

Animal Law

The newsletter of the Illinois State Bar Association's Section on Animal Law

Editor's corner

BY MELISSA ANNE MAYE

Animal Law, unlike other areas of law, is not a unique subset. Because of the nature of Animal Law, it is a phylum that tends to affect other areas of the law. From estate planning to criminal law; from contract law to damages, and even from biomedical ethics to disability access, Animal Law is not contained in a single source of statutes and regulations, but instead "ranges widely" throughout the

width and breadth of the law.

The articles in this issue are a fine example of that depth and breadth, touching on such diverse topics as Illinois' status as an Animal Law leader, to HUD discrimination and service animals, to visitation in a family law setting. No matter what your area of practice, at some point in time, Animal Law may come to you. ■

Illinois top for animal protection laws, but fight continues

BY KEN STALKFLEET, ATTORNEY AT LAW, KSTALKFLEET@CLCLAW.ORG

The Animal Legal Defense Fund ranked Illinois as the top jurisdiction in the United States for animal protection for the eighth consecutive year in 2015.¹ The ranking involved an analysis of the laws of 56 states and territories for strength and comprehensiveness. Each jurisdiction received a score based on 15 categories of animal protection. The top five were Illinois, Oregon, Maine, California, and Michigan.

Illinois was not perfect, however. Illinois was the only state in the top five without an affirmative duty for police officers to enforce animal protection laws. The report also listed several potential improvements, including stronger felony provisions for neglect and abandonment, mandatory forfeiture of animals following conviction, and the institution of an animal abuser registry.

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Illinois top for animal protection laws, but fight continues

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The legislature continues to work to improve Illinois animal protection laws, including movement on some of the issues identified by the ALDF. In 2014, HB4188 (98th General Assembly) would have created an animal abuse registry, but the bill died without action after being referred to the Rules Committee. In the current session, a similar bill to create an abuse registry has sat in the Rules Committee since March 2015.

More recently, HB4443 was introduced. House Bill 4443 would amend the Code of Criminal Procedure to create a duty for police officers to enforce animal cruelty laws. In particular, officers would be required to arrest or issue a notice to appear to anyone in violation of various animal cruelty provisions. This would bring Illinois in line with the other top-five states, which already have similar laws.

Efforts also continue to expand (or clarify) Illinois' cruel treatment statute. Last year, the legislature passed Public Act 99-0311. That act added the following provision to 510 ILCS 70/3.01, the Cruel Treatment provision of the Humane Care for Animals Act:

No owner of a dog or cat that is a companion animal may expose the dog or cat in a manner that places the dog or cat in a life-threatening situation for a prolonged period of time in extreme heat or cold conditions that results in injury to or death of the animal.

The final clause, "that results in injury to or death of the animal," was one of the final amendments to the act, and severely limits the provision's effect. With that clause, the provision is only triggered if the owner's conduct results in "injury or death." This is much more limited than a provision which punishes placing animals in extreme heat or cold conditions that could lead to injury or death, but do not in a particular circumstance.

In a move toward addressing this, Rep.

Sara Feigenholtz introduced HB5010, which would have also allowed punishment for exposure "that is detrimental to the animal's health." However, since introducing that bill, Rep. Feigenholtz has introduced three amendments, the most recent of which punishes exposure that "results in hypothermia, hyperthermia, frostbite, or similar condition" without the "detrimental" language. While this language is certainly an improvement—it now makes clear that hypothermia, hyperthermia, and frostbite are the sorts of ailments the provision seeks to cover—it is still far removed from punishing potentially harmful or merely "detrimental" conduct. Without actual injury, the bill (with its proposed Amendment 3) still would not allow for punishment.

With or without new legislation, Illinois will likely rank at or near the top of the 2016 rankings in a year. A successful push for mandatory enforcement would certainly be a win for animal rights advocates in Illinois, but the struggle over exposure laws and animal abuser registries highlight how much still remains to be done. ■

1. Animal Legal Defense Fund, *2015 U.S. Animal Protection Laws Rankings* (2015)



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Animal Law

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In a divorce, Illinois courts have no authority to order pet “visitation”

BY MICHELE M. JOCHNER

Americans love their pets. Recent studies estimate that roughly 78 million dogs and 86 million cats are owned in the United States. In other words, pets reside in nearly 65% of all households.

