

The Catalyst

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

Recent studies confirm much still needs to be done for women to gain parity in the profession

BY MICHELE M. JOCHNER

For the past three decades, men and women have been graduating from law school and entering private practice at roughly the same rates. Therefore, it would be reasonable to assume that men and women with similar levels of experience would also similarly progress at the same

time into lead counsel roles in litigation, and into leadership roles in their firms. However, two recent studies of women in the legal profession have highlighted some troubling red flags: we continue to lag behind our male colleagues not only

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Remembering Judge Jean Prendergast Rooney

BY KYLE GARMES

Although Jean Prendergast Rooney was a woman of remarkable abilities in her profession and family life, her 15-month fight against leukemia proved to be insurmountable. Rooney, 45, a Cook County Circuit Court judge and mother of three, died on December 8, 2015 and the Beverly resident was mourned by thousands of people in the neighborhood and across the city.

Despite the lingering sorrow felt by

those who loved her, they find solace in memories of a warm and loving woman who was highly respected by her peers, family and neighbors.

Rooney had served the Cook County Circuit Court for about five years and was one of 10 members of the Court's Chancery Division, which deals with cases such as mortgage foreclosures. However, according to her husband, Tim Rooney,

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in the type of work we are given, but also in promotion and compensation within private law firms. These results reinforce the importance of our working together to take concrete steps to counter this trend and make positive changes to not only better the status of women but to also benefit our profession as a whole.

First Chairs at Trial: More Women Need Seats at the Table was published in 2015 by the ABA's Commission on Women in the Profession ("Commission"), and co-authored by Chicago's own Stephanie Scharf and Roberta Liebenberg. It is a first-of-its-kind empirical study tracking the frequency of women and men as lead counsel and trial attorneys in civil and criminal litigation, based on a random sample of all cases filed in the U.S. District Court for the Northern District of Illinois in 2013.

Unfortunately, the data revealed that, in most settings, women are consistently underrepresented in lead counsel roles. Although the distribution of men and women in our profession is at roughly a 2 to 1 ratio, men are three times more likely than women to appear in lead roles in civil cases—especially in those matters which are financially lucrative and high-profile. Further, when women do appear as lead counsel in civil matters, they are more likely to represent defendants rather than plaintiffs. Moreover, a private vs. public sector gender gap for women in lead roles was discovered, as women representing the government had the greatest chances of appearing as lead counsel.

The results in criminal cases - where the government is one party and the other is a private-party defendant - revealed a pattern similar to the private vs. public sector gender gap found in civil cases. In criminal matters, female lead counsel represent the government more than twice as often as they represent criminal defendants. The exact opposite is true for men: they appear as lead counsel for private defendants twice as often as they appear for the government.

The report also found that class-action

matters—which are viewed as both complex and high-stakes—are dominated by male lead counsel. Compare this with the role of women litigators in cases with *pro se* plaintiffs: women are far more likely to act as lead counsel in these matters.

The study concluded that many factors work against women becoming lead counsel, including the prevalence of both overt and implicit biases which have hampered the advancement of women in the profession, especially litigators. For example, senior courtroom lawyers are overwhelmingly male, and they may automatically choose someone like themselves - *i.e.*, another male - to serve as their co-counsel. Implicit biases are also at play in the belief that a female litigator may express unnecessary emotion during a trial, although a male litigator who displays the identical level of emotion is viewed as a "deeply passionate" advocate. Similarly, a female litigator who advances forceful arguments or who raises her voice to highlight a point, may be negatively tagged as "overly aggressive," while a male lawyer engaging in the exact same behavior may be lauded as "zealously representing his client." As the report observes, this results in "women lawyers often hav[ing] to demonstrate greater levels of competence and proficiency and [they] are held to higher standards than their male colleagues."

Further, women litigators are often faced with opposing counsel and judges who make inappropriate or stereotypical comments. In addition, they may also encounter clients who prefer being represented by a man in the courtroom, based upon the same stereotypes discussed above.

