

the Briefs

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August 2009
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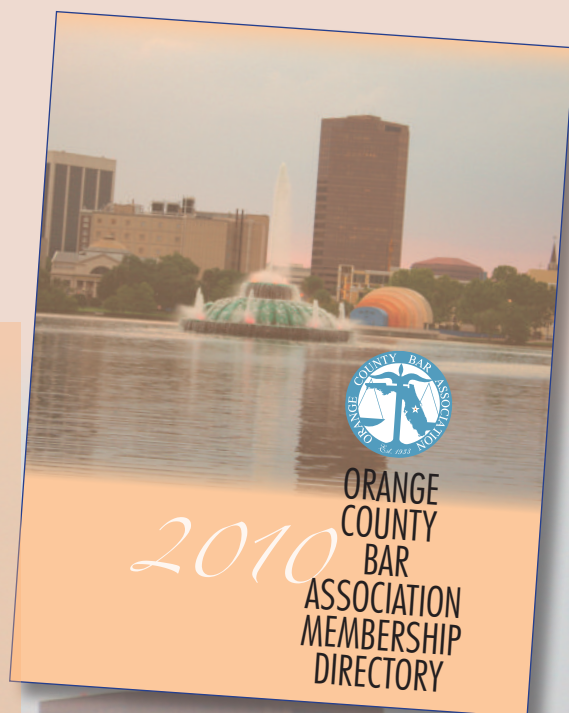
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President's Message

What You Can Do for Your Community

August 2009



Diego "Woody" Rodriguez

With the long days of summer slowly coming to a close, August is always a great month because it reminds me that college football is around the corner. Those who are as passionate about college football as I am will truly enjoy our special luncheon in August. Our special guest will be **Steve Hogan**, the Executive Director for Florida Citrus Sports. Florida Citrus Sports organizes the two major nationally televised bowl games played in Central Florida each winter, along with the Florida Classic, a fantastic rivalry between two historic black colleges. When it comes to game day, along with a winning team, football fans want a winning line up of great-tasting, fun food with all the fixin's. At the August lunch, we will have a unique dining experience as we temporarily move away from the always tasty but sometimes perfunctory chicken dinner and offer up some traditional stadium entrees, such as hamburgers, hot dogs and chips.

For those not interested in college football, I still encourage you to attend the luncheon and learn more about one of our greatest community partners. Florida Citrus Sports is not just about football and stadium renovations. As one of our oldest community organizations, Florida Citrus Sports hosts countless non-football related events, such as the OUC Half Marathon, the annual Orlando Citrus Parade, and the Sip and Stroll, one of the best attended events of the year, offering a great selection of wines to sample.

As a long-time member of Florida Citrus Sports, I am most proud of the ongoing services to families and at-risk youth in Central Florida provided by The Florida Citrus Sports Foundation. Each year, the FCSports Foundation hosts three summer camps. These summer camps impact the lives of more than 450 kids from our community, giving them a free place to grow and learn during those summer months when free activities are hard to find for working parents in our community. The camps are not sports-based, as I initially assumed, but instead offer a unique, enriching experience by combining tutoring and academic activities with some real life activities. The students are introduced to a series of "life speakers" who encourage the kids to stay in school. Because the speakers share childhoods similar to those of the kids attending the camps, they serve as real life role models for the genuine power that education and positive reinforcement have on the course of life. Through their community resources, the FCSports Foundation camps provide the children with free medical check-ups. At times, these examinations have literally been life-savers, since they identified additional medical needs which might not have otherwise been detected.

Most recently, the Foundation took a huge leap in its commitment to the children in our community by entering into a five-year, \$1 million commitment to help the Valencia Community College-based program, "Take Stock in Children." The program is a collaborative effort to provide scholarships and mentors to qualifying low-income, at-risk youth in Florida. This program is

a natural extension of the work the Foundation does with its summer camps.

Many of you are already familiar with the story of Florida Citrus Sports. Approximately 150 of the more than 1,000 Florida Citrus Sports' members are lawyers. As with many community organizations, lawyer members are constantly asked to give of their time to help the children and youth in our community. Routinely, and without fail, we strap on our helmets, get out on the field, and contribute.

Just this past month, fellow lawyers, **Derrick Cox, John Lowndes, Jr.** and **Joel Roberts** gathered to help form a foundation to benefit Dommerich Elementary. The Hispanic Bar Association, led by **Cindy Duque**, helped create a \$5,000 scholarship for a deserving Barry University law student. On September 18, 2009, the Paul C. Perkins Bar Association, led by **Clarence Counts**, will be hosting a luncheon to raise money for its scholarship program to benefit Florida A&M College of Law students. And, in October, the Young Lawyers Section, led by **Ryan Davis**, will also be hosting its annual golf tournament after presenting yet another outstanding Orange County high school graduate with a \$15,000 scholarship to attend Valencia Community College, along with the four year college of their choice

So before the football rivalries kick in and we are separated by our collegiate allegiances, just remember that as lawyers we are all on the same team as vital cogs in the community to help those truly in need, our youth. And, on any given day (including Sundays), lawyers help establish and contribute to local civic organizations that impact the lives of so many children. When you attend the August luncheon, just remember that the Gator, Seminole, Knight or Hurricane fan sitting across from you is also your teammate in helping improve our community, so go easy on them.

Lock Up That Crackberry

Recently, one of our colleagues lost his newly acquired, state-of-the-art iPhone, only to discover that AT&T would be willing to reissue the thief a new phone number for the same device. Not only was that phone now available for someone else to re-register, but all the information on the device, including his contacts and, more importantly, any sensitive e-mails to his clients, were exposed to a complete stranger. As the owner of a BlackBerry, I thought surely my phone

continued page 4



President's Message

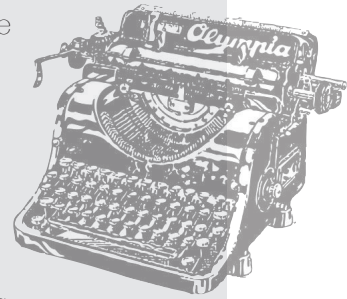
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is more sophisticated and has added protections since it contains a SIMS card that identifies the phone. Sadly, I learned that none of the smart phone manufacturers prohibit the reissuance of your device. More alarming is that none of the phone manufacturers or service providers offer protection for the information contained in your phone.

Security experts recommend that, much like your laptop, you install a password on your electronic devices to keep the unscrupulous from getting to any confidential information. And your password should contain numbers as well as letters to provide extra protection. So, consider picking something like CWard17, in honor of one of the greatest collegiate quarterbacks. Whatever you do, play it safe and lock up your devices.

Woody Rodriguez is a partner with Marchena & Graham, P.A. He has been a member of the OCBA since 1998.

The Briefs is always looking for interesting, educational, or fun articles, submissions, or ideas. Please submit any of the above to LaShawnda Jackson at ljackson@rumberger.com, Kim Healy at khealy@kbdzlaw.com, or Peggy Storch at peggys@ocbanet.org. The editors of *The Briefs* will consider all articles, submissions, or ideas for publication; however, they reserve the right to edit or decline publication.



The OCBA Social Committee Presents:

Thursday, August 13, 2009
Registration begins at 5:30 p.m.
Trivia to start at 6:00 p.m.
Slingapour's
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Downtown Orlando

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OCBA Luncheon *August 20, 2009*

Steve Hogan

Chief Executive Officer, Florida Citrus Sports

Sponsored by Florida Citrus Sports



Steve Hogan, now in his fourth year leading Florida Citrus Sports, has served the organization for 14 years, with 11 of them spent in a leadership role. Now in his first full year as Chief Executive Officer, he has been instrumental in FCSports' development from a single bowl game into its current standing as one of the leading membership-based organizations in sports.

In addition to his previous duties as assistant executive director, Steve Hogan directly oversaw the Properties Department of FCSports. In four years in that position, he was responsible for all corporate sponsorships, merchandise, group ticket sales, skybox sales, regional brand marketing programs and advertising campaigns. Successes during that period included negotiations with the City of Orlando and the University of Central Florida that produced the right to acquire a naming rights partner for the Florida Citrus Bowl Stadium, the addition of a state of the art \$2.8 million dollar video scoreboard and upper-deck display system, and a four-year, \$4.5 million title partner agreement for what is now the Champs Sports Bowl.

The 2007-08 year was a monumental one for Hogan and Florida Citrus Sports. One of the most-watched topics in recent history occurred in August, when the City of Orlando and the Orange County voted on what amounted to the future of the bowls in Orlando. When all was said and done, a renovated Florida Citrus Bowl Stadium – along with a new arena for the Orlando Magic and a new performing arts center – was approved. Steve Hogan was instrumental in helping tout the importance of a renovated Citrus Bowl to government officials as well as the public. The year ended and the new calendar year began with one of the most successful bowl seasons in the history of the organization as the Capital One Bowl sold out in a record ten hours while the Champs Sports Bowl posted its highest attendance since the game came to Orlando. That feat was surpassed just one year later as the first crowd of over 50,000 gathered to watch a Champs Sports Bowl game when Florida State took on Wisconsin in 2008.

Hogan has guided the growth and development of the Champs Sports Bowl since its move to Orlando in 2001. He structured the innovative title sponsorship deal that laid the foundation for the game's ability to raise team payouts from \$1.7 million in 2005 to over \$4 million in 2006. He also played a key role in negotiating the renewals of the ESPN television contract and the ACC as a bowl partner, as well as the addition of the Big Ten conference to improve the game's matchup for the next four-year cycle.

Steve has played a major part in the renewal of contracts for the Florida Classic presented by State Farm, keeping the nation's largest Historically Black College and University (HBCU) football game in Orlando. With its most recent agreement, FCSports took on a stronger administrative role, serving as a managing organization for corporate partnerships, the game itself and all official ancillary events.

In 1998, Hogan created the Gridiron Classic, a college football All-Star game to be played in Orlando. He became the executive director of the game and took it from concept to reality. This included negotiating television and title sponsor agreements and

developing the necessary NFL and NFLPA relationships. In seven years, the game produced 136 NFL draft picks and generated over \$1 million for charitable causes.

