

BAR BULLETIN

IN
THIS
ISSUE:

- ◆ Special Focus: *Environmental & Energy Law*.....Pages 8-10
- ◆ Annapolis Firm Pledges Funds to Aid U.S. Virgin Islands.....Page 5
- ◆ Coming in from the Money Fog: *Realization Rates Realized*...Page 14

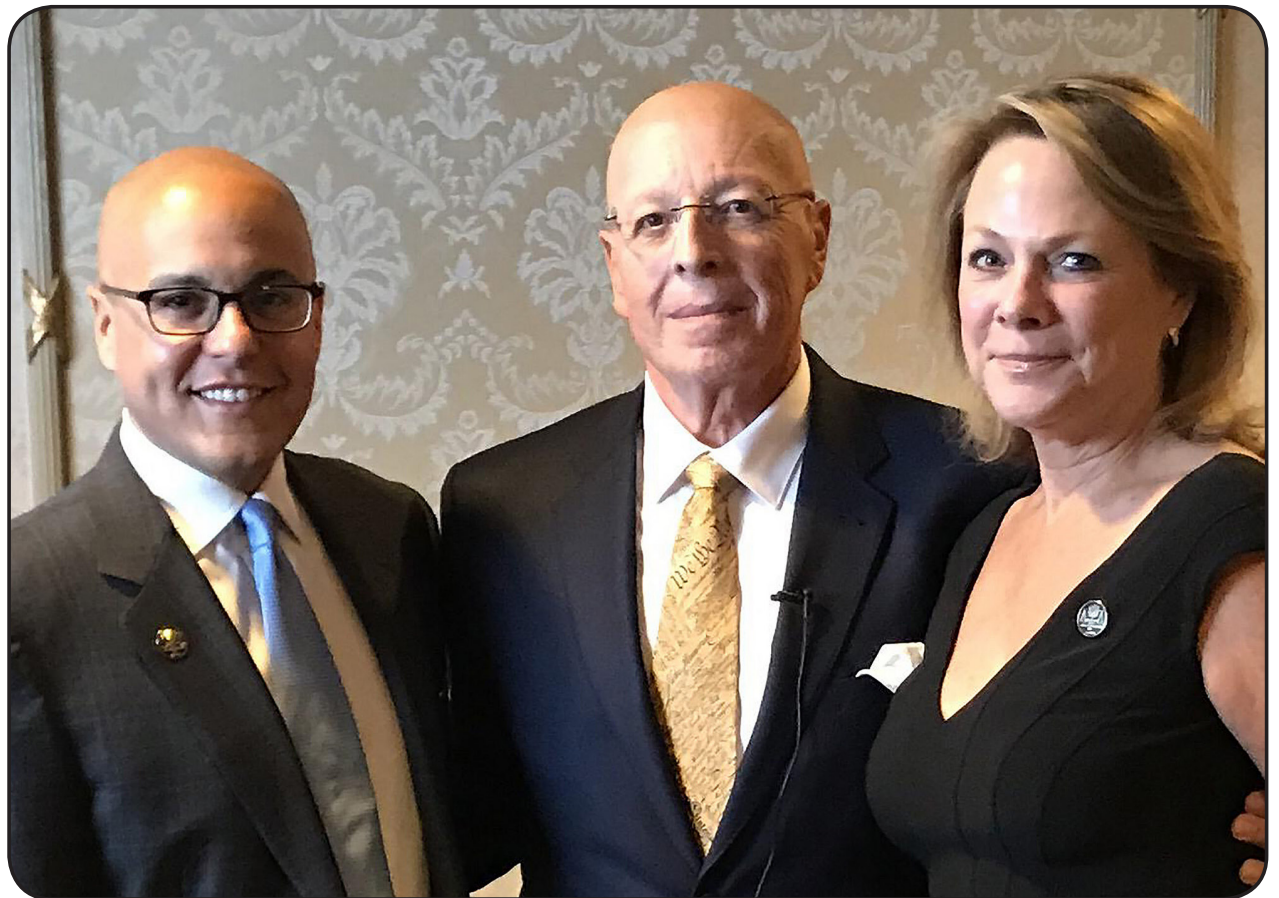
MARYLAND STATE BAR ASSOCIATION NEWSLETTER

OCTOBER 15, 2017

MHBA 24th Annual Gala

From left: MSBA Executive Director Victor Velazquez, Maryland Hispanic Bar Association (MHBA) President Raphael Santini, and MSBA President Sara H. Arthur attend MHBA's 24th Annual Anniversary Gala and Dinner on September 28, 2017, at Martin's Crosswinds in Greenbelt, Maryland. The many legal luminaries in attendance included Chief Judge Mary Ellen Barbera, Court of Appeals of Maryland, Maryland Attorney General Brian Frosh, and the evening's keynote speaker, Baltimore County Executive and gubernatorial candidate Kevin Kamenetz.

See more
MSBA photos
on pages 11-12



YLS Welcomes Home Vets

By Patrick Tandy

On September 26, 2017, members of the MSBA Young Lawyers Section (YLS) teamed up with Operation Welcome Home (www.operationwelcomehome.md.org) at Baltimore/Washington International Thurgood Marshall Airport to greet service members returning from overseas deployments.

YLS first collaborated with the volunteer-based organization to present returning military personnel with goodie bags containing bottled water, snacks, and homemade welcome home cards crafted by various volunteers in

2013. According to YLS Council Member Myriem Seabron, this “beautiful celebration” continues to resonate with Section members today because it is “a chance to actually stand face-to-face with servicemen and servicewomen and say, ‘Thank you for everything’ – to shake their hands, to give them a big smile, a hug, and let them see just some of the people back home who have been thinking of them. It’s also incredibly heartwarming to be there to cheer family members who are seeing loved ones for the first time in a long time.”

“Operation Welcome Home is always a really gratifying event

to be a part of,” she continues, “and it costs our Section members nothing but a little of their time. Many of the volunteers who come out do so more than once.”

For one of those repeat YLS volunteers, Lauren Deutch, supporting military service personnel is “imperative.”

“I am proud to be an American and grateful for the opportunities I have because I live here,” says Deutch. “Those opportunities would not exist without those fighting for the U.S.A. I encourage everyone to get involved with this amazing cause.”

MSBA Reaches Out to Local and Specialty Bars... and Beyond

By Sara H. Arthur

Last month, I had the pleasure of attending two back-to-back events: the 24th Annual Maryland Hispanic Bar Association Gala and the Anne Arundel County Bar Association's Annual Crab Feast. Both were well attended by their respective members and each was a highlight of that bar association's social season.

Bar associations throughout the state host annual social events that draw a large number of members year after year. For the MSBA, it is the Annual Meeting held every June in Ocean City, Maryland. The Anne Arundel County Bar Association and the Bar Association of Baltimore City have their annual crab feasts. The Baltimore County Bar Association has its "Prom", and the Maryland Hispanic Bar has its Gala. These social events are important to members and provide a variety of benefits, including promoting civility.

At the end of this month, the MSBA will host its 58th Annual Conference of Bar Presidents. Representatives from 24 local bar associations – representing Maryland's 23 counties and Baltimore City – as well as 16 specialty bar associations are invited to attend this three-day program. This year's conference will be held at the Hyatt Regency in Cambridge, on Maryland's Eastern Shore. The MSBA Board of Governors also attends

the conference.

In keeping with the themes of change and community, the MSBA Board of Governors will meet with the representatives of the other bar associations to discuss how the various organizations can work together to benefit members of the Maryland Bar. The conference also will provide the various bar associations with opportunities to discuss the fast-paced changes occurring in the legal profession. The conference also allows leaders from the various bar associations to spend time together and get to know each other better in a relaxed atmosphere.

As I emphasized at the 2017 MSBA Annual Meeting, being a member of my local bar association was crucial to my development as an attorney. My participation in that local bar association enhanced my career, and it continues to do so.

The various bar associations provide important educational, social, and charitable opportunities to attorneys practicing in Maryland. Cultivating a stronger relationship with the local and specialty bars, including at its Annual Conference of Bar Presidents, is of primary importance to the MSBA. The MSBA is committed to working together with local and specialty bar associations to benefit attorneys throughout the state of Maryland.

