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ILLINOIS STATE BAR ASSOCIATION

# THE CATALYST

*The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law*

## A view from the Chair

*By Mary F. Petruchius*

"There is a special place in hell for women who don't help other women."

—Madeleine Albright, Keynote speech at Celebrating Inspiration luncheon with the WNBA's All-Decade Team, 2006

From the moment I knew I was going to be appointed the 2013-14 Chair of the Standing Committee on Women and the Law (WATL), I knew the quote above would be the "theme" for my year as Chair. I believe that the WATL is going to have a great year! I want to take this opportunity to welcome all new Committee members and welcome back those of you who were re-appointed.

At press time for this newsletter, our first event of the year as a committee is going to be our participation in the August 22nd program and reception, "30 Female Blackstones Gather in Chicago." This occasion honors the thirty women lawyers from across the country who gathered in Chicago in August of 1893 for the first-ever national meeting of women lawyers. The Queen Isabella Association sponsored the meeting, which was held in conjunction with the Columbian

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## Civil Rights Act decisions may limit workers' ability to sue for discrimination

*By Tracy Douglas*

In a pair of 5-4 decisions this past June, the Supreme Court limited the definition of supervisor and increased the standard of causation for retaliation under Title VII of the Civil Rights Act.[2] These decisions will make it easier for employers to defend against discrimination and retaliation claims. They may also limit the effectiveness of Title VII by restricting when the employer has strict liability for supervisor harassment and decreasing reports of harassment because employees fear retaliation, claims which must now be proved with but-for causation. This article will examine the rulings and discuss the impact on Civil Rights Act claims.

An employer is strictly liable for a supervisor's harassment of the victim, but an employer is liable for co-worker harassment only if the employer was negligent in controlling conditions of the workplace.[3] An employer can escape liability for supervisor harassment if there was no tangible employment action taken against the victim and the employer can establish the affirmative defense that "1) the employer exercised reasonable care to prevent and correct any harassing behavior and 2) the plaintiff unreasonably failed to take advantage of the preventive or corrective opportunities that the employer provided."[4] The issue before the court in *Vance v. Ball State University* was what qualifies a person to be a supervisor so that the employer has strict liability.[5]

The Supreme Court adopted the rulings of appellate courts that limited "supervisor" to someone who has the power to "take tangible

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## INSIDE



***(Notice to librarians:** The following issues were published in Volume 18 of this newsletter during the fiscal year ending June 30, 2013: October, No. 1; December, No. 2; January, No. 3; May, No. 4; June, No. 5).*

## A view from the Chair

*Continued from page 1*

Exposition. Our own ISBA President, Paula Holderman, along with Julie A Bauer, the 7th Circuit Bar Association President, will host the two-part program and panels, entitled, "From 1893 to 2013: Celebrating Our Accomplishments" and "2013 and Beyond: Building on Our Accomplishments." The program will be followed by a reception for all attendees. What a great opportunity to hear and meet such special women as the Honorable Ann Williams, Diane Wood, and Illinois Supreme Court Justice, Rita Garman, to name just three! I'm confident that one of our committee members will write a fabulous article for the next *Catalyst* about this incredible event!

At our annual meeting in June, Paula addressed the WATL members and set forth her plan and initiatives for the upcoming year. She wants to concentrate on the challenges facing new lawyers and diversity within the ISBA and our profession. She asked the WATL to review the ABA's Gender Equity Toolkit and ask: 1. How we can apply the toolkit to the small and mid-sized firms in the state?; and 2. How can we make a difference in Illinois for our state's women lawyers? To that end, I asked that we form a special subcommittee to take on this task for the year. I'm thrilled that Julie Neubauer, Emily Masalski, Kristen Prinz and I will be the members of the Gender Equity Subcommittee. It will be a lot of work but, I think, extremely rewarding.