Prior to the development of the Gridiron Classic, Hogan worked in the FCSports Events department, first as an events manager and then as senior director of events and operations. He managed a number of neutral-site college and professional football games held at the Florida Citrus Bowl Stadium, including Notre Dame vs. Navy and the Tampa Bay Buccaneers vs. the Miami Dolphins. He also worked on the Orlando Citrus Parade (then the Citrus Bowl Game Parade) and increased gross income by 200% in his first year.

Before arriving at FCSports in 1995, Hogan spent time at both McCaw Communications and the New York Times Newspaper Group in a marketing capacity.

A native of Chicago, Hogan graduated from the University of Central Florida in 1991 with a bachelors of arts in advertising and public relations. He is engaged to Angela Brownlee of Savannah, Ga.



The Ballroom at Church Street

11:30 a.m. - 1:00 p.m.

225 S. Garland Avenue

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Please RSVP to reservations@ocbanet.org

by Friday, August 14, 2009

Main Entrance: Garland Avenue between
Church Street and South Street

To ensure a proper luncheon count, RSVPs and CANCELLATIONS are requested no later than Friday, August 14, 2009. The OCBA is happy to provide 11 luncheons as part of your member benefits, **but no-shows incur additional charges for the Bar and walk-ins cannot be guaranteed a seat.** Please keep us up-to-date on your reservation status!

Professionalism Committee

Standards of Professionalism, Professional Courtesy and Courtroom Decorum, Part I

Magistrate Howard D. Friedman

On June 23, 2009, at the invitation of Chief Judge Perry, I had the pleasure of addressing the judges of the Ninth Judicial Circuit to advocate on behalf of having the judges approve the OCBA Standards of Professionalism, Professional Courtesy and Courtroom Decorum. What follows is what I told them:

In late February of this year, the Orange County Bar Association Executive Council approved OCBA Standards of Professionalism, Professional Courtesy and Courtroom Decorum. The OCBA Professionalism Committee assigned a subcommittee to draft these standards. The draft of proposed standards was published in *The Briefs* magazine, forwarded to the judges and comments were solicited. In September's issue of *The Briefs*, you will be provided with the final draft of these standards as approved by the OCBA. These standards reflect commonsense practices that are designed to reduce rancor and promote civility and cooperation; promote a smooth functioning of the court system; and promote a more positive image of attorneys and the courts with the public. By approving these standards you would be declaring that the bench and bar are united in their commitment to establish these desired norms or standards for professionalism in our community. This has been done in the Fifteenth Judicial Circuit in Palm Beach County.

I don't expect upon passage that all nastiness and rancor, "Rambo" litigation tactics and the like will instantly go away. The realistic expectation is that by approving these standards we take a step in the right direction – where the bench and the repu-

table attorneys should be – favoring the tendency toward civility and cooperation as opposed to taking no position. This would historically mark the first time that our local bar and bench agree to establish local standards of professionalism.

What is the purpose of passage by the bench and bar? As I'm sure we all know, there are "remedies" available to the court to discourage unprofessional behavior. There's the Bar Grievance when an attorney's conduct violates the Rules of Professional Conduct. When unprofessional conduct violates a rule or court order, there is contempt, discovery sanctions and the awarding of attorney fees. These standards, once approved, would immediately be available to be referenced in a pre-trial order, case management conference order or other order. Approving these standards will provide for another tool to combat behavior problems with lawyers and between lawyers appearing before you.

I would note in a similar vein, another tool at your disposal is the 2007 Handbook on Discovery Practice adopted by the Conferences of Circuit and County Court Judges available on the Ninth Judicial Circuit "Legal Research" web page. Ensuring that attorneys have familiarity with this handbook as well can be mandated through court order.

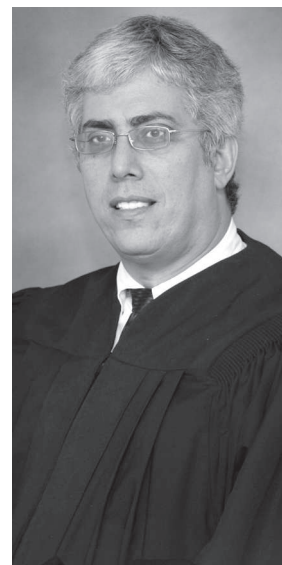
The longer term goal of OCBA Standards of Professionalism, Professional Courtesy and Courtroom Decorum is to establish an informal peer review system using these standards. The system would work like this: An attorney or judge files a complaint alleging unprofessional conduct which violates the Standards. A

professionalism council consisting of attorneys, judicial officers, retired judges selected by the bar and bench would review the complaint. If sufficient cause existed, the council would invite the alleged transgressing attorney to a meeting with the professionalism council to discuss, counsel or clear up the issue. The behavior found to have occurred would be published in *The Briefs* publication, omitting the names of the attorneys involved. The OCBA members would have a chance to read a report on the conduct which was deemed unprofessional. This would hopefully have a deterrent effect.

We must be mindful that the bar is self-regulating. The judiciary governs the conduct of attorneys. If measures are not effectively employed and confidence in the judiciary erodes, we risk losing this autonomy. The simple, practical benefit is that if you as judges decide to use and incorporate these standards, you will encourage a movement away from the negative public image of attorneys and the rancor and nastiness between lawyers. Instead of spending time deciding petty disputes and personality conflicts between lawyers, you can devote more time towards dispassionately resolving the issues on the merits. This would likely result in reducing your stress and making the best use of your time. So, I would encourage you to approve these standards.

I am happy to report that the standards were unanimously approved by the judges of the Ninth Judicial Circuit. On behalf of the OCBA, I would like to thank Chief Judge Belvin Perry, Jr., and all the judges of the Ninth Judicial Circuit.

The Honorable Howard D. Friedman is a Magistrate of the Ninth Judicial Circuit. He has been a member of the OCBA since 2005.



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OCBA and Florida Citrus Sports Share Long History in Central Florida

With businesses, small and large, founding in our current economy, it is encouraging when an organization can say it belongs to the community. In the Orange County Bar Association and Florida Citrus Sports, Central Florida has a pair of organizations which have more than withstood the test of time.

In 1947, a mere 13 years after the advent of OCBA, visionaries who were looking to benefit sick children in the area helped found the Tangerine Bowl Association, and today that organization remains – goals still intact – as Florida Citrus Sports. FCSports is well-known as the organization that manages the Capital One Bowl, Champs Sports Bowl and Florida Classic at Florida Citrus Bowl Stadium. A not-for-profit membership organization with events every month, FCSports also has a strong history of support from the local legal community.

Four of the 33 presidents to have served Florida Citrus Sports – **Rich Fildes** (Lowndes, Drosdick, Doster, Kantor & Reed, P.A.), **Bill Dymond** (Lowndes, Drosdick, Doster, Kantor & Reed, P.A.), **Butch Wooten** (Wooten, Honeywell, Kimbrough, Gibson, Doherty & Normand, P.A.) and the **Honorable Jeff Clark** – are or have been OCBA members. Dymond was named this year's recipient of FCSports' highest honor, the Howard Palmer Award, while over 10% of its members for 2009-10 are in law-related professions (e.g. attorney, judge, paralegal). Conversely, OCBA president **Woody Rodriguez** is an FCSports member and on its Board of Directors.

And while many businesses encourage their members to join Florida Citrus Sports for its networking opportunities, it is many times simply a passion for sports that lead those in the law profession to join. Fildes, the organization's general counsel and a long-standing member of its Executive Committee, agrees.

"For the 30 plus years that I have been a member," said Fildes, "there have been many attorneys involved in the Florida Citrus Sports family of not-for-profit entities (and its predecessors) as members, as directors and Executive Committee members. Several have been President. They all were, and in many cases remain, involved not for business reasons but



for love of sports, community and camaraderie."

The benefits of membership to FCSports include tickets to the two college football bowl games – which in the last two years have featured games that included the Florida Gators and Florida State Seminoles – and an almost guaranteed strong matchup as the Orlando bowls select from schools in the Atlantic Coast, Big Ten and Southeastern conferences. In fact, the quality of competition is so high that the Capital One and Champs Sports games this past year were the two highest-rated non-Bowl Championship Series games on television, and of *all* non-BCS games only the Capital One Bowl has actually beaten BCS games in the ratings in the last few years.

But what makes being a Florida Citrus Sports member unique is that it can make big-time college sports a hands-on experience. FCSports gives access like no other from scouting games across the country (and ultimately voting on which teams are selected) to working with the teams, players and coaches once they are in town – the holiday season in Orlando is unmatched for a sports fan.

And for those who like – but don't love – sports, the charitable aspect has always

been a favorite amongst members. Florida Citrus Sports and its Foundation recently made a \$1 million commitment to help bring the Take Stock in Children (TSIC) program to Orange County, the only county in the state in which it was previously not offered. TSIC is administered by Valencia Community College, and it gives underprivileged children an opportunity to earn a college education that they likely would not have otherwise been able to attain. FCSports members are a part of the experience by volunteering an hour a week to mentor youth who have qualified for the program. It's just one of many ways to get involved.

Many law firms today encourage their employees to fulfill charitable and/or community service-related activities and, to the extent it is required, FCSports is often a great way to fulfill such requirements with like-minded individuals in our community.

If you are interested in learning more about Florida Citrus Sports or have questions about membership, please call (407) 423-2476 and ask for the member sales department. If you decide to join, please **mention this article and that you are an OCBA member and receive two (2) free pregame Kuykendall-Gardner Hospitality Village passes** (a \$90 value) to the 2010 Capital One Bowl with each purchase of a new membership. (Located just outside the stadium, Kuykendall-Gardner Hospitality Village (<http://tinyurl.com/n6t6gq>) features free food, an open bar and live music all the way up to gametime.)

Florida Citrus Sports (www.FCSports.com) is a not-for-profit membership organization dedicated to increasing community spirit and pride, promoting tourism, stimulating economic development and ultimately benefiting charities, educational institutions and the quality of life in Central Florida through its four signature events: The Capital One Bowl, the Champs Sports Bowl, the Spherion Orlando Citrus Parade and the OUC Half Marathon and 5K. FCSports is also the exclusive marketing rights representative of the Florida Classic, America's largest HBCU football game.

1ST AND 10 SURE BEATS 25 TO LIFE.