It is not surprising, therefore, that when parties decide to dissolve their marriage, an increasingly contentious issue is what - if any - post-divorce rights they have to spend time with the pets which have become part of their family?

In the first case of its kind in Illinois to address this issue, our Appellate Court has ruled that courts have no authority to enter an order requiring that a soon-to-be ex-spouse have “visitation” rights with Fido or Fluffy.

In *In re Marriage of Enders and Baker*, 2015 IL App (1st) 142435, the parties had been married for more than ten years. After the wife filed a Petition for Dissolution of their marriage, the husband filed a motion seeking visitation with the two dogs—Grace and Roxy—they acquired during their marriage. The husband alleged that the parties had contemplated their having joint custody of the dogs, but that the wife had refused to allow him to visit with them for several months. The trial court granted the husband’s motion, and ordered that he be given temporary visitation with the dogs on alternating weekends, from 10:00 a.m. Saturday until 8:00 p.m. Sunday.

At trial, one of the contested issues was the parties’ relationship with—and rights to—their two dogs. The wife testified that when the husband moved out of the marital home, the two dogs were left in her care. According to her, someone was always at the house, and the large dogs enjoyed their big yard. Regarding his temporary visitation with the dogs, the husband testified that although his apartment lease did not allow pets, he had a verbal arrangement with the landlord to allow the

dogs to visit periodically.

At the conclusion of the trial, the court awarded the dogs solely to the wife, and denied the husband any right to visitation. The husband appealed, claiming that Illinois courts have authority to order pet visitation, and that his visitation would be in the best interests of the parties.

Noting that this was an issue of first impression in Illinois, the appellate court looked to a 2013 New York decision relied upon by the trial court and which denied dog visitation. In *Travis v. Murray*, 977 N.Y.S.2d 621, the New York court declined to apply a “best interests of the dogs” standard which mirrored the “best interests of the child” standard, finding it to be “unworkable and unwarranted.” The court did acknowledge, however, that a pet is “decidedly more than a piece of property,” and accordingly used a “best for all concerned” standard to determine which spouse should be awarded the animal.

Nevertheless, the New York court refused to even consider allowing visitation to the other party, as this would “only serve as an invitation for endless post-divorce litigation, keeping the parties needlessly tied to one another and to the court.”

The *Enders* court relied upon this reasoning to likewise conclude that Illinois law has no provision for pet visitation after a divorce.

Turning finally to the question of which spouse should be awarded the dogs, the *Enders* court noted that the sole Illinois statutory definition for a pet owner is set forth in the Animal Control Act, which defines an owner as “any person having a right of property in an animal, or who keeps or harbors an animal, or who has it in his care, or acts as its custodian.” Here, the appellate court held that the wife was the “owner” of the dogs because they remained with her when the husband moved out of

the residence. She therefore was the person who “keeps or harbors” the dogs, has them “in [her] care,” and acts as their regular “custodian.”

As society shifts away from viewing pets simply as “property” and more as members of the family, there can be no doubt that additional cases will arise in which these types of disputes will be litigated, and further guidance will be offered by both the courts and the legislature. For now, however, when a marriage dissolves, it is clear that Illinois courts lack legal authority to order either pet “custody” or “visitation.” ■

This article was originally published in the March 2016 issue of the ISBA’s Family Law newsletter.

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Assistance and service animals in the housing context

When must a housing provider allow a tenant to have an animal?

BY MARGHERITA M. ALBARELLO, ESQ.

Both the federal Fair Housing Act¹(FHA) and Title II of the Americans with Disabilities Act² (ADA) require that certain housing providers reasonably accommodate people with disabilities who require animals to assist them in some manner related to their disability. While the FHA and the ADA have many similarities, the acts differ in significant ways and housing providers need to know the differences in order to comply with the law.³

What is “housing”?

