



# THE CATALYST

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

## Chair's column

By Sandra Crawford, J.D.<sup>1</sup>

I am honored to have been appointed by President Hassakis to serve as this year's chair of the Women and the Law Committee (WATL). I follow a long line of chairs who have served the ISBA in many capacities and for many years. I want to pause to acknowledge and thank those women upon whose shoulders we now stand:

- 2009-2010—Annmarie Kill (*Ex Officio and current Chair of the Diversity Leadership Council*)
- 2008-2009—E. Lynn Grayson, Chicago
- 2007-2008—Sharon L. Eiseman, Chicago
- 2006-2007—Claire A. Manning, Springfield
- 2005-2006—Meredith E. Ritchie, Chicago
- 2004-2005—Ellen Schanzle-Haskins, Springfield
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- 2000-2001—Susan M. Brazas, Rockford
- 1999-2000—Paula Hudson Holderman, Chicago (*Third Vice President of the ISBA*)

- 1998-1999—Christine G. Zeman, Springfield
- 1997-1998—Frances Skinner, Chicago
- 1996-1997—Peggy Raddatz, La Grange
- 1995-1996—Irene Bahr, Wheaton (*Past President of the ISBA*)

I join my Vice-Chair, Nikki Carrion (Alton) and this year's Secretary, Sandy Blake (Oak Park) in honoring their legacy of service by our commitment to continue the advancement of causes and concerns unique to women in the profession and to women at large.

Because WATL is not a "practice-area specific" committee it attracts members with a wide range of experience. That ranges from elder law to juvenile justice, from criminal, family, civil litigation to alternative dispute resolution. Our members include solo, small and large firm practitioners. This year we are honored to be joined

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## Attorneys: Get on your hobby horse!

By Valerie Sherman<sup>1</sup>

These days, it seems that to be a lawyer means lots of extracurricular activities: CLEs, networking, speeches, and article writing. However, those activities tend more toward improving your career rather than improving yourself. It seems to me that as they settle into their careers, attorneys lose sight of doing activities just for fun, relaxation, and self-improvement.

The good thing is, there is a simple solution: get a hobby. Or three.

Allow me to explain why I am concerned about the profession in the first place. Having interviewed at my share of firms in the past few

years, I learned to pick up hints about the poor quality of life—and lack of hobbies—for attorneys at many firms. Some hints are not so subtle: for example, the stray sleeping bag shoved unceremoniously behind a file cabinet. However, more subtly, many attorneys wistfully spoke of hobbies and free time in the past tense—e.g., "I used to enjoy gardening..."—without realizing how that statement reflected on life at that firm.

It's easy to blame the nature of the profession here, as well as an economy that makes new attorneys feel as if they've got to accept any

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## Chair's column

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by two men: Ryan Robertson (Granite City) and Gregg Garofalo (Chicago). This diversity of knowledge and of experiences gives our committee the advantage of access to a broad range of perspectives on many topics. Truly we are a melting pot for ideas and innovations. For a complete list of all of the 2010-11 WATL members, their location and their practice areas, please go to the Member Groups/Committees/Women and the Law section at <[www.isba.org](http://www.isba.org)>.

We are also delighted to welcome to WATL our very first Diversity Leadership Fellow, Shira Truitt (St. Louis, MO). Shira is one of ten new Leadership Fellows selected by the ISBA's Diversity Leadership Institute. The Diversity Leadership Institute was established by the Board of Governors on March 12, 2010. Its goal is to increase diversity in the ISBA and its leadership, including membership of ISBA section councils, committees and other leadership positions; to educate new members (especially young lawyers) about the

work, structure, and policies of the ISBA; to continue ongoing efforts to raise awareness of the importance of diversity to the ISBA; and ultimately to develop a diverse group of future leaders of the organization. WATL is a participating member of the Diversity Leadership Council along with the standing committees for Racial and Ethnic Minorities and the Law, Sexual Orientation and Gender Identity, Disability Law, the Diversity Pipeline Program, the Human Rights Section Council and the International Law and Immigration Section Council. Look for updates regarding the work of the Institute and the new Leadership Fellows in this newsletter and in the annual Diversity Newsletter, whose editor is former WATL Chair, E. Lynn Grayson.

WATL's agenda this year includes: (1) continuing the tradition of innovative MCLE Programs (Mary Petrucci, chair); (2) developing and hosting additional cable TV programs (Letitia "Tish" Spunar-Sheats, chair); (3) continuing our yearly outreach to women

professionals and law students around the state (Jan Boback, chair); (4) partnering with the Women Everywhere: Partners in Service project <[www.wechicago.org](http://www.wechicago.org)> (Shital Patel, chair).

I look forward to reporting on the progress of these and other items in upcoming issues of this newsletter. On behalf of this year's *Catalyst* Newsletter co-editors (Emily Masalski and Shital Patel) I invite you, our readers, to submit articles, provide feedback or share concerns on all topics of interest which impact "women and the law." ■

1. Sandra Crawford is a solo practitioner in Chicago. She can be reached directly at [lawcrawford@comcast.net](mailto:lawcrawford@comcast.net). She practices in the areas of family, real estate, and mechanic lien foreclosure law. She is an ISBA Assembly member and the immediate past president of the Collaborative Law Institute of Illinois [www.collablawil.org](http://www.collablawil.org). Ms. Crawford frequently writes and teaches on the topics of mediation and Collaborative Practice (for more information about Collaborative Practice model of dispute resolution visit [www.collaborativepractice.com](http://www.collaborativepractice.com)).

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## Attorneys: Get on your hobby horse!

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2,000-billable-hour job that will help them pay off ever-mounting student loans. Still, some of the blame has to go to ourselves. Yes, being an attorney is very time-intensive, but there are two fingers pointing at us on this score. Number one, associates teach their bosses how to treat them. And number two, we can always put our time to better use, and even find time to squeeze in a personal hobby or two. Any hobby you enjoy is always worth the time.

I graduated in the spring of 2009—the class they called “the lost ones”—and I have recently begun work as a judicial law clerk in the Circuit Court of Cook County. I realize I’m lucky and that many attorneys don’t get jobs that allow them to fully nurture a laundry list of hobbies, which for me includes knitting, crochet, baking, cooking, flute, exercise, my bunny, crossword puzzles, and scrapbooking. Still, these activities help me feel like me.

The benefits of having at least one hobby are huge, especially to attorneys, whose stress levels, happiness, and health are often cited as some of the worst of any profession. Fortunately, hobbies can help attorneys on each of these issues.

First, many hobbies can help attorneys get (or stay) physically fit. Cycling on Lake Shore Drive on Sunday - even if it’s to come into the office to finish a brief - gets you outside and enjoying the sun. I just picked up a great book, “60 Hikes Within 60 Miles of Chicago,” which provides some great opportunities to get walking in green areas near our fair city. Even bread-making, which I engage in frequently, will help you attain those Michelle Obama arms. Plus, as an added bonus, all those physical activities help cut down on stress, too.

Even non-physical hobbies can greatly help with stress levels and mental acuity. For example, I teach knitting and crochet classes, and most of my students find the repetitive motions in both of those crafts to be very relaxing—and you can do them while watching TV! Other hobbies can actually increase your focus and reasoning, such as logic puzzles and crossword puzzles. Even if you lost at court, completing the RedEye crossword puzzle on the ride home on the CTA or Metra can be a gratifying way to end the day.