In response to the issues discovered upon examining this data, the ABA's Commission is planning to work with law schools, law firms, judges and individual female lawyers across the country to identify ways women can receive the training and courtroom experience needed to become skilled trial lawyers. To this end,

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plans are in the works for law schools to encourage female law students to effectively pursue litigation and receive training and mentoring by trial attorneys to hone their skills and deal with the biases they may face in the courtroom. Further, law firms will be asked to focus on specific training for women litigators, and to ensure that they are getting the experience that will allow them to be successful and confident in the courtroom. Clients will also be reminded to be proactive in requesting that women litigators serve as lead trial lawyers in their cases and that they can use their fee dollars as leverage to insist that women be given prominent positions and significant responsibility in trial teams assembled by the firm for the client's matters. In addition, clients can require firms to provide them with information on how their cases are being staffed and the roles women lawyers are playing. Judges will similarly be reminded of the benefit of appointing experienced, qualified women lawyers as lead counsel where possible. Finally, the Commission will encourage individual women lawyers to proactively develop the skills, tools, and expertise necessary to be an effective trial lawyer, including seeking assignment to cases where they will get to play an active role in the litigation and obtain trial experience.

On several occasions, the *First Chair* report references another survey conducted by the National Association of Women Lawyers (NAWL). NAWL's *Ninth Annual National Survey of Retention and Promotion of Women in Law Firms* was also recently issued and confirmed that although many strides have been made, a very long journey remains until women attain parity in their promotion to equity partnership and senior leadership roles in law firms, as well as in the amount of compensation they are paid. This survey reveals a troubling level of stagnation with respect to the advancement of women in all areas of private practice leadership, recognition and compensation.

For example, the survey confirmed that the historic gap in compensation between men and women remains wide. The results revealed that the typical female equity partner earns 80 percent of the compensation earned by a typical male

equity partner, and that women continue to be under-represented on law firm compensation committees. Further, with respect to the all-important origination credit - which is a key factor in attaining higher compensation - men continue to outpace women in obtaining this credit largely as a result of traditional firm culture. The survey showed that rainmaking client relationships are frequently handed down from men to other men within a firm, often with little client input in the decision. This procedure has resulted in a widening gap between men and women, with 88% of the reporting firms' top 10 revenue-generating lawyers being men. Further, approximately one-fourth of the firms that responded to the survey reported that the current relationship partner selects his or her successor, meaning that valuable client credit is an "inheritance" that can be passed from one individual to another - usually, from an older man to a younger man.

Moreover, even as women report working more hours overall, there also

is a gender gap in revenues generated from these client billings. The survey data raises questions about whether inequities in committee assignments, hourly billing rates and the distribution of *pro bono* hours account for these disparities. In addition, women often lack a voice to air their concerns, because they continue to be severely under-represented on the highest governance committees of their firms. Although every firm which participated in the survey reported having a Women's Initiative, the often-skeletal budgets allocated to these efforts reinforce that these groups lack sufficient resources to accomplish strategic goals.

In sum, the news in these reports - although extremely disappointing - is also very useful, in that it reveals those areas in which we must target our efforts to encourage and support women in the pursuit of leadership roles both within the courtroom and within their firms. ■

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Remembering Judge Jean Rooney

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being a judge was just one facet of her personality. “It’s easy to talk about her because she was just a delightful person in every way,” Tim said. “Her life was much more beyond her work. She was just a positive influence. I think anyone who met her would see she really worked to be a kind and decent person, and she was a product of the South Side in the best sense.”

Jean and Tim resided in the parish of St. Barnabas Roman Catholic Church, and Rooney grew up in the parish of St. Germaine Roman Catholic Church in Oak Lawn. Jean attended Mother McAuley High School and graduated from Loyola University-Chicago.

In college, Tim said, Jean took the fast track to success. She earned her undergraduate degree in just three years, and then finished law school at Loyola in three years. Jean was focused, Tim said, but she was always ready for fun and new adventures. As part of her schoolwork, she studied in Rome. “She found a way to make life work well for her,” Tim said, “and find time to enjoy it as well.”

With her law degree in hand, Rooney’s professional career quickly took off. She served as a clerk for several judges, including Judge Mary Jane Theis, now on the Illinois Supreme Court, and the late Mary Ann McMorro, who was also an Illinois Supreme Court justice. She also worked for about 15 years for Quinlan & Crisham, a private law firm, and was elected president of the Appellate Lawyers Association of Illinois. She was also appointed to the Illinois Supreme Court Character and Fitness Committee, which evaluates the merits of potential justices.