The FHA covers nearly all types of housing, including privately-owned housing and federally assisted housing. Title II of the ADA applies to public entities that provide housing, like housing at state universities and other places of education. Sometimes the FHA and the ADA overlap (e.g., a public housing agency, sales or leasing offices, or housing associated with a university or other place of education), in which case the housing provider must meet its obligations under the reasonable accommodation standard of the FHA and the service animal provisions of the ADA.⁴

What type of animal is covered by the acts?

The FHA and HUD often use the term “assistance animal.” An assistance animal is an animal that works, provides assistance, or performs tasks for the benefit of a person with a disability, or provides emotional support that alleviates one or more identified symptoms or effects of a person’s disability. Courts are divided on the issue of whether an animal must be specially trained in order to qualify as a reasonable accommodation under the FHA.⁵ The better view appears to be that the FHA does not require that the assistance animal be individually trained or certified. An assistance animal is not limited to a particular type or breed of

animal. The ADA uses the term “service animal.” In contrast to the FHA, the term is limited to a dog or a miniature horse, the animal has to be individually trained to do work or perform tasks for the benefit of the individual with the disability, and emotional support animals are not service animals.⁶

What type of discrimination occurs?

HUD reports that the most common disability-related complaint it receives involves assistance animals - the applicant or tenant asks that the landlord accommodate her disability by allowing her to have an assistance animal despite the landlord’s “no pet” policy, charges the lessee a fee for the ability to have the animal in the housing unit, or requires special identification or a certificate that the animal is an assistance animal. “No pet” policies cannot be used to deny or limit housing to people with disabilities who require the use of an assistance animal or a service animal because of the disability. The request for a reasonable accommodation may not be unreasonably denied, conditioned on payment of a fee or deposit or other terms and conditions applied to applicants or residents with pets, and a response to an accommodation request may not be unreasonably delayed.

When is an accommodation in order?

In order for a requested accommodation to qualify as a *reasonable* accommodation, the requester must 1) have a disability and 2) the accommodation must be necessary to afford a person with the disability an equal opportunity to use and enjoy the dwelling. Under the FHA and the ADA, housing providers are to evaluate the request to possess the animal in a dwelling using the general principles applicable to all

reasonable accommodation requests.

What may the landlord ask when a reasonable accommodation is requested?

Under the FHA, the housing provider may ask individuals whose disabilities are not readily apparent or known to the provider to submit reliable documentation of a disability and their disability-related need for the assistance animal. There must be an identifiable relationship, or nexus, between the function the assistance animal provides and the disability. The landlord cannot ask an obviously blind person who uses a harnessed guide dog if she is disabled and why she needs the dog. In contrast, if the person has a psychiatric condition and seeks the accommodation for an assistance animal that provides him with emotional support, the landlord can ask the person to provide documentation from a physician, psychiatrist, social worker, or other mental health professional that the animal provides emotional support that alleviates at least one of the identified symptoms or effects of the existing disability. A housing provider may not ask an applicant or tenant to provide access to medical records or medical providers and may not ask for detailed or extensive information or documentation of a person’s physical or mental impairment. Questions a housing provider can ask under the ADA are more limited. The housing provider may only ask 1) Is this a service animal that is required because of a disability? and 2) What work or tasks has the animal been trained to perform? Here, too, if the disability and the work of the service animal is obvious, these questions may not be asked.

In cases where the FHA and the ADA apply, the housing provider should apply the ADA service animal test first in order to avoid possible ADA violations. This

is because the permitted inquiries under the ADA are narrower than those allowed under the FHA. If the animal meets the test for a “service animal” (a dog or miniature horse) but the animal is, for example, a cat, the provider should allow the animal to live in the housing unit and accompany the individual with a disability to all areas of the facility where persons normally are allowed to go, unless 1) the animal is out of control and the handler does not take effective action to control it, 2) the animal is not housebroken, or 3) the animal poses a direct threat to the health or safety of others that cannot be eliminated or reduced to an acceptable level by a reasonable modification to other policies. If the animal does not meet the ADA service animal test, the provider should apply the FHA test.

What protections does the housing provider have?

