



Voices & Views



A NEWSLETTER FROM THE PENNSYLVANIA BAR ASSOCIATION • COMMISSION ON WOMEN IN THE PROFESSION

Avoid Practice Pitfalls And Decrease Your Legal Malpractice Risk

By Amy J. Coco, Esq.

Most lawyers understand that if they make a substantive legal error, the client may make a legal malpractice claim against them. But claims frequently arise because lawyers failed to appreciate the pitfalls inherent in managing the client relationship. Legal malpractice claims invariably cause lawyers expense, effort and stress. Lawyers can take some basic steps to avoid some of the most common practice pitfalls and minimize the risk of a claim or at least maximize their ability to defend themselves if a claim does arise. Avoiding these pitfalls can go a long way to minimize the likelihood of dealing with the stress, expense and effort.

Pitfalls in Client and Case Selection

Lawyers face a major pitfall by trying to help every client who comes

in the door. Resist the temptation to represent every client who walks in the door (or calls on the phone or emails). Regardless of the merits of any particular case, some clients are better served by other lawyers. Develop a sense of those clients that you are comfortable representing and who will be comfortable with you. Matching the client type and temperament and case type to your own skill set and temperament reduces the risk of the unhappy client. Unhappy clients are often the ones making claims against lawyers.

- **Don't** represent everyone who knocks on your door or emails you. And keep in mind that frequently those emails are not even real clients.
- **Do** give careful consideration to the personality match of the client and the lawyer.
- **Do** be extra cautious when you are replacing previous counsel. Perhaps prior counsel was in fact doing bad work or was simply not the right

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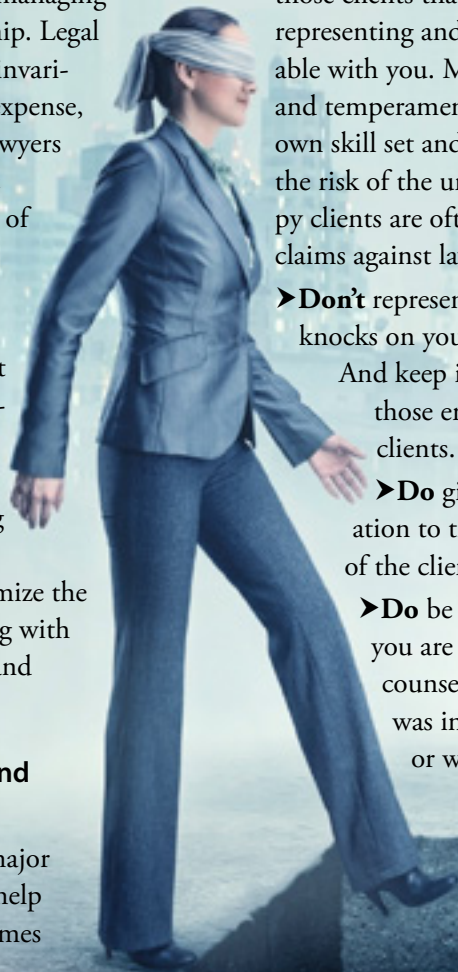
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type and temperament for the client. Frequently in those circumstances, though, the client may simply have expectations which could not be satisfied by the legal system.

- **Do** avoid conflicts of interest. Memory or instinct alone are not sufficient. Have a system in place to check names of those involved in the case before signing the client up. No less than seven rules in the Rules of Professional Conduct deal with conflicts of interest. See Rules 1.7 – 1.12 and new Rule 5.8, which is a non-waivable conflict rule. Consult the

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Message from the Chairs

What a busy fall it was for the Commission on Women in the Profession! Our members benefitted from participating in a webinar on Mindfulness and enjoyed attending Mentoring Receptions. We traveled to law schools and talked about the advantages of joining WIP in an effort to recruit law student members.

A wonderful time was had by all at the fall retreat at the Hotel Hershey, which focused on networking, the concept of personal brand, social media and media relations. We applauded two law firms who were presented with the Honor Roll Award. We also had fun at our book club discussion of *The House Girl* and supported the Central PA Food Bank with cash and in-kind donations. It was great to connect with friends and meet new colleagues over the weekend.

Most recently, WIP members drafted a resolution in support of the PA Pregnant Workers Fairness Act and presented it in the PBA House of Delegates, where it was passed by the House.