Angela Evans and her CLE Subcommittee are currently in the planning stages of a CLE program on Bullying that will be co-sponsored by numerous committees and section councils. Bullying is an extremely timely topic and one that touches each and every one of us. Given the hugely positive responses from the other committees and section councils, I think this program will be one of the most widely attended programs in recent ISBA history. As soon as the program date is released, be sure to register. It's so important that our members have a presence at any CLEs that this Committee sponsors. If Angela and her subcommittee aren't too burned out from planning this CLE, many members expressed interest in a CLE update of human trafficking in Illinois…..maybe later in 2014?

I know our *Catalyst* co-editors are going to publish a terrific newsletter this year! Haven't you all received e-mails bugging you to submit articles? Rest assured, these editors won't let up until each and every one of us does our part. Any topic having anything to do with women and the law is acceptable—c'mon everyone, let's get creative!

The WATL is going to continue its tradition of nominating members of our Committee for awards. I congratulate Melissa Olivero and the members of her subcommittee, Leadership Opportunities for and Recognition of Women, for the hard work they have done in the past and wish them good luck this year. It's critical that we "promote our own"!

Our annual Outreach and Networking event will be on March 21, 2014 at the NIU College of Law. The WATL's Spring Outreach program and reception is probably the best opportunity each one of us has to make contact with other women attorneys in different parts of the state, as well as to reach out to female law students to support and encourage them. Isn't that the essence of women helping other women?

Finally, I have made it my personal commitment to the Illinois Bar Foundation (IBF) to have 100% of our Committee members become IBF Fellows. Please join with me to make this goal a reality as we work together to make 2013-14 the best year ever for this great committee! ■

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Mary F. Petruchius is a solo general practitioner in Sycamore, IL. She is the 2013-2014 Chair of the Standing Committee on Women & the Law. Mary is also a member of the Diversity Leadership Council and the Child Law Section Council for 2013-2014. She is a proud Gold Fellow of the Illinois Bar Foundation. She can be reached at marypet@petruchiuslaw.com and her website is www.petruchiuslaw.com.

## Civil Rights Act decisions may limit workers' ability to sue for discrimination

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employment actions against the victim."[6] The Equal Employment Opportunity Commission (EEOC) defined a supervisor more broadly as a person who was "authorized 'to undertake or recommend tangible employment decisions affecting the employee'" or a person who was "authorized 'to direct the employee's daily work activities.'"[7] The Court rejected the EEOC's guidance because "supervisor status would very often be murky" and would confuse juries. The definition adopted in this case includes the ability "to hire, fire, demote, promote, transfer, or discipline the victim" and the ability to "cause 'direct economic harm' by taking a tangible employment action."[8] The majority reasoned that this bright-line standard would make more sense to a jury because it would be clear whether a person had those powers in order to be a supervisor.[9]

Justice Ginsburg's dissent argues that the majority's approach will leave employees without recourse when they have co-workers who can assign tasks or alter the work environment but do not have the power to take tangible employment actions.[10] Ginsburg maintains that the new rule "diminishes the force of *Faragher* and *Ellerth*, ignores the conditions under which members of the work force labor, and disserves the objective or Title VII to prevent discrimination."[11] While the majority argues that employees will still be able to prevail by showing the employer was negligent, Ginsburg points out that those claims are harder to win than a claim where the employer has strict liability.[12] By limiting who qualifies as a supervisor to those who can hire and fire employees, the majority restricts employer's strict liability, favoring employers over employees with a narrow definition of supervisor.

