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WBAI'S 67TH ANNUAL JOINT PROFESSIONAL DINNER A HUGE SUCCESS!

The current economic downturn did not deter the sellout crowd that attended this year's 67th Annual Joint Professional Dinner. In fact, the WBAI is proud to announce that this year's event shattered all previous Joint Professional Dinner records, and everyone seemed to have a great time to boot.

The event, held on November 6, 2008, at the Hotel Allegro in downtown Chicago, was kicked off with a silent auction and cocktails, and was followed by dinner and an awards presentation in the newly renovated Walnut Room.



The WBAI honored four outstanding "Women With Vision" in various professions. The honorees were chosen because they have demonstrated visionary approaches to their professions and to enriching the lives of others, including women whom they have helped to empower at various points throughout their lives. This year's honorees were:

ANITA ALVAREZ, Cook County State's Attorney

SISTER ROSEMARY CONNELLY, Executive Director, Misericordia—Heart of Mercy

PATRICE PURCELL DECORREVONT, Managing Director, JPMorgan Chase

CARRIE HIGHTMAN, Vice President and Chief Legal Officer, NiSource, Inc.

Our first award recipient, Anita Alvarez, made history just two nights prior to the Joint Professional Dinner by winning her race for the next Cook County State's Attorney. In her victory, she became the first woman and Hispanic to ever hold the title of Cook County State's Attorney. Congratulations, Anita!

Anita, the mother of four, began her career in the State's Attorney's Office in 1986 and worked her way up through the ranks, handling hundreds of felony cases. She is the Second Vice President of the Chicago Bar Association, has served as President of the National Hispanic Prosecutors Association, and serves on the Board of Leadership of Greater Chicago, the Board of Trustees for Fenwick High School and the Board of Directors for Maria High School, her alma mater.

Our second honoree, Sister Rosemary Connelly is a member of the Religious Sisters of Mercy. A native Chicagoan, Sister Rosemary was appointed Administrator of Misericordia in 1969. Sister Rosemary's leadership has been integral to Misericordia growing into a loving and dignified environment for more than 550 children and adults with developmental disabilities. Misericordia is dedicated to the principle that each person should be encouraged to realize his or her maximum potential, realized through educational, vocational, spiritual and recreational programs.

Sister Rosemary, who is no stranger to receiving honors and awards, stated that she "loved getting awards" because she felt that the awards recognize that the developmentally disabled, the physically challenged and all persons "deserve a good life."

Our third honoree, Patrice Purcell DeCorrevont is Senior Vice President and Regional Manager for JPMorgan Chase & Co.'s Government, Not-for-Profit and Healthcare banking business. In this leadership role, Patrice leads a team of bankers who serve clients in Illinois, Wisconsin, Northwest Indiana and five adjacent states, offering all commercial banking services. JPMorgan Chase is the second largest financial services firm in the world with assets of \$2.3 trillion and operations in more than 60 countries. Patrice is actively involved in many charitable organizations, and, as a cancer survivor, she is especially passionate about the Breast Cancer Network of Strength and the Susan G. Komen Foundation. Patrice lovingly thanked her husband, John, a stay-at-home father, for supporting her in her endeavors.

Our final honoree, Carrie Hightman is Executive Vice President and Chief Legal Officer of NiSource Inc., a Fortune 500 energy firm. She serves as a member of the company's senior management team with responsibilities for all legal functions, as well as environmental health and safety. Carrie was President of AT&T Illinois (formerly SBC) from 2001 through 2006. During her tenure at AT&T, Hightman led the company through a series of important public policy initiatives as AT&T evolved from a traditional telephone company into a provider of diversified communications and entertainment services. Carrie is a Chair of the Illinois Board of Higher Education and a member of the Board of Lyric Opera of Chicago, Board of the Abraham Lincoln Presidential Library and Museum Foundation and the Board of Directors of the Chicago Urban League.