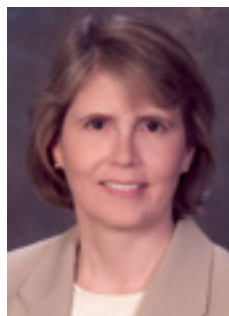
As we go into the New Year, we have much to look forward to: the Spring Conference will focus on the book, *Notorious R.B.G.: The Life and Times of Ruth Bader Ginsburg*; the annual conference with the theme of “The Women Justices of the Supreme Court;” and other projects and activities that are in the works.

All of these accomplishments were made possible by the efforts of our members and supporters who are among the most amazing and dedicated individuals we know.

Thank you for your hard work, participation in and support of WIP.

Best wishes for a happy and healthy holiday season.

Nancy Conrad and Mary Kate Coleman, WIP co-chairs



Mary Kate Coleman



Nancy Conrad

Avoid Practice Pitfalls

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Rules and comments if there is any question about whether a conflict exists.

- **Do** avoid the client who cannot afford to lose, particularly in a domestic relations matter. If a client's situation is so desperate that his or her life will be over if they are unable to obtain custody, win the alimony petition, or receive a fair equitable distribution, any dissatisfaction with the result is likely to be transferred to a dissatisfaction with counsel. Dissatisfied clients are the ones who file lawsuits against their lawyers. Although all domestic relations matters have a substantial emotional component, be cautious as that emotion can give rise to claims against the lawyer.
- **Do** be cautious about representing clients who insist it is not about the money, it is about the principle of the matter. They are more likely to be dissatisfied by the outcome in a civil litigation matter because it is difficult to compensate principles.
- **Don't** take a case you don't have the time or resources to handle.
- **Don't** dive in unknown waters. When a lawyer is unfamiliar with the area of law, he or she is more likely to make substantive errors and/or procedural errors, and these errors frequently result in claims. If you do not understand and are not familiar with the legal issues involved in the matter, you have choices:
 - Hit the books. But recognize that the client is likely not going to be willing to pay for your education.
 - Get help from knowledgeable counsel or a mentor.

- Refer the matter to someone who is able to handle it.
- Decline or terminate the representation.

- **Do** send non-engagement letters or communications to those potential clients when you do not take the case. This is particularly important if a statute of limitations applies or some deadline looms. Courts have sometimes allowed the question of the existence of an attorney client relationship to be decided by the *client's* state of mind. If you have *not* undertaken representation, it is a *very* good idea to set forth the same in writing. See Rule of Professional Conduct, Rule 1.16.

Pitfalls in Client Communications - Engagement/Disengagement/Fees

Avoid failing to document your retention, advice and termination of the relationship. A lawyer would never advise his or her client to go into a business relationship without a clear understanding of the agreement. Every attorney-client relationship should begin with a well-drafted engagement agreement, not simply to comply with ethical requirements, but also to reduce the risk of claims and increase the likelihood of getting paid.

- **Do** have a specific discussion with your client laying out clearly for both lawyer and client what services the lawyer will provide and the manner in which the lawyer will proceed in the representation.
- **Do** confirm your discussion with a written engagement agreement.
- **Do** identify clearly whose interests you represent, especially in the case of multiple parties or overlapping interests. Identify the client in the engagement agreement to avoid misunderstandings later. For example, if

you are representing a corporation in a lawsuit or a transaction, your agreement should state that you are representing the corporation's interests and not the individual shareholders' interests, which can sometimes diverge.

- **Do** identify the lawyers and other professionals who will work on the file in order to avoid misunderstandings later.
- **Do** give serious consideration to whether and how you've represented any of the involved parties in the past. Make sure that those prior representations are disclosed in writing and any potential conflicts are waived before the representation begins.
- **Do** give serious consideration, when representing multiple parties, to whether they have interests which may diverge and make clear the circumstances under which you may or may not continue to represent some of the parties if their interests diverge during the representation. Make sure you advise in writing that anything one party shares will be shared with the other and you cannot keep information confidential from the other client in a multiple client representation.
- **Do** include a description of the scope of the work you are undertaking. Be specific. If you are not undertaking a particular part of the work, you should expressly and explicitly say so. If there is a limitation on service, it should be explicitly set forth in writing to avoid a dispute later. For example, if you are taking the car accident case, but not the UIM claim, worker's compensation matter or social security disability matter, you should so state. If you are giving estate planning advice, you may wish

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to advise that your advice is meant to achieve their estate planning goals and will not consider their interests in marital property or domestic disputes that may arise later. If you are giving business advice, but not tax advice, say so.