Since the original Tangerine Bowl was played in 1947 to today's Champs Sports Bowl and Capital One Bowl games, Florida Citrus Sports members have hosted events that helped define Orlando. Our events have pumped over \$100 million into the annual local economy. We've also touched the lives of thousands of our city's at-risk youth through summer camps, scholarships, dream tickets and hospital visits. From generation to generation, we've been part of the fabric of the community. And, through the years, legal professionals have been a major force in our organization. Want to start a new tradition, shape the future of Orlando, meet some great people and enjoy the best that college football has to offer? Join us. Get into the game today at **FCSports.com**.



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For the second year, Legal Aid presented its annual *pro bono* awards at the Orange County Bar Association end-of-year dinner. The OCBA held its annual swearing in of new officers and board members for the OCBA Executive Council, Legal Aid, Young Lawyers Section, and the OCBA Foundation. The event was held on May 27, 2009, at the Ballroom at Church Street and was attended by about three hundred people.

Nick Shannin, President of the LAS Board of Trustees, presented plaques to the award winners who were recognized for their outstanding *pro bono* work in 2008.

The highest *pro bono* award given by Legal Aid is the Judge J. C. 'Jake' Stone Distinguished Service Award. The award is presented to the attorney who has demonstrated a commitment to *pro bono* throughout his or her career. To be considered, the attorney must have received an individual award from Legal Aid and have made a significant *pro bono* contribution during his or her career. The award is named after Judge Jake Stone, an Orange County judge who was very active within the community. This year's award was presented to **Robert Dietz**. Robert, a partner at Zimmerman Kiser and Sutcliffe, has served as a Guardian ad Litem for more than twenty years. As a GAL, he has helped over one-hundred and fifty children and handled cases involving difficult and challenging issues such as Munchausen Syndrome by Proxy, shaken baby syndrome, failure to thrive, and parental endangerment. Robert won an Individual Award of Excellence in 1993 and has continued his commitment to *pro bono* work.

An Award of Excellence was presented to the law firm of Neduchal & Magee. The award is presented to a law firm that has provided substantial *pro bono* services in the past year. The emphasis of this award is on 100% firm participation and the handling of casework. Consideration is also given to the past history of the firm's attorneys and other *pro bono* work and contributions. The Neduchal & Magee firm members are **Joe Neduchal** and **Jim Magee**. The firm was founded in 1976 and Jim and Joe have been *pro bono* attorneys for as long as Legal Aid has records. Jim handles GAL cases and Joe a variety of types of cases. They have been recognized individually and as a firm for their *pro bono* work and continue to provide exceptional *pro bono* services.

Donna Mikulsky received the Volunteer for Children Award. Donna is a lay volunteer who serves through the Guardian ad Litem program. The GAL program uses the services of lay volunteers to assist the attorney volunteers with GAL cases.

The New Lawyer Award was presented to three attorneys who provided exceptional *pro bono* work in their first five years of practice: **J. Giffin Chumley**, **Kimberly E. Hosley**, and **Deborah S. Korleski-Poindexter**. J. Giffin Chumley of Fishback Dominick has handled nine cases, including a variety of difficult GAL cases since joining the *pro bono* panel in 2006. Kimberly Hosley of Seipp & Flick has served as a GAL since 2005 and has helped eight children. Deborah S. Korleski-Poindexter has been a GAL since joining the *pro bono* panel in 2005 and has handled several cases involving juvenile immigration issues.

The Government Attorney Award is presented to an attorney

who works for a government or an agency and who has demonstrated his or her commitment to providing *pro bono* services. The winners of this year's Government Attorney Awards were **Alana C. Brenner** and **Patricia S. Dullaghan**. Alana C. Brenner is the City Clerk of Orlando. She has handled individual consumer cases and has worked with the Earned Income Tax Project for fourteen years. Patricia S. Dullaghan is Associate General Counsel for the Division of Student Development and Enrollment Services at UCF. She has helped clients in a variety of legal areas such as family, consumer, and housing law.

Individual Awards of Merit were presented to eleven attorneys who performed exceptional *pro bono* work over several years, taking more than two cases per year and working on cases that required an extra time commitment. **Richard A. Culbertson** has handled social security cases for children and adults on a *pro bono* basis since he joined the panel in 1994. Rick is generous with his time in providing advice to staff and *pro bono* attorneys. **Catherine E. Davey** has taken three or more guardianship cases each year since joining the panel in 1993. She assists with guardianships of adults and on behalf of Seniors First. **William A. Davis, Jr.** of the Law Offices of Patricia E. Bologna-Garagozio, has handled temporary custody cases and has also served as a trainer during LAS lunchtime trainings. Bill also participates in the Telephone Screening Project. **Thomas F. Egan** has participated in the Homeless Advocacy Project for many years and has volunteered at the same site, Coalition for the Homeless, throughout his years of service. **Dana Hankins** has been a member of the *pro bono* panel for over twenty years. She has handled GAL, family law and probate cases. Dana has also participated in the Aids Special Will project since it began in 1994. **Allen Daniel Holland** has participated in the Tax Clinic for eleven years. He is always available for multiple dates at a variety of sites and last minute changes during the tax season. **Glenn R. Leong** has handled two or more family law cases since joining the panel in 1996. The cases have involved domestic violence and custody choice issues. **Wynne E. McFarlin** of Legal Talent has served as a GAL for more than ten years and has helped twenty-five children. **Mark V. Morsch** of The Morsch Law Group has served as a GAL for more than sixty-six children and has committed his staff to coordinating and helping the GAL children. **Abigail M. Johnston** of The Marks Law Firm has served as a GAL since joining the panel and has donated over 1,400 hours for her children. **Thomas A. Zehnder** of King Blackwell Downs & Zehnder P.A. has served as a GAL for children in dependency cases since joining the panel in 1996 and has contributed more than 700 hours on behalf of twenty-eight children.

CONGRATULATIONS TO ALL
OF THOSE HONORED
FOR THEIR *PRO BONO* ACCOMPLISHMENTS
AND SERVICE.

Catherine Tucker is the Pro Bono Coordinator/Deputy Director for the Legal Aid Society. She has been a member of the OCBA since 1986.

Recent Changes & Proposed Changes in Employment Law

Sarah P. L. Reiner

If you have spoken with any employment and labor law practitioners recently, you already know that the first half of 2009 has seen the following: significant changes in the regulations governing the Family and Medical Leave Act¹; amendments to the Americans with Disabilities Act²; the enactment of the Lilly Ledbetter Fair Pay Act of 2009³; proposed legislation to amend the Federal Arbitration Act⁴; everything short of a fistfight over the Employee Free Choice Act; and numerous other changes to laws and regulations that impact our clients (whether employers or employees) every day. Countless employers are now grappling not only with the effects of the economic recession on their businesses, but also with the difficulties of implementing changes in company policies and procedures to correspond to the changes in applicable areas of employment law. What follows is a brief overview of several of the newly enacted laws and proposed changes that will (or may) impact the companies and individuals you represent both here in Florida, and nationally.

ADA Amendments Act of 2008 Broadens Scope of Protection for Employees

The language of the ADAAA makes it very clear that the primary purpose of Congress with respect to the ADAAA is to reject certain Supreme Court rulings that narrowed the broad scope of protection originally intended by Congress when it enacted the ADA. Specifically, the ADAAA rejects the ruling by the Supreme Court in *Toyota Motor Manufacturing, Kentucky, Inc. v. Williams*, 534 U.S. 184 (2002), which held that the terms “substantially limited” and “major life activities” should be strictly construed to a demanding standard when determining the existence of a qualifying disability. Under *Toyota*, a disability was not considered to “substantially limit” a “major life activity” unless it “prevents or severely restricts the employee from doing activities that are of central importance to most people’s lives.”

Prior to its recent amendment, the ADA was silent on what constitutes a “major life activity.” However, the ADAAA includes a non-exclusive list of major life activities, including caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. The ADAAA also expands the category of major life activities to include the operation of major bodily functions, such as functions of the immune system and the digestive, respiratory, circulatory, endocrine, and reproductive functions. If the legislative comments to the ADAAA are any indication, many individuals whose impairments were not previously found to impact a major life activity may now be covered under the sweeping non-exclusive categories set forth above. By way of example, the House Committee on Education and Labor Report provides in pertinent part:

...in *Littleton v. Wal-Mart Stores, Inc.*⁵ the Eleventh Circuit determined that a person with intellectual disabilities (formerly known as “mental retardation”) was not substantially limited in a major life activity because, in part, he was able to read, drive a car, and communicate with words. Under the amended Act, the Committee expects that a plaintiff such as Littleton could provide evidence of material restriction in the major life activities of thinking, learning, communicating and interacting with others. In addition, the

Committee expects that the plaintiff in Littleton would be found to be substantially limited in the operation of a major bodily system because he is materially restricted in neurological function.⁶

The ADAAA also rejects the standard set forth by the Supreme Court in *Sutton v. United Air Lines, Inc.*, 527 U.S. 471 (1999), which required courts to consider the ameliorative effects of mitigation measures, such as medication or medical devices, when considering whether an employee’s impairment substantially limits a major life activity.

This brings us to another significant change to the ADA likely to impact employers - the treatment of impairments that are episodic in nature, or in remission. Pursuant to the recent amendment, an impairment that is episodic or in remission is considered a disability if it substantially limits a major life activity *when active*. Accordingly, impairments such as epilepsy, diabetes, and asthma may now be considered disabilities even where they are controlled by medication or medical devices.

The “regarded as” prong of the ADA has also been modified by lowering the threshold for employees to succeed under a “regarded as” claim. An employee need only show that he or she has been subjected to a prohibited action because of an actual or perceived mental or physical impairment. The employee need not show that the impairment limits or is perceived to limit a major life activity. This interpretation is subject to two important restrictions. First, individuals with impairments that are transitory and minor are not covered under the “regarded as” prong. Second, the ADAAA relieves covered entities from the obligation and responsibility of providing reasonable accommodations and reasonable modifications to those who meet the definition of disability solely based on being “regarded as” disabled.

In light of the sweeping changes to the ADA law heralded by the enactment of the ADAAA, the landscape of current ADA law can be expected to change significantly in the coming years.