As a final note, many of our members have friends and family affected by the recent hurricanes

in the Caribbean, including the Virgin Islands and Puerto Rico, as well as the earthquake in Mexico. Please consider making a contribution to assist those who live in these devastated areas. The following are links to websites accepting donations.

Americares (www.americares.org) delivers medicine and aid to local health providers and is readying emergency kits for future crises.

GlobalGiving (www.globalgiving.org) is supplying emergency supplies across the Caribbean in addition to longer-term recovery help.

Catholic Relief Services (<https://support.crs.org/donate/hurricane-irma-relief>) is working with local governments across the Caribbean to provide relief including shelter, water and kitchen kits to hurricane victims.

The Mexican Red Cross (<https://cruzrojadonaciones.org>) or *Cruz Roja Mexicana* has teams assisting in search and rescue operations.

Oxfam (<https://oxfamamerica.org>) is asking for funds as it develops a response plan in coordination with the Mexican government and other aid organizations.

Save the Children (www.savethechildren.org) is raising money for a children's relief fund.

Finally, please keep the victims, their families, and first responders in Las Vegas in your thoughts.

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Joseph, Greenwald & Laake Hosts Velazquez

Joseph, Greenwald & Laake, PA hosted MSBA Executive Director Victor Velazquez in its Greenbelt offices on August 30, 2017. Velazquez, who took up the Association's reins in January 2017, addressed a lunch meeting of approximately 20 of the firm's attorneys and law clerks on the evolution underway at MSBA, including a stepped-up presence

across Maryland.

"I think the MSBA needs to show up more often throughout the state," he said. "I will tell you that it is going to be easier to engage the MSBA because we're going to be coming to you, as opposed to the expectation that you are going to drive to Baltimore."

DATELINE

October

19 MSBA's Estate & Trust Law Section hosts their *Estate and Gift Tax Study Group Meeting 1* from 11:45 a.m. – 1:00 p.m. at either Baker Donelson, 100 Light Street, 19th Floor, Baltimore, MD or Paley Rothman, 4800 Hampden Lane, 6th Floor, Bethesda, MD 20814. Contact Theresa Michael, tmichael@msba.org to register and for additional details.

24 MSBA's Construction Law Section presents *The Evolution of the AIA Documents From 2007 to 2017* featuring Kenneth Cobleigh, Esq., Managing Director and Counsel for AIA and Robin G. Banks, Esq., Goldberg & Banks, P.C. From 6:00 p.m. – 9:00 p.m. at Sheraton Columbia Hotel, 10201 Wincopin Circle, Columbia, MD 21044. \$35 for Construction Section members, government employees and law students; \$40 for non-Section members. To register, contact Theresa Michael, tmichael@msba.org.

25 Join MSBA's Law Office Management Assistance for their *Practice Dojo: Office 365 for Lawyers Webinar* presented by Bill Wootton. Contact Charity Anastasio, canastasio@msba.org for details and to register.

26 Join the Alternative Dispute Resolution Section for an informative session with Dan Berstein discussing *Mental Illness in Dispute Resolution*. Did you know that 1 in 5 people has a diagnosable mental health problem each year? Are you ready for these issues when they impact your cases? Do you know what to do when a party discloses a mental health diagnosis? Or when one party accuses another of having one? How about when you, the practitioner, suspect that a mental health issue is at play? Join us to learn what you need to know about mental health concerns in dispute resolution. 6:00 p.m. – 9:00 p.m. at The University of Maryland Francis King Carey School of Law, 500 W. Baltimore Street, Baltimore, MD 21201. \$30 for ADR Section members; \$40 for Non-Section members. Contact Theresa Michael, tmichael@msba.org to register and for additional details.

November

1 The Women's Law Center of Maryland hosts their *Annual Meeting and Awards Ceremony* including cocktail hour with beer & wine followed by seated dinner and awards presentation from 6:00 p.m. – 9:00 p.m. at Delta Hunt Valley, 245

Shawan Road, Hunt Valley, MD. For additional information, or to purchase tickets, contact Toni St. John, tstjohn@wlcmd.org or (410) 321-8761.

8 Join MSBA's Law Office Management Assistance for their *Practice Dojo What We Can Learn from Other Disrupted Professions Webinar* presented by Dan Lear. Contact Charity Anastasio, canastasio@msba.org for details and to register.

8 Join the Baltimore County Bar Association for a *Wines & Whiskey Charity Event* to benefit Show Your Soft Side. From 6:00 p.m. – 9:00 p.m. at Maryvale Preparatory School, 11300 Falls Road, Lutherville, MD 21093. Contact Doris Barnes, doris@bcba.org for sponsorship opportunities and ticket information.

10 MSBA's Solo and Small Firm Section and Law Office Management host the *2017 Solo Summit* from 8:00 a.m. – 4:00 p.m. at Hilton Baltimore BWI Airport, 1739 West Nursery Road, Linthicum Heights, MD, 21090. Maximize your practice potential! Come to the 2017 Solo Summit to learn great information to help your practice grow and prosper, get the opportunity to meet with vendors to hear about

leading-edge products and services, and build and expand your network by meeting other solos, talking, and sharing ideas, experiences and referrals. \$129 for MSBA members; \$199 for non-members. Contact Charity Anastasio, canastasio@msba.org for additional details.

18 Join the Bar Association of Baltimore City and the Circuit Court for Baltimore City for their *Baltimore City National Adoption Day Celebration*. This event not only celebrates the children whose adoptions are finalized that day, but is part of the national effort to raise awareness of more than 100,000 children in foster care waiting to find permanent, loving families. This event is held at the Circuit Court for Baltimore City's Ceremonial Courtroom 400, Clarence Mitchell, Jr. Courthouse from 10:00 a.m. – 12:00 p.m. The adoption ceremony lasts from approximately 11:00 a.m. – 12:00 p.m. Then the fun begins when the 200+ attendees come to Kaplan Court (2nd floor) to enjoy activities, including face painting, temporary tattoos, balloon art, gifts for the children, and a dessert reception. Contact info@baltimorebar.org for additional information.

See Dateline Page 16

MSBA Ethics Hotline

OCTOBER

FRED L. COOVER III
Howard County
(410) 995-1100

THOMAS E. LYNCH III
Frederick County
(301) 662-5155

CYNTHIA L. LEPPERT
Baltimore City
(410) 332-8529

JEANIE S. ISMAY
Baltimore City
(443) 279-7900

NOVEMBER

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CHARLES W. THOMPSON, JR.
Montgomery County
(202) 742-1016

MURPHY J. BURKE III
Baltimore County
(410) 559-8341

TARA L. ROSS
Howard County
(410) 465-9515

Members should address their written ethics inquiries to Patricia Weaver, Chair, Ethics Committee, 4800 Hampden Lane, Suite 700, Bethesda, MD 20814, or call (301) 951-9360, or e-mail tweaver@paleyrothman.com. Opinions of the Ethics Committee are available online at www.msba.org. Please consult the Rules and MSBA Ethics Opinion Website before calling.

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Retired Judge
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Hon. John H. Tisdale (Ret.)
Retired Judge
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SOLO SUMMIT

RAISE YOUR PRACTICE TO GREAT HEIGHTS

Friday, November 10th 2017
8:00 am – 4:00 pm
Hilton Baltimore BWI Airport
1739 West Nursery Road
Linthicum Heights, Maryland, 21090

WHAT'S NEW

4 Different Tracks!

Better, Faster, More Competitive
Building Business Track
Intersections & Updates
Veterans Pro Bono

Free Headshot Photo Booth
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Lunch Discussion Groups
New Speakers

(Nicole Black, Ellen Freedman, Britt Lorish)

Details and registration
www.msba.org/SoloSummit



Annapolis Firm Pledges Funds to Aid U.S. Virgin Islands

The Annapolis-based Staples Law Group, LLC, has pledged 1 percent of its gross revenues from September 1, 2017, through January 1, 2018, to assist the people of the United States Virgin Islands, whose lives were recently devastated by Hurricane Irma. The firm will partner with St. John Rescue, Inc. (www.stjohnrescue.com), an all-volunteer organization dedicated to providing safety and medical support and services for the area.