In 2010, Rooney was sworn in to the Cook County Circuit Court. As a judge working on mortgage foreclosure cases, she was just and empathetic, loved ones said. “She never said a bad word about anybody, ever,” said Colleen Fitzgerald, her friend since high school. “She was always fair and honest. She really listened to both sides of the story, no matter what.”

Rooney had a remarkable ability, loved ones said, to find the right balance between

work and family, which allowed her to be a caring and involved mother to Timothy, 15, and twins Thomas and Colleen, 13. Fitzgerald called Rooney the best mother and most devoted wife she had ever met, describing her as “a master of being able to get it done.” “She could knock out a brief,” Fitzgerald said, “then run up to be the lunch mom.”

Even while battling leukemia, Rooney thought of others, sending Fitzgerald a birthday card in December 2014 encouraging her to “enjoy every single minute.”

Rooney’s uncle, Rich Prendergast, is a longtime attorney, and he worked closely with Rooney during her law career. He commended the way she was able to succeed professionally while also raising her children, calling her reputation and work ethic “flawless.” “Jean was regarded by her peers in the legal community, both judges and practicing lawyers alike, as among the very best,” Prendergast said.

As a mother and wife, Rooney enjoyed creating an urban garden in the family yard, Tim said, and loved going on long walks with her family at Crescent Park on 108th Place. “I don’t think her work defined her,” Tim said. “She looked at it as something she did professionally, but she really dedicated herself to being a family person.”

Rooney and her husband’s marriage was a love story that unfolded on the South Side. Both attended Loyola and met when Tim was a senior and Rooney was a sophomore. A friend encouraged Tim, of West Beverly, to date Rooney, he said, but there was a catch: that friend was also telling four other men to ask Rooney out.

Tim acted quickly, and the two began dating and often met at Keegan’s Pub, a Beverly bar now called Barney Callaghan’s. Tim was a court reporter, and both came from Irish-Catholic families, so they always had a lot to talk about.

The couple loved raising their children in Beverly, and Rooney made their home bright and happy, Tim said. When she cooked, she would often take on a French accent and become “Chef Jeannie.” When

their children were toddlers and it was time to do dishes after dinner, she would turn up some music and dance at the sink. When it was bedtime, the family formed the “Nighty-Night Train,” parading through the house on the way to the bedrooms.

“She liked to be as silly as she could with the kids, to make their life more joyful,” Tim said. “She just tried to keep things as light and playful as she could because she knew there were challenges in life but it was something to be enjoyed. She was not one to take it too seriously.”

Sheila Murphy, Rooney’s longtime friend from Beverly, served as her advisor of sorts. Murphy attended law school before Rooney, and she gave her advice for school and her career. Murphy called Rooney “the best of the best.” “She was just one of the brightest people I ever met,” Murphy said. “She was gifted in all areas.”

Rooney had a steadfast temperament, Murphy said, and admirably handled the stress of working in the field of law. Murphy recommended Rooney for several positions, she said, with the utmost confidence. “She could see where the law should be,” Murphy said. “So, she was a visionary, and that was very valuable.”

Visitors would come to her office, Murphy said, and praise Rooney’s welcoming personality, saying she was “so pleasant and so nice.” “She was nice to everybody,” Murphy said. “From a professional standpoint, you can’t get any better, really.”

That compassionate personality extended to her friends, said Jen Thompson, who met Rooney during freshman year at Mother McAuley. Every conversation started with a smiling Rooney asking how the other person was and ended with her wishing her friends well.

“She was always thinking of others,” Thompson said.

Thompson was also impressed by the way Rooney was able to be dedicated to her career while providing for her family’s needs. “She was kind of a whipper-snapper,” Thompson said. “She could just do it all.”

The love for Rooney was apparent

during a prayer service attended by friends and family at St. Barnabas Church five days before her death, and the love Rooney gave to others, Murphy said, is now providing comfort and strength for them as they go on with their lives.

Rooney, Murphy said, has given them with peace of mind. "I think the most redeeming quality was her love of her family," she said, "and that family's going to be fine because that love is going to follow them. That love is going to be with the family all of their days."

Funeral services were held December

12, 2015 at St. Barnabas Church. Interment took place at Holy Sepulchre Cemetery. Curley Funeral Home handled the arrangements.

Jean Prendergast Rooney is survived by her husband, Timothy; her children, Timothy, Thomas and Colleen; her parents, Thomas and Joan (nee Curtin); her brother, Thomas; and her brothers- and sisters-in-law, Edmund III (Ann), John (Margaret), Molly (C. David) Kelly, Ellen (Andrew) Martin and Peter (Virginia); and many nieces, nephews and cousins.