Lilly Ledbetter Fair Pay Act Expands Statute of Limitations for Employees with Respect to Compensation Discrimination Claims

The Fair Pay Act expands the statute of limitations on claims resulting from discriminatory compensation practices. The Fair Pay Act amends Title VII, the ADEA, the ADA and the Rehabilitation Act and in function expands applicable statutes of limitation regarding claims for discrimination in the provision of pay, benefits or other compensation based on characteristics such as race, age, religion, gender, or disability.

Previously, an employee had to file a claim for compensation discrimination within 180 days from the initial discriminatory act. Under the newly enacted Fair Pay Act, the employee may file a claim within 180 days of any discriminatory decision or practice because a discriminatory compensation decision or other practice that is unlawful occurs *each* time compensation is paid pursuant to that discriminatory decision or practice.

Specifically, the Fair Pay Act provides that an unlawful employment practice occurs with respect to discrimination in compensation in violation of the law “when a discriminatory compensation decision or other practice is adopted, when an individual

becomes subject to a discriminatory compensation decision or other practice, or when an individual is affected by application of a discriminatory compensation decision or other practice, including each time wages, benefits, or other compensation is paid, resulting in whole or in part from such a decision or other practice.”

With respect to damages, the Fair Pay Act permits employees to seek back pay for a period of two years predating their charges, as long as the past violations are “similar or related” to those that occurred during the charge period. Further, the Fair Pay Act is retroactive to May 28, 2007, and thus applies to all claims of compensation discrimination that were pending on or after May 28, 2007.

Proposed Arbitration Fairness Act Would Declare Predispute Arbitration Agreements Invalid

Legislation introduced by Sen. Russ Feingold on April 30, 2009, would amend FAA to bar predispute arbitration agreements, including those entered into between an employer and employee to assist in resolving employment disputes during the course of the employment relationship. The proposed legislation is a response to United States Supreme Court decisions (such as *Gilmer v. Interstate/Johnson Lane Corp.*, 500 U.S. 20, 111 S.Ct. 1647, 114 L.Ed.2d 26 (1991) and the recent *14 Penn Plaza v. Pyett*, 129 S.Ct. 1456, 173 L.Ed.2d 398 (2009)), which have greatly expanded the use of arbitration among employers and, in the minds of some, placed employees at a disadvantage by eliminating their ability to have their claims decided by courts.

The proposed legislation (S. 931) provides that “no predispute arbitration agreement shall be valid or enforceable if it requires arbitration of an employment, consumer, franchise, or civil rights dispute.” Predispute arbitration agreements under the AFA are defined to include any agreement to arbitrate a dispute that had not yet arisen at the time of the making of the agreement. Further, an employment dispute is defined to include any “dispute between an employer and employee arising out of the relationship of employer and employee as defined in section 3 of the Fair Labor Standards Act of 1938 (29 U.S.C. 203).”

As presently drafted, the AFA would essentially make unenforceable any arbitration agreement entered into by an employer and employee as consideration for employment or continuing employment where the agreement would require arbitration of future disputes between the parties. This would include agreements to arbitrate any claims of discrimination under a Federal or State statute that might arise during the course of the employment relationship.

One exception to the predispute bar on arbitration agreements is the collective bargaining agreement. As stated in the AFA, the predispute bar does not apply to an arbitration provision in a contract between an employer and a labor organization or between labor organizations. However, even arbitration provisions between such parties may not waive the right of an employee to seek judicial enforcement of a right arising under a provision of the Constitution of the United States, a State constitution, a Federal or State statute, or related public policies.

Although similar bills have been introduced in Congress without effect, this legislation bears watching. In addition to the present political climate, the AFA's structure and its language distinguishing collective bargaining agreements may make it more palatable to those who previously opposed similar legislation.

The Future for Employers

The foregoing are only a sample of the laws recently enacted or proposed that will impact employers throughout Florida and nationally in the coming years. Employment law practitioners expect changes in the employment landscape to continue in the



foreseeable future and to impact everything from the compensation, health and vacation⁷ benefits an employer offers its employees to the employer's ability to negotiate favorable contract terms with third parties.

Sarah P. L. Reiner is an attorney with GrayRobinson, P.A. and practitioner within its Employment & Labor Law Department. She has been a member of the OCBA since 2002.

¹The revised FMLA regulations became effective on January 16, 2009. As published in the Federal Register, the Rules and Regulations are approximately 200 pages in length. These are the first changes to the FMLA regulations since 1995, and to say they are extensive would be an understatement.

²The ADA Amendments Act of 2008 (“ADAAA”) became effective on January 1, 2009, and amended the Americans with Disabilities Act (“ADA”) to expand workplace protections for employees with disabilities, as well as employees “regarded as” having disabilities.

³President Obama signed the Lilly Ledbetter Fair Pay Act of 2009 (the “Fair Pay Act”) into law on January 29, 2009. The Fair Pay Act amends Title VII of the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1967 and modifies the operation of the Americans with Disabilities Act of 1990 and the Rehabilitation Act of 1973.

⁴The proposed legislation (S. 931), titled The Arbitration Fairness Act of 2009 (“AFA”), was introduced by Sen. Russ Feingold on April 30, 2009, would amend the Federal Arbitration Act (“FAA”) to bar predispute arbitration agreements, including those entered into between an employer and employee to assist in resolving employment disputes during the course of the employment relationship.

⁵231 Fed. Appx. 874 (11th Cir. 2007).

6H.R. REP. NO. 110-730, pt. 1, at 10 (2008).

⁷On May 21, 2009, Congressman Alan Grayson introduced the Paid Vacation Act of 2009 (H.R. 2564), which would amend the Fair Labor Standards Act to require at least one week of paid vacation (during each 12-month period) for employees at companies with at least 100 employees. Both full and part-time employees would be eligible after one year of employment. Further, three years after its enactment, the Act would require those who employ 50 or more employees to provide each employee one week of paid vacation.



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“Your parental rights are hereby terminated.”

In some cases, termination of parental rights is voluntary. Birthparents relinquish their rights by signing surrenders that allow their children the opportunity to be adopted. This was not the case for David and Jaidyn, who were born into an environment plagued by serious drug abuse. Both David and Jaidyn were removed from their parents shortly after their birth. David, the older child, experienced the worst of the rollercoaster that was the life of his parents. While they dealt with their drug issues, David was bounced back and forth between his paternal grandparents and his parents. Shortly after his sister was born, tragedy struck. The children's father died from a lethal mixture of drugs. Despite going through detox several times and taking advantage of offers of help extended to her by family members, their mother fell even deeper into her addiction.

The mother's decline began to take an even greater toll on the children. There was an endless shifting of the children between grandparents, parents, friends, and relatives. Because of all these moves, Jaidyn never had the opportunity to really bond with either of her parents. Jaidyn's strongest bond was with her brother, David. The only other adults constant in the lives of these two young souls was their paternal grandparents.

With things at a breaking point, a dependency case was initiated in 2008 in Orange County. The court placed the children with the grandparents, appointed a Guardian ad Litem and offered the mother a case plan, which was her opportunity to get the children back by cleaning up her act and showing she could be drug free and provide a safe and stable environment for the children. The mother entered an inpatient drug rehab center and, for all intents and purposes, appeared to be taking that step toward the goal of reuniting with her children. But she soon absconded from the program and disappeared. When she was found a month later, she tested positive for three different substances in her system. The question for the GAL became, how many chances do we give her and at what cost to the children?

The GAL knew the children deserved better. The GAL compelled production of all prior records on these children and began to sort through the sad history of their lives. For David, it was a life that had been in constant upheaval since the day he was born and for two solid years after that. His sister fared no better. What needed to be done was clear, and the GAL



GAL attorney Krista Bartholomew with Jaidyn, David and their grandparents, Dale and Lisa.



took on the responsibility of filing to terminate the mother's rights to David and Jaidyn. Any doubt about whether this was the right path to follow quickly disappeared when the mother maintained little contact and made no effort to connect with her children from the time she resurfaced until the final hearing on termination.

The termination of parental rights (TPR) trial concluded in February of 2009, seven short months after DCF removed the children for the second time. The GAL recognized that the children were the priority. It was time for them to experience life in a way they had not yet known – a life of stability, safety, and normalcy.

What greater gift could David have received on his 3rd birthday but to be adopted, along with his sister, by their grandparents? For the grandparents, it is a scene both sweet and bittersweet. If only their son had been able to overcome his addiction....

David has an amazing bond with his grandfather. And Jaidyn, well, she's the social butterfly in the family. Both children are thriving with their “grandparents turned parents” and enjoy spending time with their extended family. After the TPR trial, the mother's contact with the children stopped. Since then, she has had little to no contact with them or with her extended family. Had this case followed the usual timeline most dependency cases follow, July 2009 would have marked the point that parties in the case might have *begun* looking at the possibility of termination of parental rights. The children could have remained in the system into the new year before a termination was final.

In a GAL's quest to achieve permanency for the abused or neglected child they represent, the tough decision must be made to either preserve an existing family or open the door to creating a new one. Whichever path is chosen, the guide post is always the best interest of the child. In this case, GAL attorney **Krista Bartholomew** made the tough decision and took on the work that resulted in a positive outcome for these children and their grandparents.

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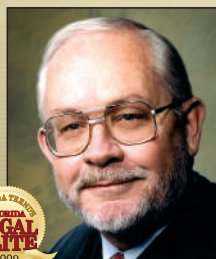
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Trial Attorneys for Complex Situations

Melanie Shoemaker Griffin Receives the Lynn Futch Most Productive Young Lawyer Award



On Friday, June 26, 2009, Melanie Shoemaker Griffin, an associate in the Orlando office of Dean Mead, received the prestigious 2009 Lynn Futch Most Productive Young Lawyer Award from The Florida Bar Young Lawyers Division Board of Governors at the bar's Annual Conference in Orlando.

Melanie graduated from Florida State University College of Law with a JD/MBA in 2006. Upon moving to Orlando, she immediately became involved in professional and community activities. Melanie's professional activities include serving as Director of Programs on the Executive Board for the Central Florida Association for Women Lawyers, serving as a member of the Executive Board of the OCBA's Young Lawyers Section and, most recently, being elected as a Ninth Judicial Circuit Governor with The Florida Bar Young Lawyers Division Board of Governors. She practices in the areas of commercial litigation, employment discrimination and sexual harassment.