"It's hard to imagine what these people are going through," says firm owner Ted Staples, who

frequently travels to the islands, which lie some 40 miles east of storm-ravaged Puerto Rico. "A country based mainly on tourism will have a steep climb to get back to where they once were, but I am confident that they will get there."

In the meantime, Staples looks forward to "doing what I can from afar."

This is but one example of what MSBA members are doing to help those in their greatest hour of need. Please share yours with Patrick Tandy at ptandy@msba.org.



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410-296-4408 www.firstmdtrust.org

The First Maryland Disability Trust, Inc., a Non-Profit organization.

Volunteer



Join the Maryland State
Bar Association's
Young Lawyers Section &
Public Awareness Committee
at OUR DAILY BREAD
November 19, 2017
9:00 am to 1:00 pm

The MSBA YLS and Public Awareness Committee is seeking volunteers to assist Our Daily Bread with serving breakfast and lunch to the hungry of Baltimore City.

Our Daily Bread serves over a quarter million hot meals to Maryland's hungry each year. Our Daily Bread is located at 725 Fallsway, Baltimore, Maryland 21202.

If you are interested in participating, please contact Myriem Seabron at myriem.seabron@gmail.com.

**** Space is limited, so please secure your volunteer space early! ****



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**IDENTIFYING DEFENSES &
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Monday, October 16, 2017
11:30 AM- 4:30 PM
Prince George's County Circuit Courthouse
RM 042. 14735 Main St., Upper Marlboro, MD 20772

Interested in participating?
PROBONOMD.ORG/TRAINING

Questions? Contact Caitlin Goldblatt at cgoldblattprobonomd.org

Co-sponsored by Community Legal Services of Prince George's
County and PBRC.

VETERANS BENEFITS 101

Wednesday, November 8, 2017
10:00 AM- 1:00 PM
University of Baltimore School of Law
1420 N. Charles St. Baltimore, MD 21201

Interested in participating?
PROBONOMD.ORG/TRAINING

Questions? Contact Kiah Pierre at kpierre@probonomd.org

Co-sponsored by Homeless Persons Representation Project,
University of Baltimore, and PBRC.

**VOLUNTEERING AT CRIMINAL
RECORD EXPUNGEMENT**

& VETERANS LEGAL CLINICS

Friday, November 10, 2017
9:45 AM- 11:45 AM
Hilton Baltimore BWI Airport Hotel
739 W Nursery Rd., Linthicum Heights, MD 21090

Interested in participating?
PROBONOMD.ORG/TRAINING

Questions? Contact Kiah Pierre at kpierre@probonomd.org

Co-sponsored by Homeless Persons Representation Project,
Maryland State Bar Association (MSBA), and PBRC.



**MARYLAND
PARTNERS FOR
JUSTICE
CONFERENCE**

PROPOSE A PANEL TOPIC FOR THE 2018 MARYLAND PARTNERS FOR JUSTICE CONFERENCE (April 26, 2018)

You are invited to propose a panel session for the 2018 Maryland
Partners for Justice Conference, being held on **Thursday, April 26, 2018**.
The Maryland Partners for Justice Conference is the largest gathering of
legal services and public interest lawyers and staff, private practitioners,
elected officials, judges, human services providers and others
interested in access to justice issues in the state.

THE REQUEST FOR PROPOSALS IS NOW OPEN:

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- Legal resources for improving soil health
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Maryland Judiciary Launches MDEC in Western Maryland

On October 16, 2017, the Maryland Judiciary is launching Maryland Electronic Courts (MDEC) in Western Maryland.

E-filing will be mandatory for attorneys filing cases in Allegany, Frederick, Garrett, and Washington Counties, as well as filings that commence in those counties.

Courtrooms are being rewired. Attorneys and court users will be trained. MDEC registration fairs and presentations are being planned.

MDEC's expansion increases efficiencies and productivity and allows attorneys more time to focus on other critical tasks for their clients.

MDEC goals include:

- A streamlined electronic process
- Consistency in the user experience
- Greater efficiency in and between courts

Training opportunities and tutorials on how to file and serve electronically with the Maryland Judiciary are available for registered users.

For questions regarding webinar training, contact mdcourts@service-now.com.



The Mighty Micro-Agency You May Not Know

By Vanessa Allen Sutherland

Environmental and energy lawyers are intrigued about the current and future state of regulatory oversight and compliance facing their clients. The Presidential Administration's proposed 2018 budget sought to significantly cut the budgets of many agencies, such as the Environmental Protection Agency (EPA), and to eliminate 19 agencies, which would affect energy and environmental policy.

One agency proposed for elimination is the U.S. Chemical Safety and Hazard Investigation Board (CSB). CSB is an independent, non-regulatory agency, charged with investigating major releases of hazardous air pollutants, and recommending measures to improve chemical safety. 42 U.S.C. § 7412(r)(6)(C). The Board cannot issue fines or citations, and modeled on the National Transportation Safety Board (NTSB), it issues safety recommendations. The recommendations advocate for improved protection of workers, the public, and the environment. 42 U.S.C. § 7412(r)(6)(C)(ii).

Authorized by the Clean Air Act Amendments of 1990, the CSB was created following catastrophic chemical incidents like the 1984 Bhopal, India chemical disaster that killed tens of thousands. Congress intended the CSB to be an investigative body that is independent from the rulemaking, inspection and enforcement authorities of other Federal agencies, primarily to focus on making recommendations to prevent similar incidents. Agencies that respond to serious chemical incidents, such as the EPA or the Occupational Safety and Health Administration (OSHA), have a regulatory and enforcement role. The CSB investigations, however, have a broader, deeper focus: to identify root causes of chemical accidents. The legislative history fully acknowledges this unique CSB role because Congress found that investigations conducted by EPA, OSHA and others "with dual responsibilities tend to focus on violations of existing rules and the cause of the accident almost to

the exclusion of other contributing factors for which no enforcement or compliance actions can be



taken. The purpose of an accident investigation . . . is to determine the cause or causes of an accident and whether or not those causes were in violation of any current and enforceable requirement."

The CSB mission is to drive chemical safety change through independent investigations to protect people and the environment. Its vision is to have a nation safe from chemical disasters. Having investigated an offshore fatal oil rig explosion, a fatal explosion at a Texas ammonium nitrate storage and distribution facility, a chemical release at a facility that contaminated 300,000 residents' drinking water in West Virginia and many other incidents, CSB's work complements the work of other agencies and industry. No Federal or private entity performs these comprehensive safety investigations. The annual appropriation for the agency is \$11 million, with a staff of 42 employees.

The CSB must "investigate (or cause to be investigated), determine and report to the public in writing the facts, conditions, and circumstances and the cause or probable cause of any accidental release resulting in a fatality, serious injury or substantial property damages." 42 U.S.C. § 7412(r)(6)(C). Additionally, the Board is responsible for "issu[ing] periodic reports . . . recommending measures to reduce the likelihood or the consequences of accidental releases and proposing corrective steps to make chemical production, processing, handling and storage as safe and free from risk of injury as is possible and may include in such reports proposed rules or orders which should be issued by the [U.S. Environmental Protection Agency] . . . or the Secretary of Labor . . . to prevent or minimize the consequences of

any release of substances that may cause death, injury or other serious adverse effects on human health or substantial property damage as the result of an accidental release . . ." 42 U.S.C. § 7412(r)(6)(C).

Unlike enforcement investigations conducted by a regulator, the CSB's investigations are public and transparent. In accordance with the "Sunshine Act," the CSB openly deliberates its findings and conclusions, and thus routinely seeks the cooperation of entities that are involved in an accident to participate in the investigation during the development of the facts and analysis. Environmental health and safety practitioners who interface with EPA and OSHA in response to such accidents may also be familiar with the CSB.