A request for accommodation may be denied if allowing the animal access to the property would impose an undue financial and administrative burden on, or fundamentally would alter the nature of, the housing provider’s services. The request also may be denied if the specific assistance animal poses a direct threat to the health or safety of others that cannot be reduced by another reasonable accommodation, or the animal would cause substantial physical damage to the property of others that cannot be reduced or eliminated by another reasonable accommodation.⁷

What about breed, size, and weight restrictions?

These restrictions are not allowed. Breed restrictions, for example, no pit bulls, generally may not be applied. A determination that the animal poses a direct threat of harm or substantial physical damage must be based on an individualized assessment, not on mere speculation.⁸ In his June 12, 2006 HUD memorandum, regarding “Insurance Policy Restrictions as a Defense for Refusals to Make a Reasonable Accommodation,” Deputy Assistant Secretary for Enforcement and Programs Bryan Greene⁹ stated that if a housing provider’s insurance carrier would cancel, substantially increase the costs of the policy, or adversely change the policy terms because of the presence of a certain

breed of dog or a certain animal, HUD will find that this imposes an undue financial and administrative burden on the provider. However, the defense likely will fail unless the provider can substantiate the defense and show that it tried to find comparable insurance without the restriction.

Beware of companies that offer certifications and registrations of animals

There is no federal agency that regulates assistance or service animal certification. As stated above, certification that the animal mitigates the symptoms of a person’s disability is not required. There are several businesses selling certifications, registrations, and IDs over the Internet. All you need to do to receive these products is pay a fee. The dog never is tested and the disability never is verified. In contrast, legitimate training entities exist which issue certifications and IDs upon completion of the animal’s disability-related training. Know the difference. ■

Margherita M. Albarello of Park Ridge’s Di Monte & Lizak concentrates her practice in management- and employee-side employment law.

1. Title VIII of the Civil Rights Act of 1968, as amended (42 U.S.C. §§3601-3631). The Department of Justice (DOJ) and the Department of Housing and Urban Developments (HUD) jointly are responsible for enforcing the FHA, which prohibits discrimination in housing on the basis of race, color, religion, sex, national origin, familial status, and disability.

2. 42 U.S.C. §12101 *et seq.*

3. Housing providers that receive federal financial assistance also are subject to Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794. Although Section 504 imposes greater obligations than the FHA (e.g., providing and paying for reasonable accommodations that involve structural modifications to units or public and common areas), the FHA reasonable accommodation principles generally apply to requests for reasonable accommodations to rules, policies, practices, and services under Section 504. The Illinois Human Rights Act, 775 ILCS 5/3 *et seq.*, also requires that certain housing providers reasonably accommodate people with disabilities who require animals to assist them in some manner related to their disability. HUD has determined that the fair housing law that the Illinois Department of Human Rights enforces is substantially equivalent to the FHA.

4. The FHA, ADA, and Rehabilitation Act impose similar anti-discrimination standards for persons who suffer from disabilities and, due to their similarities, can be analyzed in tandem, with the exception of the differing definition of assistance v. service animal. *See Ayyad-Ramallo v. Marine Terrace Associates LLC*, 2014 WL 2993448 (E.D.N.Y. July 2, 2014).

5. *See Fair Housing of the Dakotas, Inc. v. Goldmark Property Management, Inc.*, 778 F.Supp.2d 1028, 1034-35 (D. No. Dk. 2011) (special training not required); *Ayyad-Ramallo v. Marine Terrace Associates LLC*, 2014 WL 2993448 (E.D.N.Y. July 2, 2014) (special training required).

6. 28 CFR §36.104 (“[t]he crime deterrent effects of an animal’s presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of [the service animal] definition.”).

7. 28 CFR §§35.136; 28 CFR 36.302(c).

8. *See Wirtz Realty Corporation v. Freund*, 308 Ill.App.3d 866, 873-75 (1st Dist. 1999).


9. www.fairhousing.com/include/media/pdf/insuranceguidance.pdf.

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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.

Thursday, 06/02/16- Teleseminar— Choice of Entity in Real Estate. Presented by the ISBA. 12-1 pm.

Thursday, 06/02/16- Webcast— Developments in Illinois Insurance Law – 2015 in Review and a Look Forward. Presented by Insurance Law. 9:00 am – 11:15 am.