Among other activities, Melanie has completed Leadership Orlando, serves on the Orlando Community Development Board, and serves on the Orange County Regional History Center's Young Professionals' Executive Advisory Board. She has been elected to the Board of Visitors of the FAMU Law School. Melanie continues to serve her community by co-chairing the ALS Team Gey III, a fundraiser for Lou Gehrig's disease, competes in triathlons and marathons, regularly volunteers at the Boggy Creek Camp, and is an active member of the Junior League.

Jewel White Cole, outgoing president of The Florida Bar Young Lawyers Division Board of Governors, Melanie Griffin and her husband, Mike Griffin

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Mayanne Downs Sworn in as President-Elect of The Florida Bar

On Friday, June 26, 2009, at the General Assembly of The Florida Bar Annual Meeting, **Mayanne Downs** of King, Blackwell, Downs & Zehnder, P.A. was sworn in as the President-Elect of The Florida Bar. She was introduced by **Judge Jacqueline R. Griffin** of the Fifth District Court of Appeal. Judge Griffin shared the story about how Mayanne became one of her clients in an antitrust case over 20 years ago. Mayanne's son, Barry Rigby, joined her on stage to hold the Bible as she was sworn in. Also sworn in during the ceremony were the 9th Circuit members of The Florida Bar Board of Governors: **Daniel L. DeCubellis**, **Scott R. McMillen** and **Mary Ann Morgan** and the 9th Circuit members of The Florida Bar Young Lawyers Division Board of Governors: **Melanie Shoemaker Griffin**, **LaShawnda K. Jackson** and **Chelsie J. Roberts**.



Mayanne Downs, a past president of the OCBA, was sworn in as President-Elect of The Florida Bar on June 26, 2009. Her son, Barry Rigby, had the honor of holding the Bible.



Orlando Mayor Buddy Dyer congratulates Mayanne following her installation at The Florida Bar's Annual Meeting in Orlando.

Legal Aid Society: What We Do

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The Pew Commission on Children in Foster Care was established in 2003 to develop recommendations to improve outcomes for children in the foster care system. Members included some of the nation's leading child welfare experts. The Commission's chair, Bill Frenzel, and vice chair, William H. Gray, III, had both been prominent legislators. In an article they wrote in the *Washington Post*, they concluded by sharing the story of 23-year-old Luis. He had been neglected by his birth mother, abused by his birth mother's boyfriend, and then ignored by

the state that placed him in foster care. He was fortunate that a loving family adopted him as a teenager. In speaking to members of the Commission, Luis got right to the point. "Everybody deserves a family," he told them. "You have a right to love and to be loved." For those who advocate on behalf of children, Frenzel and Gray's parting words will resonate: "Our work is often guided by the voices of many experts – but it is enlightened by the voices of children."

For more information on *pro bono* legal services, contact **Cathy Tucker**, Deputy Director and Pro Bono Coordinator at ctucker@legalaidocba.org. For de-

velopment issues, such as donations or the "Breakfast of Champions," contact **Donna Graf**, Manager of Development at dgraf@legalaidocba.org.

Susan Khoury is the Guardian Ad Litem Program Director and **Donna Anne Graff** is the Manager of Development at the Legal Aid Society. Susan has been an OCBA member since 1985 and Donna has been a member since 2008.



Susan Khoury



For the first time in its history, the OCBA is hosting a *three-day* Bench Bar Conference for members and area attorneys! If you've never attended a Bench Bar conference – or even if you have – the forum provides judges and attorneys an opportunity to meet informally to discuss issues important to both the Bench and the Bar.

Daily Schedule

9:00 a.m.-10:00 a.m.	Registration/Breakfast
10:00 a.m.-12:00 p.m.	Session I
12:00 p.m.-1:00 p.m.	Registration/Lunch
1:15 p.m.-3:15 p.m.	Session II
3:15 p.m.-3:30 p.m.	Registration/Break
3:30 p.m.-5:15 p.m.	Session III
5:15 p.m.-5:30 p.m.	Break
5:30 p.m.-6:30 p.m.	Wine & Cheese Reception

All sessions will be held at the OCBA Center
880 N. Orange Ave., Orlando, FL 32801

In addition to gaining valuable information, attendees will also have many opportunities to meet colleagues, network and mingle during morning breakfasts, afternoon lunches and late afternoon receptions.

Sign up for one or more session! Earn 2.5 CLE per session!

*Early Registration
Deadline: October 16, 2009*

Wednesday, October 28, 2009

Session I	County Criminal
Session II	Circuit Criminal
Session III	Federal

Thursday, October 29, 2009

Session I	County Civil/Business
Session II	Circuit Civil
Session III	Appellate

Friday, October 30, 2009

Session I	Probate/Guardianship
Session II	Family Law
Session III	Juvenile

Member Early Registration:

\$50 per session
\$125 per three sessions

Non-member Early Registration:

\$75 per session
\$200 per three sessions

Member Late Registration:

\$100 per session
\$175 per three sessions

Non-member Late Registration:

\$125 per session
\$250 per three sessions

**Seating is limited. Payment must be sent with registration.
Registration form and additional details are available online at www.orangecountybar.org.**

Hearsay



Kimberly D. Webb

What on earth have I gotten myself into?!

Yes. That is exactly what I was thinking (okay, maybe it's slightly edited) as I sat reading **Nick Shannin's** final "Hearsay" column and staring at the blank page that was to become my first foray into the world of "Hearsay." How do you follow the seamless wordsmithing and pop culture "Easter eggs" that Nick wove apparently effortlessly into such an entertaining and informative column over the past two years? With great trepidation, that's how. Well done, Nick. You're a tough act to follow, but with a group as active as the OCBA, thankfully, I will have lots to talk about.

It has been an action-filled summer. What a great event the YLS threw at the Orlando Shakespeare Theater on July 22. The YLS's annual Law Clerks' Reception is truly the place to be for Orlando lawyers and law clerks in the summertime and this year's event did not disappoint. Thanks to the efforts of event chair extraordinaire **Jacquelynne Jordan**, who ensured that the food and drinks flowed freely, the conversation and good cheer ran uninterrupted through the evening.

Another great YLS event!

YLS's first pub crawl of the summer was a roaring success. Rumor has it that our YLSers, and maybe a few of us who no longer technically fit into that category, danced and played well into the morning hours, and then all made it home safely and responsibly. Speaking of playing safely, there's good news that **Gary Salzman** has overcome his hockey injury and has returned to the ice rink to battle on. And our resident city-girl, **Kristyne Kennedy**, showed that you can't take the country totally out of the girl when she returned to her native Iowa and started driving tractors!

Congratulations to **Suzanne Meehle** and **Alyson Innes** on the opening of their new firm, Innes & Meehle, P.L. Also, congratulations to our very own **Chief Judge Belvin Perry** on being recognized as the Jurist of the Year by FLABOTA. It is a well-deserved honor and a credit to the Central Florida Chapter of ABOTA for successfully nominating him.

You don't want to miss the **OCBA 5th Annual Summer Happy Hour & Team Trivia Contest**, coming up on August 13 at Slingapour's in the Wall Street Plaza. Will Broad & Cassel dominate again? Will Nick Shannin's own "Michael Vick Humane Society" pull out a victory



Kristyne Kennedy on vacation with her tractor!

this year? Or will another team (perhaps yours) snatch victory from the hands of both and walk off with this year's coveted trivia trophy? Get your team of five together and RSVP by August 6 to **Shayne Thomas** at stthomas@ralaw.com to join in the fun. But hurry – space is limited! (Seriously – there is always a wait-list for this event; make sure you register your team early.) Details: registration at 5:30 p.m.; play begins at 6:00 p.m.; \$75 for team of five; \$5 for OCBA members not playing; \$10 for guests not playing.

The summer is still going strong, so keep sending your information, look-alikes, pictures, and Hearsay-worthy items, but when you do, please send them my way now to kdbwebb@gmail.com. Or you can always find me on Facebook and LinkedIn through the OCBA pages.

Kimberly D. Webb has been a member of the OCBA since 2002.

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Jamie Moses, Donna Graf, Nick Shannin

The 2009 ABA/NLADA Equal Justice Conference was held in Orlando in May. The Legal Aid Society hosted a booth to share information about its *pro bono* activities with attendees from across the country. The conference provides information, training and seminars for those who work with *pro bono* programs and legal service deliveries programs of all types.



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YLS *on the move* Goat Cheese Month!

Sunny A. Hillary

Did you know that August is National Goat Cheese Month? For those of you (like me) who love goat

cheese or *chevre*, those of you who don't *think* you like goat cheese, or those of you who haven't had goat cheese, try adding a few crumbles to your next salad or slice of pizza, and you may find that it is worth having a month celebrating this cheese!

Now, moving right to the YLS bustling calendar, the June 19, 2009, **YLS Pub Crawl** was a fantastic event! More than 100 young lawyers gathered for drinks at Brix, then headed to The Celt, The Lodge and, finally, Ember. Thank you to **Doug Martin**, his committee, and sponsors Dellecker Wilson King McKenna & Ruffier, DeanMead, and Kirkconnell Lindsey Snure & Yates for hooking us up with great drink specials. Keep your eyes and ears open for details about the next social event in August, or contact Doug Martin at DMartin@dwkllaw.com for more information.



Nichole M. Mooney and
Melanie Shoemaker Griffin

In the kudos department, please join me in congratulating our very own **Melanie Griffin**, the recent recipient of the Lynn Futch Most Productive Young Lawyer Award. This award is given

to a young lawyer who is not a member of The Florida Bar YLD Board of Governors, who has worked most diligently in the past year in bar activities and law-related public activities, and who has an excellent reputation for legal abilities and integrity. We're proud of you, Melanie!

The annual **YLS Law Clerks' Reception** was a sensational success. On July 22, 2009, law clerks and summer associates working throughout the Orlando area socialized with lawyers, judges, and other community leaders at the Orlando Shakespeare Theater while enjoying food catered by Funky Monkey Wine

Company and drinks from Total Wine & More. Thank you to our wonderful sponsors for supporting this event and to **Jacquelynne Jordan** and her committee for organizing another successful Law Clerks' Reception!