Clients in the chemical industry, academia, professional associations, first responders and labor organizations use CSB investigative reports and videos in training. The CSB's award winning video program has produced about 70 safety videos, which are available with the reports for free online. Notably, in its 19 year history, the CSB has deployed to over 130 chemical incidents and issued more than 800 recommendations that led to numerous safety improvements across a wide spectrum of industries.

The CSB's main contribution from its safety investigations is a safety recommendation. Recommendations are directed to any entity that can make safety improvements and prevent future catastrophes—government agencies, companies, trade associations or standards setting organizations. To achieve its vision, CSB must continue to communicate and collaborate with practitioners for sustained safety progress for regulated entities handling hazardous substances.

Vanessa Allen Sutherland is Chairperson of the U.S. Chemical Safety Board. She was nominated by President Barack Obama to the U.S. Chemical Safety and Hazard Investigation in March of 2015 and confirmed by the Senate in August of 2015.

Environmental Law Clinic

By Reena Shah

The Environmental Law Clinic at the University of Maryland Francis King Carey School of Law was founded in 1987 with the goal of training future environmental lawyers while working to improve environmental law and policy at the local, state, regional, national, and international levels. Student attorneys in the Environmental Law Clinic provide civil legal aid – including, legal representation, information, and education – to Clinic’s clients and partners under the supervision of experienced faculty and staff. Students in the Clinic learn important legal practice skills, develop relationships with clients from diverse backgrounds, and help advance cutting edge environmental and energy issues.

Civil legal aid is a combination

of services and resources that helps Marylanders and Maryland organizations effectively navigate the justice system. It connects them with a range of services including: legal assistance and representation, self-help centers and other court-based services, free legal clinics and pro-bono assistance, and access to web-based information and forms, that help guide them through complicated legal proceedings. In doing so, civil legal aid helps secure livelihoods, families, health and the environment.

The Environmental Law Clinic provides a broad range of civil legal aid to non-profit organizations, community associations, and local government clients working to protect the environment and public health. The Environmental Law Clinic’s legal services can include a wide variety of actions, including research, drafting, training,

administrative or judicial filings, litigation support, legislative work, client counseling, commenting, and contract review. In some instances, the Environmental Law Clinic has represented clients before administrative agencies and judicial courts on matters where an environmental issue threatens a community. These matters often involved alleged violations of zoning laws, water pollution laws, and air pollution laws. In one particular case, for example, the Clinic represented a community concerned about the environmental and health impacts of a proposed new concrete batching plant before the County District Council and the Maryland Court of Special Appeals. In other instances, the Environmental Law Clinic has represented clients in efforts to improve the overall condition of the State and region’s environment

for better health outcomes for all people, and for greater use and access by everyone.

The Clinic has also supported the work of community associations in advocating for legislative and policy changes. This work has helped create meaningful opportunities for concerned citizen groups to influence environmental decision-making. For example, in 2016, the Environmental Law Clinic worked with several community associations and non-profit organizations to submit comments on the United States Environmental Protection Agency’s “Environmental Justice 2020 Agenda.” The Clinic has also directly worked with traditionally underserved community associations concerned about new sources of pollution to help them understand federal and State environmental laws, and de-

velop strategies to use those laws to protect their communities.

As of July 1, 2017, the Environmental Law Clinic has a new Director, Professor Seema Kakade. Professor Kakade comes to the Environmental Law Clinic with more than a decade of experience in serving the public on environmental and energy matters. Professor Kakade is committed to the Environmental Law Clinic’s work in providing access to legal services for non-profit organizations, community association groups, and local government agencies on environmental and energy matters. If you are interested in seeking legal assistance from the Environmental Law Clinic, please contact Professor Kakade at skakade@law.umaryland.edu, or paralegal Kate Woods at kwoods@law.umaryland.edu.

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to talk about
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YOU KEEP THE CLIENT!

Scope and Parameters of Animal Seizures by Private Entities under Maryland Code, Criminal Law Article Section 10-615

Rebekah Lusk

The recent Court of Appeals Decision, *Rohrer v. Humane Society of Washington County*, No. 32, September Term, 2016, is the first case in Maryland to interpret Maryland Code, Criminal Article, §10-615, which provides authority to "an officer, the humane society or public official" to seize and remove an animal to protect the animal from cruelty, or if necessary, for the health of the animal. *Rohrer v. Humane Society* involves the scope of the civil removal process within the criminal code, the interplay with a concurrent criminal prosecution, and ownership rights when animals have been removed by a private entity, such as the Humane Society.

Pursuant to a warrant, in December 2014, Washington County State's Attorney with assistance from the Humane Society, seized 95 of Mr. Rohrer's animals from his farm, for alleged animal cruelty. Mr. Rohrer is a meat producer and the State seized cows, sheep and goats. After the seizure of the animals, Mr. Rohrer was charged with 318 counts of animal cruelty. In January 2015, while the criminal case was pending, the Humane Society issued a notice under §10-615, that the Humane Society was "removing" Mr. Rohrer's animals, the same animals that had already been seized and removed from his farm, pursuant to the warrant.

Maryland Code, Criminal Law Article Section 10-615 requires the "owner or custodian" to file a petition for the return of the animal(s) in District Court within 10 days after the removal. Mr. Rohrer timely filed his petition and a two-day civil hearing was held in the District Court in February and March of 2015, prior to Mr. Rohrer's criminal trial. The District Court Judge denied Mr. Rohrer's petition, stating that the "best interest of the animals" would be served by remaining in the care of the Humane Society "at this particular



stage...particularly between now and the hearing on [the criminal animal cruelty charges]". At the conclusion of the hearing, Mr. Rohrer asked for clarification regarding if he still retained ownership of the animals and the court stated the statute provided no guidance on that point. Mr. Rohrer appealed the decision to the Circuit Court.

While the appeal in Circuit Court was pending, a three-day bench trial was held on the criminal charges. Prior to the trial on the criminal charges, the State dismissed 288 counts. At trial, of the remaining counts, Mr. Rohrer was acquitted or found not guilty on all but 5 counts, for which he received probation before judgment. The Court also released all the animals from the warrant and implemented a farm management plan.

Following the conclusion of the criminal trial in July 2015, Mr. Rohrer requested the return of his animals from the Humane Society. The Humane Society refused to return them, citing that Mr. Rohrer's §10-615 petition had been denied. Mr. Rohrer immediately obtained an emergency order to prevent any disposal of the animals and then filed

a separate replevin action for their return. In a separate legal action, Mr. Rohrer was granted the return of the animals in October 2015, however by then, the Humane Society had already disposed of half of the animals.

In December 2015, a hearing was held on Mr. Rohrer's District Court appeal and the Circuit Court affirmed the decision of the District Court. Mr. Rohrer then requested certiorari to the Court of Appeals asking 1) Can the Humane Society seize animals already in the possession of the State, 2) Do the factors and conditions that permit removal, have to exist at the time the notice of removal is given to the owner, and 3) If a petition is denied, does the owner lose ownership of the animals.

The Court of Appeals ruled that once an animal has been removed from an owner pursuant to a criminal search and seizure warrant, the humane society may not exercise its authority under §10-615 to seize the animal from the state's custody, but can give notice of intent to exercise such authority once the criminal case has been concluded. The Court also ruled that the temporal relationship between the alleged circumstances of abuse or neglect and the time

See *Animals* Page 16

BOG Takes It Out to the Ballgame

At the conclusion of its September 19, 2017, meeting at Bar Headquarters in Baltimore, the MSBA Board of Governors (BOG), led by President Sara H. Arthur (pictured here, at left, with BOG member Judge Vicki Ballou-Watts), trekked a few blocks south to Camden Yards to take in the Orioles/Red Sox game.