Yet another reason hobbies are so great is that they allow you to meet people—some-

times people who are not attorneys! Sharing interests is a great way to feel connected to the community and your neighborhood. Exercise classes and having a dog to walk are good examples, because they usually force you to be social. Also, Meetup.com is a great place to search for groups related to all sorts of hobbies—from Mahjong to language clubs. Even if you’re just a beginner, people are always willing to help you learn.

Possibly most importantly for attorneys, hobbies allow you to mentally switch off for a bit. Lawyers are constantly bombarded with information, and we are infamous for taking our work home with us, even if it’s only mentally. Getting home and knitting while you decompress with “Lost” can be amazingly therapeutic. I hosted “stitch ‘n’ bitch” knitting sessions during law school for this reason. The same goes with exercise, where you can blast ‘80s power ballads and mindlessly burn calories simultaneously. Attorneys often need help to “unplug,” and hobbies can be an immense help.

Finally, hobbies are especially important for women attorneys for several reasons. The first reason is that women in general tend to have lower self-esteem and confidence than men. Hobbies can help you grow in that area, especially as you are able to showcase your talents and graduate to more complicated levels of your hobby. The second is that women in particular have trouble leaving their work stress at work. As I’ve already said, hobbies help women mentally “switch off” and relax at home.

I think I’ve set forth a pretty convincing case for adding a hobby to your life, even if you are very busy, and I hope you find one that you can integrate into your life and enjoy. And that’s really what’s so great about hobbies. Even though many of them are practical, the whole point of a hobby is to relax, improve yourself in some way, and engage in self-expression just for the sake of it.

And if you ever want to have a “stitch ‘n’ bitch,” give me a call. ■

1. Valerie Sherman is a judicial law clerk for Hon. Patrick J. Rogers in the Circuit Court of Cook County in Chicago. She is an active member of the ISBA Young Lawyers Division and the CBA Young Lawyers Section and has worked in the areas of probate law and administrative review law. Ms. Sherman can be reached at [vsherman@cookcountygov.com](mailto:vsherman@cookcountygov.com).

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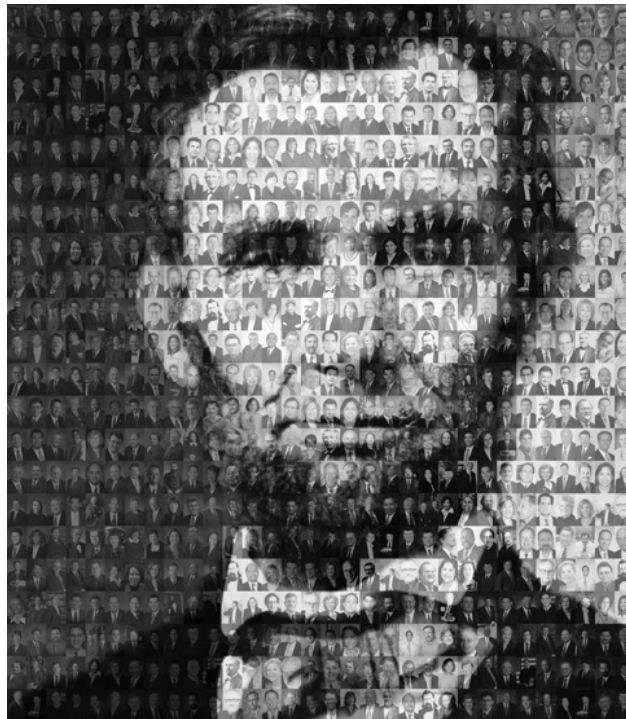
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## Member spotlight: Diana M. Law

By Melissa Olivero<sup>1</sup>

**D**iana M. Law, winner of the Illinois State Bar Association's 2009-2010 Young Lawyer of the Year Award (Outside Cook County), embodies the ideals, principles, and goals which every young attorney should strive to attain. She has dedicated herself as a fierce advocate for the most vulnerable in our society, the elderly and disabled. Her professional commitment goes far beyond serving as a trusted counselor and advocate for her clients. She generously volunteers her time to professional associations and her community.

Ms. Law, a managing partner of the firm of Law ElderLaw, LLP, is passionate about her work. In her practice, Ms. Law files ten to twenty Medicaid applications per month. As a result of her superior advocacy skills, she has never had an application for benefits denied. Many of her clients come to her feeling overwhelmed by the confusing Medicaid process. Ms. Law quickly analyzes her clients' problems and explains the process in terms they can easily understand. Her clients always leave her office feeling they have a knowledgeable and zealous advocate working on their behalf.

Ms. Law's commitment to the law goes far beyond counseling and representing her clients. Since graduating *cum laude* from Northern Illinois University College of Law in 2004, Ms. Law has advocated for the rights of the elderly and disabled at the local, state, and national levels. She has lobbied politicians, locally and nationally, in order to shape laws benefitting elderly persons and individuals with disabilities. As a member of the National Academy of Elder Law Attorneys (NAELA), she has met with U.S. Senator Dick Durbin, the Assistant Majority Leader, on numerous occasions to discuss laws affecting the elderly. She has also met with senior aides to President Obama and Capitol Hill staff members to address the needs of the elderly.

Moreover, Ms. Law is extremely energetic in her professional pursuits. She is active in the Illinois State Bar Association, the Kane County Bar Association, and the Chicago Bar Association. She currently serves as the second vice president of the Board of Managers of the Kane County Bar Association. When her term begins in 2011, Ms. Law will become the youngest president of the 1,200 member

Kane County Bar Association in its history. She also serves on the Illinois State Bar Association's Elder Law Council and Standing Committee on Women and the Law.

Ms. Law's professional excellence has been recognized by other organizations. In 2007 she received the Outstanding New Lawyer of the Year Award from the Kane County Bar Association. She was awarded the Board of Managers Award by the Kane County Bar Association in 2008. In 2009 she was named an Illinois Super Lawyers Rising Star in the area of elder law and in 2010 she was named a Leading Lawyer in the area of elder law.

Ms. Law selflessly volunteers her time to better our community and profession. She performs pro bono work on behalf of wartime veterans and the Senior Services Association. Ms. Law is active in the Alzheimer's Association. She also educates other members of the legal community and the public, frequently speaking about elder law and laws concerning the disabled to other attorneys and to groups at numerous hospitals and long-term care facilities.

Even though she has spent most of her life in Illinois, Ms. Law has developed an international point of view. She has studied language and culture in New Guinea, Czech Republic, Mexico, Spain, Costa Rica, and Guatemala. Ms. Law is fluent in Spanish and

serves her clients in both English and Spanish. She has taught Spanish at the junior high and high school levels.

As a wife and the mother of two young children, Ms. Law has managed to balance her exemplary professional career with the needs of her family. Co-workers describe her as typifying grace under pressure. Colleagues describe her strong ethical compass, combined with aggressive and competent advocacy on behalf of her client. The judiciary has also recognized her proficiency, frequently appointing her as *guardian ad litem* for estates of the disabled in contested and uncontested matters.

Diana Law has become an accomplished lawyer in a very short period of time, with much more to offer our profession in the future. She is a superior advocate, counselor, volunteer, and educator. She was a truly worthy recipient of the Young Lawyer of the Year Award and we are proud to serve with her on this committee. ■

1. Melissa Olivero is a field attorney with the National Labor Relations Board, Subregion 33, in Peoria. A former prosecutor, she speaks frequently on labor law and criminal law/domestic violence. Outside of work, Ms. Olivero devotes most of her time serving as a Trustee of Illinois Valley Community College, as a member of the Zonta Club of LaSalle-Peru, and as member of the NIU College of Law Alumni Council. She can be reached at mto-maskal1@msn.com.

