The panel will include representatives from a number of key City agencies.

Moderator:
**ERIK PITCHAL**
Director, Fordham Interdisciplinary Center for Family and Child Advocacy

Speakers:
**WANDA ASCHERL**
Director, Beacon Programs, New York City Department of Youth & Community Development

**RONALD E. RICHTER**
Deputy Commissioner, Family Court Legal Services, New York City Administration for Children’s Services

**JOAN GABBDON**
Senior Deputy District Attorney, Kings County District Attorney’s Office

TIM LISANTE
Deputy Superintendent, New York City Department of Education

*Please register online at www.nycbar.org*

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**Save The Date!**

June 28, 6-8 pm

**SUMMER ASSOCIATES RECEPTION**

The New York City Bar and the New York Law Journal will host the annual welcoming cocktail reception in honor of summer associates, their mentors and colleagues.

*To register, please email membership@nycbar.org or call 212-382-6665.*

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### May 2007 Registration Form

- Public Affairs Luncheon: — 15 Tuesday
  - The fee, which includes lunch, is $30.

- Small Law Firm Luncheon: The Necessities of Opening Your Own Practice — 17 Thursday
  - The fee, which includes luncheon, is $25 for members and $35 for non-members.

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Please make checks payable to the Association of the Bar. If registering for additional persons, duplicate this form.
ASSOCIATION EXHIBIT ON THE HISTORY OF CAPITAL PUNISHMENT

For the past thirty years, the New York City Bar has stood in opposition to capital punishment. Now, the original 1977 committee report on the issue stands as the centerpiece of the new exhibit on the history of capital punishment and the death penalty, designed by the City Bar’s librarian, Richard Tuske and the Association’s Consulting Curator, Mina Kiefer Weiner.

The report is on display along with a series of rare books and historical documents charting the path of the death penalty in the United States and abroad. At its most exotic, the exhibit features a Roman law book on the subject from the 17th century, written in Latin and featuring gruesome illustrations on medieval practices. Alongside this is a law book from colonial Massachusetts, detailing the 15 capital crimes in the 17th century, which ranged from rape and murder to idolatry, witchcraft, and disobeying one’s parents!

Countering these documents are rare editions of historical essays and polemics against the death penalty as well, demonstrating that there has always been a strong opposition to capital punishment. Edward Livingston, a Congressman from Louisiana wrote in 1822 against the death penalty, arguing that the purpose of the penal system should be to prevent – rather than avenge – crime. Even earlier, Jeremy Bentham described the Panopticon in a 1791 text owned by the Association – a prison focusing on constant surveillance that was intended to supplant capital punishment.

The exhibit also features documents from some of the most prominent capital cases of the past two hundred years. First among these is the trial of Henry Wirz – the only person ever executed in the United States for war crimes. Wirz was a Swiss native and a Confederate soldier managing a Union POW camp. The exhibit features a rare, color drawing of Wirz from a book sensationalized titled "The Demon of Andersonville." This is but one item among such notable others as historical documents from the trials of the Rosenbergs, Sacco and Vanzetti, and Bruno Hauptmann, the man found guilty of kidnapping the Lindbergh baby.

The exhibit will run through the end of the summer, as the Library redresses the next in the series that has previously included a history of women in the law and the legal history of slavery.

The City Bar’s library will now include new assistive technologies applicable to the vision-impaired and for those who just need some magnification assistance: ZoomText and Merlin LCD CCTV (closed circuit television). ZoomText is a program that will enlarge the display of any program – both text and graphics - as much as necessary, between 1.25 and 36 times the original. ZoomText also is able to 'speak' text on-screen in addition to providing magnification. Additionally, the Library acquired Merlin LCD CCTV, standalone hardware, which acts as a digital magnifying glass allowing a user to more easily access any hard-copy document or book. The software is installed on four computers and is available for use in searches in WestLaw and Lexis-Nexis. If you are not familiar with this technology, please call the library the day before your next visit to arrange assistance in learning basic functions. Use of both Zoom Text and Merlin LCD CCTV is fairly intuitive and can be learned quickly.

Librarian Richard Tuske notes, "The response to adding this technology has been very positive. A member told me that before the installation of ZoomText on the computers, she felt that everyone had the passwords besides her. Now she is able to make use of the services she needs together with everyone else."

The Association will begin its summer hours on May 21st. They are as follows:

May 21 — September 1, 2007
Monday — Thursday: 9 a.m. — 9 p.m.
Friday: 9 a.m. — 7 p.m.
Saturday/Sunday: Closed

The House and Library of the City Bar will be closed on: Monday, May 28; Wednesday, July 4; and Monday, September 3.

NEW MEMBER BENEFITS...

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Inspired Professionals LLC: Law practice management consultations for small & mid-sized law firms available to attorneys in-person, or from their home or office via Internet-based audio & video conferencing. City Bar members receive special pricing.

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Budget: Car Rentals for business trips or personal vacations, your City Bar membership entitles you to a variety of special discounts and services. See the Budget ad on page 10.

Check out new Member Benefits and Small Law Firm Member Benefits at http://www.nycbar.org/JoinNYCBar/BenefitsofMembership.htm

...AND MARKETPLACE POSTINGS!

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Find out about a new airline unlike any other flying experience in the world. All Business Class between New York and London, with 30 minute check-in, private lounges, flatbed seats, and freshly cooked meals. All this with only 100 passengers in a plane originally built for 300. See page 3 for more.

Litigation Support/Research Tools
A world leader in forensic accounting, computer forensics, telephone forensics and corporate investigative strategies can now be found on Marketplace.

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Check often, as we have new member benefits and Marketplace postings all the time.

www.nycbar.org
O
n the evening of March 13, before a
capacity crowd, the City Bar held the
Annual Justice Ruth Bader Ginsburg
Distinguished Lecture on Women and the Law.
Justice Ruth Bader Ginsburg introduced the
stellar panel of Chief Justices, Shirley S.
Abrahamson, Chief Justice, Supreme Court of
Wisconsin; Christine M. Durham, Chief
Justice, Supreme Court of Utah; Judith S. Kaye;
Chief Judge of the State of New York; and
Margaret H. Marshall, Chief Justice, Supreme
Judicial Court of Massachusetts. Lynn Hecht
Schafran, Director of the National Judicial
Education Program, moderated the program.
The panel discussed the many achievements of
women in the law and on the bench and the
many obstacles they and their predecessors
have had to overcome. When asked whether or
not they felt their gender played a role in their
decisions the chief justices agreed that gender
has not had an enormous impact on the way
they decide cases. There were few decisions
where they could identify ways in which their
gender had an impact on their vote. "So many
things" noted Chief Justice Durham "go into
the judicial process, and all of us, men and
women, on the bench share a common educa-
tional process which has a leveling influence
on the way we do our work." However, each
acknowledged that their life experiences as a
member of the female sex affect their percep-
tions of the world. As Chief Judge Kaye so
aptly put it, "I take my gender with me where-
ever I go."
The panel urged that women in the profession
continue the effort begun by their predecessors
to reform and change the quality of work/life
balance in the legal profession. Women work-
ing in law firms as managing partners or
employers can have a tremendous impact by
making accommodations in their own prac-
tices, advised Chief Justice Durham. Judges
too, she noted, need to be more understanding
of the work/life needs of litigators in their
courts.