In Rooney's memory, donations may

be made to the Leukemia and Lymphoma Society, 641 W. Washington Blvd., Suite 4000, Chicago, IL 60661.

A trust fund has also been set up to assist with Rooney's children's educational needs. Contributions may be made to the Jean Prendergast Rooney Memorial Trust and sent to Deirdre Close, 111 W. Washington St., Suite 1100, Chicago, IL 60602.

For more information, call Close at (312) 402-5943. ■

Chair's column

BY EMILY N. MASALSKI

Making time for laughter is important.

According to online sources, laughter has many health benefits because it can:

- Boost the immune system;
- Trigger the release of endorphins;
- Increase blood flow, which can help protect your heart; and
- Help relieve tension and stress.¹

Laughter in the U.S. Supreme Court has also been the subject of "studies" by Professor Jay D. Wexler² and a law review article.³ After our Standing Committee spent a significant amount of time analyzing depressing statistics on gender equity in the law profession,⁴ I decided that our Spring 2016 outreach event would focus on laughter in the law.

Please join the Standing Committee on Women and the Law for our Spring outreach event, "Celebrating the Power of Laughter in the Law," a luncheon, on March 8, 2016, in Chicago. It will be an excellent opportunity to network with each other and to celebrate International Women's Day (March 8). The event is supported by present, past, and future bar leaders and many of them will be in attendance.

Our featured speaker will be Dr. Gail Stern, Co-Owner and Chief Academic Officer of Catharsis Productions. A few of our committee members heard Dr. Stern speak at the Symposium on College Sexual

Assaults. Dr. Stern examined how to foster a culture of change on college campuses and somehow managed to incorporate humor into her presentation. We are thrilled that she accepted our invitation to speak.

Dr. Gail Stern is an educator and curriculum developer with over 20 years of experience in violence prevention education and advocacy. She is the co-author of the non-stranger rape prevention program, SEX SIGNALS, which is presented over a thousand times at universities and military installations each year. She is also the author of the programs, The Canary in the Mine Shaft; Beat the Blame Game; Why They Fight the Facts; and, Moral Development: Sexual Assault Prevention in a Military Context. Dr. Stern earned her doctorate in Curriculum and Instruction from the University of Wisconsin - Madison, examining the role of humor in reducing the emotional and cognitive resistance to the subject of rape.

For more information and to register for the March 8th luncheon, please go to <<https://www.isba.org/LOL>>. ■

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1. Laughter is the Best Medicine, <<http://www.helpguide.org/articles/emotional-health/laughter-is-the-best-medicine.htm>>

2. Jay Wexler, SCOTUS Humor, <<http://jaywex.com/wordpress/scotus-humor/>>

3. Ryan A. Malphurs, Ph.D., "People Did Sometimes Stick Things in my Underwear" *The Function of Laughter at the U.S. Supreme Court*, 10 Communication Law Review 48, available at <<http://commlawreview.org/Archives/CLRv10i2/The%20Function%20of%20Laughter%20at%20the%20U.S.%20Supreme%20Court%20CLR%20v10i2.pdf>>

4. See, <<http://www.isba.org/cle/2015/05/07/faircompensation>>



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Illinois families deserve more: The case for paid family leave

BY BRIDGET DUIGNAN

The United States is one of four countries that have no national law mandating paid time off for new mothers.

The other three countries are Lesotho, Papua New Guinea and Swaziland. This is a fact despite an electorate that chooses its lawmakers based on ‘family values’. However, valuing the family is about taking steps to preserve its structure, which is accomplished through the enactment of laws that protect our mothers and fathers in the workplace. American capitalism and our race to the top for success have stifled our commitment to values. Yet it is axiomatic that success is judged by how well we function as a society. Luckily, the younger generation is beginning to realize that our individual growth begins at home through parental influence and that the health of our mothers and fathers, both physical and mental, is an integral part of that growth. As such, the time has come for Illinois to embrace what should be a very basic way to preserve our family structure and grow our family values by instituting mandatory paid family leave.

