

CAPITAL DISTRICT WOMEN'S BAR ASSOCIATION



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Introducing... "One on One"

We are thrilled to introduce a new monthly feature in our newsletter, "One on One," a monthly interview with a CDWBA member. I'll question our featured member on a wide range of topics including, her career choices, thoughts on women in the profession, career highlights and personal interests. We hope that all of you, especially those who are new to the profession, find the interviews entertaining, enlightening and enriching, as our members share their experiences, thoughts and advice. We also hope that "One on One" will spark a dialogue, and toward that end, encourage you to send us an e-mail-- tell us what you think about our new monthly feature, share your thoughts or reactions to any of the comments, observations or thoughts shared by our interviewee. We look forward to publishing your comments in the newsletter (subject to the discretion of our Editors), which should be e-mailed to: acharne@nycap.rr.com. Also, I welcome any suggestions you may have for future interviewees. Please send them to: AmySchallop@yahoo.com. Finally, I am grateful to Pat Martinelli for agreeing, without hesitation, to serve as my first interviewee, and for providing such wonderful material.

One on One with... Pat Martinelli

Interview by Amy Schallop

Pat Martinelli has served as Deputy Attorney for the State Counsel Division of the Office of the Attorney General for the past eight years, where she oversaw the Litigation Bureaus in NYC and Albany, the Claims, Labor and Real Property Bureaus. She was recently appointed by Governor Spitzer as Counsel to the New York State Office of Mental Retardation and Developmental Disabilities and looks forward to begin serving in that role on February 14, 2007.

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PRESIDENT'S MESSAGE

Why the CDWBA Family Friendly Award
is so Important.



Yes, work life balance is in vogue. A quick google search will get you 78,800,000 hits in just .16 seconds! The CDWBA's newsletter has featured a work life balance article each month and many state and local bar associations are focusing on issues

related to balancing a rewarding professional life with a rewarding personal and family life. Like the legal profession, other professions and businesses are working to develop effective programs to retain talented employees, while employees are working to balance work with elder care needs, quality of life issues, health care crises, child care needs, and meeting one's own expectations as a parent, family member or significant other.

Work life balance issues continue to be particularly challenging for women. Just this month, the CDWBA received two requests for its 2004 maternity leave survey in order to assist a firm or an employee develop a maternity leave policy or proposal. While traditional roles are steadily changing, for now, women continue to be responsible for most of the household and family responsibilities. This results in difficult if not impossible choices when it comes to pursuing one's career goals while meeting one's family and outside life expectations.

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The Legal Project

Pro Bono Corner February 2007

Lisa A. Frisch, Executive Director

A New Day?

You've heard quite a bit from me over the past few years about funding issues, particularly relating to our need to rebound after losing our Violence Against Women Legal Assistance for Victims grant which had made up about half of our program budget at the time. One of the reasons that the loss of this grant was such a blow to our program was the fact that we had little operations support to fall back on. Historically, unlike most other comparable states, New York has not provided core support to legal services programs such as ours, with the sole exception of the Assembly Majority who have provided much needed dollars through the use of local initiative funding and the Legal Services Assistance Fund. In fact, it was these funds, directed by the Legislature, that in large part helped us get through that challenging time, in addition to the incredible support that we received from the community.

Of course, this legislative support for non-profits is now mired in a whirlwind of scrutiny and accused of being "pork barrel spending". We know first hand that the majority of the funds disseminated are the farthest thing from "pork" possible but instead provide critical sustenance to programs such as ours and Legal Aid. However, while we applaud the Assembly for consistently using their discretionary funding to provide the sole source of state funding for general civil legal services over the past 13 years, the only way there can be true stability for our programs is if the new Administration moves to provide funding through the Executive Budget.

With the leadership of the Empire Justice Center, civil legal services programs have been calling for funding from the Executive Budget for years but these requests unfortunately went unheeded. We

are now calling on Governor Spitzer to step in and finally prioritize access for justice for the poor. As a cohesive group, the civil legal services community is asking for the Governor to create an Office for Civil Justice on the Executive level and provide \$50 million in funding statewide for civil legal services. This may sound like a great deal of money, but this request builds on a nearly decade old call for \$40 million for these services from Judge Judith Kaye back in 1998, and is consistent with recent recommendations from the Equal Justice Commission (a self-appointed group of leaders from the legal community who studied the funding gaps). Should the Governor provide this level of funding, it would bring New York State from its current funding level of providing just \$2.54 per poor person to a respectable \$18.57, still less than the \$23.44 provided by our neighboring state of New Jersey, but a much more appropriate commitment to justice for the state that gave birth to the legal services movement.

While such an investment would not completely solve the funding challenges of civil legal services programs like ours, it would provide a core level of support that could keep our services stable while we build on this funding through grants, endowments and private fundraising. And it would provide us with a partner in the Executive branch to ensure that there is consistent, clear oversight and transparency in the distribution of funding; put simply, civil legal services would have a "home" in state government for the first time. It truly would be a "new day" for civil legal services and the people in need that we serve.

No program providing key community services should be in the terrible position we were in last year—faced with turning away desperate victims of domestic violence and potentially cutting the very heart out of our program. We all need the stability of this core funding so we can continue to provide our essential services without interruption, and without having to unduly depend on unpredictable grants, in order to help those most in need in our communities. Finally, as a state, we would provide the poor in New York with true access to justice.

Thank you to Assemblyman Robert Reilly and the Community Foundation!

The Legal Project is one of the area non-profits to receive one of The Community Foundation grants for the Capital Region's Assemblyman Robert Reilly Salary Fund in the amount of \$5,000. As you probably are aware, Assemblyman Reilly pledged to donate his annual salary when he was running for election and he has made good on his promise, each year awarding an array of wonderful organizations with a one-year grant to help them provide their much-needed services. We are honored to be chosen to receive this funding for 2007 and want to thank both the Assemblyman and the Community Foundation for their support of The Legal Project and all that they do for the not-for-profit community of the Capital Region.