- **Do** identify the client's goals and define success at the outset.
- **Don't** guarantee success. In fact, **do** advise the client that lawyers cannot guarantee an outcome or success. You should advise that outcome or extent of the services often depends on the other side's actions or on the court.
- **Do** make sure the client understands that, except where you are charging a flat fee, you cannot guarantee a maximum fee because you cannot control the other side's actions or the court's requirements. You do not want a good faith estimate of fees to become a contractual obligation.
- **Do** include a provision regarding the lawyer's right to withdraw from representation and the manner in which the lawyer's compensation will be determined if there is a withdrawal.
- **Do** use retainers to minimize fee problems. In most cases, but particularly in the domestic relations area, using a replenishing or "evergreen" retainer may reduce disputes. Many lawyers get into difficulty in fee disputes with clients, not because they did not use a retainer at the beginning of the relationship, but simply because they did not keep track of billing issues. You should have a clear understanding with your client that you will withdraw from representation if they do not meet their



financial obligations. **Don't** make a bad situation worse, when the client fails to keep up his or her end of the bargain, **do withdraw**.

- **Do** bill your client regularly. If you wait until a substantial amount of work is done or until the end of the matter, and send one large bill, the client is more likely to be unhappy and balk at paying your fees.
- **Don't** sue your client for fees. There are really only two answers to a suit for fees: 1) I don't have the money (which means you are likely not collecting); or 2) You did something wrong (which means you are likely paying your deductible to a defense lawyer to defend a legal malpractice counterclaim). Either answer frequently ends up in a losing situation for the firm given the time and effort that will be needed to prosecute the claim which could be spent on other endeavors.
- **Do** advise your client on the procedures you will use to achieve confidentiality, particularly if documents and client information are stored in the cloud or transmitted via the internet.
- **Do** warn the client of the risks inherent with email and cell phone communications if the client elects to communicate that way, and make sure the client understands what you can and cannot control. For instance, if the client is sending you email via their work email address, there is a chance that those emails are not confidential.
- **Do** advise the client if you do not meet the professional liability insurance requirements of Pa.R.C.P. Rule 1.4.
- **Do** include a provision regarding ownership of the client file materials and the retention/destruction of the file. See PBA Ethics and Professional Responsibility Formal Opinion 2007-100.
- **Don't** charge a contingent fee in a divorce matter (or in a criminal case). Rules of Professional Conduct, Rule 1.5(d).
- **Don't** try to limit your professional liability to your client in advance or settle a claim with a client.
- **Do** confirm client discussions and instructions **in writing**. If the client has dictated specific instructions or limitations or controls on the work to be performed, those should be stated.

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- **Don't** promise what you cannot deliver. Manage your client's expectations early on. Clients are always happier when you get them more than what they were expecting but are rarely happy when their expectations are not met.
- **Do** use a termination letter. When you choose to, or must, terminate an ongoing representation, you should prepare a disengagement letter. See Rule of Professional Conduct, Rule 1.16 which, *inter alia*, places burdens upon lawyers to take reasonable steps to mitigate the consequences of a voluntary or involuntary termination upon the client.

Pitfalls in Case Management and Client Relations - Timeliness, Diligence and Competence

Manage your clients' expectations and their matters. And do be nice, even to that "difficult to manage" client. Recognize that the core of many legal malpractice cases is the dissatisfied client who feels that the lawyer did not pay attention to his or her legal matter. Clients sometimes bring suit because they believe they have not been treated very professionally by the lawyer.

- **Do** return phone calls.
- **Do** prepare the client for possible bad results. **Don't** fall into the trap of believing that withholding bad information from the client will prevent a lawsuit. Instead, it frequently brings a fraud count added to the Complaint.
- **Do** keep the client advised. Clients should be kept up to date on the status of matters. A client is much more inclined to accept an unfavorable result if he or she has been

kept advised of the proceedings and has been provided an appropriate analysis (warning) of the possibility of unfavorable results. Avoid creating or maintaining unreasonable client expectations.