Every mother can recall her baby’s first few weeks of life. Overwhelming love and pride mixed with exhaustion and anxiety. Establishing a feeding and sleeping schedule. Bonding. Learning to identify and respond to different cries and needs. Doctor visits. Physical and mental recovery, especially for difficult births. An average of 15% of women are diagnosed with postpartum depression per year, and more and more families have children born with some disability.¹ Consequently, most Illinois women experience all of this while working a full-time job or, if lucky enough to get some time off, worrying about how to pay the mortgage and bills and whether she will have a job when she is ready to return to the workforce. Most of the time, women return to work before they are ready or healed, and find it difficult, if not

impossible, to find affordable, high-quality daycare for children under 12 weeks of age. These are every day realities for a majority of Illinois families, yet there has been no real conversation as to how to fix it.

The policy debate began circa 1978 with the passage of The Pregnancy Discrimination Act. The Pregnancy Discrimination Act makes it illegal for an employer to discriminate against an employee because of pregnancy, childbirth, or pregnancy-related conditions. In 1993, The Family & Medical Leave Act (FMLA) was enacted to guarantee up to 12 weeks of job-protected leave without pay during any 12-month period to eligible employees. However, eligibility extends to those employed by employers having 50 or more employees within a 75 mile radius of the eligible employee’s worksite. Although FMLA was a step in the right direction, it should by no means be the standard. Since its passage over 20 years ago, researchers agree that it has had a limited effect on overall maternity leave. It reaches approximately 60% of workers, and that is if the worker can afford to take unpaid leave.² The workforce and the economic situation of Illinoisans have changed significantly since 1993 and the need for modern legislation is crucial in order to grapple with our current situation.

In 2004, California took FMLA a step further with the enactment of the California Paid Family Leave Act (PFLA). PFLA offers a parent up to six weeks of paid time off per year during a 12-month period following childbirth, adoption, or foster-care placement. This was the first such paid family leave program, funded entirely through employee payroll tax deductions. The right is guaranteed to each employee who individually pays into the State Disability Insurance Fund (SDI). The employee is provided partial pay, up to 55% of his/her weekly wages

while off of work, from the fund. However, Californians do not enjoy job protection under this law. In September of 2013, the PFL program was expanded to include siblings, grandparents, grandchildren and parents-in-law.³ In New Jersey, under the Family Leave Insurance provision of the New Jersey Temporary Disability Benefits Law, benefits may be payable for up to six weeks to bond with a newborn or newly adopted child or to provide care for a seriously ill family member. The family leave program is financed 100% by worker payroll deductions and employers do not contribute to the program. Starting on January 1, 2015, each worker has contributed 0.09% of the taxable wage base. For 2015, the taxable wage base was the first \$32,000 in covered wages earned during that calendar year, and the maximum yearly deduction for Family Leave Insurance was \$28.80. Employees are eligible to receive up to two-thirds of their average weekly wage for a maximum of \$595. There are some job protections, as an employer is required to have a job for the employee upon his/her return, but not necessarily the original position. New Jersey law also governs private plans offered by employers to cover family leave, benefits of which must be equal, or better, than benefits provided by the State Plan.⁴ Most recently, as of January 1, 2015, Massachusetts began offering eight-weeks of job protected leave for both men and women for the birth or adoption of a new child. However, employers decide whether the parent will be paid or unpaid during leave.⁵ Illinois can do better.

Research has shown that access to paid family leave is good for business because it is directly tied to employee retention and increased productivity. In addition, when employees have access to paid leave, morale improves and employees are loyal. Oftentimes, mothers will return to the same position, which decreases

turnover rate. This is a significant factor for the profitability of a business. Wage replacement, not simply having time off work, increases the likelihood that women will work later into their pregnancies and return to work faster. These statistics apply in the private and the public sector, as well as in workplaces with under 50 employees.⁶

Advancement of women and family rights through legal reform rests solely

on individual and collective activism. We simply cannot sit back and rely on past suffrage movements to address the modern workplace and the modern family. Illinois families can no longer sit on the sidelines as state after state stand up for families for meaningful, paid family leave. ■

1. <<http://postpartumprogress.org/the-facts-about-postpartum-depression/>>

2. <<http://www.dol.gov/whd/fmla/survey/>>
3. <<http://paidfamilyleave.org/>>
4. <<http://lwd.dol.state.nj.us/labor/fli/fliindex.html>>
5. <<http://www.natlawreview.com/article/massachusetts-governor-signs-parental-leave-bill>>
6. Hegewisch, Ariane with Janet C. Gornick. Forthcoming. "The Impact of 'Family-Friendly Policies' on Women's Employment Outcomes and on the Costs and Benefits of Doing Business." Washington, DC: World Bank.>



A photo of present and past members of WATL, as well as current ISBA President Umberto Davi, at the ISBA's Mid-Year Meeting in Chicago. From left to right: Cindy Galway Buys, Letitia Spunar-Sheats, Sonni Williams, Veronica Armouti, Julie Neubauer, Emily Masalski, Judge Ann Breen-Greco, Kelly Thames, Shira Truitt and Umberto Davi.