Similarly, in *University of Texas Southwestern Medical Center v. Nassar* the Supreme Court constrained claims for retaliation by requiring the plaintiff to show that "the desire to retaliate was the but-for cause of the challenged employment action."[13] This standard will require "proof that the unlawful retalia-

tion would not have occurred in the absence of the alleged wrongful action or actions of the employer."[14] Retaliation is banned by 42 USC §2000e-3(a), and the Court decided that retaliation was not included in "any employment practice" language of §2000e-2(m), which is governed by the motivating factor analysis, where a plaintiff can prevail if "discrimination was one of the employer's motives, even if the employer also had other, lawful motives."[15] The Court reasoned that Congress could have made the motivating factor standard apply to retaliation, but it did not.[16] The Court rejected the guidance of the EEOC that retaliation claims were covered by the motivating factor standard under *Skidmore* deference analysis because it failed "to address the specific provisions of this statutory scheme" and was generic in the discussion of the causation standards.[17] The Court asserted that allowing a motivating factor standard would increase frivolous claims.[18]

Justice Ginsburg dissented, arguing that the "Court has seized on a provision, §2000e-2(m), adopted by Congress as part of an endeavor to strengthen Title VII, and turned it into a measure reducing the force of the ban on retaliation."[19] Ginsburg asserts that "any employment practice" would cover retaliation and that retaliation is a form of status-based discrimination.[20] The dissent contends that but-for causation will not mean that a plaintiff can't prove unlawful retaliation, but it will mean that "proof of a retaliatory motive alone yields no victory for the plaintiff."[21] Ginsburg also points out that "a strict but-for test is particularly ill suited to employment discrimination cases" and it may cause victims of harassment to not report it out of fear of retaliation.[22]

Together, the *Vance* and *University of Texas Southwestern Medical Center* majority opinions narrow the definition of supervisor and limit retaliation claims, making it easier for employers to defeat Title VII claims. However, as Justice Ginsburg's dissents point out, they may also have the effect of making it harder for employees to successfully sue employers and preventing legitimate claims from being brought because workers fear retaliation, which is now subject to a stronger causation standard. Limiting who qualifies as a supervisor for the purposes of strict liability and limiting retaliation to proof of but-for causation seem to favor employers and reduce the force of Title VII. Congress can overturn the Court's limitations of Title VII if Congress disagrees with what the Court has done. But with the current Congress and other issues, that will be hard to pass. ■

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Tracy Douglas is staff attorney for the Governor's Office of Executive Appointments and a member of the Standing Committee on Women and the Law. The opinions expressed herein are solely those of the author and not those of the Governor's Office.

1. *Vance v. Ball State University*, No. 11-556, slip op. (U.S. June 24, 2013), <http://www.supremecourt.gov/opinions/12pdf/11-556_11o2.pdf>; *University of Texas Southwestern Medical Center v. Nassar* , No. 12-484, slip op. (U.S. June 24, 2013), <http://www.supremecourt.gov/opinions/12pdf/12-484_o759.pdf>; 42 USC § 2000e–2.
2. *Vance*, No. 11-556, slip op.
3. *Id.*
4. *Id.*
5. *Id.*
6. *Id.*
7. *Id.*
8. *Id.*
9. *Id.*
10. *Id.*
11. *Id.*
12. *University of Texas Southwestern Medical Center v. Nassar*, No. 12-484, slip op.
13. *Id.*
14. *Id.*
15. *Id.*
16. *Id.*
17. *Id.*
18. *Id.*
19. *Id.*
20. *Id.*
21. *Id.*



## The Catalyst

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# Moving on versus moving forward: The legacy of the Trayvon Martin case

*By Shira Truitt*

The commentary generated by the jury decision in the Trayvon Martin case has been interesting, to say the very least. The comments cover the breadth and depth of opinion, range from the very far left to the very far right. One of the main reasons this case piqued our national attention is that it signaled a change in the social contract for African Americans—that is, the rules regarding what will and will not be allowed by, from and of African-Americans - has changed. The change seems quite alarming when one considers that the social contract for African-Americans is the blue print by which rights are gained under our constitution and in our society. Other minorities, women, and now gay/homosexual/transgendered people use the African-American struggle for equality as the template by which each of these groups can access rights under our constitution for themselves. Further, and interestingly, the same groups opposing the rights of African-Americans are usually (but not always) the same groups opposing the rights of other minorities, women, and now gay/homosexual/and transgendered people. So, a move that affects the social contract of African-Americans presumably affects the others, since it affects the template by which rights are gained under our constitution as well as societal acceptance.