Women, said Chief Judge Kaye, need to be bold
and more demanding in order to make the
legal profession a more hospitable place.
Because of their sheer numbers, women are at
a point in the workforce where they can be
more demanding and where employers are try-
ing to be responsive. But too often, noted
Chief Justice Marshall, women do not look out
for themselves the way men do; they are scared
to go outside their comfort zone or do not
want to be seen as aggressive or domineering.
Women, the Chief Justices stated, must have

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THE INTERNATIONAL HUMAN RIGHTS COMMITTEE: THE GLOBAL INFLUENCE OF THE CITY BAR... CONTINUED FROM PAGE 1

Court overturned the ban, citing the IHRC’s brief for the proposition that Colombia owes all its citizens equal treatment based on international standards. Other briefs to which the IHRC has contributed have focused on aspects of the “War on Terror” such as appeals to rulings refusing to release photographs illustrating the treatment of detainees at Abu Ghraib.

Indeed, the Committee has dedicated a substantial amount of time to addressing the governmental excesses since 9/11. Together with the Center for Human Rights and Global Justice at NYU Law School, the IHRC produced a landmark report on extraordinary renditions – the practice of transferring an individual, with the involvement of the United States or its agents, to a foreign state in circumstances that make it more likely than not that the individual will be subjected to torture or cruel, inhuman, or degrading treatment. The report, “Torture by Proxy” received widespread attention and has served as the basis for on-going litigation.

Former Committee member Meg Satterthwaite and others have worked tirelessly over the past couple of years to end this abhorrent practice.

In the belief that it is better to light a candle than curse the darkness, the IHRC writes numerous letters on behalf of the Association. In the past few months alone, it has written President Robert Mugabe to request that he cease attacks on the Zimbabwe Lawyers’ Society, to the government of the Maldives to protest treatment of a political enemy as a terrorist, and to the chair of Myanmar’s State Peace and Development Council to protest ill treatment of opposition leaders. It has also helped to produce a number of letters to US government officials protesting policies related to the “War on Terror.” All of these letters were signed by President Barry Kamins and are available on the City Bar’s website.

The IHRC also serves its members and the Association by organizing numerous presentations. Recent speakers have included an AIDS physician-activist from rural Nigeria, a litigator from the Center for Constitutional Rights defending a Guantanamo detainee, and the irrepressible Scott Horton, a former IHRC chair and a key figure in the City Bar’s efforts to ensure that the “War on Terror” is waged in a lawful manner. It has also sponsored public events with the Capital Punishment and African Affairs committees.

Over the past five years, members of the City Bar have produced an impressive variety of hard-hitting reports, letters, and briefs addressing issues arising out of the “War on Terror.” Many of the reports, letters and amicus briefs produced by the IHRC and other committees are published in the recent book The Imperial Presidency and the Consequences of 9/11: Lawyers Respond to the Global War on Terrorism (Praeger 2007) edited by IHRC Chair Mark R. Shulman and former Chair of the Council on International Affairs James R. Silkenat.

In the future, the Committee will continue to bring to light human rights abuses around the world, following its mission to defend the defenders and promote respect for the rule of law and its improvement.

By Mark Shulman, Pace University School of Law, Chair, International Human Rights Committee

Mark Shulman
IMMIGRANT WOMEN AND CHILDREN’S PROGRAM

It is an American Dream: A foreigner with a legal visa, working in the United States temporarily to send money home, falls in love with an American citizen. They marry and send for her children abroad, looking forward to life in the United States as one family.

But then the dream shatters. Sometimes the American spouse becomes verbally and physically abusive, knowing full well that his wife needs him to continue sponsorship for her immigration status, regardless of how the violence escalates. Fortunately, the 1994 Violence Against Women’s Act (VAWA) allows immigrant victims of domestic violence to self-petition, so that they can proceed with the immigration case without the help of their abusive spouse.

It is not always easy to prove the existence of domestic violence, and therefore the assistance of an attorney is essential to enable the domestic violence survivor to successfully self-petition. Yet abused immigrant women rarely have the money to hire a private attorney — and that’s where the City Bar Justice Center comes into the picture.

Baker and McKenzie Helps Out

Under the steadfast leadership of Suzanne Tomatore, the Immigrant Women and Children's Program (IWC) recruits, trains and supervises volunteer attorneys who represent battered immigrant women. But as the number of clients continued to grow, IWC found a new way to meet the demand for pro bono lawyers; it partnered with the law firm of Baker & McKenzie where fifteen attorneys volunteered to take VAWA cases. The benefits of having this many pro bono attorneys all in one place cannot be overstated. Group training and mentoring sessions enable Tomatore to monitor multiple cases in one visit.

The idea for the partnership came from Isabelle Demenge, one of the CBJC’s star volunteers, who completed several VAWA cases throughout the years. According to Demenge, "Knowing that I played a role in extracting a victim of violence from a ‘catch 22’ where she felt she had to choose between leaving an abusive relationship and getting a green card creates a sense of fulfillment that is difficult to put into words. I wanted to share that fulfillment with others at Baker & McKenzie, who I knew would not only enjoy working with the CBJC clients but would also gain valuable legal skills in the process."

The associates look to Demenge for guidance on their main VAWA work, but Tomatore can be called in to answer specific questions and review work product. According to Tomatore, "Having a seasoned VAWA volunteer who can supervise associates new to this work is a godsend. I can spend less time on these cases knowing they are in good hands, thereby freeing some of my time to reach out to other immigrant victims of violence."

Stranded Children

Receiving the visa and ultimate green card does not always mean the closure of a VAWA case. Clients often have children back home with whom they are desperately seeking a reunion. According to the law, children of self-petitioners are entitled to a visa and ultimate green card through the "following to join process." The individual consulates of the victims’ home countries are in charge of processing these cases. However, the consulate offices, while used to processing standard tourist and work visas, are often unfamiliar with these cases. It can require a great deal of advocacy from the CBJC to finally reunite these families.

Our clients currently have children stranded in Guinea, Jamaica, Ghana, Botswana and Guyana.

While the younger children simply miss their moms, the older ones may become angry and don’t understand why they must continue to wait. One young teenager whose mother became a legal US resident in 2002, spent years stranded in Colombia. She was convinced that her mother simply did not want her. In July 2005, at the client's request, IWC wrote to the client's daughter explaining that while we submitted her application in 2002, the case was not yet processed. The letter detailed the many inquiries sent to the consulate's office, and explained how we reached out to her mother's congressman so that he could contact Immigration to find out why it was taking so long. The CBJC put in a second application and the daughter was finally reunited with her mother in December 2005 — a full three years after the initial application.

This separation between mothers who are legal permanent residents and their children due to administrative delays and lack of knowledge is simply unacceptable. The City Bar Justice Center hopes to work with other advocacy groups and law firms to educate the various consulate offices and expedite the reunion process.

Second Annual Diversity Champion Award Dinner

Dinner Celebrating 2007 Honorees

Please join the New York City Bar in honoring individuals who have initiated and sustained change within their organizations and the overall New York legal community.