Upcoming CLE programs

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March

Tuesday, 03/1/16- Webinar—Protecting Yourself While Negotiating Documents Electronically. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Wednesday, 03/02/16- Teleseminar—Overtime, Exempt and Non-Exempt: 2016 Wage and Hour Update, Part 1. Presented by the ISBA. 12-1 pm.

Thursday, 03/03/16- Webinar—Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Thursday, 03/03/16- Teleseminar—Overtime, Exempt and Non-Exempt: 2016 Wage and Hour Update, Part 2. Presented by the ISBA. 12-1 pm.

Friday, 03/04/16- Teleseminar—How Ethics Rules Still Apply When Lawyers Act as Non-Lawyers. Presented by the ISBA. 12-1 pm.

Friday, 03/04/16- CRO and possibly live webcast—7th Annual Animal Law Conference. Presented by the ISBA Animal Law Section Council. 8:30-4:30.

Tuesday, 03/08/16- Teleseminar- Live Replay—2015 Americans With Disabilities Act Update. Presented by the ISBA. 12-1 pm.

Wednesday, 03/09/16- Webcast—“Bonding Over” – Understanding Recent Changes to the Illinois Mechanics Lien Act. Presented by the ISBA Construction Law Section Council. 1:00- 2:30 pm.

Wednesday, 03/09/16- Teleseminar—Ethical Issues When Changing Law Firms. Presented by the ISBA. 12-1 pm.

Thursday, 03/10/16- Teleseminar—

Estate and Gift Tax Audits. Presented by the ISBA. 12-1 pm.

Thursday, 03/10/16- Webinar—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Friday, 3/11/16—Bloomington, Holiday Inn and Suites—Solo and Small Firm Practice Institute Series. Presented by the ISBA. 8 a.m. - 5:45 p.m.

Monday, 03/14-16- Friday, 03/18/16—Carbondale, SIU Law—40 Hour Mediation/Arbitration Master Series. Presented by the ISBA and ADR. 8:30-5:45 Daily.

Tuesday, 03/15/16- Teleseminar—Estate and Trust Planning for Short Life Expectancies. Presented by the ISBA. 12-1 pm.

Tuesday, 03/15/16- Webinar—Business Continuity: The New Frontier of Backup, Data Protection and Disaster Avoidance. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Thursday, 03/17/16- Webinar—Introduction to Boolean (Keyword) Searches for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm

Thursday, 03/17/16- CRO—Nuts & Bolts of the Firearm Concealed Carry Act. Presented by the General Practice Section Council. 8:30-4:45 pm.

Friday, 03/18/16- Teleseminar—Ethics and Keeping Your Paralegal and Yourself Out of Trouble. Presented by the ISBA. 12-1 pm.

Friday, 3/18/16—CRO and LIVE WEBCAST (am and pm options)—Trial Practice Series: Trial of a Sexual Orientation and Harassment Case. Presented by the Labor and Employment Section Council. 8:30 - 4:45 p.m.

Friday, 03/18/16- Quincy Country Club—General Practice Update 2016: Quincy. Presented by the General Practice Section Council. 8:15 - 4:30 p.m.

Tuesday, 03/22/16- Teleseminar—Modifying Fiduciary Duties in LLCs. Presented by the ISBA. 12-1 pm.

Wednesday, 03/23/16- Teleseminar—Avoiding Family Feuds in Trusts. Presented by the ISBA. 12-1 pm.

Wednesday, 03/23/16- Webcast—Tips for Negotiating Parental Leave for Attorneys. Presented by the Standing Committee on Women and the Law. 11:00-12:15 pm.

Tuesday, 03/29/16- Teleseminar—Drafting Demand Letters. Presented by the ISBA. 12-1 pm.