August is National Back to School Month, and the **Backpack Project** is back! It is not too late for us to provide needed school supplies to Rock Lake Elementary School, including crayons, pens, pencils, markers, notebook paper, sets of beginning word flashcards, construction paper, binders, scissors, protractors, tissues, notebook pencil pouches, backpacks, and more. For more information about this project, to make a monetary donation towards the purchase of school supplies, or to drop off school supplies, please contact **Melanie Griffin** at 407-428-5106 or mgriffin@deanmead.com. Thanks in part to the Backpack Project and the continuous support of the YLS in past years, Rock Lake has risen from an "F" school to an "A" school. Let's help the students of Rock Lake continue to succeed this school year!

And last, but not least, the **18th Annual YLS Charity Golf Tournament** is set for October 2, 2009, 8:00 a.m. shotgun start, at the beautiful Shingle Creek Golf Club. One of the biggest events of the year, the golf tournament is not only a great opportunity to play a round of golf with your clients and colleagues, but also to help fund all of the charitable projects that the YLS organizes throughout the year, including the YLS Scholarship and the Backpack Project. To join the planning committee, or for more information, please email **Amber Nielson** at anielson@iplawfl.com, or **Sunny Hillary** at sunny@brownstonelaw.com.

The YLS **August Luncheon** will take place on **August 16, 2009** at 11:45 a.m. Email your RSVP to ocbayls@gmail.com. The cost is \$20 if you RSVP on or before August 14, 2009, or \$22 at the door; \$12 for government attorneys, sole practitioners, and judges.

If you want to find out more about our section and its committees and events, please call me at 407-388-1900 or email me at sunny@brownstonelaw.com. If you are not receiving the YLS email blasts, send an email to me or ocbayls@gmail.com to sign up.



Sunny A. Hillary is an attorney with Brownstone, P.A. She has been a member of the OCBA since 2005.



Circuit Judge C. Jeffery Arnold



YLS Afternoon at the State Courthouse June 19, 2009

YLS President Ryan Davis



Lawson Lamar,
State Attorney,
Ninth Judicial
Circuit



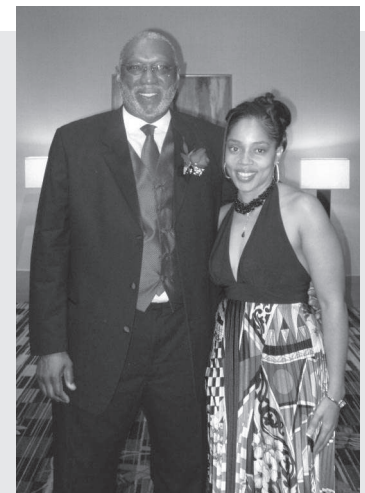
More than 100 attorneys and support staff attended the seminar

Legacy Gala at The Florida Bar Conference

On Saturday, June 27, 2009, the Virgil Hawkins Florida Chapter National Bar Association hosted its first Legacy Gala during The Florida Bar Conference in Orlando. Led by a vision of Chief Justice Peggy Quince, the event honored Florida's pioneering Black lawyers. An oral history video depicting the experiences and struggles of some of the lawyers was presented. The VHFCNBA also unveiled the book, "Florida's First Black Lawyers: 1869-1979," and each guest received a first edition copy. The event closed with the installation of Orlando lawyers Kenneth Pratt and Aramis Donell as president and student liaison, respectively, to the VHFCNBA.



Aramis Donell, Terryl Walker, LaShawnda K. Jackson, Heide Baker, Lyneda Shorter



Justice James E.C. Perry and Aramis Donell



Lyneda Shorter, LaShawnda K. Jackson, Heide Baker, Justice Peggy Quince, Terryl Walker and Aramis Donell



Courtesy of The Florida Bar

Chief Judge Belvin Perry, Jr. of the Ninth Circuit, 10th Circuit Judge John Laurent, and 11th Circuit Chief Judge Joe Farina were recognized at The Florida Bar Annual Meeting by Florida Supreme Court Justice Peggy Quince for their advocacy before the Legislature to secure funding for the court system.

Jerome P. McCauley, C.P.A., P.A.

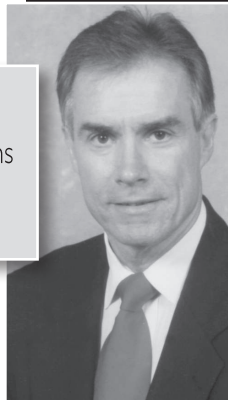
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Announce that beginning September 1, 2009, Mr. Tessitore will be moving his practice to The Tessitore Law Firm, P.A. where he will continue his practice in the areas of commercial litigation, creditors' rights and mediation.

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Judge Lawrence Kirkwood Named Judicial Hero



Circuit Judge Lawrence Kirkwood
and FND Executive Director
Richard La Belle

Family Network on Disabilities of Florida (FND) has awarded Circuit Judge Lawrence Kirkwood with the first annual Judicial Hero Award for his work in improving access to the courts for disabled citizens and their families.

FND, a grassroots organization that serves those with disabilities and their families throughout Florida, chose Judge Kirkwood to receive the award for his work in developing materials that streamline the process for *pro se* (non represented) litigants wishing to become guardian advocates. FND Executive Director Richard La Belle, an attorney and father of disabled children, presented the award during a meeting of the Orlando Rotary Club on Thursday, May 28, 2009.

A Guardian Advocate is a form of guardianship that gives legal authority to parents and family members of the developmentally disabled, allowing them to continue assisting their disabled loved one once they enter adulthood. Due to a change in the law last year, it is no longer necessary to involve a lawyer when applying for guardian advocate status. The process, however, is still very difficult to navigate.

"Even if you don't need a lawyer anymore for these cases," said Mr. La Belle in his

address to the Rotarians, "you still need a lawyer to understand the procedures and other requirements of the court. That's where Judge Kirkwood stepped up."

To address the needs of these Pro Se litigants, Judge Kirkwood created a guidebook to explain the law and the legal process for becoming a guardian advocate. He also created a series of court forms, referenced in the guidebook, that litigants can use as they move through the process. All of these materials are currently available on the court's web site at www.NinthCircuit.org under the probate division tab. According to Mr. La Belle, the materials are very useful, and FND now encourages litigants statewide to use them. "Judge Kirkwood did this without fanfare and without seeking credit for himself, truly epitomizing the value of service above self," stated Mr. La Belle.

In response to receiving the award, Judge Kirkwood said, "I am very honored to receive this award, but the greater reward is knowing that our disabled citizens and their families are now receiving improved access to justice."

Submitted by the Ninth Judicial Circuit Court Communications Department.

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"I can't continue to ask the same five or six people out to lunch every week," said an attorney we've worked with recently, "but I don't know who else to ask."

their list of possible lunch partners, many are astonished at their lack of contacts.

When this is the case, one of two possibilities exists. One, they have more referral sources than they realize and have simply failed to keep track of their contact information. Or, two, they have not done a good job of meeting people. As a result, they truly have only a handful of referral sources.

For the first situation, the solution involves a bit of detective work. Usually, taking a better look at past files, surveying all current open and active files, and reviewing intake sheets and database records, will reveal past referral sources the attorney has forgotten. If that does not work, however, we ask the attorney to print out a case list (going back a year or two) ranked by fees, from the highest to the lowest. Then, we have them go through the list and try to remember who sent what case. Staff members or partners can often fill in some of the gaps. It's not a perfect method, but it will usually generate a few more names.

The point is to discover past referral sources and clients with recurring work who have been quiet recently. Once these business contacts have been identified, attorneys can go about re-igniting their relationships, resulting in increased referral business with these individuals.

For the attorney who truly does not have many referral sources, a few conditions may be at fault. The attorney may be young and work is provided by supervising attorneys at the partner level. In this case, the attorney has been shielded from the need to cultivate business and, therefore, has no real referral relationships. Or, the attorney may be an established practitioner with a few referral sources who amply referred business. After a change in the marketplace, however, those faithful few may no longer be able to send much work and the attorney is left to find new sources.

You may find yourself in one of these situations or one somewhat similar. We believe it takes twenty good referral sources to sustain and grow your practice. If your list of contacts is too small, you have to capitalize on every opportunity to meet new people. And not just any kind of people – you specifically want to meet people who are positioned in such a way that they have real potential to become new sources of business.

To qualify, they must see or be involved with the kinds of people who need your services on a regular basis. This is why other attorneys often qualify as superior referral sources – they consistently see clients who need more than they have to offer.

He was voicing a concern commonly held by many attorneys who have just started to consciously market themselves. In coaching this client and others like him to develop new clients, we ask them to book two or three marketing lunches a week with existing referral sources.

While it seems like a simple request, when attorneys who have just started to market themselves examine

Once you make the commitment to cultivating specific groups of people and adding names to your list, in an effort to reach twenty, your perspective will shift.

If, for example, you recognize that other attorneys are a good potential source of business for you, all of a sudden your monthly bar meeting may look less like a boring luncheon and more like a good place to meet people. And if you are invited to sit on a committee within the bar or on a board for an association involving attorneys, it may have added appeal due to the pressing need to meet more people to add to your list. Make it a point to initiate conversation with everyone in the group and invite select members to lunch or to see your office.

If you are an estate planning attorney, your typical "A" clients may be high net worth individuals. Who do these individuals turn to for advice? Research shows these individuals confide in and trust their financial advisors – CPAs, stockbrokers and financial planners. These are the people in the right position to send you business. Make it a point of knowing every advisor your estate clients consider part of their team. With a little cultivation they can become part of your team as well.

If you are a plaintiff's personal injury attorney, your "A" clients will come not only from other attorneys, but from those in the medical profession due to their level of exposure to the severely injured. You will also receive referrals from past clients. While cultivating doctors is challenging, cultivating referrals from clients is not: if you find small ways to exceed your client's expectations in terms of service, responsiveness and communication, they will tell others about your firm. Huge referrals can come from clients if you impress them with the level of care you provide. One of the best ways to do this: have your team make proactive phone calls to clients letting them know the status of their cases on a regular basis. In a field of law where the average case can exceed a year to resolve, keeping clients informed means making an extra effort. That effort will pay off in terms of gratitude and potential referrals.

A technique that works for almost every practice area is this: when seeking new referral relationships, ask your existing referral sources for introductions to others they think would be good potential referral sources for you. You may be surprised by how willing your current referral sources are to help you network with people they know.