Volunteers Needed for Brief Service: Domestic Violence Consultations

Attorneys often tell us that they would love to volunteer for the Domestic Violence Legal Connection but their time is too limited to represent clients, or perhaps they work for agencies or organizations which have policies prohibiting representation. The Legal Project now has a way for those attorneys who have experience in family law matters to be an important part of the Domestic Violence Legal Connection. We are looking for attorneys to provide free, private consultations to victims of domestic violence at our Domestic Violence Legal Connection Clinics. The clinics are designed to provide brief legal advice and information to victims of abuse, particularly those who are not available to meet with our staff attorneys during the day. All we ask is that you commit to a couple of hours once a month to do the consultations at our convenient location at 6 Executive Park Drive, Albany. Participating attorneys may attend our Family Offense Basics training session for free (and receive CLE credits!). You will also earn one CLE credit hour for every six hours of pro bono service you provide. Don't pass up this wonderful opportunity to provide much needed free legal advice to people who truly need it and whose lives can be transformed by it. If you are interested, please contact Jessica Lennon at 435-1770, or at jlennon@legalproject.org.

Thanks for Volunteering in January!

Domestic Violence Legal Connection

Sue Adler
Laura Egner
Miriam Healy
Judith Mellyn
Camille Siano Enders

HIV/AIDS WILLS PROJECT

Anne Reynolds Copps

AHAA

Tubosun Osofisan
Pamela Robich-Wright
Anne Sharpe

Legal Clinics

YWCA

Tammy Arquette
Jennifer Corcoran
Barbara King

Albany Public Library

Janet Axelrod
Ron Orlando

Unity House

Coordinator – Abe Bolgatz
Thomas Kenney
Jill Nagy

Mechanicville

Anne Reynolds Copps

South End

Coordinator – Vickie Smith-Moyo
Katherine Levitan
Margaret Vella

Saratoga

Coordinator – Katie Weinberg
Laura Greco
Linda Taverni

Equinox

Coordinator – Stephanie Hollner
David Levy
Joann Sternheimer



Since you graduated from NYU law school in 1979, you've spent almost all of your career in the public sector. Was there a point in time when you decided to devote your career to public service?

I was in a law firm in New York City doing plaintiffs' personal injury work for the first two years. I was motivated to move to State government because I wanted to do something with my law degree which had more significance. I felt I was litigating the interests of private individuals and that the impact of what I was doing was limited to those few people. In many instances, even the plaintiffs themselves weren't receiving a benefit. By the time they satisfied their Workers' Comp. liens, the only people who were any richer were the lawyers. So, I guess I was a little disillusioned with private practice and wanted to have this greater impact. And then, as corny as it sounds, I really was inspired by Bob Abrams, the new Attorney General. I had been reading about him in the paper and he was talking about how he was the people's lawyer, and I just got it in my head that I wanted to work for Bob Abrams and that's what I did.

And what was your first position in the public sector?

Well, I came to the Attorney General's Office, and I worked in the Environmental Protection Bureau. I did a mixture of affirmative and defensive cases there. I was there for about three years.

So, after that experience did you essentially make a decision to devote your career to the public sector?

I don't think that I did. I think there were times throughout my career that I toyed with idea of

returning to the private sector, but whenever I considered a firm, it just didn't seem that intriguing to me. Each time, the job I had an opportunity to take in the public sector seemed more exciting and more significant than what my options were in the private sector.

You've held a variety of interesting positions over the years including: Enforcement Counsel to the New York State Board of Elections, Legislative Coordinator for the New York State Assembly Program & Counsel Staff, Staff Attorney in the Attorney General's Legislative and Environmental Bureaus, and have a long record of impressive accomplishments. Which of those accomplishments are you most proud?

I think I would use a different word than "proud"-- I think that the work that I did on the movie that I wrote and directed, the documentary "Raising the Bar," was the most *rewarding* experience that I've had. It was so different than the typical law work, in fact, it really wasn't law work at all. Making the documentary was a combination of historical research and writing, but it also required me to use this other side of my brain that we, as lawyers, rarely get to use. I had to think in terms of visual images and how they enhance communication. But, I think what also made making this documentary so rewarding was that we created biographies of the first 15 women lawyers in the AG's office and before then there had been no biographical record of them. These women came to life for me and for the other people that were working on the project. I came to admire them so much and became very committed to telling their story and preserving those stories. So, I don't know if that was my *proudest* moment, but it was definitely the one that was most *satisfying*.

You've had a very successful career in the public sector. Was there anyone who served as a mentor to you, or provided advice or assistance that helped you advance in your career?

One person who has been a mentor to me is Richard Rifkin, who was most recently my supervisor in the AG's office. We started working together many years ago, in the AG's Legislative Bureau, and have worked together on and off since then. He had so much influence over me because of his great intellect. He taught me so much in terms of how to think about State government and how to analyze the issues the Office of the Attorney General faces.

You've been practicing law for more than 25 years, thinking back to when you began your career, what changes have you seen in the opportunities available to women in the profession?

Well, it's been dramatic. I was the first women attorney in the firm that I went to right from law school. I liked the people there very much, but this transition to having a female attorney was difficult for them. At my first review, I went into the head partner's office and the top partners were sitting there to give me a review. I was expecting that they would be providing me feedback about my research skills, or my writing, or something of a substantive nature. Instead, they said: "We don't know how to treat you." And I asked them what they meant and they said: "For example, when we're on the elevator with you, we don't know if we should get off before you or not. And when you come into a room, we don't know whether we're supposed to stand up or not." And I told them I didn't really have the rule book either. And while I appreciated the concerns they were raising, I didn't care who got off the elevator first or whether they stood up or not. I just wanted to do a really good job. Well, then I think they took the "equality" concept to an extreme. What happened was that soon after that I accompanied a partner and senior associate to a trial in Philadelphia. Each day we'd travel back and forth between the hotel where we were staying and the court room. Apparently, the two of them discussed whether I should be required to carry the litigation bags in keeping with the tradition of having the most junior associate carry the bags. The senior associate, who didn't want to carry them himself, convinced the partner that I would be insulted if I wasn't given this job! And so, each day I struggled with these very large litigation bags and it was just really awful. I'm still friendly with that associate and we do laugh about this from time to time. So, yes, women as attorneys have come an enormous way since when I started. I'm in an office now where there are many women managers, women in the highest ranks of the office, and the same thing is true in the governor's office. And I think in the private sector we've also made real strides. There's more that needs to be done to get women in partnership positions and more that needs to be done to get women to be C.E.O.s, or on boards of major corporations, but it's a dramatic difference from when I started.

What obstacles do you think still limit opportunities for women in the profession?