For most African-Americans, the jury decision in the Trayvon Martin case illustrates a growing trend that seems to scale back the advances made. Some African-Americans would categorize this verdict as a tragedy and a stain on the face of democracy. Others would go further, saying that this verdict is not merely a tragedy; it is an amendment of the social contract by which African-Americans live in America. The challenge is that the amendment process is occurring without input from the African-American community and is forced through the muzzle flash of a gun. There have been several iterations of the social contract—the rules—over time. Slavery was the first iteration, and it is still the original template by which the social contract is viewed. Next came the Separate but Equal iteration and then the Civil Rights iteration. Currently, we are in the Affirmative Action iteration. Interestingly, it is the only iteration of the social contract done with the input of African-Americans and not marred by violence. The challenge is that amendments to the social contract are being sought—with no consideration, no notice, and no input from the African-American community.

Usually, the emotion regarding the renegotiation of the social contract turns on the sufficiency of the consideration and the lack of notice. For example Amadou Diallo, the unarmed man killed in a hail of bullets in New York when he reached for his wallet to identify himself to police, didn't deserve to die. It was common, then, to immediately take out your wallet, get your identification, and give it to the police. Unfortunately for Diallo, the rules changed without notice. After the trial, the analysis, and the commentary, the contractual amendment was clear. It came without notice, consideration, or input from the African-American community and acceptance was under duress. A failure to accept the new term could mean immediate death. So, in the African-American community, people began to show their hands first and wait for the police to either reach for the identification themselves or demand identification from the person at gun point. It changed the way things were done, and few—if any—African-American families fail to instruct their young men on these new rules. It's wrong, it's racist, and it's unfair, but a victim survives to assert a claim. The consideration: African-Americans get to live if the rules are followed. The challenge: While that term had been in previous iterations of the social contract, it was erased from the Affirmative Action iteration of the contract. Further, the amendment was done without notice, consideration, or an opportunity for input by the African-American community.

When an unarmed Rodney King was beaten, it was an amendment to the social contract by which African-Americans live in America. Before that amendment, people regularly mouthed off to the police after being hand-cuffed; it was not necessarily viewed as right or wrong, but its happenstance was common. After Rodney King, the amendment to the contract was clear: African-Americans did not have the right to act in a way that was less than professional. African-Americans no longer had the luxury of acting age-appropriate, color blind, acting commensurate with the community standard, or acting in a subjective way given the objective facts. Though what happened to Rodney King was wrong, in an effort to move forward, African-American families began instructing their children on how to deal with law enforcement while being calm and rational—despite the fact that law enforcement may be unethical, unprofessional, or illegal in their stop/search/seizure. The consideration: African-Americans get to live if those rules are followed. The challenge: While the term had been in previous iterations of the social contract, that term was erased from the Affirmative Action iteration of the contract and was not contained in the Diallo amendment.

When gangster rap and sagging pants represented hip-hop culture, and hip-hop was African-American, racial profiling reached an art form. The community fought back by gathering statistics on the profiling. Statistics, then, brought about information in an effort for change. Nevertheless, that time in our recent history brought about another amendment to the social contract. Even though Tommy Hilfiger made (and continues to make) a fortune on hip hop dress (now known by its inclusive name—urban) and non-African-American teens bought gangster rap at nearly twice the rate of African-American teens, if African-American teens participated or prospered in a culture they created for themselves, they could be profiled. That gave law enforcement the legal right to stop and search that African-American person, even though their non-African-American counterparts did the same thing. So, in an effort to move forward, African-American parents discouraged the same symbolic speech in which the Woodstock generation engaged and enforced new rules regarding dress and music. The challenge: While the term had been in previous iterations of the social contract, that term was erased from the Affirmative Action iteration of the contract and was contained in neither the Diallo nor King amendments.