Thursday, June 7, 2007 * 6:00 - 8:30 pm
6:00 pm Cocktail Reception and Networking
7:00 pm Award Presentation and Dinner

House of the Association
42 West 44th Street, New York City

Registration fee: $75 Association Members, $125 Non-Members. Early registration is recommended as space is limited.

To register or for more information, please visit: www.nycbar.org.
<table>
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<th>Monday</th>
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| 1 9-12 p.m.  
INTERNATIONAL SALES TRANSACTIONS: ARE YOU IN COMPLIANCE WITH THE CISG & UCP 600  
3 credits* | 2 8:30-12 p.m.  
BEST PARENTAL LEAVE POLICIES & PRACTICES FOR NEW YORK CITY LEGAL EMPLOYERS— A FORUM ON PARENTAL LEAVE  
3 credits* | 3 9:00-4:30 p.m.  
ARTICLE 81: CERTIFIED TRAINING FOR GUARDIANS, COURT EVALUATORS & ATTORNEYS FOR ALLEGED INCAPACITATED PERSONS  
7 credits*  
6-9 p.m.  
BANKRUPTCY LAW: RECENT U.S. SUPREME COURT DECISIONS & APPELLATE DEVELOPMENTS  
5 credits* | 4  
9-1 p.m.  
HEDGE FUNDS: FORMATION, OPERATION & COMPLIANCE  
4 credits*  
6-9 p.m.  
DAUBERT & FRYE ON TRIAL: VIEWS FROM THE BENCH ON THE ADMISSIBILITY & PRECLUSION OF EXPERT TESTIMONY IN STATE & FEDERAL COURT  
3 credits* | 7  
9-1 p.m.  
HEDGE FUNDS: FORMATION, OPERATION & COMPLIANCE  
4 credits*  
6-9 p.m.  
DAUBERT & FRYE ON TRIAL: VIEWS FROM THE BENCH ON THE ADMISSIBILITY & PRECLUSION OF EXPERT TESTIMONY IN STATE & FEDERAL COURT  
3 credits* | 8 9-12:45 p.m.  
CLIMATE CHANGE & EMISSIONS TRADING: RECENT DEVELOPMENTS IN FEDERAL, STATE & INTERNATIONAL LAW  
4 credits*  
6-9 p.m.  
CURRENT DEVELOPMENTS IN COPYRIGHT LAW 2007  
3 credits* | 9 6-9 p.m.  
MAKING DOLLARS & CENTS OF YOUR EMPLOYMENT CASE: EVALUATING & LITIGATING DAMAGE EXPOSURE  
3 credits* | 10 6-9 p.m.  
ASSET FORFEITURE PROCEEDINGS ARE ON THE RISE: ARE YOU FAMILIAR WITH RECENT LEGISLATION & ENFORCEMENT EFFORTS?  
3 credits* | 11 9-1 p.m.  
WHAT LAWYERS NEED TO KNOW: COMMUNICATING ACROSS THE GENDER GAP  
4½ credits* | 14 9-5 p.m.  
16 HOUR BRIDGE-THE-GAP  
Part One of Two  
16 credits* |
| 15 9-12 p.m.  
VIDEO REPLAY: RETAIL LEASING: SHOPPING CENTERS, STRIP CENTERS, RESTAURANT LEASES & MORE!  
3 credits | 16 6-9 p.m.  
WATCH OUT! A GUIDE TO ETHICAL PRACTICES IN START-UPS & SMALLER FIRMS  
3 credits* | 17 6-9 p.m.  
AFTER HEWLETT PACKARD: METHODS & ETHICS OF CONDUCTING CORPORATE INVESTIGATIONS  
3 credits* | 18 9-1 p.m.  
INTRODUCTION TO FUTURES & DERIVATIVES PRACTICE & REGULATION  
4½ credits* | 21 9-5 p.m.  
16 HOUR BRIDGE-THE-GAP  
Part Two of Two  
16 credits* |
| 22 6-9 p.m.  
LOVE AMONG THE DOMA’S: CONFLICT OF LAW ISSUES AFFECTING NEW YORK LGBT FAMILIES & DOMESTIC PARTNERS  
3 credits* | 23 6-9 p.m.  
INDIVIDUALS CROSSING BORDERS: GUIDANCE FOR THE GLOBAL TAXPAYER  
3 credits* | 24  
9-1 p.m.  
INTRODUCTION TO FUTURES & DERIVATIVES PRACTICE & REGULATION  
4½ credits* | 25  
9-1 p.m.  
INTRODUCTION TO FUTURES & DERIVATIVES PRACTICE & REGULATION  
4½ credits* | 28 |
| 29 | 30 | 31 |

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MAY 2007 CLE CALENDAR

BANKRUPTCY

BANKRUPTCY LAW: RECENT U.S. SUPREME COURT DECISIONS & APPELLATE DEVELOPMENTS

3 Thursday, 6-9 p.m.

The last two years have seen the issuance of important decisions by the United States Supreme Court and the federal appellate courts interpreting various provisions of the Bankruptcy Code, including provisions enacted as part of the Bankruptcy Abuse Prevention and Consumer Protection Act of 2005. A panel of bankruptcy judges and attorneys will review and discuss recent decisions of the Supreme Court and federal appellate courts, with a focus on decisions of the Supreme Court and issues that have given rise to a split among the Circuits. The program is designed for bankruptcy lawyers involved in cases under any chapter of the Bankruptcy Code, as well as litigators, in-house counsel, and anyone whose practice intersects with consumer or business bankruptcy and reorganization.

Program Chair:
STEVEN WILAMOWSKY
Bingham McCutchen LLP

Faculty:
HON. MELANIE L. CYGANOWSKI
Greenberg Traurig LLP
Former Chief Bankruptcy Judge
Eastern District of New York

HON. MARTIN GLENN
United States Bankruptcy Court,
Southern District of New York

RONALD J. SILVERMAN
Bingham McCutchen LLP

HON. ELIZABETH S. STONG
United States Bankruptcy Court,
Eastern District of New York

Live Program:
Member $215  Non-member $325

CLE credit:
3 credits in professional practice. This program provides transitional credit for newly admitted attorneys.

BRIDGE-THE-GAP

16 HOUR BRIDGE-THE-GAP

14 & 21, Mondays, 9-5 p.m.

Earn all of your annual CLE credits while obtaining invaluable knowledge in 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 Faculty:
JASON M. BUTLER
Arnold & Porter LLP

JOHN F. CURRAN
Managing Director and Deity General Counsel
Stroz Friedberg, LLC

A. MICHAEL FURMAN
Kaufman Borges & Ryan LLP

LISETTE GARCIA, Ph.D.
The Advocates
Trial & Advocacy Sciences

JENNIFER L. HOGAN
Arnold & Porter LLP

THOMAS J. KILEEN
Farrell Fritz, P.C.