A lot of it, unfortunately, has to do with child care. When I think back to the documentary, *Raising the Bar*, the interesting thing about those first 15 women was that the majority of them did not have children. It would appear that many of them made a decision that they could not possibly do both. I wondered whether those women had better insight as they started their careers than we do today on the difficulties of practicing law and raising a family. You know it's very hard, but I was fortunate to be able to have a series of au pairs who helped take care of my kids. But, even now, my children love to point out to me that I wasn't there to do this, that or the other thing. The reality is that women still are the primary caregivers in most families and that means that, for most of us women attorneys, we have two full time jobs.

What advice do you have to women just starting out in the profession?

I think that finding a mentor is a very important thing. Also, what I've said to young women often is: work really hard now. I did. Before I had a family, I worked late at night, I worked on weekends and I was able to prove myself early. And that served me well later when I had other obligations that cut into the time that I could devote to my job. I think that organizations like the Women's Bar Association also can provide a great support system.

In addition to the various positions you've held in the public sector, you've been active over the years in a variety of community activities and have served on the board of several not-for-profit organizations. You've also been active in the New York State Bar Association and the Capital District Women's Bar Association. What motivates you to devote so much of your time to community service?

In terms of Bar Association activity, I considered that part of my obligation as an attorney, both in terms of my own professional development and an opportunity to give back to the profession. In terms of my non-legal community service, the activity which takes most of my community service time right now is co-chairing the Special Needs Parents Group in East Greenbush, where we live. This is an educational and support group for

parents of children with special needs. I became interested in that, and motivated to take a leadership role in it, because of the challenges I faced raising a son with special needs. We have a guest speaker each month to speak about a particular issue of interest to the parents and, as a result, I've learned so much. So, in answer to your question, I guess I would say that if you pick your organizations well and commit to them, you get as much out of it as you put in.

How did you manage to do all that, while raising two children?

Well, now it's easier for me. My daughter is in college and my son goes to a boarding school. When they were home, it was very difficult and I tried to commit myself to only a few organizations at a time, ones that really mattered to me. A lot of times, they were ones that were relevant and important to the needs of my family, like when I was chair of the education committee at our synagogue. I was on the board of the Albany Academy of Girls when my daughter was a student there. So, I guess I tried to combine my community service with being a good parent.

What made you decide to go to law school?

I don't remember when I first started wanting to go to law school, but a few years ago, I went to an informal reunion with some friends of mine from junior high and they tell me that even back then I said I was going to be a lawyer. I hadn't remembered that until they reminded me. Neither of my parents were college graduates and I had no family members who were lawyers. I remember that as a kid, I loved watching TV shows about lawyers, so, as ridiculous as it sounds, I think my first inspiration was from the show, Owen Marshall.

Did you consider any other career paths?

Not seriously. The ones I considered when I was a kid were ballerina and astronaut.

Do you have any interesting hobbies or interests or talents you want to share with us?

What spare time that I have I spend on physical fitness and outdoor activities. I work out, in the warm weather my husband and I play tennis, and I ski, both downhill and cross-country. I have no artistic talent I'm afraid. In fact, in junior high, I

got an unsatisfactory in conduct in my art class. So, you can imagine how good an artist I was.

If you had to stop practicing law tomorrow, what would you do with your time?

I don't think I would stop practicing law. But, after retirement from the State, I'd like to practice special education law. Also, I would like to help parents with school placements for children with learning disabilities, either high school or college placements, because that's something of an expertise that I've developed. People call me from time to time and ask me for advice on that and I enjoy doing that.

Diversity and Gender

By Dana Salazar

"That is the heavenly justice of it – they warn't rewarded according to their desserts, on earth, but here they get their rightful rank. That tailor Billings, from Tennessee, wrote poetry that Homer and Shakespeare couldn't begin to come up to; but nobody would print it, nobody read it but his neighbors, an ignorant lot, and they laughed at it."

The greatest military genius our world ever produced was a brick-layer from somewhere back of Boston – died during the Revolution – by the name of Absalom Jones. Wherever he goes, crowds flock to see him. You see, everybody knows that if he had had a chance he would have shown the world some generalship that would have made all generalship before look like child's play and 'prentice work. But he never got a chance; he tried heaps of times to enlist as a private, but he had lost both thumbs and a couple of front teeth, and the recruiting sergeant wouldn't pass him. However, as I say, everybody knows, now, what he would have been, – and so they flock by the million to get a glimpse of him whenever they hear he is going to be anywhere. Caesar, and Hannibal, and Alexander, and Napoleon are all on his staff, and ever so many more great generals; but the public hardly care to look at them when he is around.

Mark Twain
Captain Stormfield's Visit to Heaven

Diversity and Gender (continued from page 6)

When a couple becomes engaged, they are asked, "How did you meet?" When a person goes to law school, they are asked, "What made you decide to become a lawyer?" (Although the more appropriate question might be, "What made you decide to become a law student?") For me, the LSAT exam played a large role in that decision. I had made up my mind that I was going to enroll in an MBA program here in Albany to give my job search for management positions a proverbial kick in the pants. While researching MBA programs, I stumbled across a JD/MBA program and a random conversation with my parents resulted in a registration for the LSAT exam.

Neither the GMAT (for admission to MBA programs) nor the LSAT are free. However, since the day I was born, regardless of the family's financial health, my parents paid for lessons or schooling (or co-signed the loans). So even though I was far from college age - my parents offered to front the fees for both admission tests. I did fine on the GMAT (well enough to get accepted into the graduate programs I applied for at University of Albany and Saint Rose), but I did really well on the LSAT. I thought parts of it were actually fun (yes I know - a sign of a twisted mind).

The same study that evaluated the impact of raising the NYS Bar passage score on minority students reported that there was a direct correlation between LSAT scores and bar pass rates (undergraduate grade point averages also correlate - but, interestingly, law school grade point averages do not). Further, some schools that, for example, are seeking to increase their ranking will provide scholarships to students with high LSAT scores (the schools report their average LSAT score to the public so, therefore, high-LSAT-score students make them look attractive to students seeking to get into the school with the best statistics - but that's another topic).

It is impossible to discuss any diversity issue, be it judicial diversity, law firm diversity, public sector diversity, etc., without eventually working back to so-called "pipeline" issues. In plain language, pipeline issues mean there can be no diversity on the bench if there are too few diverse attorneys to elevate to the bench. There can be no increase in the number of diverse associates if there is limited diversity among law students. Finally, there can be no increase in the diversity of law

students if the best and the brightest diverse undergraduate students are choosing other professions.