As lawyers and members of our respective communities, it's not a stretch to say that we are well versed in the drug amendment to the social contract; specifically the crack amendment and the sentencing disparities. While generally discouraging the use of drugs, African-American families had to add a sentence. It went something like "Don't do drugs at all--but if you aren't going to listen,

DO NOT deal with crack." Interestingly, that same amendment has not been available—in any version—when it came to cocaine. It's difficult to fully articulate the reason a dealer would never see the outside of a prison if they add a legally available, over the counter, unregulated, common household item like baking soda to a street drug, but if they didn't add it, they could make more money and have a chance at freedom. Even more difficult to explain is the disparity between the approach taken with crystal meth versus crack. Pharmacists are under a daily barrage of new laws aimed at increasing their responsibility for the active ingredient. Further, the acquisition of the active ingredient is now heavily regulated, challenging everyone with allergies and symptom management. However, baking soda continues to be unregulated. The illegal drug issue swept our nation as a whole; but the only Americans disproportionately affected by drug amendment were African-Americans. Unfortunately, that amendment was not a part of any iteration of our social contract nor any amendment thereto.

Now, there's the Trayvon Martin case. How does that case affect the social contract for African-Americans? Of all the pundits, commentary from the far right and left, legal and armchair analyses, that question remains to be answered. And, while waiting for that answer, I shudder to think what may have happened if Trayvon were Tara—that is, female. Looking at the commentary and the blame placed on Martin, it looks like we'd be asking additional questions if Trayvon were a young female. Why she was out that night? She should've waited until her parents could take her to the store or she should have gone without her snacks. She should have walked with a group to ensure her safety. And, then, there's the judgment, such as why would a young lady even be out that late? What was she doing? She was probably a prostitute/scout for a burglary ring/other. Then, there's the other side: She wouldn't have been stopped simply because she was a female; she would've been thought as lost, visiting a friend, or just cutting through the neighborhood. I'm unsure if a paternalistic view is better than a criminal view; however, there may have been a clear benefit in that same situation if Trayvon were a young female. And that's not just unfortunate, it's a shame.

It would be absolutely wonderful if America would finally engage in the discussion necessary on race, ethnicity, gender, and sexual orientation that is critical to progress in this country. It is disheartening, to say the very least, to see the accountability mechanism for the kind of action in the Martin case--going to court--fail so miserably and inexplicably. That makes it increasingly difficult to encourage those disenfranchised by the Diallo, King, Rap, and Drug amendments that are also affected by the Martin situation to believe in the legal system and to remain peaceful—especially when all four of those amendments and the one situation were achieved by violence. It is hard to explain to those who are left out of the Separate but Equal renegotiation, the Civil Rights renegotiation, and the Affirmative Action renegotiation why the collective force of their hard work, along with their delayed gratification on behalf of the greater good, does not leverage the beneficiaries of that work to the elusive goal of equality—especially equality under the law.

As a nation, we should be thankful of our blessings and proud. But we still have a lot of nation building—the building of this nation—to finish. Its first centuries were written without the participation of many, but the coming years afford the opportunity to enable ethnic and racial minorities, women, and gay/homosexual/and transgendered people the chance to participate. Then, and only then, can we move forward—and not simply move on—in our national existence. ■

# Pay equality for women attorneys: The ABA Toolkit for Gender Equity in Partner Compensation

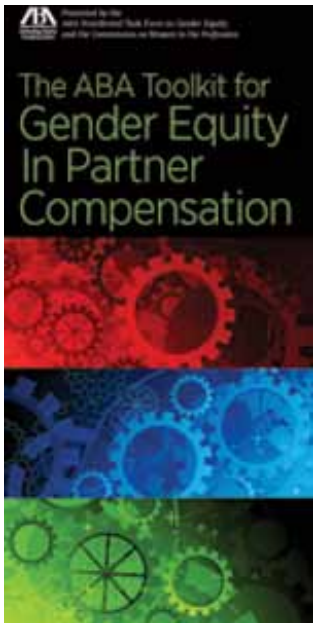
*By Julie A. Neubauer*

Illinois State Bar Association President Paula H. Holderman has outlined her vision for this 2013-2014, which includes continuing the path towards gender equality in the legal profession. One way Illinois law firms can join Paula Holderman and the Illinois State Bar Association in this effort is through the implementation of the ABA Toolkit for Gender Equity in Partner Compensation.