- **Do** send clients copies of everything. This not only keeps the client up to date but builds an appreciation of the value of the lawyer's services.
- **Do** make timely filings. A substantial percentage of claims result from a failure to file court papers or other documents in a timely fashion. Lawyers should use both a diary/calendar system and a docket system to ensure that matters within their responsibility are handled in a timely manner.
- **Don't** file court papers that lack support in law and fact. See Pa.R.C.P Rule 1023.1
- **Do** educate yourself about technology. The Rules of Professional Conduct require that lawyers "keep abreast of changes in the law and its practice including the benefits and risks associated with relevant technology..." The essence of this rule is that you must have an understanding of technologies associated with the profession. In order to be competent, you must be able to advise your clients about their use of social media and you must understand what digital evidence might be available to help prove or defend a case. See PBA Ethics and Professional Responsibility Formal Opinion 2014-300.
- **Do** keep client information confidential. While the premise is simple, in this day and age, it may no longer be easy. Rule 1.6 requires the lawyer to keep any information **related** to the representation of the client confidential. This is much broader than the attorney-client privilege.

Your duties require you to take care to keep all information related to the representation of the client confidential (this includes even information that is public record). For example, if you are communicating with your clients electronically, you need to take care to make sure the information is communicated confidentially. This may include warning not communicating with clients via non-secure technology, or warning clients not to communicate with you on computers where they don't have an expectation of privacy — like a work email account. Depending on the sensitivity of the information, it may also mean you should be encrypting your communications. If you use online storage for client information, you need to make sure it's considered secure. All cloud storage companies are not necessarily recommended for storage of confidential information. ❗



Amy is a shareholder in the firm of Weinheimer, Haber & Cocco, P.C. She focuses her practice on professional liability claims defense, particularly with respect to lawyers, insurance agents and

real estate professionals and counsels lawyers in Professional Responsibility and Professional Ethics matters. Amy actively participates in the Allegheny County and Pennsylvania Bar Associations, including serving on the PBA House of Delegates, Executive Council of the Commission on Women in the Profession, the Professional Liability Committee, and the PBA Legal Ethics & Professional Responsibility Committee as well as chairing the ACBA Professional Ethics Committee and the Lawyer Professional Liability Insurance. She also teaches Business Law at the University of Pittsburgh Katz School of Business.

From “Male Chauvinist Pig” to Pig Skin:

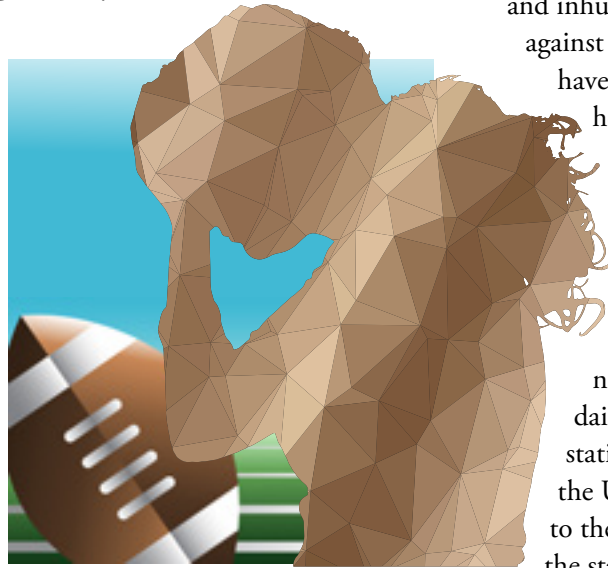
What does violence against women have in common with the NFL?

By Arline Lotman, Esq.

When feminism was being revived, it carried with it some strong verbal assaults on male behavior that was anti-woman. “Gender discrimination” was being launched with powerful voices of NOW, Betty Friedan had just written “The Feminine Mystique.” Bela Abzug was in Congress, Gloria Steinem was becoming America’s women’s rights icon, and even Arline Lotman, as the first executive director of Pennsylvania Governor Shapp’s Commission on the Status of Women, implemented the state’s ERA, bringing equal credit to women and the first state Hearings on Gender Discrimination in Women’s Health in the U.S.

Those were the “good” bad old days. We were learning about ourselves, and about the fact that we women are not in the U.S. Constitution — only a handful of states had their own constitutional ERA, and Pennsylvania was one of them!