If no introductions are possible, or if asking for them would be awkward in your particular situation, join trade organizations that are likely to be made up of your targeted referral sources. Write articles for their journals. Attend their conferences and speak at their meetings. By making your expertise known among your target influencers, you will position yourself to start receiving more of the referrals you seek.

Community service clubs and charitable organizations can be another source of new relationships, but join only those organizations in which you have a genuine interest. People will be more interested in you if you are genuinely interested in the cause. Though we say to keep an eye open for those charities your referral sources favor,



Mark Powers



Shawn McNalis

do not join if they belong to organizations you can not legitimately support. Raising funds for charitable organizations is a great way to not only fund worthy causes, but to meet new people. Likewise, with board memberships, initiate lunch with everyone on the board who looks like a good prospect as a referral source.

In all your marketing activities, build trust and rapport by utilizing the best conversational strategies for the situation. When in a setting that allows you to build rapport one-on-one, such as a lunch or dinner, ask questions that show interest in the new person's life and their business. Aim to do 30% of the talking and 70% of the listening. Make it your business to learn about the kind of clients your potential referral source is interested in before trumpeting your own interests. Focus first on how you might be able to help them.

When it's appropriate, which may or may not be in the first meeting, tell stories that illustrate what you do, how you work and the type of clients you have helped in the past. Signal your interest in working with the potential referral source, when the time is right, by saying things like, "I'd be interested in discussing how we can create a business relationship," or "I'd be interested in sending you clients and would like to be of

service to yours as well." Be straightforward about what you do and the benefits of working with you if you feel the potential referral source is receptive.

The opportunities to meet new people – the kinds of people who are well positioned to send good clients – are all around you. Marketing your services one-on-one through word-of-mouth referrals is still the best way to gain new clients. Referred clients tend to be more loyal and less expensive than those who come from any other source. Referrals, which are built on relationships with referral sources, result in clients who have already decided they want to work with you when they walk through your door. Take the steps

we have just described to have more clients walk through yours.

Mark Powers, President of Atticus, Inc., and **Shawn McNalis**, co-authored "The Making of a Rainmaker: An Ethical Approach to Marketing for Solo and Small Firm Practitioners" and are featured marketing writers for *Lawyers, USA* and a number of other publications. To learn more about the work that Atticus does with attorneys or the Atticus Rainmakers™ program, please visit www.atticusonline.com or call 352-383-0490 or 888-644-0022.



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966 So. 2d 1001 (Fla. 5th DCA 2007)
Reversed forfeiture of \$250,000
payment required by marital
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***Florida Emergency Physicians-Kang &
Associates, M.D., P.A. v. Parker,***

800 So. 2d 631 (Fla. 5th DCA 2001)
Protected liability on multi-million
dollar medical malpractice action.

Miller v. Jacobs & Goodman,

699 So. 2d 729 (Fla. 5th DCA 1997)
Declared liquidated damages clause
of attorney employment agreement
void and unenforceable.

Wenzel v. Boyles Galvanizing Co.,

920 F. 2d 779 (11th Cir. 1991)
Affirmed a \$2.75 million dollar
personal injury award.

Boyles v. Mid-Florida Television Corp.,

467 So. 2d 282 (Fla. 1985)
Reversed the dismissal of a libel action
against an Orlando television station.

***Mitchell v. Metropolitan at
Lake Eola LLC,***

947 So. 2d 1263 (Fla. 5th DCA 2007)
Reduced lis pendens bond from
\$600,000 to \$20,000.

Whigham v. Shands Teaching Hospital,

613 So. 2d 110 (Fla. 1st DCA 1993)
Reinstated multi-million dollar medical
malpractice action against blood bank.

Pettry v. Pettry,

768 So. 2d 8 (Fla. 5th DCA 2000)
Reversed conversion of rehabilitative
alimony to perantent alimony.

Caiazza v. Tuff Realty Corp.,

805 So. 2d 29 (Fla. 5th DCA 2001)
Protected ownership of two
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Owen v. Owen

867 So. 2d 1222 (Fla. 5th DCA 2004)
Reversed imputation of income with
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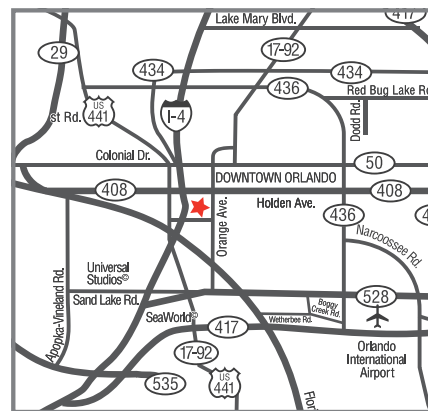
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- Oct. 28..... **Monthly Luncheon**
Contact: deargle@ralaw.com
- Nov. 18..... **Managing Partners Breakfast**
Contact: barves@gtlaw.com
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- Aug. 19..... Records Management
Aug. 20..... Law Firm Profitability Enhancement
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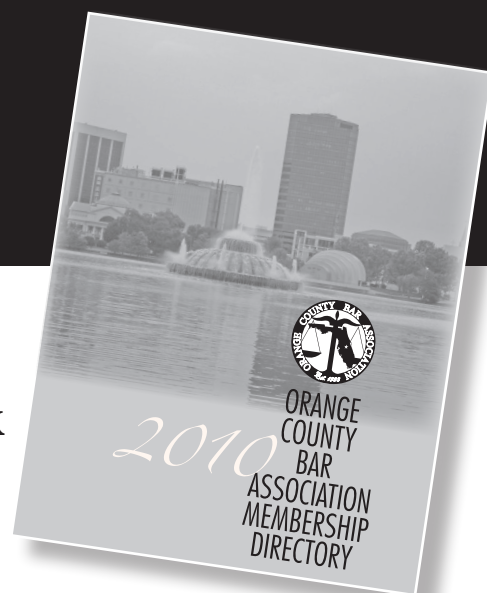
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Mark Your Calendar!

**The 18th Annual YLS
Charity Golf Tournament**
Shingle Creek Golf Club

**Friday, October 2, 2009
8:00 a.m. Shotgun Start**

**Sponsorships are available!
Prizes will be awarded!**

**\$135 - Individual Judge or
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\$165 - Individual Golfer

\$565 - Foursome

All proceeds benefit YLS's charitable activities, including a four-year college scholarship, the Backpack Project, Seniors First, Fun Day at Great Oaks Village and Relay for Life®.

For details, please contact Amber L. Neilson at aneilson@iplawfl.com or Sunny A. Hillary at sunny@brownstone.com.



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Presentation Skills ● Speaking “Off the Cuff” for Lawyers ●

It's your first firm-wide meeting. Unexpectedly, the senior partner asks you a few questions about a project you've been researching. As you rise to your feet, your brow begins to glisten with sweat. You stammer the first words that come to mind, losing your train of thought several times. After rambling incoherently for several minutes, the senior partner finally takes pity on you and moves to the next agenda item.



Elliott Wilcox

Of all the speaking opportunities you'll encounter, impromptu speaking can present the greatest difficulties. With little or no time to write out your speech, you are expected to entertain, educate, and/or persuade. But that's why impromptu speaking is also the most exhilarating and rewarding type of public speaking. Responding to an objection, handling a job interviewer's questions, or debating for the presidency are just a few of the many areas where impromptu speaking skills can prove invaluable. In this section we'll explore how you can do the impossible: prepare for an impromptu speech.

Know what your audience expects of you. If your audience is a group of co-workers at a meeting, examine the meeting schedule ahead of time and be prepared to speak on the topics listed. If you are calling on a prospective client, you should know your product or service, the likely objections, and why they should use *you* instead of your competitor. Have you been called before the TV cameras or into the courtroom? Hopefully, you know what you're accused of. Anticipate the questions you will be asked *before* you walk into the room, and plan your responses. No matter where you speak, you can do *some* advance preparation so you aren't caught completely off-guard.

Decide what your point(s) will be. The great philosopher, Yogi Berra, once remarked, "If you don't know where you are going, you will wind up somewhere else." Do you know where your impromptu speech is headed? Don't ramble on and string together a series of disconnected nothings. Keep your ideas logically grouped around a central thought: the main point you want the audience to remember. Think of the central point in your speech as the headline – everything else should relate to it. Be as specific as possible – the more concrete your point, the easier it will be for your audience to remember.

Have something worthwhile to say. Mark Twain once said, "It takes me three weeks to prepare a good impromptu speech." You can begin by continually improving yourself: listening, observing, reading, and learning. Not just the business section or *Florida Law Weekly* – take the Renaissance approach. Learn something about art, science, music, math, wine, food, or anything else that expands your breadth of knowledge. You'll not only be more interesting at cocktail parties, you'll gain the knowledge to give an impromptu presentation on a wide variety of topics. You'll add color and flavor to your arguments, and you'll captivate your audiences.

Have plenty of examples and stories to tell. Unlike quotes or statistics, examples and stories are easily remembered because you lived through the experience. If you immediately start with an example, you won't need to think about your word choices – the words will easily flow from your lips as you share the experience.

Using an example gets you into the swing of speaking, allowing your first minute jitters to disappear. Most importantly, a true-life example grabs your audience's attention immediately.

Speak with animation and force. Use your body, hands, eyes, face, vocal inflections, and different pitches and tones. *What* you say is important, but *how* you say it conveys a significant portion of your message. Some studies suggest that it conveys the majority of your message. Once you become interested in your speech, you will speak with energy and forcefulness. Be enthusiastic about your subject matter and your hands and body will move naturally, without conscious thought, effortlessly emphasizing the points you want to make.

How to respond to an impromptu question. Here are five steps to follow when presenting an impromptu speech.

1. **Listen for the question.** If you don't hear it, you won't be able to respond.
2. **Pause.** Take a deep breath. Take a moment to think about what point(s) you will make and what you want the audience to think, feel, or do differently when you're done.
3. **Confirm.** Did you hear the question correctly? Make sure: "Mr. Chairman, you want to know my position on taxation without representation?"
4. **Respond.** This is the bulk of your speech. Focus on the one point you want the audience to remember.
5. **End!** Many impromptu speeches fade away. Let yours end with a final statement, quote, or phrase that concludes with power and resonates in your audience's ears.