Thursday, 06/02/16 and Friday, 06/03/16—CRO— Education for Attorneys Appointed to Represent Children. Presented by Bench and Bar. Thursday: 1:00 pm – 5:15 pm; Reception: 5:15-6:15 pm. Friday: 9:00 am – 4:30 pm.

Monday, 06/06/16- Teleseminar— 2016 Estate Planning Update. Presented by the ISBA. 12-1 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.

Wednesday, 06/08- Friday, 06/10—CRO— Advanced Mediation/Arbitration. MASTER SERIES—WILL NOT BE ARCHIVED. Presented by the ISBA and ADR. 8:30 am – 5:45 pm each day.

Tuesday, 06/14/16- Teleseminar— Successor Liability in Transactions. 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.

Thursday and Friday, 6/16/16 and 6/17/16—ANNUAL MEETING— Solo and Small Firm Practice Institute. A Closer Look: Transforming Your Practice with Technology – Spring 2016. Presented by the ISBA. 12:30 – 4:45 pm Thursday. 8:15 am- 5:00 pm Friday.

Friday, 6/17/16—ANNUAL MEETING— Solo and Small Firm Practice Institute. A Closer Look: Establishing Your New Solo/Small Firm Practice – Spring 2016. Presented by the ISBA. 8:15 am – 5:00 pm.

Friday, 06/17/16- Annual Meeting— Build Your Best Firm: Tips On Hiring And Firing Employees. Presented by LOME. 8:00 a.m. – 9:00 a.m.

Friday, 06/17/16- Annual Meeting— Think Fast: Improving Your Communication Skills Through Improv. Presented by YLD. 5:00 p.m. – 6:00 p.m.

Tuesday, 06/21/16- Webinar— Promoting Your Firm with the Power of Social Media. Practice Toolbox Series presented by the ISBA. 12-1 pm.

Wednesday, 06/22/16- CRO and Live Webcast— Gain The Edge!® Negotiation Strategies For Lawyers. Master Series presented by the ISBA – WILL NOT BE IN ARCHIVES. 9:00 am – 4:30 pm.

Thursday, 06/23/16- Webcast— How to Deal with Units of Local Government. Presented by Local Government. 9:00 am – 11:00 am.

Thursday, 06/23/16- Friday, 06/24/16—CRO— The 4th Annual Minority Bar CLE Conference. Thursday: 12:15 pm – 5:00 pm; Reception 5:15-6:15 pm. Friday: 9:00 am – 1:15 pm.

Thursday, 06/23/16- 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.

Friday, 06/24/16- Teleseminar— Ethics and Social Media: Current Developments. Presented by the ISBA. 12-1 pm.

Tuesday, 06/28/16- Teleseminar— Estate Planning for Real Estate, Part 1. Presented by the ISBA. 12-1 pm.

Wednesday, 06/29/16- Teleseminar— Estate Planning for Real Estate, Part 2. Presented by the ISBA. 12-1 pm.

Thursday, 06/30/16- Teleseminar LIVE REPLAY— Ethics & Digital Communications. Presented by the ISBA. 12-1 pm.

July

Thursday, 07/07/16- Teleseminar— What Business Lawyers Need to Know About Licenses, Part 1. Presented by the ISBA. 12-1 pm.

Thursday, 07/07/16- 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, 07/08/16- Teleseminar— What Business Lawyers Need to Know About Licenses, Part 2. Presented by the ISBA. 12-1 pm.

Tuesday, 07/12/16- Teleseminar— Income Tax Issues for Estate Planners, Part 1. Presented by the ISBA. 12-1 pm.

Wednesday, 07/13/16- Teleseminar— Income Tax Issues for Estate Planners, Part 2. Presented by the ISBA. 12-1 pm.

Thursday, 07/14/16- 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.

Tuesday, 07/19/16- Teleseminar—
Tricks and Traps in the Assumption of Liabilities in Transactions. Presented by the ISBA. 12-1 pm.

Thursday, 07/21/16- Teleseminar—
Drafting Sales Agents' Agreements. Presented by the ISBA. 12-1 pm

Thursday, 07/21/16- 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.