Fast forward to the ‘80s and ‘90s: *Roe v. Wade* was now being attacked in every right-wing forum! That’s how we got here, to today: to more than 350 mass shootings in the U.S. this year alone, which began with killings related to abortion clinics, doctors, NARAL and Planned Parenthood. We did get “equality” in tragedy, as violence against women in the world was now being revealed, and our country was a hidden danger for violence right in our own households, in our own backyards. Domestic violence sometimes ends in murder, often in medical/hospital treatment and the courts. The pathology of



this ancient disease has plagued women since time immemorial.

So where does the NFL come in? And how old is the game of football we Americans created? (It is about 100 years from its original public appearance.) Not nearly as old as violence against women. The battering of the football player is comparable to the battering of women in the limited respect that it can yield a lifetime impairment of the brain. In the new film, “Concussion,” we learn that Chronic Traumatic Encephalopathy (CTE) is a brain disease believed to be linked to concussions — the kind suffered by NFL players. CTE was discovered in 2002. The NFL will pay as much as a \$1 billion settlement to thousands of retired players and is investing millions in brain safety and other initiatives. Christine Brennan, one of the finest sports writers, concludes, “This is an issue that’s not going away.” (USA TODAY Sports, 12/4/15)

If only there were a “Christine Brennan” in Congress or the medical profession who would turn our attention toward ending one of the most evil and inhuman cruelties ever — violence against women. Millions of women have suffered extreme violence here in the U.S. and across this planet for thousands of years. How much money should these women, who are still living, be paid for their injuries? How many online, cable and major media or newspapers’ sports sections give daily space to report violence statistics occurring every day in the U.S.? Compare these statistics to the endless, daily reporting on the status of NFL players’ conditions? The Blogs, social media? You get the picture. Yes, we have taken some steps through legislation and criminal penalties to deter or at least punish the perpetrators of violence against women.


This violence is not only individual acts; it is also cultural atrocities committed in and by the legal systems of many foreign nations — many who also happen to be our “allies” in matters of economic practices of mutual interest and strategic security and warfare. One certain way to at least acknowledge gender equality in the United States is to ratify the ERA.

Lack of respect is not a simple, social issue; it is at the foundation of all human hostility, hatred, assaults, murder, rape, war, *inter alia*. Only when women are truly equal under the law (equal pay, abortion rights, same-sex marriage of women) will gender offenses of all magnitude and violence end. When the lack of respect runs deeply enough, the objects of that

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Violence against women & the NFL

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disrespect — women in this evolution — are deeply diminished. Inequality under the law is the major cause. One can reasonably wonder if abortion rights' opponents understand that and have undermined the previous attempts at ratifying the federal ERA. (Others who oppose it might have different reasons.) Include these three words in your New Year's resolution: Equal Rights Amendment. Give yourself — and all women — full citizenship for the first time in America's history. 



Arline Jolles Lotman is in private practice with Law Offices of Arline Jolles Lotman, Philadelphia.

Arline Lotman

WIP Member Directory

The WIP Directory is integrated with PBA membership records to ensure that information is up-to-date in real time with changes made to those records. Members can upload their photos to their Directory profile and search for each other by name, city, county, area of practice and the year the member was admitted to practice.

To access the WIP Directory, go to the PBA website and log in using your user I.D. and password. Under "My Dashboard," click on "My Committees." Click on "Women in the Profession," then click "Search" and complete the criteria, i.e. name, address, county, etc.

If you have any problems accessing the Directory, please email **Ursula Marks** or **Tameka Altadonna**.

Welcome New Committee Members!

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the new Commission members who joined during the months of August through December, 2015. The Commission hopes that these new members enjoy their committee membership and experience the many benefits of serving on the Commission on Women in the Profession.