April

Friday, 04/01/16- Teleseminar—Drafting Trusts for the Long-Term. Presented by the ISBA. 12-1 pm.

Tuesday, 04/05/16- Teleseminar—Planning Due Diligence in Business Transactions. Presented by the ISBA. 12-1 pm.

Tuesday, 04/05/16- Webinar—Help! My Inbox is Exploding! Email Management for Lawyers. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Wednesday, 04/06/16- Teleseminar- Live Replay—Insurance and Indemnity in Real Estate. Presented by the ISBA. 12-1

pm.

Thursday, 04/07/16- Teleseminar— Treatment of Trusts in Divorce. Presented by the ISBA. 12-1 pm.

Thursday, 04/07/16- Webinar— Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Friday, 04/08/16- CRO—The Story of a Mechanics Lien Claim: From Client Meeting to Trial. Presented by the Construction Law Section Council; Co-sponsored by the Society of Illinois Construction Attorneys and the Real Estate Law Section Council. ALL DAY.

Friday, 04/08/16- Bloomington, Holiday Inn and Suites—DUI and Traffic Law Updates – Spring 2016. Presented by Traffic Law. ALL DAY

Tuesday, 04/12/16- Teleseminar— Escrow Agreements in Business Transactions. Presented by the ISBA. 12-1 pm.

Thursday, 04/14/16- Teleseminar— Governance for Nonprofits. Presented by the ISBA. 12-1 pm.

Thursday, 04/14/16- Webinar— Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Thursday, 04/14/16- CRO— Bankruptcy Basics from the Experts—2016. Presented by Commercial Banking, Collections and Bankruptcy. 8:50 am – 4:30 pm.

Monday, 04/18/16- Teleseminar- Live Replay—Estate & Trust Planning for Non-traditional Families. Presented by the ISBA. 12-1 pm.

Tuesday, 04/19/16- Teleseminar— Director and Office Fiduciary Duties &

Liability.

Tuesday, 04/19/16- Webinar—Ethics & Professionalism - Malpractice Pitfalls of Everyday Law Office Computing. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Thursday, 04/21/16- Webinar— Introduction to Boolean (Keyword) Searches for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Thursday, 04/21/16- Friday, 04/22/16- CRO—Elder Law Bootcamp 2016. Presented by the Elder Law Section Council. Thursday: 8:30-4:45. Friday: 8:30-4:30.

Monday, 04/25/16- Teleseminar- Live Replay—Choice of Law and Choice of Forum in Contracts. Presented by the ISBA. 12-1 pm.

Tuesday, 04/26/16- Teleseminar— Employees, Secrets, and Competition: Non-Competes and More. Presented by the ISBA. 12-1 pm.

Thursday, 04/28/16- Webcast— Concealed Carry in Illinois. Presented by Government Lawyers. 11:00 am – 12:00 pm.

Friday, 04/29/16- CRO—Illinois Appellate Practice: What Every Lawyer Should Know. Presented by the ISBA General Practice, Solo and Small Firm Section Council and the Civil Practice and Procedure Section Council. 9:00 am – 4:45 pm.

May

Tuesday, 05/03/16- Webinar—Top 10 Technology Mistakes Your Firm Cannot Afford to Make! Practice Toolbox Series presented by the ISBA. 12-1 pm.

Thursday, 05/12/16- Webinar— Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA

Members Only. 12:00- 1:00 pm.

Friday, 05/13/16- Lombard, Lindner Conference Center—A Construction Project Gone Awry: Construction Escrow and Litigation Issues. Presented by the Real Estate Law Section Council. Co-sponsored by Construction Law.

Tuesday, 05/17/16- Webinar—How to Build a Technology Plan for Your Firm. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Wednesday, 05/18/16- Webcast—ADR Options in the Illinois Federal District Courts. Presented by ADR. 1:00-2:00 pm.

Thursday, 05/19/16- Webinar— Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Friday, 05/20/16- CRO and Webcast— Practical Skills for Attorneys New to Estate Planning. Presented by Trusts and Estates. ALL DAY.

Thursday, 05/26/16- Webinar— Introduction to Boolean (Keyword) Searches for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

June

Thursday, 06/02/16- Webinar— Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Tuesday, 06/07/16- Webinar—Starting a New Law Firm - What You Need to Know. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Thursday, 06/16/16- Webinar— Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm. ■

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