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## Photos from ISBA Annual Meeting in St. Louis



**At left: Standing Committee on Women and the Law 2010-2011.**

Front row (left to right): Mary Petruchius, Emily Masalski, Sandra Crawford, Annemarie Kill, Julie Neubauer, Diana Law.

Back row (left to right): Ryan Robertson, Nikki Carrion, Hon. Patrice Ball-Reed, Lori Levin, Sandy Blake, Melissa Olivero, Letitia Spunar-Sheats, Gregg Garofalo, Janice Boback.



**At left:** ISBA Standing Committee on Women and the Law Vice-Chair, Nikki Carrion and ISBA President Mark D. Hassakis.



**At left: Networking breakfast**



**At left: ISBA Assembly meeting**

From left to right: Emily Masalski, Annemarie Kill, Hon. Patrice Ball-Reed.

# Rules for being a good divorce client, from an attorney who's been there, done that...

By Amie Simpson<sup>1</sup>

**W**e've had some debate in my office about whether a family law attorney who has personally been through a divorce or custody battle is more effective or less effective in her chosen field of law. Certainly, as a young, married family law attorney, I was seriously puzzled and frustrated by the way many of my clients behaved. I was further puzzled and frustrated by the way other attorneys behaved in family law cases. The one thing I was sure of is that I would never, NEVER, put myself and my family through such a hideous process.

Never say never. So, here I am, five years divorced, and with five more years of family law experience. In fact, I spend a great deal of time mentoring a very new family law attorney in our office and watching her constant amazement at the behavior of her clients and the other attorneys. While having gone through a divorce might not make you a better lawyer in the field of family law, it certainly helps to create an understanding of what the INSIDE of the process looks like. For family lawyers out there who are happily married, don't despair. You can get the exact same information by listening carefully to clients and friends. For those of you who are not family law attorneys, the information is still valuable because inevitably in your practice you will find yourself working with or for someone who is going through a divorce, and it is going to change their behavior in radical ways.

The fact is that I have never run into a "nice" divorce. Because my specialty is domestic violence litigation, and because I work for legal aid, I thought I might have a biased sample, so I interviewed other friends who do the same work but get paid by their clients. I came up with the same result. This is not to say that collaborative law is not possible or effective in divorce—it is both. Collaboratively-minded, trained attorneys can work what seems like magic as far as reduction of conflict and efficient resolution of issues. But reality dictates that the very nature of divorce, which is the dissolution of the family unit, creates stress on both participants. This enormous stress will cause them to behave badly at times and will certainly cloud their judgment. Further, dealing with people in a constant state of stress and anxiety, all day

every day, creates an unbelievable amount of stress on family law attorneys, who then are subject to their own types of bad behavior. This combination is a recipe for disaster. Left unchecked, and coupled with the inclination of some attorneys to believe that being a "zealous advocate" means adopting a scorched earth policy, this bad behavior can snowball and result in divorces that are the equivalent of nuclear warfare. No one wins, no one gets out unharmed (including the kids) and the cost is astronomical.

While we're on the subject of cost, why should we be alarmed if a divorce costs our client upwards of \$20,000? We did the work, right? Of course, as every family law attorney in our current economy knows, this is a stupid question. While you may wind up doing \$20,000's worth of work, you are increasingly unlikely to get paid for the very real value of your time. Also, the longer a divorce goes on, the less money the participants generally have, and the more unhappy they generally are. This combination is not conducive to payment of attorneys. Further, if a divorce ends with the client financially devastated and with the attorney having to take extraordinary collection efforts against that client, no one has been adequately served.

Based on my own experiences on BOTH sides of the fence, I have adopted some simple rules of behavior which I encourage my clients to follow. By bringing these issues up at the outset of representation, I hope to give clients some insight into the divorce process. I am also able to weed out potentially problematic clients before I sign them up. Finally, during litigation, I am able to go back to the rules with the clients and help them ground themselves. My goal is to help clients come through a divorce or other family law case successfully which, for me, means that they emerge with enough financial and emotional resources to start a new life. The other goal is to keep myself, and the attorneys who work with me, as sane as possible.

The following are my Ten Rules for Being a Successful Divorce/ Custody client.<sup>2</sup>

## 1. Acknowledge your inner four-year-old -- and put her in time out if necessary.

Everyone going through a divorce will eventually say "It's not fair." It is our job as at-

torneys to say the same thing we would say as parents: "You're right—it's not. But we're going to work together to make sure this process is as fair as it CAN be." We also need to point out to our clients the victories they have already achieved. To this end, it is extremely important that you have clients list their goals for the divorce before you get started. Have them do it in writing. This will do two things—it will help you determine unrealistic goals up front, so you can explain to your client WHY they cannot, for example, "make sure he never sees his kids again." It will also help you, as the divorce progresses, be able to say to your client, "Yes, the judge ordered that your ex will get to take the kids to soccer practice. But your goal was residential custody, and we've gotten that. So, no, he is NOT getting everything he wants, it just feels that way."

## 2. Believing what "he" "she" or "they" say will get you into trouble, unless he she or they are your attorneys.

This problem comes in two forms. First, the client who has a relative, or a friend, or a boss's nephew, who is an attorney, and THAT person says that maintenance is a cinch. It is important to let these clients know that the advice they are getting may be inadequate, since their boss's nephew is a patent attorney in Alaska. They need to understand that they have retained you because of your expertise as a family law attorney, and that if they feel they cannot trust your judgment they should probably seek other counsel. The other time this rule comes into play is when your client constantly bases their behavior on statements made by the opposing party. "Well, HE says the judge will give him custody." I tell my clients that, especially now that they are getting divorced, it is best not to rely on what "he" says, that "his" interests are bound to be different than hers, that this may be a ploy to keep her off balance, and that "he" is not an attorney. (If "he" is an attorney, your client will obviously need extra reassurance, and I try to remind these clients that "he" is not the judge).

## 3. A court order is not a suggestion.

While this seems obvious to those of us who practice law, lay people often, amazing-

ly, don't realize the truth in this statement. As a result, it is incumbent upon you as an attorney to make sure ALL orders in your divorce case are clear, specific, detailed, and do not involve unnecessary "lawyeresque." These orders take time to write, and judges may grow impatient while you put them together. But that is far better than the judicial wrath you will face if your client decides that she can engage in behavior that would clearly be prohibited by the court order—if the court order were clearer.

#### **4. If it's not a court order it doesn't count.**

Refer back to the information in #2. "He" said we have to file taxes together, his mother says we have to sell the house, my realtor says he has to pay her fee. I tell clients if they want something, we ask the court via a motion. But until it's on paper with a judge's signature, it's just speculation.

#### **5. You can hate your ex, but it can't affect your kids, your decision-making, or the rest of your life.**

Clients who make decisions based only on how much the decision will hurt the opposing party are not good clients. They are also not acting in their own best interests, since many of the things that will make their ex miserable will have painful consequences for the client herself down the line. Encourage your clients to make decisions based on the welfare of herself and her children.