- *Laurie L. Baughman, MidPenn Legal Services, Lancaster*
- *Natalie Maureen-Ryan Burston, Dauphin*
- *Dougie E. Chon, PA Department of Labor & Industry, Cumberland*
- *Susana Cortina de Cardenas, Cortina Law Offices, Dauphin*
- *Amie L. Courtney, Babst Calland Clements & Zomnir PC, Allegheny*
- *M. Elizabeth deCastro, Dauphin*
- *Christine Reeves Deutsch, Deutsch Commercial Real Estate Law LLC, Philadelphia*
- *Lindsay Ettl, Delaware*
- *Taniesha Laché Henry, Good Shepherd Mediation Program, Philadelphia*
- *Lynne O'Brien Ingram, Campbell Campbell Edwards & Conroy PC, Chester*
- *Allison J. Kunde, Allegheny*
- *Mary Ruth LaSota, LaSota Law LLC, Chester*
- *Gina Lynne Lauffer, PA Public Utility Commission, Dauphin*
- *Grace Lim, Philadelphia*
- *Sharon Ruth Meisler, AMS Law PC, Montgomery*
- *Emily S. Morin, Allegheny*
- *Ndidiamaka Ijeamaka Onejeme, PA Department of Labor & Industry, Dauphin*
- *Sabrina Peterman, Delaware*
- *Christal Pike-Nase, PA Department of Auditor General, Dauphin*
- *Tammi Snyder Queen, PA Department of Health Office of Legal Counsel, Dauphin*
- *Bianca A. Roberto, Stark & Stark PC, Bucks*
- *Jennifer Ann Robinson, PA Department of Labor & Industry, Dauphin*
- *Gail P. Roth, Bookspan Family Law, Delaware*
- *Rachel Elizabeth Sekine-Tenny, Allegheny*
- *Amy A. Senerth, Philadelphia*
- *Hooma Shah, Law Offices of John D Pallante PC, Philadelphia*
- *Sarah Jill Simkin, US Courts, Boston University Fellowship, Allegheny*
- *Michelle C. Streifhau-Livizos, Out-of-State*
- *Lydia Shaw Terrill, Vetrano Vetrano & Feinman LLC, Montgomery*
- *Katherine O. Wilson, Out-of-State*
- *Molly E. Zarefoss, Dauphin*

WIP Fall Retreat 2015:

Articulate Your Personal Brand

By Samantha E. Phillips, Esq.

On Nov. 13-14, 2015, the WIP community gathered together for another amazing Fall Retreat at the luxurious Hotel Hershey. Our focus for this year's event was how to articulate our own personal brand. We kicked off the Retreat with a delicious meal on Friday evening. This gave us a chance to catch up with old friends and meet some new ones. As we were indulging in delicious desserts, the keynote speaker was introduced.

Diane Darling, principal consultant for Effective Networking, Inc. is an expert in the "networking" world and the renown author of "The Networking Survival Guide and Networking for Career Success." Ms. Darling immediately began engaging our audience as she walked around the room and spoke in a conversational format, rather than at the lecture podium. Ms. Darling, who tests as an introvert, told us the story of how she used networking to achieve success. It was not an immediate rise for Ms. Darling, as she lost an important business investor in the 9/11 tragedy, which ultimately caused her business to fail after the financial

crisis. Facing a large debt, Ms. Darling moved into a tiny apartment, worked hard and began cultivating great networking relationships in order to improve her financial status. Little did she know, the networking skills she developed during this time would catapult her to a sought-after leader in the field. She is now in high demand as she coaches corporate clients, non-profits, academic institutions and small businesses and appears in a variety of media outlets. We got a taste of Ms. Darling's talents as she taught us how to successfully navigate a room during an event and provided many valuable networking tips. She definitely had our undivided attention!

Saturday began early with a continental breakfast and a WIP Business Meeting. We then jumped into the first CLE, "Establish a Personal Brand and Avert Running Afoul of PA's Attorney Advertising Ethics Rules." This pro-



"Media Relations" CLE: From left, Corinna Vecsey Wilson, president, Wilson500, Inc.; Hon. John E. Jones, III, U.S. District Court, Middle District of Pennsylvania; Moderator Amy Worden, reporter at *The Philadelphia Inquirer*; and Lindsay Ward, co-anchor, WJAC-TV, Johnstown.

gram featured Kimberly Alford Rice, principal of KLA Marketing Associates, and focused on using refined communication skills and personal branding to achieve positive results in our work environments.

Next, we had the pleasure of listening to moderator Amy Worden, a *Philadelphia Inquirer* reporter; Hon. John E. Jones III, U.S. District Court, Middle District of Pennsylvania; Corinna Vecsey Wilson, president, Wilson500 Inc.; and Lindsay Ward, co-anchor at WJAC-TV, Johnstown, discuss "Media Relations." This panel discussion focused on the basics of media relations as it relates to the legal field and how to avoid potentially devastating media mistakes as an attorney.