Delivering an impromptu presentation isn't easy, but it's worth the practice to hone your skills. Once you master the art of speaking "off the cuff," you'll never be at a loss for words again.

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Elliott Wilcox is the editor of *Trial Tips Newsletter*. To get a free copy of "The Art of Cross-Examination," visit www.TheArtOfCrossExamination.com



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Applicants must have graduated from an accredited law school, possess a Florida license to practice law (Florida Bar membership), and have at least two years experience as an attorney, preferably in one or more of the areas of law described above. Applicants must complete an Orange County employment application form. Applicants selected for an interview will be asked to provide a resume, at least one writing sample, and a copy of his/her law school transcript.

Depending on his/her experience and knowledge in the above referenced area(s) of law, the attorney in this position will be hired as an Attorney II or as an Attorney III. The starting salary is \$61,132 - \$101,795.

Interested attorneys must apply by not later than 5:00 p.m. on Friday, August 7, 2009, either online at www.orangecountyfl.net or at Orange County HR, 450 E. South Street, 1st Floor, Orlando, FL 32801.



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Speaking Engagements

James Edwards, a partner with Rumberger, Kirk & Caldwell, was a featured speaker at the Florida Public Relations Association Orlando luncheon on Thursday, May 28 at the University Club. The luncheon's topic was *Public Relations and Law*.

Kerry R. Farney, CLI, Chief Investigator with Expo Confidential Services, recently presented the oral board portion of the Certified Legal Investigator exam at the National Association of Legal Investigators annual conference in Nashville TN. He is one of only 76 active Certified Legal Investigators in the country.

Jon Gutmacher was a featured speaker on the subject of the Second Amendment at the Lake County Tea Party on July 4, 2009, at the Eustis Fair Grounds.

Kellie Symons of ShuffieldLowman was invited to speak on the topic of "Estate Planning" to a group of members of the Men's Club at the Westminster Towers.

Sandra C. Upchurch and Dean Jon Mills of Upchurch Watson White & Max presented the seminar *Utilization of Florida's Governmental Conflict Resolution Act and Environmental Dispute Resolution Act* at The Florida Bar 32nd Annual Local Government Law in Florida conference held May 8-9, 2009 in Orlando. Mr. Mills is the former Dean of the UF Levin College of Law.

Published

Stephen McDonald of ShuffieldLowman presented "Strategies for Handling Accounts Receivables" to Orlando's CFO Strategic Partners financial professionals.

Dennis Wall of Winter Springs and Orlando has co-authored an Online *Claims Magazine* article, "Handling Construction Defect Claims." The piece was published in June, 2009 in Online *Claims Magazine*.

Eric Werrenrath of ShuffieldLowman wrote an article on the topic, "Purchasing a Foreclosed Home."

Events

Thurs., Aug. 13 - OCBA 5th Annual Happy Hour & Team Trivia Contest. Slingapour's on Wall Street Plaza, downtown Orlando. Registration: 5:30 p.m. Teams of 5 only. \$75 per 5-person team; \$5 for OCBA members not playing; \$10 non-members not playing. **RSVP by Thurs., August 6 to Shayne Thomas at sthomas@ralaw.com.**

Fri., Oct. 2 - YLS 18th Annual Charity Golf Tournament. Shingle Creek Golf Club. 8:00 a.m. shotgun start. Sponsorships available. See ad in this issue or contact Sunny Hillary at sunny@brownstonelaw.com or Amber Neilson at aneilson@iplawfl.com.

Seminars

Aug. 11 - Representing a Tenant in an Eviction - LAS Lunchtime Training. 12:00 p.m. - 1:30 p.m. Comercia Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. CLE pending. Speaker: **Michael Resnick**. Details: ctucker@legalaidthocba.org or mcarbo@legalaidthocba.org.

Aug. 13 - Providing Side Effects of Medications and their Impact on the Ability to Work. Social Security Committee Seminar. Speaker: Richard Culbertson. 12:00 p.m. · Bar Center.

Aug. 21 - Professionalism in Family Law Cases. Family Law Committee. 12:30 p.m.; Orange County Courthouse, 23rd Floor Conference Room. 23rd Floor Conference Room.

Aug. 25 - Normalcy for Foster Children - LAS/GAL Lunchtime Training. 12:00 p.m. - 1:30 p.m. Comercia Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. Details: ctucker@legalaidthocba.org or mcarbo@legalaidthocba.org.

Aug. 25 - What Every Lawyer Needs To Know About Immigration. Solo & Small Firm Committee. Speaker: Jennifer Bowen of Farr & Bowen. 12:00 p.m. · Bar Center.

Sept. 1 - Public Benefits Topic. LAS Lunchtime Training. 12:00 p.m. - 1:30 p.m. Comercia Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. CLE pending. Speaker: **Michael Resnick**. Details: ctucker@legalaidthocba.org or mcarbo@legalaidthocba.org.

Sept. 15 - Delinquency Cases and the GAL. LAS/GAL Lunchtime Training. 12:00 p.m. - 1:30 p.m. Comercia Bank, 111 N. Magnolia Ave., Ste. 1000, Orlando, FL 32801. Details: ctucker@legalaidthocba.org or mcarbo@legalaidthocba.org.

Sept. 18 - Tax Issues Related to Family Law Cases. Family Law Committee. Speaker: Patrick Burns, Forensic CPA. 12:00 p.m. Orange County Courthouse, 23rd Floor Conference Room.

Attention Criminal Practitioners

This fall, OCBA member **Cindy Schmidt's** Boone High School law magnet students will be practicing how to write Motions to Suppress. **Cindy has asked that members who have interesting police reports with 4th or 5th Amendment issues consider sending them to her for students' use.** Cindy will redact defendants' name and contact information, etc. The goal is to give each student his/her own police report, take students to the law library, and have them practice writing. The exercise accomplishes many things, including opening the way for great discussions of the Constitution. Please mail police reports to: **Cindy Schmidt, Boone High School, 2000 S. Mills Ave., Orlando, Florida 32806.**

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JULY - AUGUST 2009

OCBA Luncheon

Thursday, August 20, 2009

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August

- 5 Criminal Law Committee**
12:00 p.m. • Courthouse
23rd Flr. Judges' Conference Rm.
- 11 LAS Lunchtime Training**
Representing a Tenant in an Eviction
12:00 p.m. • Comercia Bank, 10th Flr.
- 12 Estate Guardianship & Trust Committee**
12:00 p.m. • Bar Center
- Executive Council Meeting**
4:00 p.m. • Bar Center
- 13 OCBA Happy Hour & Trivia Contest**
5:30 p.m. • Slingapour's
- Real Property Committee**
12:00 p.m. • Bar Center
- Social Security Committee Seminar**
Providing Side Effects of Medications and their Impact on the Ability to Work
12:00 p.m. • Bar Center
- OCBA Paralegal Committee**
5:30 p.m. • Bar Center
- 14 Family Law Committee Executive Meeting**
11:45 a.m. • Houlihan's
- Workers' Compensation Committee**
11:45 a.m. • Smokey Bones
- 18 Professionalism Committee**
8:00 a.m. • Bar Center
- 19 Insurance Law Committee**
12:00 p.m. • Bar Center
- 20 OCBA Luncheon**
Steve Hogan
Chief Executive Officer
Florida Citrus Sports
11:30 a.m. • The Ballroom at Church St.
- YLS Luncheon**
11:45 a.m. • Citrus Club

- Appellate Practice Committee**
12:00 p.m. • Bar Center
- 21 Family Law Committee Seminar**
Professionalism in Family Law Cases
12:30 p.m. • Courthouse
23rd Flr. Conference Rm.
- 25 LAS/GAL Lunchtime Training**
Normalcy for Foster Children
12:00 p.m. • Comercia Bank, 10th Flr.
- Solo & Small Firm Committee Seminar**
What Every Lawyer Needs To Know About Immigration
12:00 p.m. • Bar Center
- 26 Business Law Committee**
12:00 p.m. • Location varies.
Contact Chairperson
- Labor & Employment Law Committee**
12:00 p.m. • Bar Center
- 28 Bankruptcy Law Committee**
12:00 p.m. • Bar Center

September

- 1 LAS Lunchtime Training**
Public Benefits Topic
12:00 p.m. • Comercia Bank, 10th Flr.
- 2 Criminal Law Committee**
12:00 p.m. • Courthouse
23rd Flr. Judges' Conference Rm.
- 3 Federal Judicial Relations Committee**
12:00 p.m. • Judge Conway's Chambers
- 9 Estate Guardianship & Trust Committee**
12:00 p.m. • Bar Center
- Judicial Relations Committee**
12:15 p.m. • Courthouse
21st Flr. Conference Rm.
- Executive Council Meeting**
4:00 p.m. • Bar Center
- 10 Real Property Committee**
12:00 p.m. • Bar Center
- Social Security Committee**
12:00 p.m. • Bar Center
- OCBA Paralegal Committee**
5:30 p.m. • Bar Center
- 11 Family Law Committee Executive Meeting**
11:45 a.m. • Houlihan's
- Workers' Compensation Committee**
11:45 a.m. • Smokey Bones
- 15 Professionalism Committee**
8:00 a.m. • Bar Center
- LAS/GAL Lunchtime Training**
Delinquency Cases and the GAL
12:00 p.m. • Comercia Bank, 10th Flr.
- 16 Insurance Law Committee**
12:00 p.m. • Bar Center
- 17 YLS Luncheon**
11:45 a.m. • Citrus Club
- Appellate Practice Committee**
12:00 p.m. • Bar Center
- 18 Family Law Committee Seminar**
Tax Issues Related to Family Law Cases
12:00 p.m. • 425 N. Orange Ave.
#2310
- 22 Solo & Small Firm Committee**
12:00 p.m. • Bar Center
- 23 Labor & Employment Law Committee**
12:00 p.m. • Bar Center
- 24 OCBA Luncheon**
Leslie Hielema
President
Orlando Regional Chamber of Commerce
11:30 a.m. • The Ballroom at Church St.
- 25 Bankruptcy Law Committee**
12:00 p.m. • Bar Center

Visit the OCBA website at www.orangecountybar.org for updates on committee meetings, seminars and events.



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