There are no simple answers to lack of diversity. Some argue that there is no evidence that passing the bar is an indication of success in the profession. But the bar is a gate that must be passed through. There is evidence that people who test well on the LSAT will test well on the bar. Logically, students that "test well" will likely do well on other graduate program entrance exams and may have no incentive to take the LSAT if they are confident that their scores on those exams will get them into, for example, dental school.

Just as the purchase of a lottery ticket is a prerequisite to winning the jackpot - sitting for the LSAT is a prerequisite to scoring well on the exam. Perhaps this Association (or law schools or even local firms) could provide scholarships to diverse students that cover the cost of the exam, or coordinate a LSAT prep course, or reimburse students for commercial prep courses. Rather than having students choose between Albany Law and St. John's Law, perhaps they'll be choosing between a Masters in Engineering and a Juris Doctor. There is little to lose in taking both exams - especially if the exam fee is reduced or eliminated. Clearly, a student who did well on the entrance exam for Medical School has less pressure to get into law school (this student will, of course, have a choice between professions). The public relations campaign needed to encourage students to choose law over other professional careers would be a next step, but encouraging diverse students to at least sit for the LSAT is an inexpensive way to increase options for diverse students, increase the pool of undergraduate students applying to law schools, and maybe unplug the "pipe" a bit.

When they ultimately join Captain Stormville in heaven - perhaps they will be among those who have been rewarded according to their desserts here on earth.

CORRECTION TO 2006-2007 DIRECTORY

Susan Aron was inadvertently omitted from being listed under *Appellate Practice* on page 26 of the 2006-2007 CDWBA Directory. Kindly make note of Susan's practice area.

New Rules for Attorney Advertising

Effective February 1, 2007

*By Kathryn Lamont Teal, Esq. and Denise Horan,
Principal, Integrated Marketing Solutions*

The most recent changes to the Attorney Advertising Regulations were released by the Unified Court System on January 4, 2007. The changes are substantial and will be effective February 1, 2007. The amendments to the Code of Professional Responsibility were first published for public comment in June 2006 for comments to be received by the Office of Court Administration by September 15, 2006. The comment period was extended to November 15, 2006. The rules may be reviewed in full on the NY Courts website at the following address:

www.nycourts.gov/rules/amendments.shtml. The amendments to the regulations are more restrictive with respect to advertisements generally and more restrictive with respect to solicitations generally. In addition, the regulations are much more specific in two areas: (1) advertising on the web, and (2) solicitation of individuals injured in an incident involving a potential claim for personal injury or wrongful death.

The Code of Professional Responsibility contains three parts: Canons, Ethical Considerations, and Disciplinary Rules, also commonly called regulations. The Preliminary Statement to the Code of Professional Responsibility states that "[t]he Canons are statements of axiomatic norms, expressing in general terms the standards of professional conduct expected of lawyers in their relationships with the public, with the legal system, and with the legal profession." As you review the additional regulations and amendments thereto, it is helpful to review the changes in the context of the underlying Canon and Ethical Considerations, neither of which have been changed, that provide the foundation for the regulations. Canon 2 reads as follows: "A Lawyer Should Assist the Legal Profession in Fulfilling Its Duty to Make Legal Counsel Available." Ethical Consideration 2-10 provides, in part: "A lawyer should ensure that the information contained in any advertising which the lawyer publishes, broadcasts or causes to be published or broadcast is relevant, is disseminated

in an objective and understandable fashion, and would facilitate the prospective client's ability to select a lawyer." The regulations commonly called Disciplinary Rules, are mandatory in nature while the Ethical Considerations describe the "objectives toward which every member of the profession should strive." (The Lawyer's Code of Professional Responsibility, Preliminary Statement.)

Advertisements

First and foremost, a new definition is provided for "advertisement" under 22 NYCRR 1200.1. An "advertisement" under the new regulations "means any public or private communication made by or on behalf of a lawyer or law firm about that lawyer or law firm's services, the primary purpose of which is for the retention of the lawyer or law firm. It does not include communications to existing clients or other lawyers."

General Requirements

The regulation governing advertising (22 NYCRR 1200.6) is the regulation that contains the most new provisions in the revision to the regulations effective February 1, 2007. Pursuant to paragraph (k) of 22 NYCRR 1200.6, all advertisements must now be pre-approved by a lawyer or law firm and a copy must be retained for a period of not less than three years following its initial dissemination (see below for retention requirements for computer-accessed communication). New paragraph (f) provides that the label "Attorney Advertising" must be placed on the first page of an advertisement, and new paragraph (f) requires on all advertisements the name, principal law office address and telephone number of the lawyer or law firm who is offering services. Any words or statements required on an advertisement under the rule must be "clearly legible and capable of being read by the average person, if written, and intelligible if spoken aloud." 22 NYCRR 1200.6(i).

Prohibitions

The prohibitions on content for all advertisements listed in paragraph (c) of 22 NYCRR 1200.6, regardless of type of medium, include the following restrictions as of February 1, 2007: (1) include an endorsement about a lawyer with respect to a matter that is pending; (2) include a paid endorsement unless a disclosure is made about such payment; (3) include a portrayal of a judge, a fictitious law firm, or use a fictitious name

to refer to lawyers that are not associated together in a law firm if they are not so associated; (4) use actors to portray the lawyer or clients or use depictions of fictionalized events or scenes without disclosing the use of such actors or fictionalized events; (5) resemble legal documents; (6) use a nickname, moniker, motto or trade name that implies an ability to obtain results in a matter; or (7) use techniques that are not relevant to the selection of counsel, such as the portrayal of lawyers in such a way that is unrelated to legal competence.

In addition to the prohibitions in advertisements, the regulations also enumerate the type of advertisement that would comply with the regulations in paragraph (d) of 22 NYCRR 1200.6. For example, the following types of statements are permitted: (1) statements that are likely to create an expectation about results the lawyer can achieve; (2) statements that compare the lawyer's services with the services of other lawyers; (3) testimonials or endorsements of clients and former clients; or (4) statements describing or characterizing the quality of the lawyer's services.