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Kim Cole, co-founder and vice president of Sales Zone



Liz Simcox introduces Kim Cole, co-founder and vice president of Sales Zone and Claudia Williams, Esq., founder of the Human Zone LLC for the "LinkedIn: Grow Your Practice and Build Your Personal Brand" CLE.



WIP named Curtin & Heefner LLP one of two recipients of the 2015 Honor Roll of Legal Organizations Welcoming Women Professionals. Bonnie S. Stein (center) accepts the award. She is shown with Jennifer Coatsworth and Melinda Ghilardi. McQuaide Blasko also received the honor.

WIP Fall Retreat 2015

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For our third CLE, Kim Cole, co-founder and vice president of the Sales Zone, and Claudia Williams, founder of The Human Zone LLC, led an interactive session to assist the audience on how to use LinkedIn to grow our practices and build our personal brands. After the programs, we joined together for lunch and said farewell until the next WIP event. The event certainly gave us a lot to ponder on our rides home, as we learned so many great skills to implement into our daily routines.

I would like to end with a note on this year's public service project. Throughout the weekend, attendees had the opportunity to donate to the Central PA Food Bank, and we were able to donate \$345 and 50 pounds of food! It was therefore a wonderful weekend, and I am already looking forward to next year's retreat! 🍷🍷🍷



Nancy Conrad and Mary Doherty in the book group discussion of *The House Girl* by Tara Conklin.



Kristen Sinisi & Liz Simcox, 2015 Fall Retreat co-chairs



Peggy Morcom, Mary Vilter and Melissa Leininger



Samantha E. Phillips, Esq., co-editor of *Voices & Views* is the Title IX Coordinator at Wilkes University, Wilkes-Barre.

WIP Members in the News

The International College of Dentists (ICD) presented **Camille Kostelac-Cherry**, Esq., CEO of the Pennsylvania Dental Association (PDA), with an honorary Fellowship on Nov. 6, at the ICD's USA Section Annual Meeting and Convocation held in Washington D.C. The ICD confers this rarely-given title upon an individual "who has rendered conspicuous service to the cause of dental science or has contributed to the promotion of the dental profession." Camille Kostelac-Cherry is a 1983 graduate of the Dickinson School of Law and has served as the CEO of the PDA since 1994.



Camille Kostelac-Cherry

Kathryn L. Harrison, Esq., won the 2015 ACBA Jane F. Hepting Individual Pro Bono Award. ACBA Pro Bono Achievement Awards recognize individuals, law firms, legal departments, and organizations who have made significant contributions to enhancing the provision of free legal services to low-income residents of Allegheny County in the past year.



Kathryn L. Harrison

Phyllis Horn Epstein, Esq. is pleased to announce the publication of the second edition of *Women-at-Law: Lessons Learned Along the Pathways to Success* (ABA 2015), which continues

the journey of women lawyers following their historical path from gaining the right to practice law to the current struggles for equality in their chosen field. *Women-at-Law* combines personal accounts with updated research on topics like attrition of women lawyers, schedule demands, representation in law firms, mentors, law school entry levels, compensation, and the impact of family and flexible work arrangements on a career in the law.

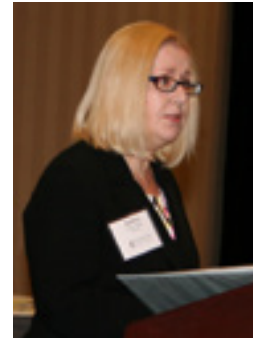


Phyllis Horn Epstein



Phyllis is an owner in the Philadelphia law firm of Epstein, Shapiro and Epstein, PC. Her practice is primarily in the field of taxation. She is an elected Fellow in the American College of Tax Counsel and is currently serving as committee chair of the Individual and Family Tax Committee of the American Bar Association's Tax Section. Phyllis is pleased to be presenting Volume II to *Women-at-Law*, first published in 2004 by the ABA. She can be reached for interviews and speaking engagements at Phyllis@eselaw.com.

Andrea C. Farney, at the November PBA House of Delegates meeting, presented a WIP Recommendation that the PBA support House Bill 1176, the Pennsylvania Pregnant Workers Fairness Act, or similar legislation. HB 1176 would require employers offer reasonable accommodations to employees or prospective employees related to pregnancy, childbirth or related



Andrea C. Farney

medical conditions. The PBA House voted overwhelmingly in support of the WIP's recommendation.