DEVIKA KEWALRAMANI
Moses & Singer LLP

CHRISTOPHER J. MEADE
WilmerHale

ELIZABETH J. SHAMPNOI
Storch Anmini & Munves PC

RUSSELL R. SHINSKY, CPA
Partner in Charge - Law Firm Services Group
Anchin Block & Anchin LLP

STEPHEN SHULMAN, CPA/ABV, CVA
Partner in Charge - Litigation, Forensic, Valuation Services Group
Anchin Block & Anchin LLP

ROBERT S. THALER
Visiting Assistant Clinical Professor and Attorney in Charge, Mediation Clinic
Hofstra University School of Law

ALAN E. WEINER, CPA, J.D., LL.M.
Senior Tax Partner
Holts Rubenstein Remnick LLP

Live Program (both days):
Member $415  Non-member $665

Live program (per day):
Member $575  Non-member $615

CLE Credit for May 14 & 21:
16 credits total: 7 professional practice/practice management, 6 skills & 3 ethics

CLE Credit for May 14:
8 credits total: 3½ professional practice/practice management, 3 skills & 1½ ethics.

CLE Credit for May 21:
8 credits total: 3½ professional practice/practice management, 3 skills & 1½ ethics.

This program provides transitional credit for newly admitted attorneys.

COMMERCIAL LAW

INTERNATIONAL SALES TRANSACTIONS: ARE YOU IN COMPLIANCE WITH THE CISG & UCP 600?

1 Tuesday, 9-12 p.m.

The UN Convention on Contracts for the International Sale of Goods (CISG) provides the governing law for the vast bulk of international sales transactions. The CISG has been adopted by 70 nations, including the United States and most of its major trading partners. It applies to most sales of goods between businesses in the United States and businesses in other contracting states unless the parties specify otherwise. This program will cover various aspects of the CISG, including applicability of the Convention, acceptance and rejection of goods, contract formation and interpretation, warranty liability, damage rules, risk of loss, remedies for breach and commercial impracticability, with relevant comparisons to parallel provisions of Article 2 of the UCC. Panelists will also discuss recent developments in the law governing letters of credit in international sales transactions.

Program Co-chairs:
DAVID W. DYKHOUSE
Patterson Belknap Webb & Tyler LLP

ROBERT E. MICHAEL
Robert E. Michael & Associates

Faculty:
MICHAEL EVAN AVIDON
Moses & Singer LLP

MICHAEL G. DAVIES
Velder, Price, Kaufman & Kammholz, P.C.
CLAYTON P. GILLETTE
Vice Dean and Max E. Greenberg Professor of Contract Law
New York University School of Law

AVERY W. KATZ
Vice Dean and Milton Handler Professor of Law
Columbia Law School

ALBERT H. KRITZER
Executive Secretary of the Institute of International Commercial Law
Pace University School of Law

Live Program:
Member $195 Non member $305

CLE credit:
3 credits total: 1 skills & 2 professional practice. This program provides transitional credit for newly admitted attorneys

CORPORATE & SECURITIES

HEDGE FUNDS: FORMATION, OPERATION & COMPLIANCE

7 Monday, 9-1 p.m.

The hedge fund industry has grown exponentially over the past few years and particular hedge funds have been making headline news for both good and bad reasons. The industry has attracted the attention of investors and regulators more than ever.

This course will provide an overview of the rules related to operating a hedge fund. Faculty will discuss how to avoid problems in the enforcement environment and provide best practices for protecting hedge fund advisers from liability. The registration process requirements applicable to registered advisers and operating issues involving hedge funds will be examined. Finally, top practitioners and representatives of the SEC will discuss the SEC’s views on hedge fund issues.

Although this program is intended for professionals in the hedge fund industry, as well as experienced lawyers who practice in hedge funds, lawyers who are interested in developing hedge fund expertise will also benefit.

Program Chair:
NORA JORDAN
Davis Polk & Wardwell

Faculty:
STEPHANIE R. BRESLOW
Schulte Roth & Zabel LLP

JENNIFER CATTIER
Executive Director
Morgan Stanley

NORMAN B. CHAMP III
Executive Vice President & General Counsel
Chilton Investment Company, LLC

GENE A. GOHLKE
Associate Director, Office of Compliance Inspections & Examinations
U.S. Securities and Exchange Commission

RUTH S. GOODSTEIN
COO, Founding Partner
Central Park Group, LLC

MICHAEL HUBER
Vice President & Assistant General Counsel
Goldman Sachs & Co.

LEOR LANDA
Davis Polk & Wardwell

GREGORY MOCEK
Director, Division of Enforcement
U.S. Commodity Futures Trading Commission

DR. ERIK R. SIRRI
Director, Division of Market Regulation
U.S. Securities and Exchange Commission

CHRISTOPHER M. WELLS
Proskauer Rose LLP

Live program:
Member $333 Non member $475

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

AFTER Hewlett packard: METHODS & ETHICS OF CONDUCTING CORPORATE INVESTIGATIONS

17 Thursday, 6-9 p.m.

This program will explore developments relating to legal and ethical duties and responsibilities of investigators, attorneys and other participants in corporate internal investigations in light of the events surrounding the Hewlett-Packard investigation during the summer and fall of 2006. Panelists will discuss tactical and strategic considerations relating to the initiation and conduct of investigations, devoting special attention to current developments concerning responsibilities of investigators and counsel who engage them. These issues will be discussed from the point of view of investigating counsel, counsel for the corporation, counsel for directors, and government representatives.

Program Chair:
FRANK H. WOHL
Lankler Siffert & Wohl LLP

Faculty:
DAVID E. BRODSKY
Cleary Gottlieb Steen & Hamilton LLP

ZACHARY CARTER
Dorsey & Whitney LLP

BRUCE A. GREEN
Louis Stern Professor of Law
Fordham University School of Law

KENNETH V. HANDAL
Executive Vice President, Global Risk & Compliance and Corporate Secretary, CA, Inc.

BART M. SCHWARTZ
Bart M. Schwartz, Counselor at Law

ELLEN S. ZIMILES
Chief Executive Officer
Daylight Forensic & Advisory LLC

Live Program:
Member $205 Nonmember $315

CLE credit:
3 credits total: credit breakdown to be determined. This program provides transitional credit to newly admitted attorneys.

INTRODUCTION TO FUTURES & DERIVATIVES PRACTICE & REGULATION

18 Friday, 9-1 p.m.

This program will provide an introduction to the regulation, trading and documentation of exchange-traded futures contracts and over-the-counter (OTC) financial derivatives. It will examine the key federal statutes affecting the futures and OTC derivatives industries, namely, the Commodity Exchange Act, the Securities Act of 1933 and the Securities Exchange Act of 1934, as well as certain important exemptions and exclusions from the federal statutory scheme. It will also examine recent documentation initiatives, litigation, regulatory developments and enforcement actions relevant to a wide range of market participants, including OTC derivatives dealers, futures commission merchants, financial institutions, hedge funds, pension funds, corporations and others.

Program Chair:
ROBERT MCLAUGHLIN
Katten Muchin Rosenman LLP

Faculty:
CONRAD G. BAHLIKE
Weil, Gotshal & Manges LLP

GARY ALAN DEWAAL
Senior Vice President & Group General Counsel
Fimat USA, LLC

SUSAN C. ERVIN
Dechert LLP

GEOFFREY B. GOLDMAN
Cleary Gottlieb Steen & Hamilton LLP

ROBERT F. KLEIN
Managing Director and Counsel
CitiGroup Global Markets Inc.