Each of the women graciously complimented those recipients who had accepted awards before them, noting that they were truly "hard acts to follow." No one could deny the impressive accomplishments of each of these women, and their positive attitudes filled the room and inspired all in attendance.

The WBAI thanks the Joint Professional Dinner co-chairs, Sarah Breitlander, Adria Mossing and Jessica Arong O'Brien, as well as the

Women With Vision chair, Bridget Healy Ryan, and the many members of the committee who worked hard to make the event a smashing success. If you missed this fabulous event, be sure to sign up early for next year's dinner.

This signature event was graciously sponsored by the Nolan Law Group, ADR Systems of America, Cogan & McNabola, P.C. and Minnesota Lawyers Mutual Insurance Company.



PRESIDENT'S MESSAGE BY JEANNE REYNOLDS

Dear WBAI Members:

Although early 2009 has seen us plagued by economic uncertainty, mortgage foreclosures, record-breaking unemployment figures, firm downsizing and unprecedented changes in the legal profession, the New Year promises change and growth. President Barack Obama has been elected our 44th President, and his message of "Yes We Can" inspires hope and faith in our own abilities to effectuate change despite the historically challenging times. Recognizing the tremendous talent and strength of the American people, President Obama has challenged each of us to find a way to give back, even if only for one second day, to America. The WBAI has long embraced this challenge and continues to find ways to implement change and to serve our members, the legal profession and our community. We hope to embrace our strengths, differences, friendships, leadership and ability to collaborate, compromise, educate, respect and create infinite possibilities for change and growth in 2009.

The WBAI continues to encourage its members to shake up the status quo by establishing personal and professional goals to achieve greatness. One could not help but be touched, awed and inspired by the personal stories of each of this year's Women With Vision Award

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ipients. This year's stellar honorees, Misericordia's Sister Rosemary Connelly, State's Attorney Anita Alvarez, Carrie Hightman and Patrice DeCorrevant each revealed the key to success – enlisting other people and resources to further support your unique vision to help those needing help the most. No one really succeeds without help from others. The Women With Vision Awards were presented during this year's Joint Professional Dinner. Special thanks to JPD Committee Chairs Sarah Breitlander, Adria Mossing and Jessica Arong O'Brien, as well as Women With Vision Committee Chair Bridget Healy Ryan.

The WBAI has accepted the great Esther Rothstein's "challenge to all women attorneys to give back to others not because we have to, but because we can." Accordingly, to further our theme of "Women Empowering Women," the WBAI will honor Esther Rothstein on May 8th at the first ever "Rise Up and Reach Back" Scholarship luncheon. Esther had a no-nonsense approach to the importance of networking and the development of trusting relationships. Accordingly, a no-frills spaghetti lunch will be served along with a program featuring sage advice from women leaders in the profession. The Honorable Mary Ann G. McMorrow and Nina Appel, Dean Emeritus of Loyola University School of Law, will be the first recipients of the Esther Rothstein Award. Both of these women epitomize the spirit of Esther Rothstein to mentor and assist women lawyers to succeed in the law profession and to give back to the community. All proceeds will be donated to the Women's Bar Foundation for law school scholarships.

Under the direction of then WBAI President Sharon Eiseman, the WBAI has been a founding partner in the Women Everywhere: Partners In Service Project, Inc., now in its tenth year. This project recruits attorneys from bar associations and law firms to participate with community organizations on educational and community service projects assisting high school girls as well as women and children in need. This year the Educational Day will be held on April 24, 2009 and includes court tours, interactive legal projects and opportunities for students to learn about careers within both the court and justice systems. The annual Community Service Day, scheduled for June 12, 2009, will include hundreds of volunteers helping women and children at approximately 30 Chicago-area agencies with direct service tasks such as painting, building, gardening or cleaning, and will include educational activities benefiting local women and children. In addition, students may apply for "Women Everywhere" college scholarships, which provide financial assistance to college-bound women who want to make a difference.