#### **6. The ONLY person you can control is yourself.**

Divorce is a horrible, roller-coaster-like process which clients perceive as almost entirely out of their control. Like people in any situation in which they feel helpless, clients will seek to try to control anyone in the vicinity. They will want to control you, their children, and their ex. The frustration when they fail to do so, and when the process itself is unfathomable, makes it difficult for them to behave rationally. You can do several things to address this issue. The first is to give your clients as much knowledge about the process as possible. Instead of wading through continuance after continuance without explanation, TELL the client about the source of the problem and what can be done to address it. Sometimes, it's the client's own behavior gumming up the works, and you have to address that with her. For example, "Client, the fact that you keep changing your mind AFTER we've drafted an agreement and brought it into court only prolongs the process and makes it more difficult and expensive. You need to be able to express clearly

to me what you want, and to stick with that." The client will inevitably say, "But HE did (whatever the horrible thing he did was which caused her to change her mind about agreeing to ANYTHING)."

#### **7. Practice saying "whatever."**

This goes along well with the previous rule. Divorce clients will spend a breathtaking amount of energy trying to figure out WHY their ex's engage in a particular behavior, and they want you to speculate with them, i.e. "Can you just tell me WHY he has to have Wednesday instead of Thursday? He KNOWS Wednesday is my favorite day of the week..." I tell clients that they may NEVER know why their opposing party behaves the way he does, and IT DOESN'T MATTER. Clients need to keep their eyes on THEIR goals. I tell them, "Don't get aggravated, don't ask why, don't let it get under your skin... Just say, 'whatever.'" A colleague of mine tried to teach me the same principle by encouraging me to say the "f" word in four different intonations when I got frustrated (in private, of course), but I always wound up feeling silly. If clients can master the phrase "whatever" with the kind of disdain my pre-teen daughter can put into it, they WILL feel better.

#### **8. You have to be BETTER than perfect: Before you do it, ask yourself what the judge would think.**

Generally speaking, clients will never in their lives live in such a "fishbowl" as during the time they get divorced. This is especially true if there is a custody battle involved. They need to be made aware that people ARE watching, and those same people WILL testify. During the long pendency of the divorce, they need to behave as if their every action will at some point be revealed to the judge in their case. (This rule actually came about based on another rule I give my children, which started out as "If it doesn't seem like a good idea, don't do it" to but changed to "if MOM wouldn't think it was a good idea, don't do it." This happened after I realized that what I thought was a good idea, and what THEY thought was a good idea, were two radically different concepts). Living as if they are under the judge's microscope is stressful, but in the long run doing so will reap huge benefits for your clients.

#### **9. Keep meticulous records -- this is the most important job you will ever do.**

Clients should understand—and most do—that the outcome of this divorce will affect the rest of their lives and those of their children. However, because of the depres-

sion and anxiety inherent in the divorce process, many clients are much less organized than they would normally be. They need to be encouraged to treat their divorce as a job. While it is tempting to rely on your friend, your mother, or your attorney to keep track of everything that is going on, it is neither safe nor healthy. Adequate organization will help clients be better partners to their attorneys in the divorce process, and will help them feel more in control.

#### **10. Take care of yourself. No one else will.**

This is perhaps the most crucial rule, but also the hardest to follow. Many of us, especially of my generation, went from home to college to marriage without pause. In retrospect, this was probably a bad idea, but it certainly SEEMED like a good idea at the time. Unfortunately, people who have followed this pattern have very little idea about how to meet their own needs. The most obvious situation in which this becomes an issue is financial. Clients need to know that while they are entitled to child support, and sometimes maintenance, it is always best for their long-term financial and emotional health if they are able to support themselves and their children. This may not be realistic at first, but it is an excellent goal. Also, while clients can and should seek the emotional support of others during this extremely difficult process, they need to remember that they will often find themselves on their own. Have you ever noticed that at the times you feel most down, and most need someone to talk to, all you get is voicemail? It's difficult but true. Clients need to be able to figure out what their emotional, financial, and health-related needs are, and they need to expend the time and effort necessary to meet those needs. If they neglect their feelings, their finances, or their health, they will NOT be able to come through a divorce intact. If that means finding a good counselor, fabulous. If it means seeing a doctor and figuring out a good exercise program, terrific. But if they expect others—including their ex or their attorney—to meet these needs, they will not be able to achieve the kind of post-divorce life that they want.

Exercising these rules kept me sane through my own divorce, and has kept me sane in my family law practice since. Every client with whom I have used them has found the rules useful. I would hope that, by preparing my clients to exit a divorce successfully, I am doing a service to the client, my practice, and (in a small way) to the court system. I am



grateful to be able to understand, at least in part, what my clients are going through, and I believe I am a better and happier person after surviving my own divorce. As to whether I am a better attorney, I can't say—but I am

happy in my practice. As to the rest, well... "whatever." ■

1. Amie Simpson is the managing attorney for the Will County Legal Assistance Program, an of-

fice of Prairie State Legal Services. She has been practicing family law since 1997.

2. Note that I use the pronoun "she" frequently. Most of the clients I work with are female. However, these rules should work equally well regardless of the client's gender.

## New Medicaid rules harm women, seniors

By Diana M. Law<sup>1</sup>

In 2005, the Federal Government adopted the Federal Deficit Reduction Act of 2005 (DRA). Long-term care has always been a woman's nightmare because women typically outlive their ill-spouses by about seven years. The nightmare will get worse if the Illinois Department of Healthcare and Family Services chooses to adopt its unfair version of the "DRA rules" for Medicaid and nursing homes. See the [Flinn Report](http://www.ilga.gov/commission/jcar/flinn/reg33.pdf) published on August 13, 2010 at <<http://www.ilga.gov/commission/jcar/flinn/reg33.pdf>>.

The DRA imposes harsh penalties against seniors who gift money for any reason to family members and charities. The penalties will be imposed whenever an Illinois senior has given away money or assets during the five years (60 months) prior to a Medicaid application. Penalties are based upon the per-month cost of care in a nursing home versus the amount of the gift. A senior who gives a gift to a family member or charity will be ineligible for Medicaid services for the period of time that the gift would have covered. Despite the fact that a senior may have used their money to rescue family members during the ongoing Great Recession, IL Medicaid rules presume the money was transferred to qualify for Medicaid long-term care benefits.

The current Medicaid eligibility rules include a "forgiveness factor." Seniors who give away money or other assets create an immediate Medicaid penalty period of eligibility. That means that the penalty period starts immediately and usually works itself down to zero while a senior is still healthy and/or wealthy enough to cover their own health-care expenses.

The new rules have no forgiveness factor. They will impose penalty periods of ineligibility that will hang over a senior's head for *five years*. Five years is a very long time in the life of a senior citizen.

Consider this common story. During our current and ongoing recession, the adult children of Henry and Betty Senior face the

foreclosure of their home. The "kids" come to Henry and Betty and ask to be given \$10,000 to help pay the mortgage that is in default. Henry and Betty who love their children and grandchildren, choose to give \$10,000 to save the home. Unfortunately, if either Henry or Betty for some other reason need nursing home benefits prior to June of 2015, they will be denied at least two or more months of nursing home payments. They will be "pun-

ished" for saving their children's home even if Henry and Betty have become broke and incapacitated!