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WHAT EVERY FINANCE LAWYER NEEDS TO KNOW ABOUT SECURITIZATION

21 Monday, 6-9 p.m.

This program is specifically designed for lawyers whose practices cover areas of finance other than structured finance (those, for example, whose practices encompass corporate finance, private equity, bank lending, etc.) but who need to familiarize themselves with securitization due to their existing or potential clients’ interest in this area. An expert panel of securitization practitioners will address all the relevant aspects of a securitization lawyer’s practice, including the client’s motivation for securitization, the types of assets used in securitization, accounting, tax and UCC basics of securitization and the rating agency process. In particular, the panel will address the following issues:

- What is securitization and how is it used?
- Why do and what kinds of companies securitize assets?
- What types of assets are used in securitization and how is this changing?
- Are there different considerations in US versus foreign securitization transactions and, if so, what are they?
- Accounting and tax basics
- Deal structuring challenges (in particular, fundamental securities and bankruptcy issues)
- The rating agency process

Program Chair:
CRAIG A. WOLSON
Cadwalader Wickersham & Taft LLP

Faculty:
JAMES A. GOUWAR
McKee Nelson LLP

DINA J. MOSKOWITZ
Assistant General Counsel
Standards & Poor’s Ratings

JAMES MOUNTAIN
Deloitte & Touche LLP

LAURA PALMA
Simpson Thacher & Bartlett LLP

IRA A. REID
Baker & McKenzie LLP

Live program:
Member $225  Non member $325

CLE credit:
3 credits in professional practice. This program provides transitional credit to newly admitted attorneys.

CRIMINAL LAW

ASSET FORFEITURE PROCEEDINGS ARE ON THE RISE: ARE YOU FAMILIAR WITH RECENT LEGISLATION & ENFORCEMENT EFFORTS?

10 Thursday, 6-9 p.m.

Asset forfeiture issues are becoming increasingly central in white collar criminal cases as a result of the USA PATRIOT Act, the Civil Asset Forfeiture Reform Act (CAFRA), and other recent legislation, as well as heightened enforcement efforts by both federal and state government agencies. This course, taught by an expert faculty, provides an overview of the nuts and bolts of asset forfeiture as well as the cutting-edge issues in the following areas, among others:

- Criminal asset forfeiture, including forfeiture allegations in an indictment, pre-trial seizure or restraint of property, considerations in negotiating a pre-trial resolution, and defending against forfeiture at trial and sentencing;
- The differences between criminal, civil, and administrative forfeiture proceedings, and how to recognize the opportunities and pitfalls for your client in each type of proceeding;
- The interplay between parallel asset forfeiture proceedings and related criminal prosecutions;
- Advising third parties, such as financial institutions, with respect to protecting their interests in the property subject to forfeiture; and
- International asset forfeiture issues.

This course is designed for the experienced white collar criminal practitioner who wishes to acquire a more thorough understanding of asset forfeiture laws and procedures. This course is also aimed at transactional counsel who advise financial institutions, such as commercial banks and hedge funds, whose lien or equity interests are threatened by asset forfeiture proceedings against their collateral or investment.

Chair:
STEVEN G. KOBRE
Kobre & Kim LLP

Faculty:
ELAINES BANAR
Chief, Asset Forfeiture
Civil Division
United States Attorney’s Office
Eastern District of New York

SHARON C. LEVIN
Chief, Asset Forfeiture Unit
United States Attorney’s Office
Southern District of New York

TARA A. MINNICH
Chief Asset Forfeiture Unit
Manhattan District Attorney’s Office

Live program:
Member/Non-Legal Professional $205
Non member $115

CLE credit:
3 credits total; credit breakdown to be determined
This program provides transitional credit for newly admitted attorneys.

ELDER LAW

ARTICLE 81: CERTIFIED TRAINING FOR GUARDIANS, COURT EVALUATORS & ATTORNEYS FOR ALLEGED INCAPACITATED PERSONS

3 Thursday, 9-4:30 p.m.

In order to serve as guardian, court evaluator or attorney for alleged incapacitated persons, pursuant to Article 81 of the Mental Health Law, a person is required to receive training approved by the Guardian and Fiduciary Services of the Office of Court Administration. Part 36 of the Rules of the Chief Judge establishes training requirements for these appointments. This all day course will meet the training requirements for appointment as a guardian, court evaluator or attorney for alleged incapacitated person and those who attend the full day will receive a certificate of training.

Program Co-Chairs:
MATTHEW J. NOLFO
Law Offices of Matthew J. Nolfo

PEACHETTA deFREITAS
Law Office of Alfreda B. Kenny

Faculty:
Peggy J. Barbanel
Law Offices of Peggy Barbanel

Patricia A. Boris, A.C.S.W.
St. Luke’s-Roosevelt Hospital
Roosevelt Division
LIVE PROGRAM:
NYCB Member, Non-Legal Professional & Family Member $315
Non-member $455

CLE CREDIT:
7 credits total. 4 professional practice, 2½ skills and ½ ethics. This program provides transitional credit for newly admitted attorneys.

In accordance with the CLE Board's revised Regulations and Guidelines, if you attended this program in the past you will not be permitted to apply the CLE credit for this program to fulfill your current CLE requirements.

EMPLOYMENT LAW

MAKING DOLLARS & CENTS OF YOUR EMPLOYMENT CASE:
EVALUATING & LITIGATING DAMAGE EXPOSURE

9 Wednesday, 6-9 p.m.

A panel of top practitioners and expert witnesses who represent both individuals and employers will present answers to some of the most frequently asked questions attorneys face in evaluating and litigating damage awards in employment law. What is your case worth? How do you litigate damages to maximize (or minimize) the recovery? Wages and benefits, pain and suffering, and punitive damages will be thoroughly covered. You will hear about cutting edge legal issues and valuable practice tips and strategies. Thorny issues, such as the tax treatment of damage awards, will be explained.

This program will benefit you whether you are an experienced attorney or new to the field, and will be relevant to practitioners in both large firms and small firms, as well as corporate counsel. For those who do not concentrate in employment law, this program will provide a basic understanding of the principles and strategies that influence your clients' potential exposure in damages and other remedies, enhancing your ability to provide timely and meaningful advice for issues that include an employment component.

Program Chair:
JONATHAN D. WEINBERGER
Law Offices of Jonathan Weinberger

Faculty:
BETH BOCHNAK, M.A.
President & Trial Consultant
National Jury Project – East

HON. DENNY CHIN
United States District Court
Southern District of New York

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**ENIRONMENTAL LAW**

**CLIMATE CHANGE & EMISSIONS TRADING: RECENT DEVELOPMENTS IN FEDERAL, STATE & INTERNATIONAL LAW**

8 Tuesday 9-12:45 p.m.

In the United States, recent events have dramatically altered the prospects for the passage of federal legislation on climate change, including the release of new scientific data on the human causes of global warming, a change in the majority party in Congress and state actions to address climate change in the absence of federal regulation such as California’s adoption of state-wide greenhouse gas (GHG) emission caps in August 2006.