For the last several years and as part of its participation in the Women Everywhere Program, the WBAI has adopted New Moms, Inc., a not for profit agency dedicated to enabling, empowering and equipping at-risk adolescent parents and their children through services and mentoring. Again this year, the WBAI will host a clothing drive for new and gently used baby clothes and equipment and donated career clothing to New Moms participants. Please feel free to drop off any new or gently used items to the WBAI office by May 15, 2009. Gift cards are appreciated as well. In addition, volunteers from the WBAI will present seminars on child support issues and employment interview tips. Please contact the WBAI if you would like to assist with this project this year. The time commitment is minimal compared to the positive differences made for these women in need.

WBAI Membership Chair Kathy Gallanis and Jennifer Irmen have done a tremendous job organizing New Member/Member receptions at the ultra-chic English in both November 2008 and January 2009. Many new lawyers are still looking for jobs while law school debt hangs over their heads. All are hoping for mentors, or struggling to keep jobs despite billable hour demands and poor job satisfaction. Where to begin? The combination of networking and building relationships is a good place to start. However, the key is to understand what networking really is. Helping others without regard to how they will help you is the best way to make sure that you will benefit from the network of relationships you create. I suggest actively participating in a project or joining an organization whose mission is of interest and meaningful to you. Get involved and join one of the over 30 WBAI committees. Be a connector! It will cost you nothing to connect people to needed information, opportunities and leads by introducing them to people you know and they don't. In addition, consider attending the WBAI Judicial Reception honoring Illinois Supreme Court Chief Justice Thomas R. Fitzgerald and Cook County Circuit Court Judge Jennifer Duncan Brice on March 5th!

In addition, I was personally inspired by the practical advice and sage life lessons from the late Michael Coffield as memorialized by Peter Stamatis, which article appeared in the August 2008 issue of the Chicago Lawyer and is reprinted in this newsletter with the permission of the Law Bulletin and Mr. Stamatis. After having been a proud member of the law profession for over 25 years, each of these lessons is worthy of being shared by both new and experienced attorneys.

Thanks to the outstanding efforts of WBAI CLE Committee Chairs, RoxAnne Rochester and Paula Hudson Holderman, the WBAI has planned various continuing legal education programs. See the Web site and calendar for more details. In addition, WBAI members Deanna R. Blair and Alia M. Caravelli of Longwell & Blair Associates, Chartered, have created a Domestic Relations Roundtable Series, which has been very popular with family law practitioners. Civil Litigation Committee Chair Rosa Tumialan and Criminal Litigation Chair Bridget Healy Ryan have created dynamic programs as well.

Many of our members wear numerous hats serving as leaders on many bar associations, boards of directors, diversity committees, charitable projects, or by simply listening when a friend is in need. We salute WBAI Director Michelle Kohut, who has been elected to the Board of Directors for the Heartland International Health Center (HIHC). HIHC is dedicated to improving the health of people living in the neighborhoods of Uptown, Edgewater, Rogers Park and Albany Park.

In addition, WBAI Directors RoxAnne Rochester and Margot Klein, along with Past WBAI President Sharon Eiseman, have done an outstanding job coordinating dinners for Marah's Place in Chicago. Marah's Place is a transitional housing program for homeless and formerly homeless women. It offers up to two years of assistance to women making the transition from shelter living to living in regular housing. Marah's Place offers housing as well as additional resources for mental and physical maintenance, individual case management and ongoing supportive relationships.

The following WBAI members serve on the board of directors for the Women Everywhere: Partners In Service Project, Inc.: Dorothy Capers, the Hon. Susan Fox Gillis, Michele Jochner, Yolaine Dauphin, Sharon Eiseman, Ellen Girard, Margot Klein, Michelle Kohut, the Hon. Diane Larsen, Hon. Marcia Maras, Hon. Jeanne M. Reynolds, Pat Slovak and Hon. Neera Walsh. Also congratulations to WBAI member Mauro Glorioso, who became President of the Justinian Society of Lawyers, 2008-2009, in September. We like to brag about our members' many accomplishments and lessons learned. Please feel free to contact the WBAI regarding any professional or personal victories, promotions, opportunities, speaking engagements or any good news you have to share.