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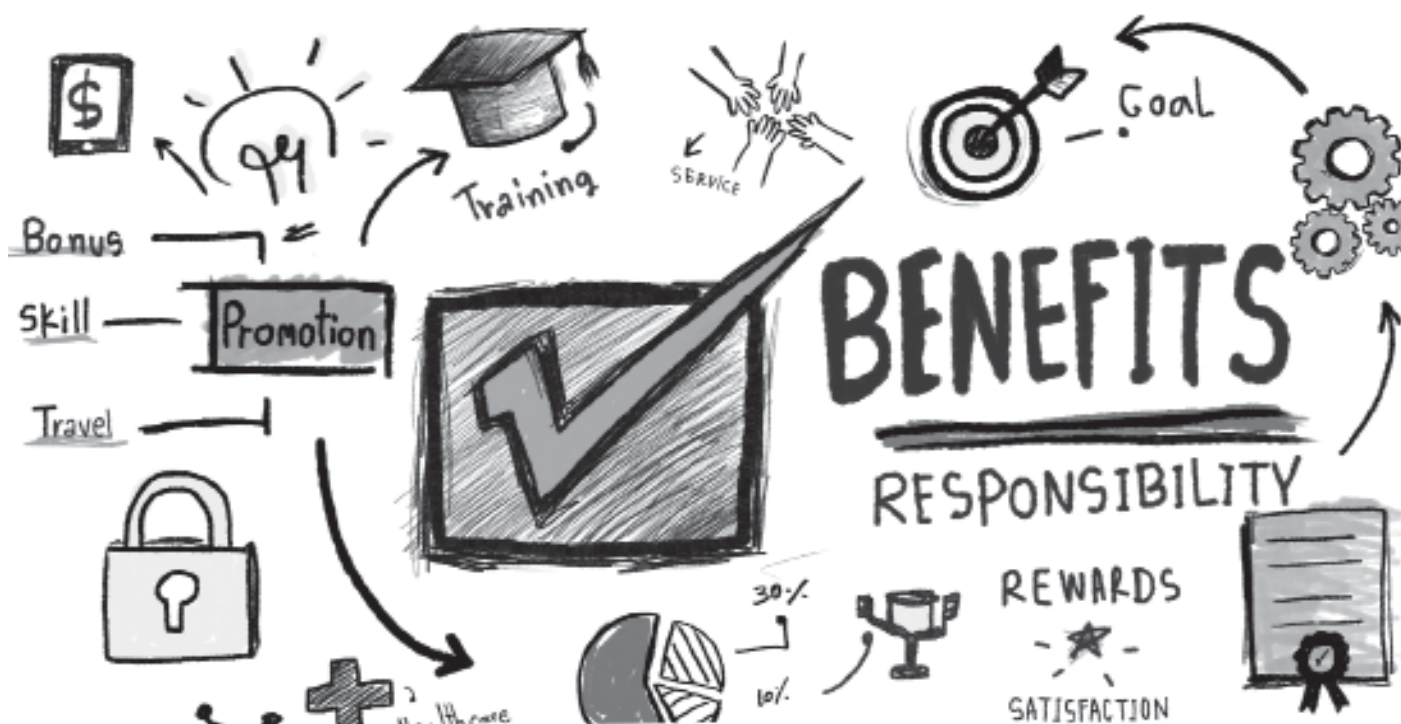
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Maryland Judiciary Opens New Walk-In Center to Provide Free Legal Help for Civil Cases:

New Center in Baltimore City District Court Expands Walk-in Legal Services, Increasing Access to Justice

The Maryland Judiciary has opened a new walk-in center to provide free, convenient, limited legal help for Baltimore residents who have civil legal matters in District Court. The Self-Help Resource Center is located in the Baltimore City District Court at 501 East Fayette St. in Baltimore. Attorneys are available to provide help with the following civil legal matters:

- Landlord-tenant
- Small and large claims up to \$30,000
- Debt collection
- Return of property
- Peace and protective orders
- Expungement

Self-Help Resource Center attorneys do not represent individuals in court. The service is provided to help people who are representing themselves.

"I commend the District Court for its efforts to expand the reach of

our Self-Help Resource Centers to Baltimore. Achieving meaningful access to justice for people of all income levels is key to achieving the mission of the Judiciary, and the new Baltimore walk-in center is the latest example of the ongoing commitment to be responsive to the legal needs of people throughout the state," said Mary Ellen Barbera, Chief Judge of the Maryland Court of Appeals. "Self-help centers allow Marylanders to obtain direct one-on-one civil legal assistance to obtain the information needed to help resolve legal issues."

This is the Maryland Judiciary's fourth District Court walk-in center. The District Court of Maryland's Self-Help Resource Centers are also located in Anne Arundel, Prince George's, and Wicomico counties. To date, nearly 57,000 people have received legal help through these centers. In exit surveys, 96 percent

of clients "strongly agree" that the services they received were helpful.

"Baltimore's new Self-Help Resource Center demonstrates the District Court's commitment to improving and adapting services for self-represented litigants," said John P. Morrissey, Chief Judge of the District Court of Maryland. "People who do not have legal representation can now go to the courthouse to find legal information and the resources they need to prepare for their cases."

The Baltimore walk-in center is staffed by attorneys employed by Maryland Center for Legal Assistance, LLC, a subsidiary of Maryland Legal Aid. Located inside the Baltimore City District Court at 501 East Fayette St., the District Court Self-Help Resource Center is open during regular courthouse hours, Monday through Friday, 8:30 a.m. to 4:30 p.m. No appoint-

ments are required.

"The Baltimore City District Court Self-Help Resource Center is yet another dependable and trustworthy resource where Baltimore City residents can find high-quality legal assistance and gain the knowledge and tools necessary that empower them to represent themselves in court," said Maryland Legal Aid's Executive Director Wilhelm Joseph. "We are grateful and appreciative that the Judiciary continues to implement unique ways to provide legal resources and assistance for people throughout the state."

Walk-in centers are part of the Judiciary's growing network of self-help resources. The Judiciary also offers self-help legal assistance by phone and live online chat. Survey data indicate that 79 percent of clients using the Judiciary Self-Help Centers have household incomes of less than \$50,000 per

year. To date, more than 166,000 people have received help remotely by telephone and live chat. Phone and live online chat services are available from 8:30 a.m. to 8 p.m., Monday through Friday, excluding court holidays.

Attorneys who staff the phone and live chat service answer questions on a full range of civil case types handled by both the Circuit Courts and District Court, including landlord-tenant, small and large claims, debt collection, return of property, peace and protective orders, foreclosure, and shielding and expungement of records, as well as family law matters such as divorce, custody, child support, and guardianship.

For more information, visit the Judiciary's self-help website at www.mdcourts.gov/legalhelp/districtctselfhelpctr.html.



Senior Lawyers Section Host Matthew A. Crenson

The MSBA Senior Lawyers Section hosted guest speaker Matthew A. Crenson, a Johns Hopkins political science professor and the author of "Baltimore: A Political History", during the Section's bimonthly luncheon on September 27, 2017, and Bar Headquarters in Baltimore. Per custom, Section Chair Rob Ross Hendrickson, whose aversion to plaques is well noted, presented Crenson with a fossilized seashell ("Now, *this* is the oldest thing in the room," he quips) as a token of appreciation. The audience of roughly 25 Section members also included former Baltimore Mayor Thomas D'Alesandro III (1967-1971).



Maryland State Bar Association

CONTINUING LEGAL EDUCATION

Opportunities

By Andrea Terry

Coming up on October 27th is a brand-new seminar “Handling the Domestic Violence Case in Maryland” – a comprehensive look at the protective orders process that will include a panel of experienced judges, providing the bench’s perspective on the process. The program will feature a brand new edition of the publication “Domestic Violence Cases: Handling Them Effectively in Maryland District and Circuit Courts (pre-orders now available). To register or order the new book go to <http://msba.inreachce.com>.

LIVE IN-PERSON & LIVE WEBCASTS

■ **OCTOBER 27, 2017.** *Handling the Domestic Violence Case in*

MD. Columbia, MD. Registration is open.

■ **NOVEMBER 6, 2017.** *Current Trends and Creditor Rights in Consumer Debt Collection.* Columbia, MD. Registration is open.

■ **NOVEMBER 13, 14, 15, 16, 2017.** *Advanced Tax Institute.* Baltimore, MD. Registration opening soon.