Internationally, the Kyoto Protocol on Climate Change has entered into force, global GHG emissions trading will begin in 2008 and negotiations have begun on new commitments for after 2012 when the Protocol’s current emission limits expire. The European Union (EU) has led global action on climate change. The EU Emissions Trading Scheme began operation in 2005 and in January of this year it adopted a new climate policy aimed at limiting global warming to 2 degrees, is pushing the adoption of new international commitments and directly links EU climate and energy priorities.

The course will cover legal developments related to climate change on the federal, state and international levels.

Program Chair:

**LAURA CAMPBELL**
Director
Environmental Law International

Faculty:

**WILLIAM BUMPERS**
Baker Botts LLP
Washington, D.C.

**CHRISTOPHER CARR**
Senior Counsel
The World Bank
Washington, D.C.

**MICHIELE CORASH**
Morrison & Foerster
San Francisco, CA.

**DAVID VAN HOOGSTRATEN**
Hunton & Williams
Washington, D.C.

**CLE credit:**
3 credits total in professional practice. This program provides transitional credit for newly admitted attorneys.

**ETHICS**

**WATCH OUT! A GUIDE TO ETHICAL PRACTICES IN START-UPS & SMALLER FIRMS**

16 Wednesday, 6-9 p.m.

Starting and maintaining a law practice is challenging but incredibly rewarding. Practitioners in smaller firms often have to be an attorney, office manager, accountant, and payroll clerk simultaneously. This program will examine everyday issues in ethics and professionalism and offer practical solutions to start-up and small firm practitioners.

Using hypothetical situations as the basis for discussion, the speakers, who are the former First Chief Counsel and Deputy Chief Counsel to the Departmental Disciplinary Committee and current practitioners in the field of professional ethics, will review the Code of Professional Responsibility, federal and state court decisions and bar association opinions to offer insights as to how to handle various ethical situations.

Among the topics to be discussed are: procedural aspects of the disciplinary system; withdrawal from a case; conflicts of interest; letters of engagement and retainer; escrow accounts and record keeping; responsibilities of partners, associates and affiliated lawyers (e.g., of counsel) in small firms; and the avoidance of disciplinary complaints and legal malpractice actions.

Program Chair:

**PATRICK J. BOYD**
The Boyd Law Group, PLLC

Faculty:

**JONATHAN BERNSTEIN**
Levy Davis and Maher, LLP

**SARAH DIANE MCSHEA**
Law Offices of Sarah Diane McShea

**ELLEN YAROSHEFSKY**
Clinical Professor of Law
Jacob Burns Ethics Center
Cardozo Law School

**CLE credit:**
3 credits in professional practice. This program provides transitional credit for newly admitted attorneys.

**FAMILY**

**LOVE AMONG THE DOMA’S: CONFLICT OF LAW ISSUES AFFECTING NEW YORK LGBT FAMILIES & DOMESTIC PARTNERS**

22 Tuesday, 6-9 p.m.

This program will address conflicts of law and jurisdictional issues arising for LGBT families and domestic partners who reside in New York but are considering and/or have entered into marital, domestic partner and/or civil union agreements in another jurisdiction. The program will explore what, if any, are the benefits and/or deficits of entering into agreements in other jurisdictions (or moving from or to another jurisdiction) and what recognition and dissolution issues arise.

Program Chair:

**LISA R. BADNER**
Counsel
New York City Equal Employment Practices Commission

Moderator:

**YETTA KURLAND**
Kurland & Associates

Faculty:

**ALPHONSO B. DAVID**
Lambda Legal

**ALLEN A. DREXEL**
Cohen Lans LLP

**JAY WEISER**
Associate Professor of Law & Real Estate
Zicklman School of Business
Baruch College

Co-sponsored with the Lesbian, Gay, Bisexual & Transgender Law Association of Greater New York (LEGAL)

**Live Program:**
Member $195 Non-member $305

**CLE credit:**
3 credits in ethics. This program provides transitional credit for newly admitted attorneys.
IMMIGRATION LAW

NATURALIZATION—PROBLEMS & PITFALLS

2 Wednesday, 6-9 p.m.

Deciding whether a client should file an application for naturalization is not as simple as it appears. Mere statutory eligibility does not ensure that the U.S. Citizenship and Immigration Services (USCIS) will grant the application. The USCIS can deny the application or, even worse, place an applicant under removal proceedings based on facts that may come out during the application process.

The panel will address the problems that can surface during the naturalization process, including issues related to criminal convictions, criminal actions, taxes, abandonment of residency, divorces, support of dependents, Selective Service and fraud.

Program Chair:
LINDA KENEPSKE
Law Offices of Linda Kenepeske, PLLC

Faculty:
EUGENE J. GLICKSMAN
Glucksman & Cardoso

ROBERT N. GOTTFRIED
Hodgson Russ LLP

DAVID GRUNBLATT
Proskauer Rose LLP

CLAUDIA SLOVINSKY
Law Offices of Claudia Slovinsky

Live Program:
Member $205 Non-member $315

CLE credit:
3 credits in professional practice
This program provides transitional credit for newly admitted attorneys

LAW FIRM PRACTICE MANAGEMENT

BEST PARENTAL LEAVE POLICIES & PRACTICES FOR NEW YORK CITY LEGAL EMPLOYERS—A FORUM ON PARENTAL LEAVE

2 Wednesday, 8:30-12:00 p.m.; 12 – 1 p.m. networking luncheon

This forum will focus on best parental leave practices and policies and the issues faced by attorneys in obtaining and utilizing parental leave benefits, particularly during the important post-birth and post-adoption periods. It will also focus on the issues faced by legal employers in implementing effective parental leave policies and practices and on practices which ease re-entry into the legal profession.

Distinguished panels of attorneys and professionals will offer in-depth discussions and share their experience and insights relating to parental leave and address the business case for an effective implementation of strong parental leave policies, including attracting and retaining talented attorneys, improving productivity and enhancing business development.

The Committee on Women in the Profession will release a report containing the results of its survey of the New York legal profession regarding parental leave policies as well as its best practices recommendations in this area. The Report will also include a "Tip Sheet" to assist attorneys seeking to have their employers implement parental leave benefits. This forum is a follow-up event to the "Best Practices for the Hiring, Training, Retention and Advancement of Women Attorneys" developed by the City Bar’s Committee on Women in the Profession in conjunction with the Bar’s Office of Diversity.