Thank you for allowing me to serve you as this year's 94th President. I continue to encourage all efforts to improve society, the legal profession and our own personal goals in all the WBAI does and to encourage our network of connections to have no bounds. The WBAI will continue its efforts to make a positive difference in our members' professional and personal lives and our communities. As always, if you have any suggestions for improving the WBAI, please contact me. Your thoughts and comments are appreciated.

Very truly yours,

Jeanne M. Reynolds, President



CO-EDITOR'S COLUMN

By Sarah Breitlander and Michele Jochner

Welcome!

Welcome to the Winter Issue of the WBAI newsletter for the 2008-2009 bar year. As co-editors, we are pleased to once again have such a wide variety of substantive and informational articles in addition to the several postings of positive differences being made by our women colleagues on a day-to-day basis. Women are all too often reluctant to brag or boast about their many professional accomplishments, and our goal is to recognize the many deserving accolades, professional awards, accomplishments, verdicts, appointments to boards or commissions, publications, new jobs and efforts to rock the status quo. In that spirit, we note that one of the many benefits of WBAI membership is the opportunity to meet other attorneys for the exchange of information and support. Anyone wishing to join the newsletter committee, write an article or submit any newsworthy item should telephone or e-mail us at the contacts listed below. We welcome your efforts!

Substantive Law Articles and CLE Credit

We encourage the submission of substantive law articles to be considered for inclusion in subsequent WBAI newsletters. Not only may we publish your article, but you may earn CLE credits for writing such articles. The MCLE Board of the Supreme Court of Illinois has advised that it will provide CLE credits for anyone "evinced legal scholarship." An important requirement is that the attorney should maintain contemporaneous records of the hours spent on the publication.

Illinois Supreme Court Rule 795(d)(7) states in relevant part the following:

"Writing law books and law review articles, subject to the following:

- (i) An attorney may earn credit for legal textbooks, casebooks, treatises and other scholarly legal books written by the attorney that are published during the two-year reporting period.
- (ii) An attorney may earn credit for writing law-related articles in responsible legal journals or other legal sources, published during the two-year reporting period, that deal primarily with matters related to the practice of law, professionalism, diversity issues, mental illness and addiction issues, civility, or ethical obligations of attorneys. Republication of any article shall receive no additional CLE credits unless the author made substantial revisions or additions.
- (iii) An attorney may earn credit toward MCLE requirements for the actual number of hours spent researching and writing, but the maximum number of credits that may be earned during any two-year reporting period on a single publication shall be half the maximum CLE hours required by Rule 794(a) and (d). Credit is accrued when the eligible book or article is published, regardless whether the work in question was performed in the then-current two-year reporting period. To receive CLE credit, the attorney shall maintain contemporaneous records evincing the number of hours spent on a publication."

Thus, Illinois attorneys may earn credit for writing substantive law articles. The Supreme Court's MCLE Rules are available online at the

MCLE Board's web site at www.state.il.us/court/SupremeCourt/Rules/Art_VII/ArtVII.htm#c. If you have any questions regarding the legal topics that may be of interest to the WBAI, please feel free to contact Sarah Breitlander at sbreitlander.com or (312) 609-7534.



Sarah Breitlander is an associate at the law firm of Vedder Price. Previously, Sarah served as law clerk to Illinois Supreme Court Justice Anne M. Burke during her tenure on the Illinois Appellate Court, First District. Sarah has also served as judicial extern to the Honorable James H. Alesia during his tenure as District Court Judge for the Northern District of Illinois, and the Honorable Robert W. Gettleman, District Court Judge for the Northern District of Illinois. Sarah graduated cum laude from The John Marshall Law School in 2003.