■ **DECEMBER 4-8, 2017.** *40 Hour Mediation.* Baltimore, MD. Registration is open.

■ **DECEMBER 13, 2017.** *Criminal Law Update.* Columbia, MD. Registration opening soon.

■ **DECEMBER 15, 2017.** *Recent Developments in Estate Administration with Allan Gibber.* Columbia, MD. Registration opening soon.

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■ *2017 Advanced Business Law Institute*

■ *Veterans Affairs Benefits: The Old, The New, The Unknown*

■ *2017 Land Use Institute*

■ *2017 Hot Tips in Workers' Compensation*

■ *Immigration Practice in the Trump Era*

■ *2017 Advanced Estate Planning Institute*

■ *Medical Assistance (MA) Long Term Services and Supports Eligibility Planning with Case Studies*

■ *Preparation of Gift Tax Returns (Form 709), and U.S. and Maryland Estate Tax Returns (Forms 706 and*

MET-1)

■ *2017 Hot Topics in Elder Law Security Clearance Due Process Appeals: How to Litigate a Clearance Appeal before the National Security Agency (NSA) or Department of Defense (DoD)*

■ *Unbundled Legal Services & Limited Scope Representation*

■ *2017 Family Practice Update*

VIDEO REPLAYS

■ **OCTOBER 24, 2017.** *2017 Advanced Real Property Institute.* Baltimore, MD.

■ **OCTOBER 26, 2017.** *2017 Advanced Real Property Institute.* Rockville, MD.

■ **NOVEMBER 28, 2017.** *2017 Family Practice Update.* Baltimore, MD.

■ **NOVEMBER 30, 2017.** *2017*

Family Practice Update. Rockville, MD.

■ **JANUARY 9, 2018.** *Planning for People with Disabilities.* Baltimore, MD.

■ **JANUARY 11, 2018.** *Planning for People with Disabilities.* Rockville, MD.

■ **JANUARY 16, 2018.** *Handling the Domestic Violence Case in Maryland.* Baltimore, MD.

■ **JANUARY 18, 2018.** *Handling the Domestic Violence Case in Maryland.* Rockville, MD.

■ **JANUARY 23, 2018.** *Current Trends and Creditor Rights in Consumer Debt Collection.* Baltimore, MD.

■ **JANUARY 25, 2018.** *Current Trends and Creditor Rights in Consumer Debt Collection.* Rockville, MD.

MSBA LAWYER ASSISTANCE PROGRAM WELLNESS TIPSHEET

Stages of Grief

By Lisa Caplan

Life brings about many changes, and with change can come loss. When dealing with a tragedy, loss, or major life change, most of us experience some version of Elisabeth Kubler-Ross’ stages of grief. We are all individual and experience loss differently, therefore the stages are not always experienced linearly, some people don’t experience all the stages, and some go back and forth between the stages. It is important to understand that there isn’t a right or wrong way to grieve. The way you will grieve is not predictable. Sometimes it may even feel like a roller-coaster of emotions. Understanding and recognizing the stages can help you understand your emotions and why you are feeling the way you are.

Elisabeth Kubler-Ross’ Five Stages of Grief

Denial: Usually, after a loss we feel some form of denial. Some denial is healthy, and it is our brain’s way of protecting us and blocking

some of the pain we are feeling. Denial can come in many forms such as a distraction, refusing to believe anything bad has happened, your job will reconsider, etc. It’s ok to have these thoughts and to distract yourself from your loss for short periods of time. If you find you are avoiding the loss and can’t move forward, then talking with someone who is a good listener and is not judgmental can be very helpful. This person may be a friend, family member or therapist.

Anger: Anger is a very healthy emotion and part of the healing process. Anger is a secondary emotion, fueled by many other emotions under the surface, which you can deal with later when you feel stronger. Anger is your way of managing your pain, and an anchor to help us feel more in control. Most of us know how to push our anger away, but don’t know how to feel it. It’s very important to allow yourself to feel your anger and not push it away. You may find that you are angry at a lot of people. Sometimes we believe our

anger will get out of control and we are afraid to feel it. Some ways to work through anger include writing your thoughts on paper and then throwing away the paper, or talking with someone you trust.

Bargaining: Bargaining is comprised of the “if only...” and “what if...” thoughts. These thoughts cause doubts; that you have done something wrong, and that you could have done better or differently. This keeps us in the past and trying to bargain the pain away. Pain must go through a process which can take minutes, hours, or months to work through. Remember that working through the stages is a response to the emotions you are feeling, and it is not a simple process. Be patient with yourself. The harder you are on yourself, the longer the process will take. Speak kindly to yourself, like you would a friend going through the same situation.

Depression: Depression from grief is not a mental illness. It is a response to a loss in your life. After

bargaining, we move into the present and have intense feelings of grief, which may feel like they will last forever. You may feel an intense emptiness, sadness, and want to withdraw from life. Depression after a loss is too often seen as unnatural: a state to be fixed, something to snap out of. However, it is a normal reaction to feel depressed when you experience loss. If you didn’t feel some sadness or emotion, that would be unusual. Grief allows us to heal, and depression is a part of that process, and it takes time. Allow yourself to heal at your own pace. Trying to push through or ignore the feelings will only prolong them.

Acceptance: Acceptance is not about being ok or all right. It is about accepting what has happened and its reality. You learn to adapt, develop a “New Normal,” and move forward in a healthy way. Grief needs time and given that time we can accept the situation and move forward.

Self-Care: Taking care of yourself is hard, but very important during this time. Make sure you are

eating healthy, have some form of physical activity, someone to talk with, and maintain a sleep routine. Try your best, even putting some energy toward taking care of yourself will help. Be kind to yourself. Try to treat and talk to yourself like you would a friend and spend time with positive, supportive people who do not judge you. A professional counselor can be a great support during these difficult times.

Please contact the Lawyer Assistance Program for free, confidential assistance. Jim Quinn, Lawyer Assistance Director, (443) 703-3041, jquinn@msba.org; Lisa Caplan, LCSW-C, Lawyer Assistance Counselor, (443) 703-3042, lcaplan@msba.org. Toll free (800) 492-1964.

Lisa Caplan is a Licensed Certified Social Worker at the clinical level (LCSW-C). She has over 15 years’ experience in her field, and extensive experience working with lawyers and judges in the areas of mental health, substance abuse and trauma.

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THE BUSINESS OF LAW

Coming in from the Money Fog: *Realization Rates Realized*

By Charity Anastasio

Today was the first webinar in our bimonthly **Practice Dojo** webinar series, offered on the second and fourth Wednesday each month, and covering practice management topics for MSBA members. Ann Guinn, practice management consultant and author of *Minding Your Own Business: The Solo and Small Firm Lawyers' Guide to a Profitable Practice* (an ABA publication available at 15 percent off with the discount code MSBA4YOU), spoke on **Why Lawyers Underearn and Fixes**. It was a great presentation and will be available online soon.

One topic that she did not have much time to define and discuss in great detail is **Realization Rates**.

There are two types of realization rates. The first identifies the difference between billed and collected money. With most law firms, not all billable work results in payment. A healthy realization rate, or the percentage of money billed that is actually collected, is 90 percent or above. That illustrates that the list of aged accounts, or outstanding money clients owe the firm, is short. To figure out a realization rate, divide the *amount paid* monthly or annually by the *amount billed* in the same timeframe. This reveals the realization rate. For example, if someone was paid only \$5,000 of the \$10,000 she billed that month, she would have a 50 percent realization rate that month. This realization rate needs work. If she was paid \$9,000 of that \$10,000, it would be 90 percent. Healthy, but still room

for improvement, if she wished to improve profits.

Figuring out what this realization rate is can be the first step in getting one out of the “*money fog*” Ann spoke about. Getting real with how much is coming in (or not) is crucial to making changes.

The second type of realization rate is the difference between the billable time and the actual time billed. This problem arises from the issue Ann talked about when folks write off amounts on their bill, and from the issue of failing to record time properly, so the time spent on a case is not fully calculated. A low realization rate here is generally fixed with better time-capture procedures,

“Getting real with how much is coming in (or not) is crucial to making changes.”

and making a concerted effort to fully value and communicate all the work on the bill. The more contemporaneous the time-capture, the more likely all the time makes it onto the bill.