Computer-accessed communication

The current amendments to the regulations make reference to the web and computer-accessed communication for the first time in the regulations. The following definition is provided in 22 NYCRR 1200.1 for a "computer-accessed communication": "any communication made by or on behalf of a lawyer or law firm that is disseminated through the use of a computer or related electronic device, including, but not limited to, web sites, weblogs, search engines, electronic mail, banner advertisements, pop-up and pop-under advertisements, chat rooms, list servers, instant messaging, or other internet presences, and any attachments or links related thereto." The regulations now specifically make reference to this type of communication. In the area of approval and retention, paragraph (k) of 22 NYCRR 1200.6 provides that a copy of the contents of any web site covered by the advertising section shall be "preserved upon the initial publication of the website, any major website redesign, or a meaningful and extensive content change, but in no event less frequently than once every 90 days." New paragraph (f) of 22 NYCRR 1200.6 requires that the label "Attorney Advertising" be placed on the home page of a lawyer's website. An electronic

mail transmission that is an advertisement from a lawyer must include the label "Attorney Advertising" in the subject line. (22 NYCRR 1200.6(f). Paragraph (g) of 22 NYCRR 1200.6 prohibits (1) the use of pop-up or pop-under advertisement (other than on the lawyer or law firm's own website); and (2) the use of meta tags or other hidden computer codes that would violate a disciplinary rule if displayed. A lawyer or law firm is permitted to use a domain name for an internet web site that does not include the name of the lawyer or law firm, but the domain name must not violate a disciplinary rule and specific items must be complied with as set forth in paragraph (e) of 22 NYCRR 1200.6 to avoid violation of the rules. The specific requirements stat that (1) all pages of the web site must include the actual name of the lawyer or law firm; (2) the lawyer or law firm must not attempt to engage in the practice of law using the domain name; and (3) the domain name must not imply an ability to obtain results in a matter.

Solicitation

The other rule with substantial amendments is 22 NYCRR 1200.8, Solicitation and recommendation of professional employment. Paragraph (b) of the regulation now provides the definition of "solicitation" for purposes of that section. A solicitation is an "advertisement that is initiated by or on behalf of a lawyer or law firm that is directed to, or targeted at, a specific recipient or group of recipients, or their family members or legal representatives, the primary purpose of which is the retention of the lawyer or law firm, and a significant motive for which is pecuniary gain. It does not include a proposal or other writing prepared and delivered in response to a specific request of a prospective client." Solicitations are subject to additional requirements pursuant to paragraph (c) of 22 NYCRR 1200.8, including filing a copy of the solicitation with the attorney disciplinary committee of the judicial district where the lawyer or law firm maintains its principal residence. The filing must include a copy of the solicitation, and a transcript of the audio portion of any radio or television solicitation. As under the previous rules, the solicitation must not contain any reference to the filing. If the solicitation is directed to a predetermined recipient, a list of the names and addresses must be retained by the lawyer for a period of at least three years following the last date of dissemination. New paragraph (h) provides that any solicitation made to a pre-

determined recipient based on a specific event involving the recipient must include information regarding how the lawyer obtained the identify of the recipient and learned of the recipient's potential legal need. If a retainer agreement is provided with a solicitation, each page must be marked as "SAMPLE" and the words "DO NOT SIGN" must be printed on the client signature line. 22 NYCRR 1200.8(i). New paragraph (j) requires any solicitation covered by the newly-amended regulation to include the name, principal law office address and telephone number of the lawyer whose services are offered. New paragraph (k) expands the reach of the provisions of the solicitation rule to a lawyer or members of a law firm not admitted to practice in New York State who solicit retention by residents of this State.

Communication After Incidents Involving Personal Injury or Wrongful Death (22 NYCRR 1200.41-a)

A new rule, 22 NYCRR 1200.41-a, was promulgated with respect to the communication following incidents involving personal injury or wrongful death. A lawyer, law firm, or any agent or representative of a lawyer, may not make any unsolicited communication with an individual (or to a family member or legal representative) injured in an incident involving potential claims for personal injury or wrongful death until the 30th day after the date of the incident. (22 NYCRR 1200.41-a(a)). An exception is made for such contact if a filing must be made within 30 days of the incident as a legal prerequisite to the claim, in which case the communication may be made after the 15th day after the date of the incident. (22 NYCRR 1200.41-a(a)).

Implications

It is too early to forecast all of the implications of these recent amendments to advertising regulations. However, it is worth commenting on some of the obvious implications.

Most importantly, it is imperative that lawyers and law firms are overseeing all of their marketing practices. For those firms that outsource advertising, many of these advertising firms will be unaware of the new rules. Law firms will need to assess their current marketing and advertising practices, make changes where required and educate their vendors. Remember that an

individual lawyer or the law firm must pre-approve all advertising.

The need to retain copies of all advertising has changed. The time period for retaining ads and website copy has increased in most cases. The new regulations have been communicated to the legal industry in hopes they will actually "police" themselves. In some cases that may be challenged, it will be necessary to provide copies of advertising for three years and for one year for computer-accessed information (web).

This is the first time that computer accessed communication (the web) has been addressed by the Unified Court System. All firms will be required to make modifications to their websites. The most prominent change will be the requirement to label the home page of the site "Attorney Advertising". It is worth reviewing the regulations for content, approval and retention in this area.

The most significant amendments to the Code of Professional Responsibility appear to be in the area of personal injury. The uses of testimonials, solicitation and dramatization have all been addressed in these recent amendments. This is the area were the most recent increase in advertising dollars has occurred. Media outlets, such as TV advertising, may see the greatest effect as law firms limit or reduce this exposure.

It is definitely too early to identify all of the implications of these amendments but we do know that changes will be made by most firms. The question to ask now is "will lawyers and law firms swing back to a more traditional marketing strategy?" Time will tell.

The CDWBA will be hosting a CLE on March 28, 2007 from 11 a.m- 2 p.m. entitled, *Marketing and Ethics*, which will include valuable information about marketing your law practice under the new rules.

Special to Capital District
Women's Bar Association
**A Truly Balanced Life: The Story
of a Lucky Law Firm Associate**

by Lucy Kats

Despite articles, surveys and gossip to the contrary, it is possible for attorneys to earn a good salary, be challenged intellectually, access the resources of a large law firm, and have a balanced life.

You simply have to choose the right firm.

Medium size and even large firms outside of the large urban settings are often more family friendly and personable. At the same time, many of these firms are able to maintain interesting and diverse practices and pay their associates well. I am lucky to work for such a firm in Albany, New York, and would like to share my experience as an attorney at Whiteman Osterman & Hanna, LLP.

For as long as I can remember, I could not wait to have a family of my own. I also always knew, however, that I enjoyed intellectual challenge and wanted a professional career. It, therefore, seemed logical that I look for employment that would allow me to have a career without compromising my dream of having and raising children.