Last year, under the leadership of President Laurel Bellows, the American Bar Association formed the Task Force on Gender Equity and the Commission on Women in the Profession, which focused on finding solutions for eliminating gender bias latent in the legal profession. The Task Force focused first on the most obvious indicator of success, compensation. Research previously conducted by the ABA clearly shows a pervasive compensation gap between men and women at the partner level in the nation's largest law firms. This is true even when hours and business development were controlled for. The results of the research indicate that the root of this compensation disparity is subjective compensation systems with little transparency.

While these results show an overt unfairness in compensation structures for individual women, the systemic impact is far greater. Why? Because, when women partners are not appropriately compensated, they leave their firms and often leave the legal profession altogether. According to the NAWL annual reports on Retention and Promotion of Women in Law Firms, the percentage of female equity partners in American law firms has remained stagnant at 15% for years. What law firms fail to realize when determining attorney compensation is that the attrition of women attorneys from the time they are hired as associates to their eligibility for partner equals a loss of talent and diversity that ultimately impacts the bottom line of law firms.

Compensation is a marker for even greater equality in the law firm work environment. When pay is equalized it is much more likely that there will also be equity in assignments as well as decision-making involvement within a firm. The overall effect of marginalization is eliminated, allowing talent to prevail.




Many firms are recognizing that the future of the legal profession integrally aligns with women. However, when it comes to compensation practices, many firms do not know how to begin the reform process to better ensure pay equity within their firms. In response to this need the Task Force developed the ABA Toolkit for Gender Equity in Partner Compensation. The Toolkit provides everything needed to present an awareness and education seminar of varying lengths geared toward equity partner decision-makers in mid-large Illinois firms. The tool kit includes proposed agendas, power-point slides, reading materials, resources and marketing strategies for firms to use in sharing their diversity leadership as part of an overall strategy for generating business.

Illinois is home to hundreds of law firms and most of the largest firms in the nation have large offices in Chicago. Women now make up 50% of enrolled law students and the percentage of women attorneys working in firms is on the rise in Illinois. The time is now to implement policies and practices for attorney compensation that will encourage the women coming into the professions and young women lawyers working in firms today to stay the course and rise to the level of leadership alongside our male counterparts. The ABA Toolkit for Gender Equity in Partner Compensation can show us the way.

To learn more visit the Taskforce Web site at <http://www.americanbar.org/groups/women/gender_equity_task_force.html>.

# Spotlight on Women and the Law Committee members

Each newsletter we will feature a few Women in the Law Committee members. We hope to provide a brief introduction to the members, their backgrounds and current positions.

### Veronica Armouti

Ms. Armouti is President and CEO of the Senala Group, where she is currently working on a startup internet based company. She also provides legal and diversity consulting; she is often called to speak on diversity related topics.

Prior to forming her own company, Ms. Armouti worked for Sandberg Phoenix and von Gontard, P.C., handling cases involving negligence, wrongful death, nursing home defense, medical malpractice, healthcare regulations, and personal injury. She also chaired its Diversity Committee, facilitating the implementation of firm-wide diversity training and roundtables. Ms. Armouti was instrumental in developing the firm's Diversity Strategic Plan. During her tenure, she conceived and developed the firm's minority partnership continuing legal education program.

In 2013, Ms. Armouti presented as part of the Maryville University Women in Leadership Series on Diversity. She serves on the Standing Committee on Women and the Law, the Diversity Leadership Council and is a member of the ISBA Law and Leadership Institute Steering Committee.