Here is another common occurrence. Sam and Sally Aging can no longer handle all of the affairs to stay living in their home. They need help getting to their many doctor appointments, grocery shopping, errands, meal preparation. Like most families, they don't

Current Pre-DRA Policy	DRA Policy
<p><b>Mrs. Smith</b> Mrs. Smith is a widow and requires nursing care. She is out of funds and applies for Medicaid help with her nursing care costs. Two years ago she gave her son, who had lost his job, \$30,000 for to prevent a foreclosure of his home. With a private nursing rate of \$6,000 per month, this transfer results in a potential penalty of five months. The penalty begins with the month of transfer and runs for five months. Since it has been two years since the transfer, the penalty has worked itself down to zero and she can obtain Medicaid eligibility for her nursing care immediately. The penalty is essentially "forgiven."</p>	<p><b>Mrs. Smith</b> Under the DRA, there will be no "forgiveness" of the penalty period. It will not work itself down to zero over the two years since the transfer occurred. The penalty will begin when Mrs. Smith is in the nursing home and eligible for Medicaid. Since she is out of funds to pay privately, Mrs. Smith will have no means to pay the nursing home during the five-month penalty period.</p>
<p><b>Mr. Jones</b> Mr. Jones has given \$500 per month to his church for the past 5 years. He is now in need of nursing care and applies for Medicaid. The Department currently does not review transfers that are less than the monthly private nursing rate. Therefore, these charitable contributions do not affect his eligibility for Medicaid payment of nursing services. He is eligible for Medicaid immediately.</p>	<p><b>Mr. Jones</b> Under the DRA, transfers for less than the private rate and multiple transfers will be cumulated as a single transfer. For Mr. Jones, this will mean that his \$500 per month charitable contribution will be cumulated over the past five years for a total transferred amount of \$30,000. At a private nursing rate of \$6,000 per month, he will have a penalty period for five months. The penalty will not begin until he is in the nursing home and eligible for Medicaid. During this penalty period, Mr. Jones will not have the means to pay privately.</p>
<p><b>Mrs. Taylor</b> One year ago, Mrs. Taylor gave \$12,000 to her grandson to pursue higher education while she was completely healthy. She is now in need of supportive living care due to a stroke. She still has some funds available to pay privately for several months. When her funds are exhausted, she applies for Medicaid. At a private rate of \$4,000 per month, the penalty for the transfer made one year ago has lapsed. Once that her funds are exhausted, she qualifies for Medicaid.</p>	<p><b>Mrs. Taylor</b> Under the DRA, the transfer penalty does not begin until Mrs. Taylor is in the supportive living facility and eligible for Medicaid. This means not until her funds are exhausted. As such, the penalty would not begin until she has spent her funds by paying privately for several months. Once she is out of money, she will not have the means to pay through the penalty period.</p>

call an attorney or write up some formal caregiver employment agreement. They just do what most families do. Every month Sam and Sally try to reimburse Suzie by just giving her \$500 cash. Unfortunately, if either Sam or Sally Citizen need to apply for nursing home benefits, the DRA will treat the money given to the daughter as a penalty—creating gift. So when Sam or Sally are out of money and in frail health will be denied months of nursing home Medicaid payments.

- Even the smallest gift will be considered a violation and will evoke a penalty
- No partial return will be good enough to remove or reduce the penalty period
- Even charitable gifts will be in violation of the rules and will result in penalty periods
- Annuities to help turn assets into income for the community spouse to help her continue to pay for her needs in the future are under attack
- If care is provided by family members and any compensation is given without a formal contract, the State will target those payments for care as violations

Throughout history, our culture has laud-

ed senior citizens who help their children, grandchildren, and religious organizations. If the family members sacrifice to provide care for their aging parents and they receive even small compensation without a formal contract, their “good deeds” will not go unpunished.

Suddenly in 2005, the federal government and soon Illinois may punish “good senior citizens” who have helped their children, grandchildren, and religious organizations. During this ongoing recession, Illinois senior citizens have given millions of dollars to provide help and support to the younger generation to pay for medical payments, mortgage payments and grocery bills. Illinois seniors must not be punished for ‘doing the right thing!’ And in the alternative, if the children have stepped up to provide care to parents and been compensated with the formality of a contract, the Illinois seniors will be penalized for this as well. Charitable donations, helping grandchildren with college, helping out with wedding costs for a grandchild and even small regular church offerings to their local place of worship will be deemed a violation, tallied and added to a cumulative

penalty period.

We need to work with the Department of Healthcare and Family Services and our legislatures to ensure that persons are given the opportunity to provide evidence that a transfer was made for a reason other than to qualify for Medicaid. Such transfers should not affect Medicaid eligibility. At the very least, Illinois should provide some safe havens for generous women and Seniors and provide an exemption for undue hardship, gifts to charities and innocent transfers a Senior made while completely healthy. ■

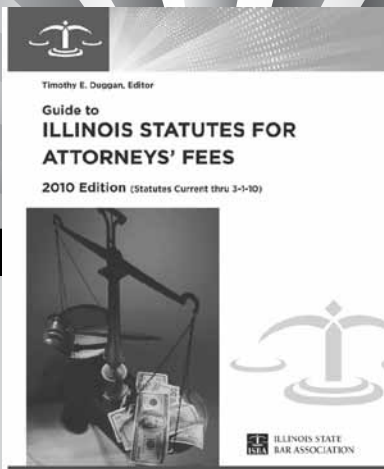
Diana M. Law is in private practice with Law ElderLaw, of Aurora, Illinois, limiting her practice exclusively to elder law. She can be reached directly at [diana@lawelderlaw.com](mailto:diana@lawelderlaw.com).

She is a recipient of the Illinois State Bar Association Young Lawyer of the Year 2010 and the Kane County Bar Association 2007 Outstanding New Lawyer of the Year. Ms. Law is a member of the ISBA Standing Committee on Women and the Law, the National Academy of Elder Law Attorneys (NAELA), and is the First Vice President of the Board of Managers of the Kane County Bar Association.

Ms. Law lectures frequently on elder law subjects to attorneys, medical professionals, and members of the public.

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## Synopsis of statewide report on “Examining at-Risk and Delinquent Girls in Illinois”

By Lori G. Levin<sup>1</sup>

For the past few years, the Women and the Law Committee of the Illinois State Bar Association has devoted time and interest on the issues of girls in the juvenile justice and women in the criminal justice systems. During much of that period, I served as Executive Director of the Illinois Criminal Justice Information Authority and was blessed with having some excellent researchers who shared my passion regarding these issues.

In May 2009, the Illinois Criminal Justice Information Authority released a report “Examining at-risk and delinquent girls in Illinois,” prepared by Lindsay Bostwick, Research Analyst, and Jessica Ashley, Senior Research Analyst. The report can be found on its Web site at [www.icjia.state.il.us](http://www.icjia.state.il.us).

Ms. Bostwick and Ms. Ashley found that girls, both in Illinois and nationally, comprise the fastest growing population in the juvenile justice system. Between 2002-2007, Illinois girls experienced a greater arrest rate than boys. The researchers further found that during the overlapping period of 1999 to 2004, the rate of boys being committed to state juvenile justice facilities decreased. They found that victimization, substance abuse and school failure are the primary reasons that girls become involved in the system.

Girls’ arrest patterns differed from those of boys; girls arrests were primarily for status offenses, non-compliance with the juvenile justice system orders and misdemeanor offenses. Similarly, admission to the local juvenile detention facilities and commitments to the Illinois Department of Corrections—Juvenile Division, now the Department of Juvenile Justice, were for less serious offenses. For instance, girls were arrested, detained and committed more frequently for obstructing justice and contempt of court than their male counterparts. Furthermore, girls were arrested more frequently for local ordinance violations than boys and were arrested, detained and committed more for disorderly conduct and mob action than boys.