For both issues, Ann suggested doing a **thirty-day challenge**, where the lawyer writes down literally every minute of

time spent and what it is spent on for a month. It takes time to record time (a wee joke), but patterns emerge quickly. Identifying and addressing this issue starts with recording every minute of every day for at least a week, then comparing it to the amount billed, pre-write off. Are they different? How different are they? Another percentage to help dispel the *money fog*.

When I was in practice I would sometimes get sticker shock when I sent a bill out. In those cases, I would feel this compulsion to reduce the amount of the bill, to write off something. I realized this was one of my issues with money. To counter it I would verbally go down my itemized bill and think back on all the work I did. I would say out loud *Yes, I did that. Yes, I did that too. I researched that issue and that legal argument was challenging to characterize. Yes, I had that important meeting with the client. We decided strategy and planned next steps.* It would help me identify the value in my work. Why I needed to do that exercise would maybe be fun for a therapist to tease out, but the fix was the most important part for me. It gave me courage to send that large bill—to a poor client I liked very much even—with confidence.

Listen to the webinar if you relate—you may spot yourself and be given solutions that can help turn around the under-earning train. And give me a call at (443) 703-3026 or email canastasio@msba.org for a consultation on this or other practice management issues.

visit www.msba.org

TECHNOLOGY-TALK

Time and Task Management with Technology:

Apps to Help Make the Most of Your Time, Whether at Home or the Office

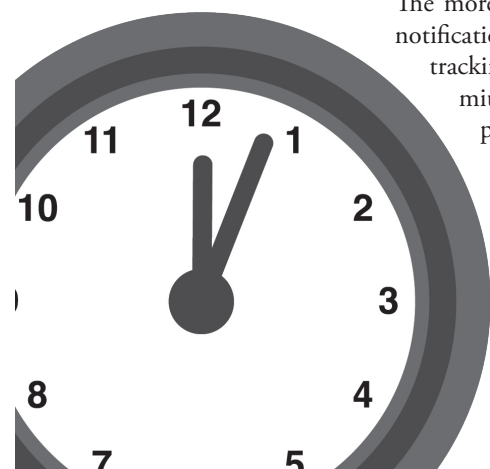
By Tanya Roberts

There's a lot of noise these days competing for your focus. I've compiled a list of apps that should help you knock items off your to-do list and organize your life whether at home or the office.

Keeping Track with Google Calendar – www.google.com/calendar

I use this for scheduling appointments primarily because it's accessible on every kind of device that I use, and will send notifications to my cell phone, tablet, and computer if I am logged in. I don't have to worry about compatibility or transferring data to multiple calendars. I share a calendar with my husband just for budgeting due dates and bill payments. Gizmodo has some other great ways to get the most of what seems like a simple app at first—did you know you could get travel alerts if you associate locations to your event? (bit.ly/1PNytK9)

Take advantage of the calendar by creating one to share with the household, one to manage finances, another to manage business appointments and one to manage non-business appointments. You can create additional calendars, which are handily color-coded, by clicking the drop down menu to the right of "My Calendars", and when creating a new event, be sure to choose the right category.



Make a Note of Evernote.

This free application is a one stop shop in terms of keeping notes that can be accessed anywhere. You can use it to keep a list of things to read later (to help keep you on task), all your notes are searchable, and it is available on multiple devices for free. Think about capturing receipts, notes from a case, and shopping lists all in one place. *Evernote* can take text or voice recordings, as well as share files with others. It is a very flexible app. *Evernote* has been touted by the ABA as one of seven apps that "Attorneys Absolutely Should Not Live Without." (bit.ly/1N5qUzd) Want to learn more from lawyers how this application can help your practice? Check out this active Google group. <https://plus.google.com/u/0/communities/105918138409889974378>

Not Sure Where Your Time Goes? Try RescueTime.

Cultivate good work habits and put accountability in your work flow. This app will monitor your browser time and build reports of how you are spending your computer time. The app can limit access to certain websites, provide notifications when you have spent too much time, and highlight accomplishments and benchmarks that you reach. The basic version, which is free, is helpful in tracking time in websites and applications, setting goals, and weekly reports. The more robust features such as notifications and accomplishment tracking are available in a premium version that is just \$9 per month. I have used this occasionally while working on personal interest projects at home. Luckily, if you are ready for some free time, the application can be paused at any time.

Updating the Old Standby – To-Do Lists.

A simple way to keep track of the tasks ahead of you is through the traditional "to-do" list. There are a number of apps available for this job. *Listastic* for iOS is known for a smooth user interface, simplicity and flexibility. *Finish*, touted as a to-do list for procrastinators, is available for iOS as well. *Any.do* is available for both iOS and Android, keeping your to-do list manageable with recurring task scheduling and more. It is also available as a Chrome add-on. Google has its own list app called *Google Keep*, which I plan on trying over the next month or two. At the office, I maintain my lists with unwieldy post-it notes, which serve as a good visual reminder, but an app would be useful for days I am at home, trying to remember what date I wrote on a post-it note at work. Is there a list app you use in your daily life?

It's Not Science Fiction – Try Mind Mapping.

Mind mapping is a newer practice that allows you to use flow charts to map thoughts, processes and ideas. This practice is mentioned in a very helpful article from the ABA in February of 2012, neatly spelling out how mind mapping may help in the practice of law: bit.ly/1N3M2u. As far as software, *Mind42.com* offers a free mapping tool that works in most internet browsers. While it is a creative way to visually represent evidence and arguments, the same procedure can be utilized for scheduling your day, mapping out a vacation packing list, or visualizing tasks around the house. I personally love flow charts, and plan to start using this idea to prioritize lengthy to-do lists.

Focusing on the Task at Hand with Music

The right music can help keep your train of thought from total derailment. I

See Time Page 16

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ANIMALS...Page 10

the humane society takes possession of the animals is relevant to a determination of whether the actions were “necessary to protect the animal”, however, the conditions of the warrant can be sufficient to take possession upon release from the warrant. Lastly, the Court held that denial of a petition for return of the animal does not divest the owner of ownership interest in the animal, but the right to possess the animal reverts back to the owner when possession by the humane society is no longer “necessary to protect the animal from cruelty” or “necessary for the health of the animal”.

Section §10-615 is used regularly by Humane Societies and other animal control agencies to seize or take possession of animals where there are allegations of abuse, and then divest the owner of ownership, prior

to a criminal trial. *Rohrer v. Humane Society* for the first time provides guidance to the Court regarding the burden of proof, the standard of review, and parameters handling these petitions in conjunction with a concurrent criminal hearing. It also ensures there is no civil forfeiture and that only through the criminal process, can there be a determination as to ownership of the animals, while at the same time allowing the humane society to maintain possession temporarily of the animal if “necessary to protect the animal from cruelty.”

Rebekah Damen Lusk is the owner of Lusk Law, LLC, based in Frederick, MD. She practices in the area of civil litigation, landlord/tenant, business law, equine/animal law, family law, and real estate and is a member of the MSBA Agricultural and Animal Law Sections.

TIME...Page 15

especially like to listen to music without lyrics while writing, inspecting code, or performing repetitive tasks.

Aiming to boost productivity through music, *focus@will* is a website that streams music based on your needs, up to 100 minutes at a time. A 15 day free trial is available for the service that claims to have basis in scientific research and theory to boost focus, and it certainly aided me in completing this article. There are a dozen or so musical settings and an ability to set an energy level to the music. I chose a channel called “focus spa”. This service focuses only on music that will help you focus, without some of the distractions of other streaming music services.

Another less scientific app that can help you focus with the help of music is available through *spotify.com*.

They have playlists built for “Genres & Moods” and I have often used playlists offered under the tag “Focus” or “Mood”, when I need a little help keeping on task. I personally pay for a subscription to *Spotify*, as I often use it to stream music around the house. But the service is available for free with some commercial interruption. There is also a radio mode, which I consider a significant step up from *Pandora*, another radio streaming service. Google also offers similar services through their *Play app*, but I have not tried it. Have you? What do you think?