Ms. Armouti received her Juris Doctorate from the St. Louis University School of Law in 1997. She received a Master of Science degree in Policy Analysis in 1987 and a Bachelor of Science degree in Sociology in 1985 from Southern Illinois University Edwardsville.

She has been recognized as a 2012 ISBA Diversity Fellow; 2011 St. Louis Business Journal Diverse Business Leader; 2009 Women of Distinction, Alton YWCA; 2009 Saint Louis University Black Law Students Association's (BLSA) Service Award; and 2008 BLSA Legal Legend.

### Dixie Peterson

Ms. Peterson has served as the General Counsel of the Illinois Department of Children and Family Services since 2006. In that role, she provides the Department with legal counsel and legal services for litigation, statutory, corporate, budgetary, regulatory, employment, and contractual issues.

She joined the Department in 2000, after a distinguished career practicing environmental law as a capital partner in a large international law firm. She is an AV Preeminent Rated Lawyer and was named to the "100 Women Making a Difference" by Today's Chicago Woman magazine in 1994.

Ms. Peterson is a current member of ISBA's Standing Committee on Women and the Law. Previously, she was Chair of the Child Law Section and of the Corporate Law Department Section. Ms. Peterson has also served as Secretary and Board Member of the CBA; Chair of the ABA Law Practice Management Section; and a speaker and organizer of the ABA's Women Rainmakers in the Legal Profession.

She is a graduate with highest distinction from The John Marshal Law School and served as the Lead Articles Editor of *The John Marshall Law Review*. She is a long time member of the Law School's Board of Trustees and former Chair of its Board of Visitors. In addition, she was an Adjunct Professor (real estate graduate law program) at the Law School. In 2001, Ms. Peterson was inducted in the Lyons Township High School Hall of Fame, and in 2007, she was elected President of the Women's Bar Foundation.

### Erin M. Wilson

Ms. Wilson received her Juris Doctorate and Certificate in Family Law from DePaul University College of Law in 2008. Since then she has worked as an associate at O'Connor Family Law. Her focus is on divorce, custody, support, and parentage actions; she is also trained in collaborative law and mediation.

Ms. Wilson is actively involved in the ISBA Young Lawyer Division Section Council, where she chairs the social committee, is on the grant request committee and was previously involved with the Soirée and Holiday Party Committees. Ms. Wilson is a new member to the Standing Committee for Women and the Law. In addition, she is on the Junior Board for Lawrence Hall Youth Services, a safe home for abused and neglected children, where she served as co-president in 2012-2013.

She was also named as a Rising Star by the Illinois Super Lawyers for 2012 and 2013. ■

# Upcoming CLE programs

*To register, go to www.isba.org/cle or call the ISBA registrar at 800-252-8908 or 217-525-1760.*

## September

**Thursday, 9/5/13- Teleseminar**—Generation Skipping Transfer Tax Planning. Presented by the Illinois State Bar Association. 12-1.

**Monday, 9/9/13- Chicago, ISBA Chicago Regional Office**—ISBA Basic Skills Live for Newly Admitted Attorneys. Complimentary program presented by the Illinois State Bar Association. 8:55-5:00.

**Tuesday, 9/10/13- Teleseminar**—Choice of Entity for Real Estate. Presented by the Illinois State Bar Association. 12-1.

**Tuesday, 9/10/13 – Webinar**—Intro to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 10:00 – 11:00 a.m. CST.

**Wednesday, 9/11/13- Chicago, ISBA Chicago Regional Office**—2013 Cyberlaw Symposium. Presented by the ISBA Intellectual Property Section. 8:45-5.

**Wednesday, 9/11/13- Live Webcast**—2013 Cyberlaw Symposium. Presented by the ISBA Intellectual Property Section. 8:45-5.