Between my second and third years of law school, I took a summer job with a large New Jersey law firm that had told me during my interview: "Most of our associates have children. ... We consider quality of life to be an important selling point for this firm. ..."

Once I took that job, I heard the "quality of life" speech repeated frequently. So, imagine my surprise when I learned from a second-year associate that she barely had time to spend with her toddler daughter. Imagine my further surprise when she then confided in me how lucky she was to work at this firm. "This is not a New York City firm where associates leave at midnight or sleep on the couch in the office," she said. "We leave here by eight or nine. Sure, we come to the office on many weekends, but who doesn't?"

Even armed with this information, I struggled when the time came to decide whether to accept the firm's offer of permanent employment. Everyone treated me well there, and the starting salary was very tempting. I eventually declined the offer and, for personal reasons, decided to move

back to my hometown, Albany.

I interviewed at Whiteman Osterman & Hanna, the largest firm in the area, which then had just over 50 attorneys. I felt the difference right away. Time and again I heard about attorneys leaving big city law firms to live in Albany and to work at my firm because they put their families first. When I began working at Whiteman, I learned that the firm truly was different.

Whiteman offers a good environment and balance for bright, ambitious young people who want both an interesting, challenging practice of law and a quality family life. The firm is large enough to attract talented, experienced attorneys and has a variety of practice areas. Unlike big city firms, however, Whiteman is more accommodating to its associates' professional and personal requests.

When, in my fourth year of practice, for example, I decided to transition from litigation to the Trusts & Estates group, the firm was supportive. Although like most fifth year associates I was firmly established in a certain practice area, Whiteman did not discourage me from exploring a new field. The firm is willing to invest in its associates' professional happiness.

Recently, I had an opportunity to test the firm's family-friendly reputation. In August 2005, I had a daughter and, after taking the usual 12-week maternity leave, returned to work. Despite promises from other young mothers that I would soon be happy if I "just stuck with my full-time schedule," I was not satisfied with my life. I did not want to give up my career, but I was desperate to spend more time with my daughter.

I approached the firm's management about working four days a week and received approval the next day! No one tried to talk me out of this idea, and no one made me feel as though I was giving up my career.

Having this extra time at home brought my life into the balance that works for me. I am fulfilled as a professional, helping clients and growing as an attorney. I also feel happy and successful as a mother.

I do not know whether or how this career choice will affect my progress on the "partnership track." I am not worried, however, since in my experience, the associates at Whiteman are treated according to their individual merits and situations. What I know with certainty is that my firm has helped me achieve the balance between professional and personal happiness that we all seek.

Based on my experience, I encourage recent law school graduates who wish to develop a legal career in an intellectually challenging environment, without giving up their quality of life and time with family, to consider medium and large-size firms outside of large urban settings. There is no one approach or formula to balancing one's career and family life. Therefore, look for firms that will cultivate and treat you as an individual. When you interview, do not be afraid to ask the attorneys how they believe the firm has helped them reach their professional and personal goals. Trust me when I say that working in a large private law firm can be a rewarding experience.

Lucy Kats, CDWBA member, is an associate at Whiteman Osterman & Hanna, LLP. She is a member of the firm's Trusts & Estates Group.

Save the Date!

WBASNY Convention 2007

WBASNY Convention 2007 will be held in Puerto Rico at the Westin Rio Mar Beach Golf Resort and Spa, Rio Grande Puerto Rico. The Convention will be held from May 31-June 4, 2007.

While the specifics of the event are still in the planning stage, Convention 2007 will formally begin on the evening of Thursday May 31, 2007 with a pool party at the hotel. In order to give our members time to enjoy all of the hotel's amenities (spa, golf, beach sports, etc) and the local attractions, WBASNY will be offering a full complement of eight (8) CLE classes only during the mornings of Friday, June 1, 2007 and Saturday June 2, 2007. There are planned excursions into historic Old San Juan, to the nearby El Yunque Caribbean Rain Forest and to other exciting destinations. In addition, a golf outing and a fishing expedition are being organized, and, of course, what would a WBASNY convention be without vendors. At Friday night's dinner, we will honor and be inspired by our award recipients. At Saturday night's dinner, we will celebrate the achievements of WBASNY's current officers and welcome in a new slate of officers for 2007-2008.

While formal Convention activities will conclude on Sunday June 3, 2007, so that you can create your own mini-vacation, a block of rooms at the hotel have been reserved to allow you to extend your stay through Monday June 4, 2007.

Go to wbasny.org for a link to the hotel website

to see pictures of the resort and all the amenities which they offer. Look for more information to arrive regarding the convention and registration soon.

President's Message (continued from page 1)

As I said in my remarks at the CDWBA's Annual Installation Dinner this past June, law firms and legal employers must be proactive and vigilant about how existing policies impact women. Women lawyers must be proactive in affecting change by seeking out employers that demonstrate a commitment to workplace culture, values and policies that promote the equal advancement of women and overall job satisfaction. There is no question that firms benefit by reducing attrition of talented female (and male) employees and by developing policies that enhance recruitment and improve job satisfaction such as appropriate leave policies and flexible work arrangements (flextime, flexible weeks, telecommuting, part-time work, job sharing, etc.).

The CDWBA's Carol S. Knox Family Friendly Award recognizes a legal employer in the Capital District whose employment policies and practices assist its employees to achieve balance between work and family commitments. As many of you know, the award was named in memory of Carol S. Knox, a longtime member of the CDWBA. Carol had the idea to survey firms in the Capital District on its family friendly policies. Her work and vision not only inspired the CDWBA's 2004 maternity leave survey, it inspired the Family Friendly Award conceived in recognition of the very important role that family friendly workplace policies play in enabling women to reach their full potential in the legal profession.

The Carol S. Knox Family Friendly Award is important for all of us as it provides an opportunity to celebrate law firms and legal employers who have been proactive in establishing family friendly workplace policies. I hope that you will take a moment to review the eligibility and evaluation criteria set forth in the nomination form enclosed and consider nominating a worthy candidate. Through our continued efforts both individually and as an organization, we can continue to improve retention of and provide meaningful career choices for women lawyers.

Eileen M. Stack

MEMBER NEWS

In Memoriam

Kerriann Coleman Cohen, a long time member of the Capital District Women's Bar Association, passed away on November 4, 2006, following a courageous battle with cancer.