The report found that girls’ arrests, detention and commitments were more likely

to be for crimes against persons especially for the offense of battery. Girls more often became involved in the system for misdemeanors rather than for felony offenses. Few Illinois girls were arrested for sex offenses, and when they were during the examined period, they were charged as misdemeanants. Few girls became involved in the juvenile justice system for weapons offenses, and once again girls’ arrests were more likely to be for misdemeanor weapons offenses than boys’ arrests.

Additionally, the report stated that data for girls was available for some of the known risk factors for delinquent behavior: individual, family and school risk factors. Although individual factors for delinquency can include mental health problems, aggression, violence, learning disabilities and substance abuse and sexual health, the only data available on Illinois girls pertained to substance abuse and sexual health. As to substance abuse, the research found that girls were more likely than boys to abuse alcohol, inhalants and prescription drugs. With respect to sexual health, the study found that although births to teenage mothers have decreased in Illinois, more Illinois girls are likely to have a sexually transmitted disease than boys.

The researchers also reviewed family risk factors such as abuse and neglect, sexual abuse and commercial sexual exploitation. They found that in Illinois, girls were almost equally at risk for neglect, but more at risk for physical and sexual abuse than boys. Runaway girls were more likely to be victims of sexual exploitation and violence than boys.

With respect to school factors, the researchers found that although trancies and suspensions have increased for both Illinois girls and boys, girls had more school trancies and suspensions than boys.

Following its examination of arrest, detention and commitment rates, as well delving into potential reasons for disparate treatment of girls which range from paternalistic harsher treatment to chivalrous “easier” treatment, the report examined gender specific programming aimed at combating female

delinquency. It outlined national model programs publicized by the federal Office of Juvenile Justice and Delinquency Prevention and noted that there are few programs in Illinois geared toward at-risk girls, especially outside of Cook County. The report provided a list of resources available for services for girls involved and not involved in the juvenile justice system.

The Authority’s report concluded that although much has been written about girls becoming more involved in the juvenile justice system, Illinois girls’ participation is similar to national trends. Even so, both nationally and in Illinois, girls are 80 percent less likely to be involved in the juvenile justice system than boys and more likely to enter the system for more minor offenses than boys. The report opined that since girls differ from boys in risks, needs and offending patterns, girls need special programs directed to their specific needs.

In summary, the Authority’s report found that girls are the fastest growing population in the juvenile justice system; girls’ arrest, detention and commitment patterns differ from those of boys’; girls have distinctive risk factors that contribute to delinquent behaviors, and girls benefit from gender-based programs directed to their specific needs. As the Illinois State Bar Association examines the juvenile justice system during this bar association year, the data on at-risk and delinquent Illinois girls should be remembered when the Association crafts policy and programs to help our state’s youth. ■

1. Lori G. Levin is an experienced litigator in the private practice of law handling criminal and juvenile justice, elder and business matters. From August 2003-June 2009, Ms. Levin was Executive Director of the Illinois Criminal Justice Information Authority. Previously, she was a Supervisor in the Cook County State’s Attorney’s Office. She currently serves as Vice-Chair of the ISBA’s Standing Committee on CLE and on the ISBA Assembly, Criminal Justice Section Council and Standing Committee on Women and the Law. She has lectured extensively on criminal justice, juvenile justice, elder and mental health law and women’s issues. Ms. Levin can be contacted directly at [lori.levin@att.net](mailto:lori.levin@att.net) or 312-972-3756.

## Key strategies for generating profitable new clients

By Byron G. Sabol

**W**omen lawyers have numerous choices in the actions they can take to generate new client work. By focusing on the following strategies, women lawyers can generate profitable new clients while substantially increasing their ROITMT—Return On Invested Time, Money, and Talent.

Professionals often hear reasons why they are not retained to provide their service. Women lawyers are no different. Not being retained for an attractive matter can be a disappointment. Knowing the reason(s) for not being retained can be a blessing. When lawyers know why they were not retained they can choose to make adjustments to enhance their client generation potential.

### Use objections to your advantage

By anticipating objections, lawyers can prepare mentally to not only respond, but to counter those objections.

A convincing counter to most—if not all of the above objections—is within the capacity of most lawyers. For example, one of the more frequent objections lawyers continue to hear is that the lawyers' fees are too high. Sound familiar?

A logical counter to that objection can be found in one word: value. One possible response is to offer to put your prospective client in touch with existing clients who will be able to give their opinion about the cost/value of your work.

Needless to say, the lawyer needs to have in her marketing arsenal a cadre of not just happy clients; she must have a cadre of advocates. Producing advocates brings us to our next focused strategy.

The more advocates you have, the more money you make. An objective for women lawyers is to increase the number of individuals she can claim as an advocate. An advocate is a client who not only has great confidence in the lawyer's technical skills, but also values her business and professional acumen. The advocate says favorable things about the lawyer without the lawyer even knowing it. An advocate is one who the lawyer can ask for help in meeting targeted prospects. Turning clients into advocates is one of the most efficient means for building and sustaining a successful practice.

To develop clients into advocates requires adding value to the lawyer-client relationship. Identifying methods for adding value becomes more apparent when the lawyer understands the client's business agenda and his or her personal agenda. What does this client want to achieve in his capacity as CEO, managing director, or financial director? What do they want to achieve on a personal level for their company, division, or department? Where do they want their career to take them in the next three years? Knowing how to help clients achieve these objectives produces the kind of utility they value. Examples of such value includes introducing clients to deal makers and influentials, or providing information unique to their business or industry.

Most company leaders consider that knowing the client company's mission is the most important criteria when considering retaining legal counsel. Demonstrating knowledge of—not just talking about—a client's strategic direction is one important way for the woman lawyer to build valuable trust with that client.

### The one question women lawyers' clients need to be asked

Client surveys are nice, but you don't need them. Those responsible for growing law firms only need to ask clients one question:

"How likely is it that you would recommend our law firm to a friend or colleague?" Women lawyers should be asked that question at the end of client engagements. Someone other than the lawyer doing the client matter needs to ask that question. The answer tells a great deal about the fee/value of the services the lawyer provides, and about the potential for a client to become an advocate.

Why is willingness to highly recommend a lawyer such a strong indicator of the lawyer's practice growth potential? First, when clients recommend you, they are putting their reputations on the line. They will take that risk only if they are intensely loyal to that lawyer. Second, those loyal clients—those advocates—become your secondary sales force, a new business resource that you have earned through trust-building behavior.

Remember: clients do business with, and refer business to, lawyers they know, like, and trust. By focusing marketing efforts on the above strategies, women lawyers will become better known and liked by clients. When lawyers implement the steps for turning clients into advocates, trust between client and lawyer has already been secured. ■

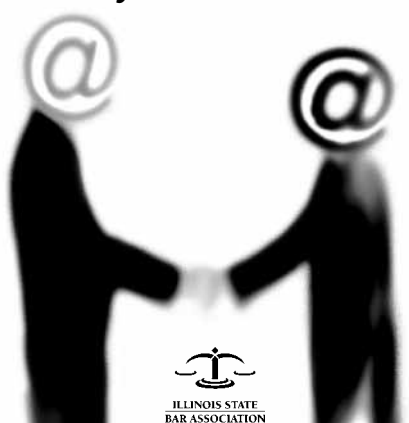
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## Women Everywhere: Service Day

By Janice Boback<sup>1</sup>

The Women and the Law Committee of the Illinois State Bar Association gathered together some of its members and friends recently in order to volunteer a day of service for the Women Everywhere: Partners In Service Project.