Program Chair:
CARRIE H. COHEN
Chair, Committee on Women in the Profession
New York City Bar Association

Moderator:
MERYL MAHNER KAPLAN
Vice President, Advisory Services Department
Catalyst

Faculty:
LESLIE ANN BERKOFF
Moritt Hock Hamroff & Horowitz LLP

FRASER L. HUNTER JR.
WilmerHale

JAMES S. HUTCHINSON
Alston & Bird LLP

BETH L. KAUFMAN
Schoeneman, Updike & Kaufman, LLP

KAYALYN A. MARAFIOTI
Skadden, Arps, Slate, Meagher & Flom LLP

JOANNE MCDONOUGH
Director, Office of Diversity
PricewaterhouseCoopers

PAMELA A. MILLER
Arnold & Porter LLP

KYLE MOLDINE
Senior Vice President & Director of Employee Relations
Lehman Brothers

DEBORAH S. PRUTZMAN
Managing Director & GBG General Counsel
Merrill Lynch

Live program:
Member $225 Non-member $345

CLE credit:
3 credits in practice management
This program provides transitional credit for newly admitted attorneys

INTELLECTUAL PROPERTY/INTERNET

CURRENT DEVELOPMENTS IN COPYRIGHT LAW 2007

8 Tuesday 6-9 p.m.

This program, intended for practitioners who have a working knowledge of the law of copyright, will focus on a cross-section of recent developments. A panel of experts will discuss copyrightability, fair use, equitable defenses to infringement, and the implications of new technology on the display right. The program will provide a case law update on the covered topics as well as information that transactional and in-house attorneys can use in their day-to-day advisory roles.

WHAT LAWYERS NEED TO KNOW: COMMUNICATING ACROSS THE GENDER GAP

11 Friday, 9-1 p.m.

Communication always goes two ways. What we say may not always be what someone else hears. And whether we like it or not, how well we communicate is deeply affected by gender.

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A growing number of studies show that most women and men have different styles of talking and of listening. Your gender makes a huge difference in how others hear and perceive you and can lead to misunderstandings and missed opportunities.

This can have consequences for your legal practice, your reputation for professionalism, and even your career.

Presenting a proposal to clients, talking to partners, interviewing a witness, questioning the defendant on the stand—all of these can be affected profoundly by the gender of the participants. When we speak to others—in a firm meeting, before a legislature, to a judge, or to a public gathering—how the audience hears us will most likely be based as much on whether we are men or women as on what we say.

Neither "male" nor "female" communication style is better. And each can be modified to make it more effective. But unless you understand these profound differences, your communication skills will suffer. This multimedia, multi-disciplinary program will give you fascinating, useful, and practical tools for understanding how gender affects communication and dozens of tips to help you in your daily life as a lawyer. This seminar will teach you:

- How to use your own natural style to your advantage, and how to minimize what might seem to be disadvantages
- How the nature of the legal profession exaggerates gender differences
- How the rules of a meeting affect who talks and how the seating arrangement at a table makes a difference in who partakes
- How gender affects interactions in the courtroom and how to deal with the issue
- How to defuse gender conflicts in the office
- Why many lawyers turn off potential clients of the opposite sex

Program Co-Instructors:

STEVEN stark
Former Lecturer, Harvard Law School
NPR Commentator

Sarah walD
Special Assistant Dean, University of North Carolina School of Law
Former Dean of Students, Harvard Law School

Live Program:
Member $275  Non-Member $375
Co-Sponsored with ALI-ABA

CLE Credit:
4½ credits total: 3½ practice management and 1 skills.
This program provides transitional credit for newly admitted attorneys.

LITIGATION

DAUBERT & FRYE ON TRIAL: VIEWS FROM THE BENCH ON THE ADMISSIBILITY & PRECLUSION OF EXPERT TESTIMONY IN STATE & FEDERAL COURT

7 Monday, 6-9 p.m.

This program will discuss the important distinctions and approaches in state and federal cases, focusing on the Frye standard in New York and the Dauberti/Rule 702 standard in federal court. The panel will include a federal and state court judge who will provide their insights into how the respective standards are applied when it comes to the all important issues of admissibility and preclusion of expert testimony in civil litigation.

Program Chair:
ROBERT A. CALINOFF
Calinoff & Katz LLP

Faculty:
HON. SHEILA ARDUS-SALAAM
New York State Supreme Court

HON. RICHARD M. BERNER
United States District Court
Southern District of New York

RICHARD T. FARRELL
Wills & A. Levin Distinguished Service Professor of Law
Brooklyn Law School

THOMAS MOVERMAN
Lipsig Shaye Manus & Moverman PC

ANthonY TAGGLIAGAMBE
London Fischer LLP

Live Program:
Member $195  Non-Member $305

CLE Credit:
3 credits in professional practice. This program provides transitional credit for newly admitted attorneys.

TAX & ACCOUNTING

INDIVIDUALS CROSSING BORDERS: GUIDANCE FOR THE GLOBAL TAXPAYER

23 Wednesday, 6-9 p.m.

This program will discuss the income tax rules for individuals moving across international and state borders. The focus will be upon the definition of residency for Federal and New York State purposes. The program is designed to promote compliance with the law, suggest techniques to avoid unnecessary income tax exposure and assist taxpayers in making intelligent decisions. Understanding the concept of residency is also important for corporations and other employers who are obligated to comply with income tax withholding requirements for their employees. Moreover, the program will address collateral consequences, including criminal exposure. This technical update is designed for U.S. and foreign tax directors and controllers or other financial executives as well as for attorneys and CPAs involved in advising individuals on residency issues or foreign headquartered companies.
Escrow Organizer accounting software offers an easy-to-use and cost-effective solution for managing the receipts and disbursements of client funds.

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<td><strong>INTERNATIONAL SALES TRANSACTIONS: ARE YOU IN COMPLIANCE WITH THE CIGS &amp; UCP 600?</strong></td>
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| **BEST PARENTAL LEAVE POLICIES & PRACTICES FOR NEW YORK CITY LEGAL EMPLOYERS — A FORUM ON PARENTAL LEAVE** |
| Member | Non-member |
| Live program | $225 | $325 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **NATURALIZATION — PROBLEMS & PITFALLS** |
| Member | Non-member |
| Live Program | $175 | $285 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **ARTICLE 81: CERTIFIED TRAINING FOR GUARDIANS, COURT EVALUATORS & ATTORNEYS FOR ALLEGED INCAPACITATED PERSONS** |
| Member | Non-member |
| Live program | $215 | $325 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **BANKRUPTCY LAW: RECENT U.S. SUPREME COURT DECISIONS & APPELLATE DEVELOPMENTS** |
| Member | Non-member |
| Live program | $215 | $325 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **HEDGE FUNDS: FORMATION, OPERATION & COMPLIANCE** |
| Member | Non-member |
| Live program | $215 | $325 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **DAUBERT & FRYE ON TRIAL: VIEWS FROM THE BENCH ON THE ADMISSIBILITY & PRECLUSION OF EXPERT TESTIMONY IN FEDERAL & CIVIL COURT** |
| Member | Non-member |
| Live program | $215 | $325 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **CLIMATE CHANGE & EMISSIONS TRADING: RECENT DEVELOPMENTS IN FEDERAL, STATE & INTERNATIONAL LAW** |
| Member | Non-member |
| Live program | $195 | $305 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **CURRENT DEVELOPMENTS IN COPYRIGHT LAW 2007** |
| Member | Non-member |
| Live Program | $205 | $315 |
| Audiotapes | $145 | $245 |
| CDs | $565 | $765 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **MAKING DOLLARS & CENTS OF YOUR EMPLOYMENT CASE: EVALUATING & LITIGATING DAMAGE EXPOSURE** |
| Member | Non-member |
| Live program | $215 | $325 |
| Audiotapes | $145 | $245 |
| CDs | $565 | $765 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **ASSET FORFEITURE PROCEEDINGS ARE THE RISE: ARE YOU FAMILIAR WITH RECENT LEGISLATION & ENFORCEMENT EFFORTS?** |
| Member | Non-member |
| Live program | $205 | $315 |
| Audiotapes | $145 | $245 |
| CDs | $565 | $765 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **WHAT LAWYERS NEED TO KNOW: COMMUNICATING ACROSS THE GENDER GAP** |
| Member | Non-member |
| Live Program | $275 | $375 |