Kerriann graduated from Siena College in 1992, and from Albany Law School of Union University in 1995. She thereafter worked for several years at the firm of O'Connor, Yoquinto and Ryan. In 2003, Kerriann joined the firm of O'Connor, O'Connor, Bresee and First, P.C., where she focused her practice primarily in the area of medical malpractice defense. Kerriann was not only a dedicated and talented attorney, but a kind and compassionate human being who cared deeply about friends, colleagues, coworkers and clients alike. She was never daunted by any challenge, including balancing a busy professional life with raising three beautiful children. Indeed, Kerriann's children (Daniel-8; Keira-5; and William-2) were her greatest source of pride, and she was truly an amazing mother.

Our members join the community in mourning the loss of Kerriann, and in remembering her as a distinguished attorney, devoted mother and loyal friend. Our thoughts and prayers go out to Kerriann's husband, Mark Cohen, as well as her children and extended family.

An educational trust fund has been established for Kerriann's children, and donations in Kerriann's memory may be made as follows: Cohen Family Trust, c/o Parker Brothers Memorial Funeral Home, 2013 Broadway, Watervliet, NY 12189.

NEW YORK STATE BAR ASSOCIATION HONORS CDWBA MEMBERS AS EMPIRE STATE COUNSEL

Barbara J. King, Jennifer J. Corcoran, and Anne Reynolds Copps were recently named among a group of distinguished members of the New York State Bar Association and presented with the honor of Empire State Counsel. This honor is given to recognized attorneys for their generous devotion to *pro bono* services. Barbara, Jennifer and Anne each donated in excess of 50 hours of free legal services to the indigent in 2006.

In addition to her recognition as Empire State Counsel, Barbara is a past recipient of CDWBA's Pro Bono Award and has been applauded for her *pro bono* efforts by the Suffolk County Bar Pro Bono Foundation. Barbara and Anne are both past recipients of the New York State Bar Association's President's Pro Bono and of awards in recognition of their *pro bono* services from The Legal Project. Barbara, Jennifer, and Anne provide free legal services through The Legal Project and the Legal Aid Society of Northeastern New York. Barbara and Jennifer also provide free legal services through the Schenectady County *pro bono* Matrimonial program.

Anne is a past-president of CDWBA and has her own practice with a concentration in adoption, real estate, and wills, trusts and estates. Barbara is both a former Board member and Treasurer of CDWBA. She is a partner at the Gordon Siegel Law Firm in Latham. Jennifer is of Counsel to the Gordon Siegel Law Firm.

- Congratulations to **Hon. Rachel Kretser!** In early January, Rachel was sworn in as Albany City Court Judge at a ceremony held at Albany's City Hall. Rachel was elected Albany City Court Judge in the November election.
- On February 1, 2007, **Hon. Helena Heath-Roland** spoke at a CLE Program jointly sponsored by the Albany County Bar Association and the Legal Aid Society of Northeastern New York on Landlord Tenant Law. The program took place at the Albany County Judicial Center. Judge Heath-Roland is an Albany City Court Judge and is co-chair of both CDWBA's and WBASNY's Diversity Committees.
- On February 21, 2007, **Hon. Helena Heath-Roland** will be the Mistress of Ceremonies for the first annual Black History Month program sponsored by the New York State Unified Court System, Third Judicial District Administrative Office. The hour long program begins at 12:30 p.m. and will be held at the Albany County Judicial Center, 6 Lodge Street, Room 108. All are welcome to attend.
- On February 28, 2007, **Hon. Helena Heath-Roland** will be speaking at the State University of New York at Albany at 1:30 p.m. on *The Importance of Diversity in the Judiciary*.

NEW CDWBA MEMBERS

We are pleased to welcome the following new members:

Marnie M. Abbot, Esq.

Sciocchetti & Associates, PLLC
12 Country Hill Drive, Latham, NY 12110
518-867-3001

Banking/bonds, general practice, landlord/tenant, land use/zoning/condemnation, real estate

Sarah K. Delaney, Esq.

Whiteman Osterman and Hanna LLP
One Commerce Plaza, Albany, NY 12260
518-487-7600

Discrimination/civil rights, education, labor & employment, litigation (civil/commercial)

Kathleen A. Gleeson, Esq.

Kerker & Gleeson PC
286 Washington Avenue Extension, Ste. 201
Albany, NY 12203
518-456-4300

Dispute Resolution: Arbitration, collaborative law, mediation, family, matrimonial

Valerie Kerker, Esq.

Kerker & Gleeson PC
286 Washington Avenue Extension, Ste. 201
Albany, NY 12203
518-456-4300

Dispute Resolution: Arbitration, collaborative law, mediation, family, matrimonial

NOMINATIONS SOUGHT FOR CDWBA AWARDS

CDWBA seeks nominations for its annual awards to be given at its installation dinner in June. Nominations must be submitted in duplicate to the CDWBA Awards Committee Chair, Cynthia Platt, 10 North Helderberg Parkway, Slingerlands, NY 12159, postmarked no later than **Thursday, March 1, 2007**. The CDWBA Board will vote to approve the awards' recipients at its March 2007 meeting. Contact Cynthia Platt with any questions at #257-1620. Nomination forms are included in this newsletter. A brief description of each award follows.

CDWBA Outstanding New Lawyer Award

This award is to be given to a CDWBA member who, as of December 31, 2006, has been a member of the bar for not more than five (5) years, and who has made noteworthy contributions to CDWBA, and outstanding achievements within the profession and/or outstanding contributions to the community. Last year's recipient was **Jill Gruben**.

CDWBA Distinguished Member Award

This award honors an outstanding attorney member who has achieved professional excellence and distinguished herself by service to CDWBA and the community. The stated criteria for the award are: member of CDWBA; a provider of significant service to CDWBA; a provider of significant service to the community; some degree of leadership in the community or CDWBA; a mentor to young people and newly admitted attorneys; and an advocate of women in society and in the legal profession. This is the highest award bestowed by CDWBA on a member. Last year's recipient was **Jo Katz**.

CDWBA Distinguished Non-Attorney Member Award

This award honors an outstanding non-attorney member who has achieved professional excellence and distinguished herself by service to CDWBA and the community. The stated criteria for the award are: member of CDWBA; a provider of significant service to CDWBA; a provider of significant service to the community; some degree of leadership in the community or CDWBA; a mentor to young people and new non-attorneys in the legal profession; and an advocate of women in society and in the legal profession. Last year's recipient was **Lisa Frisch**.