On Nov. 18, 2015, the Mediation Council of Western Pennsylvania (MCWP) recognized the **Honorable Nora Barry Fischer** (Judge Fischer), District Court Judge for the U.S. District Court for the Western District of Pennsylvania as the recipient of its 2015 Conflict Resolution Day Award. Judge Fischer was chosen for this award



Judge Nora Barry Fischer

due to her dedication to training and mentoring lawyers throughout their legal careers and for serving as a helpful, positive role-model to both male and female lawyers.

In his presentation of the award, arbitrator and mediator Robert Creo stated, "The MCWP has great respect for Judge Fischer and her ability to balance the pluralist identities of professional, spouse, parent and responsible civic and community member." Additionally, he went on to state that "she exemplifies the idea of 'character' and 'walking the talk,' and all that have worked with her can attest to her work ethic being guided by principle, morality and authenticity."

**The PBA Commission on Women in the Profession
proudly congratulates
The 2015 Honor Roll
of Legal Organizations Welcoming Women Professionals**

Curtin & Heefner LLP
and
McQuaide Blasko

Previous Honorees include:

Ballad Spahr LLP	Littler Mendelson PC
Buckler, Bebenek & Eck, PLLC	Marshall Dennehey Warner Coleman & Goggin PC
Commonwealth of Pennsylvania Governor's Office of General Counsel	McNees Wallace & Nurick LLC
Cozen O'Connor	Meyer, Darragh, Buckler, Bebenek & Eck PLLC
Daley Zucker Meilton & Miner LLC	Oliver, Price & Rhodes
Duane Morris LLP	Pepper Hamilton LLP
Eckert Seamans Cherin & Mellott LLC	Philadelphia VIP
Exelon Corporation Legal Department	Raynes McCarty
Fox Rothschild LLP	Reed Smith LLP
Hangley Aronchick Segal & Pudlin PC	Saul Ewing LLP
High Swartz LLP	Seidel, Cohen, Hof & Reid LLC
K&L Gates	White and Williams LLP
Lamb McErlane PC	Willig, Williams & Davidson
Lavin, O'Neil, Riccit, Cedrone & DiSipio	
Law Offices of Lisa P. Wildstein LLC	

Upcoming PBA Events

Family Law Section Winter Meeting

Jan. 15-17, 2016 • Lancaster Marriott at Penn Square

Get more information on the [Events Calendar](#), including meeting brochure and link to online hotel reservations.

PBA Midyear Meeting

Jan. 27-31, 2016 • Westin St. Maarten Dawn Beach Resort & Spa
St. Maarten, Netherlands Antilles

50th Annual Conference of County Bar Leaders

Feb. 25-27, 2016 • Nittany Lion Inn, State College

Get more information on the [Events Calendar](#) including links to the meeting brochure and online registration.

WIP Spring Conference

March 16, 2016 • Pennsylvania Bar Institute, The CLE Conference Center, Philadelphia
Simulcast in Pittsburgh, Mechanicsburg & Scranton



**Pennsylvania Bar Association
Commission on Women in the Profession
Communications Committee**

Editorial Policy

Voices & Views is a publication of the Pennsylvania Bar Association (PBA) Commission on Women in the Profession and is published by the Communications Committee three times per year. The purpose of the publication is to facilitate communication among the membership of the commission on topics and events of general interest to women lawyers. The editors of *Voices & Views* reserve the right to accept or reject any submission and to edit any submission to ensure its suitability for publication, its adherence to the Mission Statement of the Communications Committee and its furtherance of the objectives of the Commission on Women in the Profession.

The articles and reports contained in *Voices & Views* reflect the views of the writer and do not necessarily represent the position of the commission, the editors of *Voices & Views* or the Pennsylvania Bar Association.

Mission Statement

It is the mission of the PBA WIP Communications Committee to foster improved communication among its members in the furtherance of the goals of the commission. To this end, the publication, *Voices & Views*, provides a forum for professional and open exchange among the WIP membership on all issues related to women and the law. *Voices & Views* shall be utilized for the following purposes:

- To publicize opportunities and events that may be of interest to the WIP membership;
- To provide information to the membership on topics that may be of general interest to women lawyers;
- To reach a wider audience and increase the visibility of the commission;
- To inform the WIP membership of the projects and goals of the commission; and
- To share information with the WIP membership regarding accomplishments of the members, other women lawyers and public figures.

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