| **16 HOUR BRIDGE-THE-GAP** |
| Member | Non-member |
| Live program (both days) | $415 | $625 |
| Live program (per day) | $205 | $305 |
| Audiotapes (per day) | $145 | $245 |
| CDs (per day) | $565 | $765 |
| Videotapes (per day) | $405 | $605 |
| DVDs (per day) | $405 | $595 |
| Materials (both days) | $225 | $325 |

| **VIDEO REPLAY: RETAIL LEASING, SHOPPING CENTERS, STRIP CENTERS, RESTAURANT LEASES AND MORE!** |
| Member | Non-member |
| Video Replay | $315 | $525 |
| Audiotapes | $215 | $315 |
| CDs | $535 | $735 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **WATCH OUT! A GUIDE TO ETHICAL PRACTICES IN START-UPS & SMALLER FIRMS** |
| Member | Non-member |
| Live Program | $195 | $305 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **AFTER HEWLETT PACKARD: METHODS & ETHICS OF CONDUCTING CORPORATE INVESTIGATIONS** |
| Member | Non-member |
| Live Program | $215 | $325 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **INTRODUCTION TO FUTURES & DERIVATIVES PRACTICE & REGULATION** |
| Member | Non-member |
| Live Program | $335 | $435 |
| Audiotapes | $135 | $235 |
| CDs | $535 | $735 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **WHAT EVERY FINANCE LAWYER NEEDS TO KNOW ABOUT SECURITIZATION** |
| Member | Non-member |
| Live program | $225 | $325 |
| Audiotapes | $125 | $225 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **LOVE AMONG THE DOMA’S: CONFLICT OF LAW ISSUES AFFECTING NEW YORK LGBT FAMILIES & DOMESTIC PARTNERS** |
| Member | Non-member |
| Live Program | $335 | $435 |
| Audiotapes | $135 | $235 |
| CDs | $535 | $735 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

| **INDIVIDUALS CROSSING BORDERS: GUIDANCE FOR THE GLOBAL TAXPAYER** |
| Member | Non-member |
| Live Program | $195 | $305 |
| Audiotapes | $115 | $215 |
| CDs | $425 | $635 |
| Videotapes | $405 | $605 |
| DVDs | $405 | $595 |
| Materials | $105 | $155 |

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27
CONTRACT WORK— IS IT RIGHT FOR YOU?

It seems like more and more attorneys are looking for ways to combine their legal background with a different quality of life, whether for a defined short period of time or permanently. For many, turning to the world of temporary legal work offers a viable solution.

At the City Bar program, "Is a Contract, Staff or Discovery Attorney Position Right for You?" sponsored by the Career Advancement and Management Committee (chaired by Tanya Gill), the panel offered attendees advice on navigating the complex world of temporary legal work. The program was moderated by Ronald Singh of Lazare Potter Giacovas & Kranjac LLP and the panelists were Lori Freudenberger, Thelen Reid Brown Raysman & Steiner LLP; Scott Krowitz, Lexolution LLC; Gianpaolo Scarola, Contract Attorney; and Diana St. Louis, Update Legal.

The panelists presented their experiences, and discussed the ins and outs of temporary legal work.

Why Temporary Legal Work?
There are countless reasons why someone would choose to pursue temporary legal work. For many it provides the freedom to pursue other interests or build a business while still being involved in the legal world. Others use it to supplement their income while they look for a job or decide what their next career move will be. Still others desire more time to meet family needs and want the flexibility of working less than full time. There is no one right reason to decide on temporary legal work but before deciding whether temporary legal work is right for you there are a number of issues to consider.

Kinds of Temporary Legal Work
Being a contract attorney is an hourly rate position. The jobs are typically found through an agency and salaries are paid by the agency. In addition, agencies often offer some degree of benefits such as health insurance, malpractice insurance and retirement accounts while the attorney is working on a project.

Contract attorneys are generally brought in to work for a limited period of time in order to meet a temporary staffing need or to assist on a specific matter. Sometimes a contract attorney is there to provide expertise not available at the firm. These types of opportunities are typically available only to a more experienced lawyer who has gained substantive knowledge or a specialized skill.

Contract attorneys who work as staff or discovery attorneys are permanent employees of the firm or corporation but typically are off-track. They are billed out at a different rate and follow a different salary scale than associates. In addition, staff/discovery attorneys have a defined limited role within the firm.

Role of a Contract Attorney
For recent law graduates or lawyers practicing one to three years much of the work available to the contract attorney is discovery and document review. (As mentioned above, lawyers with more experience or with a specialized skill could find themselves doing more substantive legal work.) The daily responsibilities of discovery and document review include looking through numerous documents, spotting issues and deciding which documents fall under the attorney/client privilege. Though this can be tedious and dry work, the panel reminded everyone that it can also build skills such as being detail-oriented and meticulous and working in a fast-paced environment.

While being a contract attorney is desirable for many reasons, the panel urged attendees to think about some of the issues which could make contract work less desirable for some. Most contract attorneys are over-qualified for this type of work and need to be accepting of that before agreeing to take on a project. Contract attorneys should also be prepared to report to someone more junior than themselves. A contract attorney should be someone who is at ease walking into new situations and meeting new people with each new assignment. Contract attorneys work under less than desirable circumstances and must be comfortable in the same close quarters day after day.

Finding a Job as a Contract Attorney
Most contract work comes through legal staffing agencies. The panel suggested those seeking contract work contact several different agencies. The availability of work may fluctuate so in order to maintain a regular income it helps to have more than one staffing agency working for you.

Be up front with the agency. Let them know what type of project you are seeking, long term or short term. Are you willing and able to take on a project that is seven days a week? Are you willing to work weekends; come in early and stay late, or do family obligations make that difficult? By being open with the staffing agency you are more likely to be staffed on the project that works best for you.

Although a benefit of being a contract attorney is flexibility, remember a temporary job is still a job and like with any other professional relationship you should try to limit your time away. Also be sure to keep your resume current so the staffing agency can avoid any conflicts of interest as you move from case to case and firm to firm.

The panel agreed that the rate of pay for contract attorneys varies widely, with hourly rates for a newly-admitted attorney being anywhere from $35 - $45 while an experienced attorney working on a substantive matter could earn $60 - $125 per hour. For those who see contract work as a career the yearly income can also be considerable.

Although working as temporary attorney or staff attorney might be a good way to check out the culture of a firm, unless a project is specifically noted as temporary to permanent most temporary positions don’t yield offers of permanent positions. If you are looking for a permanent position it is better, advises the panel, to use the flexibility of the temporary situation to search for a full-time job elsewhere.

Whether your objective is to make a transition, bring in a salary, reenter the work force or simply to have more control over your time, contract attorney positions may be a great way for you to meet these goals.