**Thursday, 9/12/13 – Webinar**—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 10:00 – 11:00 a.m. CST.

Thursday, 9/12/13- Teleseminar—UCC 9: Fixtures, Liens, Foreclosures and Remedies. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 9/12/13- Chicago, ISBA Regional Office**—Trial Practice Series: The Trial of a Retaliation Case. Presented by the ISBA Labor and Employment Section. 8:55-4:15.

**Thursday, 9/12/13- Live Webcast**—Trial Practice Series: The Trial of a Retaliation Case. Presented by the ISBA Labor and Employment Section. 8:55-4:15.

**Monday, 9/16-Friday, 9/20/13 - Chicago, ISBA Regional Office**—40 Hour Mediation/Arbitration Training. Presented by the Illinois State Bar Association. 8:30-5:45 daily.

**Tuesday, 9/17/13- Springfield, INB Conference Center**—Fracking in Illinois- Facts and Myths Explained. Presented by the ISBA Environmental Law Section; co-sponsored by the ISBA Real Estate Law Section, the ISBA General Practice, Solo & Small Firm Section, and the ISBA Agricultural Law Section. 8:30-5:00.

**Tuesday, 9/17/13- Teleseminar**—Transactions Among Partners/ LLC Members and Partnerships/LLCs- Major Tax Traps for the Unwary. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 9/19/13- Teleseminar**—Estate Planning to Reflect Religious and Philosophical Beliefs. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 9/19/13- Chicago, ISBA Regional Office**—Responding to Government Investigations in Health Care. Presented by the ISBA Health Care Section. 12:30-4:30pm.

**Thursday, 9/19/13- Live Webcast**—Responding to Government Investigations in Health Care. Presented by the ISBA Health Care Section. 12:30-4:30pm.

**Friday, 9/20/13 – Peoria, Par.A.Dice Hotel**—DUI & Traffic Updates – Fall 2013. Presented by the ISBA Traffic Law Section. 8:30 am – 5:00 pm.

**Tuesday, 9/24/13- Teleseminar**—Update on Advising Physician and Dental Practice, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Tuesday, 9/24/13- Live Webcast**—The Role and Reach of Government's Independent Inspectors General. Presented by the Standing Committee on Government Lawyers. 9:30-11:30.

**Tuesday, 9/24/13- Chicago, ISBA Regional Office**—Staying out of Trouble: Avoiding Sexual Misconduct and Mismanagement of Client Money. Presented by the Attorney Registration and Disciplinary Commission. 12:30-3:20.

**Tuesday, 9/24/13- Live Webcast**—Staying out of Trouble: Avoiding Sexual Misconduct and Mismanagement of Client Money. Presented by the Attorney Registration and Disciplinary Commission. 12:30-3:20.

**Wednesday, 9/25/13- Teleseminar**—Update on Advising Physician and Dental Practice, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 9/25/13 – Webinar**—Introduction to Boolean (Keyword) Search. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 10:00 – 11:00 a.m. CST.

**Wednesday, 9/25/13- Friday, 9/27/13- Chicago, ISBA Regional Office**—Advanced Mediation/Arbitration Training. Presented by the Illinois State Bar Association.

**Friday, 9/27/13- Collinsville, Gateway Center**—Social Security and SSI Disability Law. Presented by the ISBA Standing Committee on Disability Law. All Day.

## October

**Thursday, 10/3/13/ -Saturday, 10/5/13 - Itasca, Westin Hotel**—9th Annual Solo and Small Firm Conference. Presented by the Illinois State Bar Association. Thur 9-8:30; Fri 8:30-8:00; Sat 8:30-12:05.

**Tuesday, 10/8/13 – Webinar**—Intro to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 3:00 – 4:00 p.m. CST.

**Tuesday, 10/8/13- Teleseminar**—Ground Leases: Structuring and Drafting Issues. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 10/10/13-Friday, 10/11/13- Galena, Eagle Ridge Resort and Spa**—A Child Custody Trial. Presented by the ISBA Family Law Section. 8-5 both days. ■