The Women Everywhere: Partners In Service Project (Women Everywhere) is a volunteer organization of men and women from the Chicago area legal community who have put together their efforts to solicit and coordinate volunteer activities which help women in need. The organization consists of the joint work of 14 bar associations who work together to plan and coordinate volunteer activities for the benefit of high school girls and women in need.

Women Everywhere organizes two annual volunteer projects (1) an Educational Program for high school girls who spend time with attorneys at the courthouse for tours, mock trials, and speakers, and (2) a Community Service Day where the volunteers work together on one specific day in approximately 30 different Chicago area women oriented agencies doing things such as painting, cleaning, gardening or educational instruction.

The Women Everywhere: Partners In Service Project's Annual Agency Day service project this year was held on Friday, June 11, 2010. Volunteers from the Women and the Law Committee gave their time and energy to a local agency known as "Grace House." Those volunteers from the Committee, Davit Batman, Sandra Crawford, Annemarie Kill, Mary Petručius, Rachel Mercer, Letitia Sheats, Grace Mangieri and Janice Boback

met first thing in the morning at Grace House, a halfway house in Chicago's west side where the residents live in transition between prison and reentry into society.

The Committee members spent the day, along side several of the residents, cleaning the windows of this very well kept facility. Grace House residential program opened in 1994 and provides interim housing, emotional and spiritual support, and professional counseling to women who are being released from prison. The lovely renovated building can accommodate 18 residents, all of whom reside there voluntarily. Grace House offers a state-of-the-art computer lab, classrooms, laundry facilities, meeting rooms and a dining room.

As the committee members worked along side the residents that day, it became abundantly clear that Grace House was providing an important and very necessary service for these women. The residents were all respectful of each other, the directors, employees, staff as well as to their surroundings. There was pride in showing us around and in providing information about what goals and plans they had in place.

Grace House was very appreciative of Women Everywhere and the Women and the Law Committee for the efforts at assisting them that day and to show their appreciation the Committee was treated to a wonderful lunch prepared by their on-site cook in their dining room. It was another opportunity for those of us in the legal community to spend some one-on-one time as we enjoyed our lunch with the residents to talk on a more personal level about their future goals and all

that is possible for women to achieve.

In past years, the volunteers have planted gardens, built playgrounds, painted waiting rooms, organized supply closets and provided cooking classes. Others have given seminars regarding Orders of Protection and Domestic Abuse. Anyone can volunteer by signing up individually or with a group or firm. The Women and the Law Committee has "adopted" Grace House as their agency to assist. By adopting this agency we provide all the supplies and woman (and sometime man) power to carry out the work that Grace House needs completed. It is coordinated between Grace House and the Committee as to what they need done and what supplies are necessary. This gives us the opportunity to see from year-to-year how Grace House has developed and improved each passing year. This year's project was a great success and I must say that the volunteers all had a great time that day and I am hopeful that the committee will be returning to Grace House next year on the designated Service Day. I am encouraging all of you to join in and provide what time and energy you can to Grace House and join in the fun. ■

1. Janice L. Boback, a partner in the law firm of Anderson & Boback, practices in all areas of Family Law with a concentration in Military Issues involving the family where she appears in Cook, Lake, Du Page, Kane, DeKalb, Will, Grundy, LaSalle, and Kankakee Counties. She is an active member of the Chicago Bar Association, the Illinois State Bar Association, and the American Bar Association. Ms. Boback can be reached at [jboback@illinoislawforyou.com](mailto:jboback@illinoislawforyou.com).

## The relationship between women and depression

By Susan Riegler, M.A., M.S.

"I just want to feel like myself again." This is a statement I often hear from clinically depressed clients. Not only are they experiencing depressive symptoms but they are often angry with themselves. Many of these individuals thought that they could just "get over it" or would "snap out of it." These unrealistic personal expectations are a part of a running theme I have seen over the past several years working with female

lawyers.

Why would someone wait and live in discomfort rather than get help for their depression? Perhaps, as in the case of some lawyers, it is that they have been trained in law school to be analytical and may over time minimize the importance of emotional health. Maybe it is because they have experienced similar symptoms of depression in the past and found a way out of it. It may also be that the

stigma of depression is still present in certain professions and they do not understand the disorder or that there is a path to recovery.

One criterion used to determine what type of depression a person is experiencing is based on how long the symptoms have been present. The diagnosis of depression involves several factors including a noticeably diminished interest in previously enjoyed activities, sleep disruption, increased weight

loss or gain, loss of energy and concentration problems for at least two weeks. Complicating biological factors include the effect of Estrogen levels on mood. An abrupt drop in this hormone will cause depressive symptoms such as in premenstrual conditions of post-pregnancy while elevated levels are linked to feelings of well being. Most women have experienced symptoms of depression at some point and may believe that since they have experienced something similar in the past, the symptoms will subside on their own. This may cause a delay in talking to a professional about these feelings.

Whether chemical or environmental factors are at the core, women across all Western countries are twice as likely to experience depression than men. There is little to dispute here since the research has been extensive. Each situation however, has unique onsets, facets and players. Episodes of depression must be examined in the contexts in which they exist, which is to say that to successfully diagnose and treat the depression we must understand the circumstances surrounding it. This requires the person suffering from depression to reach out for help *and* participate in her own treatment. However, many successful, intelligent women will still judge

themselves harshly and do their best to hide their symptoms rather than call a professional. "I made a deal with myself to just get through to lunchtime- then I can go out to my car and cry," said one of my clients.

Female lawyers are very good at showing only their professional side. They can look so good on the outside that their colleagues, family and friends may not see the pain behind their eyes. "It's been six months since my mother died. I should be better by now," one woman said while angrily wiping her tears away. Ignoring the symptoms of depression will not make them go away. This woman initially thought that she would just focus on work but became frustrated that she could not concentrate on her cases. She became overwhelmed by simple tasks that used to be easy and even enjoyable to her. It was a concerned colleague who got her to make the call. After just a few sessions, she noted the dramatic change in her outlook.

The most important thing to note about depression is how treatable it is. The first step is to call a psychologist or a psychiatrist to get an evaluation. After learning all about you they can recommend a course of action to address the symptoms and the problems. There is no reason to suffer unnecessarily.

However, just because you are unhappy does not mean that you are clinically depressed or that medication will help. Antidepressants work on relieving the symptoms of depression to allow you to move forward and make healthy choices. If you continue making bad decisions or have disappointing circumstances in your life, you will likely continue to feel lousy.

It comes down to this: Are your depressive symptoms impacting your relationships, work and/or how you feel about yourself? Has there been a significant difference in your ability to get up in the morning or do the things you used to do? Are you noticing that you are exhausted even after a good night of sleep? If you are tired of living with feelings of misery, please reach out for help. I am one of many professionals who would love to help you ease the pain and get back to life.

I wish this article were longer. I wish I could give you more information and share stories of hope and recovery. Maybe next time. If you are interested in getting an evaluation, a referral or to discuss your situation, you can contact me at [scriintervention@aol.com](mailto:scriintervention@aol.com) or call the Illinois Lawyers' Assistance Program at 312-726-6607. ■

## Recommended reading list

By Emily N. Masalski<sup>1</sup>

Take a minute or a few hours to check out these books recommended by Women and the Law committee members!