Are there any apps that you find indispensable in your day to day life? Let me know in an email to troberts@msba.org.

This article previously appeared in the September 2015 issue of the Bar Bulletin

DATELINE...Page 3

19 Join MSBA's Young Lawyers Section & Public Awareness Committee at *Our Daily Bread* to serve breakfast and lunch to the hungry of Baltimore City. If you are interested in participating, please contact Myriem Seabron at myriem.seabron@gmail.com. *Space is limited, so please secure your volunteer space early.*

21 The Bar Association of Baltimore City hosts their *23rd Annual Past Presidents' Luncheon* from 11:30 a.m. – 1:30 p.m. at The Grand Baltimore, 225 North Charles St, Baltimore, MD 21201. Contact info@baltimorebar.org for additional information.

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2. Easy Registration

Just click on the links below each description to register for a program.
If you have any questions, the WebCredenza service staff is happy to help.

Customer Service
Phone: (866) 879-9236
Email: service@webcredenza.com

3. Dial-in Number & Material

As soon as you register, we will email you the dial-in number for the program. The day before the program, we will email you the written material, too! Just dial the toll free number a few minutes before program start and you're set.

4. Credit

All live and live replays carry PA and DE credit. Downloadable MP3 files are for information only and do not carry credits with any MCLE state.



*The Baltimore County
Bar Association
is honored to
designate and support
Show Your Soft Side
as our charity partner for 2017-18.*

Please Save the Date
Wines & Whiskey Charity Event to benefit
Show Your Soft Side
November 8, 2017, 6-9 p.m.
Maryvale Preparatory School

Sponsorships available. Tickets on sale soon.
For more information, email doris@bcba.org





Morgan E. Foster

Morgan E. Foster has joined Council, Baradel, Kosmerl & Nolan, P.A. as a partner.

Brooke Lierman, Of Counsel to Brown, Goldstein & Levy and Maryland State Delegate for District 46, has been selected for the 2017 Aspen Institute's Rodel Fellowships program.



Meghan Stringer Musselman

Meghan Stringer Musselman, a partner in the Maryland office of Hudson Cook, LLP, has been appointed vice chair of the American Bar Association (ABA) Banking Law Committee for a three-year term.



David J. Shuster

Kramon & Graham's Managing Principal **David J. Shuster** has been elected to the Downtown Partnership of Baltimore's board of directors.



Ryan Mitchell

Ryan Mitchell has become a principal of Kramon & Graham.



Kaitlyn Wernsing

Kaitlyn Wernsing has joined Maryland Volunteer Lawyers Service (MVLS) as their Development Coordinator.

Send your latest news and updates to Lisa Muscara
for inclusion in Et Alia: lmuscara@msba.org.



STARTING YOUR LAW PRACTICE

The way to firm success

A seminar for
**New and Aspiring
Law Office Owners**
presented by the
Maryland State Bar Association

December 2, 2017
8am - 4pm
Columbia, MD

MSBA

TOPICS

STARTING A LAW PRACTICE: A PRACTICAL APPROACH
Charity Anastasio, Esq., MSBA Law Office Management Assistance, Baltimore, MD

ENTITY CHOICE
Seth C. Polansky, Esq., The Law Offices of Seth Polansky, Silver Springs, MD

WHAT TO LOOK FOR IN A MALPRACTICE POLICY
Kay Kenny, Minnesota Lawyers Mutual

CONFIDENTIALITY PROTECTION PROTOCOLS
Chris Flohr, Esq. Blackford and Flohr, Severna Park, MD

PRACTICAL IOLTA ADVICE
Raymond A. Hein, Esq., Deputy Bar Counsel, Attorney Grievance Commission of Maryland, Annapolis, MD

Tiffany Devonshire, Esq., Maryland Legal Services Corporation, Baltimore, MD

SOLO/SMALL STRESSERS: HOW TO SPOT AND SURVIVE
Lisa Caplan, LCSW-C, MSBA Lawyer Assistance Program, Baltimore, MD

EMPLOYMENT LAW HIGHLIGHTS THAT HELP SOLOS
Melissa Menkel McGuire, Esq., Law Office of Melissa Menkel McGuire, Baltimore, MD

CONFLICTS CHECKS
Chris Flohr, Esq. Blackford and Flohr, Severna Park, MD

HOW TO WRITE COMPELLING ONLINE CONTENT
Conrad Saam, Mockingbird Marketing, Seattle, Washington

WHAT NOW? TIE IT ALL TOGETHER!
Various speakers from earlier in the day.

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ECONOMIST: Lost income, benefits and life-care plans valued for personal injury, wrongful death and employment cases. University professor with extensive experience. DR. RICHARD B. EDELMAN, 8515 Whittier Boulevard, Bethesda, MD 20817. (301) 469-9575 or (800) 257-8626. References and vitae on request. Visa/MC. Please visit at: www.economic-analysis.com.

EXECUTIVE & EMPLOYEE COMPENSATION CONSULTANT: Trusted Advisor to Owners, Board Compensation Committees and CEOs regarding competitive base pay and incentive compensation levels, plans and practices. Extensive corporate and consulting experience for non-profit and for-profit organizations. DAVE RYAN, CPA, CCP, JD 1206 Merediths Ford Road, Towson, MD 21286. (443) 377-3166. References upon request. Visit website at www.CompensationGPS.com.

Upcoming Practice Dojo Webinars

Join MSBA's Law Office Management Assistance program on the 2nd and 4th Wednesday of each month from 2-3 p.m. for our **Practice Dojo Series**. The series covers a wide array of topics, from practice management and marketing to work-life balance and technology. Speakers are ABA published authors and thought leaders who bring their passion and expertise to the MSBA. Each presentation will also be recorded and become available to members online.

OCTOBER 25

Office 365 for Lawyers
Bill Wootton

NOVEMBER 8

What We Can Learn from Other Disrupted Professions
Dan Lear

DECEMBER 13

Building Better Attorney-Client Relationships
Carrie Kovacevich

JANUARY 24

Evernote: How to Use it to Improve Your Practice Workflows and Processes
Heidi Alexander

For more information, contact
Charity Anastasio canastasio@msba.org

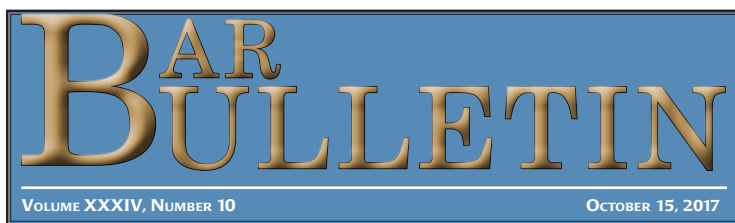


YOUNG LAWYERS SECTION

Maryland State Bar Association

The Young Lawyers' Section of the Maryland State Bar Association is seeking applications for the position of Young Lawyers' representative to the MSBA Board of Governors. One position is currently available for a two-year term. Any current member of the Young Lawyers' Section who is interested in the position may submit an application to: Jeff Bowman, Chair, Nominating Committee, MSBA Section of Young Lawyers, 520 West Fayette Street, Baltimore, Maryland 21201. All applications must be received at Bar Headquarters no later than the close of business on **Wednesday, November 1, 2017**.

Applications should include a statement of interest, a resume, and a list of Bar activities. If you have any questions, please contact either Jeff Bowman at (410) 268-2255 or Angela Munro at (410) 685-7878 ext. 3016.



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PRESIDENT'S MESSAGE - pg. 2
MSBA REACHES OUT TO LOCAL AND
SPECIALTY BARS...AND BEYOND

How will *you*
respond?



Our victories
don't make headlines.

Our clients don't boast about our work.

But, behind the scenes, lawyers have
trusted our responses for years.



***Are You Fit
to Admit?***

When an applicant's character
is under scrutiny, this question
may be more difficult than any
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