Friday, 07/22/16- Teleseminar LIVE REPLAY—Ethics of Going Into Business With Clients. Presented by the ISBA. 12-1 pm.

Tuesday, 07/26/16- Teleseminar—
Buying and Selling Distressed Real Estate, Part 1. Presented by the ISBA. 12-1 pm

Wednesday, 07/27/16- Teleseminar—
Buying and Selling Distressed Real Estate, Part 2. Presented by the ISBA. 12-1 pm.

August

Tuesday, 08/02/16- Teleseminar—Due Diligence in Real Estate Acquisitions. Presented by the ISBA. 12-1 pm.

Wednesday, 08/03/16- Teleseminar LIVE REPLAY—2016 UCC Update – Secured Transactions, Notes, Leases, Sales & More. Presented by the ISBA. 12-1 pm.

Thursday, 08/04/16- Webinar—
Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 12:00- 1:00 pm.

Monday, 08/08/16- Teleseminar LIVE REPLAY—Post-Closing Adjustments &

Issues in Business Transactions. Presented by the ISBA. 12-1 pm.

Tuesday, 08/09/16- Teleseminar—
Charging Orders in Business Transactions. Presented by the ISBA. 12-1 pm.

Wednesday, 08/10/16- Teleseminar—
Role of Public Benefits in Estate Planning. Presented by the ISBA. 12-1 pm.

Thursday, 08/11/16- 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.

Tuesday, 08/16/16- Teleseminar—Real Estate Finance, Part 1. Presented by the ISBA. 12-1 pm.

Wednesday, 08/17/16- Teleseminar—
Real Estate Finance, Part 2. Presented by the ISBA. 12-1 pm.

Tuesday, 08/23/16- Teleseminar—
Drafting Employment Separation Agreements. Presented by the ISBA. 12-1 pm.

Thursday, 08/25/16- Teleseminar—
Sales of Family Businesses: An Interdisciplinary Approach, Part 2. Presented by the ISBA. 12-1 pm.

Thursday, 08/25/16- 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.

Wednesday, 08/31/16- Teleseminar—
Lawyer Ethics and Disputes with Clients. Presented by the ISBA. 12-1 pm

September

Thursday, 09/01/16- 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, 09/08/16- 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, 09/08/16- Webcast—
Monetizing Intellectual Property.

Wednesday, 09/14/16- Webcast—Hot Topic: Union Dues/Fair Share—Friedrichs v. California Teachers Association. Presented by Labor and Employment.

Thursday, 09/15/16- CRO—Family Law Table Clinic Series (Series 1). Presented by Family Law. 8:30 am – 3:10 pm.

Friday, 09-16-06- CRO and Live Webcast—The Fear Factor: How Good Lawyers Get Into (and avoid) Bad Ethical Trouble. Master Series Presented by the ISBA—WILL NOT BE RECORDED OR ARCHIVED. 9:00 a.m. – 12:15 p.m.

Thursday, 09/22/16- CRO and Webcast—Recent Developments in E-Discovery in Litigation. Presented by Antitrust. 1:00- 5:15 pm.

Thursday, 09/22/16- 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

Monday, 09/26/16- Friday, 09/30/16—CRO—40 Hour Mediation/Arbitration Training Master Series. Presented by the ISBA. 8:30 am – 5:45 pm each day.

October

Thursday, 10/06/16- 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, 10/13/16- 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 ■

ANIMAL LAW

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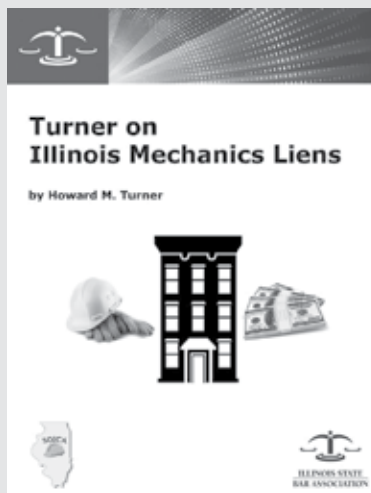
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