### ***"The Illinois Survival Guide: Best Practices for New Lawyers"***

**Co-authored by Heather M. Fritsch (former co-Editor of The Catalyst!)**

If you would like to check it out, go to [www.ababooks.org](http://www.ababooks.org). It is currently the second book listed under "New Releases." ISBA members can purchase any books through the ABA Web Store and receive a 15 percent discount by entering PAB7EISB when asked for a source code upon checkout.

### ***The Happiness Project***

**By Gretchin Rubin**

A memoir of the year that Ms. Rubin spent test-driving the wisdom of the ages, the current scientific studies, and the lessons from

popular culture about how to be happy-- from Aristotle to Martin Seligman to Thoreau to Oprah.

### ***10 Laws of Career Reinvention: Essential Survival Skills for Any Economy***

**By Pamela Mitchell**

Pamela Mitchell offers every tool readers need to navigate the full arc of career change. She shares ideas about how to become a career reinventor and why it's essential in today's rapidly changing and highly competitive employment market. ■

1. Emily N. Masalski is a co-Editor of *The Catalyst* and the 2010-2011 Coordinator of the ABA YLD Touch 10,000 Pilot Program which connects YLD leaders with new bar admittees. She is an environmental litigation associate at Deutsch, Levy & Engel, Chtd. and can be reached at [masalski@dlc.com](mailto:masalski@dlc.com).



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## Upcoming CLE programs

To register, go to [www.isba.org/cle](http://www.isba.org/cle) or call the ISBA registrar at 800-252-8908 or 217-525-1760.

### November

**Tuesday, 11/2/10- Teleseminar**—Maximizing Tax Benefits in Real Estate, Part 1. 12-1.

**Wednesday, 11/3/10- Teleseminar**—Maximizing Tax Benefits in Real Estate, Part 2. 12-1.

**Wednesday, 11/3/10- Chicago, ISBA Regional Office**—Due Diligence in Mergers & Acquisitions. Presented by the ISBA Business Advice & Financial Planning Section. 9-4:30.

**Thursday, 11/4/10- Lombard, Lindner Learning Center**—Real Estate Update 2010. Presented by the ISBA Real Estate Section. 9-4:45.

**Thursday, 11/4/10- Chicago, ISBA Regional Office**—Bankruptcy Basics from the Experts. Presented by the Commercial, Banking and Bankruptcy Council. 8:55-4:15.

**Friday, 11/5/10- Chicago, ISBA Regional Office**—Trial Practice- Voir Dire to Appeal. Presented by the ISBA Civil Practice and Procedure Section. 8:30-5:00.

**Friday, 11/5/10- Bloomington, Holiday Inn and Suites**—Current Issues in Criminal Law. Presented by the ISBA Criminal Justice Section; co-sponsored by the ISBA Traffic Laws and Courts Section. 9-4:15.

**Tuesday, 11/9/10- Teleseminar**—Uniform Commercial Code Toolkit, Part 1: Promissory Notes. 12-1.

**Wednesday, 11/10/10- Teleseminar**—Uniform Commercial Code Toolkit, Part 2: Equipment Leases. 12-1.

**Thursday, 11/11/10- Teleseminar**—Uniform Commercial Code Toolkit, Part 3: Secured Transactions. 12-1.

**Thursday, 11/11/10- Webcast**—Ethics in Estate Planning. Presented by the ISBA Trust and Estates Section. 12-1. <<http://isba.fastcle.com/store/seminar/seminar.php?seminar=5793>>.

**Friday, 11/12/10- Chicago, ISBA Regional Office**—Federal Tax Conference - Fall

2010. Presented by the ISBA Federal Taxation Section. TBD.

**Friday, 11/12/10- Teleseminar**—Ethics for Business Lawyers. 12-1.

**Tuesday, 11/16/10- Teleseminar**—Tax Concepts for Closely Held Companies. 12-1.

**Thursday, 11/18/10- Teleseminar**—Estate Planning to Avoid Probate. 12-1.

**Thursday, 11/18/10- Carbondale, Southern Illinois University**—Mechanics Liens and Construction Claims. Presented by the ISBA Special Committee on Construction Law; co-sponsored by the ISBA Commercial, Banking and Bankruptcy Section. TBD.

**Friday, 11/19/10- Teleseminar**—Claims, Liens and Surety in Construction Law. 12-1.

**Friday, 11/19/10- Chicago, ISBA Regional Office**—Current Issues in Criminal Law. Presented by the ISBA Criminal Justice Section; co-sponsored by the ISBA Traffic Laws and Courts Section. 9-4:15.

**Tuesday, 11/23/10- Teleseminar**—Role of Insurance in Real Estate. 12-1.

**Tuesday, 11/30/10- Teleseminar**—Advanced Techniques in Charitable Giving. 12-1.

**Tuesday, 11/30/10- Chicago, Bilandic Building Auditorium**—Ethics for Government Lawyers. Presented by the Government Lawyers Committee. 12:30-4:45.

### December

**Wednesday, 12/1/10- Teleseminar**—Estate Planning for Family Businesses, Part 1. 12-1.

**Thursday, 12/2/10- Teleseminar**—Estate Planning for Family Businesses, Part 2. 12-1.

**Tuesday, 12/7/10- Teleseminar**—Offers-in-Compromise. 12-1.

**Wednesday, 12/8/10- Teleseminar**—Structuring Real Estate Investment Vehicles. 12-1.

**Thursday, 12/9/10- Chicago, USEPA Region V**—Green-Surfing the Internet: A Practical Guide for Environmental Practitioners. Presented by the ISBA Environmental Law Section. 9-11am; 12:30-2:30pm; 3-5. 20 max per session.

**Thursday, 12/9/10- Friday, 12/10/10- Chicago, Sheraton Hotel**—Mid-Year Master Series Programming. Presented by the Illinois State Bar Association.

**Monday, 12/13/10- Teleseminar**—Employees v. Independent Contractors: Employment & Tax Implications. 12-1.

**Tuesday, 12/14/10- Teleseminar**—What Employment Lawyers Need to Know About Social Media. 12-1.

**Wednesday, 12/15/10- Teleseminar**—Partnership/LLC Agreement Drafting, Part 1. 12-1.

**Thursday, 12/16/10- Teleseminar**—Partnership/LLC Agreement Drafting, Part 2. 12-1.

**Tuesday, 12/21/10- Teleseminar**—Family Feuds in Trusts. 12-1.

**Wednesday, 12/22/10- Teleseminar**—Structuring Joint Ventures in Business. 12-1.

### January

**Friday, 1/7/11- Chicago, ISBA Regional Office**—2011 Family Law CLE Fest. Presented by the ISBA Family Law Section. TBD.

**Friday, 1/14/11- Chicago, ISBA Regional Office**—New Laws for 2010 and 2011. Presented by the ISBA Standing Committee on Legislation. 12-2.

**Friday, 1/21/11- Chicago, ISBA Regional Office**—The Health Care Reform Act- An Overview for the Health Care Attorney. Presented by the ISBA Health Care Section. 9-12.

**Friday, 1/21/11- Collinsville, Gateway Center- Mississippian Room**—Tips of the Trade: A Federal Civil Practice Seminar- 2011. Presented by the ISBA Federal Civil Practice Section. 8:30-11:45. ■

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