CDWBA Pro Bono Award

This award honors and recognizes a member for her *pro bono* legal services to the community, beyond the recipient's employment responsibilities. The stated criteria are: member of CDWBA; number of *pro bono* clients served; number of hours devoted to *pro bono*; significance of service to those served or the community as a whole; involvement in the establishment or expansion of *pro bono* programs or participation in programs or community programs. Last year's recipient was **Margaret Tabak**.

ATTORNEYS WANTED

Associate. Downtown Albany firm in need of another attorney with 2-3 years experience in insurance defense litigation due to growing caseload. Submit resume and writing sample to Jean Churchill, Office Manager, Ryan & Smallacombe, PLLC, 100 State Street, Suite 800, Albany, NY 12207 or email to jchurchill@ryansmallacombe.com

A growing law firm in Albany is getting ready to grow again. We are looking to hire several lawyers with portable business. We were voted one of the best places to work in the Capitol Region partly because of our competitive salaries and great benefits. If you think that you have what it takes to join an aggressive firm with plans for continued expansion, contact greg@tullylegal.com.

Attention law firms: If you have a position you would like advertised, you can have it published in the CDWBA Newsletter for **FREE!** Send your information by the 15th of the month to **CDWBA Newsletter**, P.O. Box 3747, Albany, New York 12203 or e-mail it to acharne@nycap.rr.com.

ALBANY LAW SCHOOL NAMES FAMILY LAW SCHOLAR TO ENDOWED CHAIR POSITION CELEBRATING NEW YORK'S FIRST WOMAN BAR MEMBER

Albany Law School has named Katheryn D. Katz, Professor of Law, the Kate Stoneman Chair in Law and Democracy. The position is named in honor of Katherine Stoneman, the first woman to graduate from Albany Law School in 1898, and the first woman admitted to the practice of law in New York State.

Prof. Katz teaches in the areas of constitutional law, family law, children in the law, and women in the law. She has published over 30 articles and book chapters in the field of family law and constitutional law. Her current research and publication interests include reproductive rights of minors, cloning, and embryo donation. Before joining the Albany Law School faculty, Prof. Katz was an assistant professor at Rensselaer Polytechnic Institute and engaged in private practice in Albany. She was the founding partner of

Powers & Katz, one of the first female law firms in upstate New York. In 1975, Prof. Katz was the second female faculty member hired by Albany Law School. Prof. Katz received an A.B. from the University of California, Berkeley, and a J.D. from Albany Law School.

Previously, the Kate Stoneman Professorship was established to bring distinguished visiting professors to Albany Law School. The Law School recently changed the position to a permanent chair to commemorate Kate Stoneman's extraordinary achievements and ensures that her contributions to society are recognized and continued at Albany Law School by inspiring new generations of students in the legal profession.

KATE STONEMAN DAY

The 12th annual Kate Stoneman Day celebration will be held on Thursday, March 22 at Albany Law School. The program will begin at 5:00 p.m. in the Dean Alexander Moot Courtroom, with a reception to immediately follow in the East Foyer. This year's keynote address will be given by Kate Stoneman honoree Cheryl Mills, general counsel, for New York University. Mills served as Deputy Counsel to President Clinton, where she supervised 35 attorneys and staff. She gained national prominence for her defense of President Clinton during the 1999 Senate impeachment trial. For Cheryl Mills' complete bio, please go to <http://www.nyu.edu/publicaffairs/leadership/mills.html>.

A CALL FOR NOMINATIONS

This year's Nominations Committee is composed of Susan Dautel, Jill Dunn, Barbara King, Cynthia Platt, and Margaret Surowka Rossi. The Committee is looking for members interested in becoming an officer of the Association, a member of its Board of Directors, or a delegate to our state-wide organization, WBASNY, for 2007-2008. Anyone interested in being considered for the positions of President-Elect, First Vice-President, Second Vice-President, Treasurer, or Secretary of CDWBA, a member of the Board of Directors of CDWBA, or a delegate to WBASNY for 2007-2008, should submit a letter of intent to Eileen Stack, 3 Wildwood Drive, Loudonville, New York 12211, or eileenems@yahoo.com on or before **March 1, 2007**.

SAVE THE DATE

ANNUAL JUDICIAL RECEPTION

March 29, 2007

ALBANY COUNTY BAR ANNOUNCES THE FOLLOWING CLE'S:

Matrimonial Update. February 8. Speaker: Bruce Wagner, McNamee, Lochner, Titus & Williams. Hampton Inn, 12-2 p.m. 2 CLE credits.

Nursing Home Litigation. February 23. Speaker: Sean Doolan. Hampton Inn, 12-4 p.m. 4 CLE credits

Court of Appeals/3rd Department Review. February 27. Speakers: Hon Victoria Graffeo, Court of Appeals; Hon. Karen Peters, Appellate Division, 3rd Department; Hon. Anthony Carpinello, Appellate Division, 3rd Department. 2 CLE credits

For more information, call 445-7510.

CDWBA CALENDAR

- Feb 6 **Legal Clinic**
Albany Public Library
- Feb 7 **Legal Clinic**
YWCA
- Feb 8 **Legal Clinic**
South End
- Feb 13 **CDWBA Board Meeting**
Legal Project
5:45 p.m.
- Feb 21 **Legal Clinic**
Unity House
- Feb 21 **Legal Clinic**
Mechanicville
- Feb 22 **Legal Clinic**
Equinox
- Feb 28 **Legal Clinic**
Saratoga
- Mar 6 **Legal Clinic**
Albany Public Library
- Mar 7 **Legal Clinic**
YWCA
- Mar 22 **Kate Stoneman Day**
5:00 p.m., Albany Law School
- Mar 28 **CDWBA CLE: Marketing and Ethics**
11:00 a.m. to 2:00 p.m.
Crowne Plaza Hotel
- Mar 29 **Annual Judicial Reception**

Please make sure to submit notices of events by the 15th of the month to acharne@nycap.rr.com for publication in the newsletter.

MEMBERSHIP HAS ITS PRIVILEGES

One of the benefits of CDWBA membership includes the opportunity to share information concerning the occurrence of significant professional and personal events with other members. Any member may submit relevant information and photographs concerning such events, including but not limited to professional and academic achievements, changes in employment status, candidacy for elective office, marriages and births. Please submit such information to acharne@nycap.rr.com