Michele Jochner serves as a Judicial Law Clerk for Justice Charles E. Freeman of the Illinois Supreme Court, after serving in the same position for Justice Mary Ann G. McMorrow prior to Justice McMorrow's retirement in July 2006. Michele is a 1990 graduate of DePaul University College of Law (J.D. with Honors, Order of the Coif) and earned an LL.M. degree from DePaul in 1992. She is a frequent author and lecturer on a wide array of legal topics.



Spotlight on WBAI's Eugena Whitson-Owen

Eugena (Gena) Whitson-Owen is a partner in SmithAmundsen's Chicago office and a member of the firm's Construction and Product Liability Practice Groups. Gena is an experienced trial attorney specializing in defense of construction, product liability, toxic tort, and premises liability. Gena was named to the Illinois Rising Stars* list in 2008 and 2009, a peer review designation published by Law & Politics magazine.



Gena has been a member of the WBAI for eight years and has served on the Board of Directors since 2006. She has co-chaired our annual "No Threat, No Sweat" Golf Outing for the past 5 years.

She and her husband, Brian Owen, are the proud parents of Jake (age 11) and Abigail (age 9). They live in Arlington Heights, IL.



MEMBER NEWS

Congratulations to **Hon. Gino L. DiVito** on recently receiving the Illinois Bar Foundation's Distinguished Award for Excellence during the Foundation's annual Gala.

On August 18, 2008, WBAI member the **Hon. Thomas V. Lyons II** was appointed by the **Hon. Thomas R. Fitzgerald** to fill the James P. O'Malley vacancy as Judge of the Circuit Court of Cook County, Illinois.



Dina Merrell, Associate Director of the Chicago Bar Foundation, was recently honored with the Chicago-Kent College of Law Distinguished Service Award during its 31st Alumni Awards & Recognition Luncheon.

Congratulations to **Vincent Cornelius** on recently being installed as President of the Illinois Bar Foundation.

Hon. Joel M. Flaum of the United States Court of Appeals for the Seventh Circuit was recently honored with the Lifetime Achievement Award at the Annual Dinner of the Jewish Judges Association of Illinois. During this same event, Illinois Appellate **Justice Joseph Gordon** received the Honorable Seymour Simon Justice Award.

Hon. Michael B. Hyman recently received the Court of Honor Award from Chicago Volunteer Legal Services.





WBAI Executive Director **Eriana Spencer Echols** was married to Brandon Echols on September 29, 2008. The ceremony was performed by our very own WBAI President, the **Hon. Jeanne M. Reynolds**.



Congratulations to Associate Dean **James J. Faught** of the Loyola School of Law, who was recently installed as the President of the Lawyers' Assistance Program.

WBAI Board Member **Michelle M. Kohut** was recently elected to the Board of Directors of the Heartland International Health Center (HIHC), which is dedicated to improving the health of persons living in several Chicago communities by providing affordable, quality and multilingual health services.

Jerold S. Solovy was recently honored with the Scopus Award from the American Friends of The Hebrew University (AFHU).

Congratulations to **Adrienne Mabane** on her appointment to First Assistant State's Attorney.

WBAI Past President **Charlotte Adelman** (1984-85) and her husband Bernie Schwartz donated a portion of their folk art collection to New York's American Folk Art Museum. "Red Bird" by the world famous-in-Chicago outsider artist, Lee Godie—also known as the "bag lady" artist—is on display there until June 2009. Charlotte and her husband were also recently honored by Ducks Unlimited at a dedication

ceremony for the Mola Prairie and Wetland Preserve near Joliet, IL for their work in the preservation of the prairie/wetland.

WBAI Recording Secretary **Michele M. Jochner** was recently elected as Justice of the Chicago Chapter of the Phi Alpha Delta Law Fraternity. In addition, she has lectured on Fourth Amendment search and seizure law at several seminars across the state, and has authored several articles on a variety of law-related subjects.

Hon. Jesse Reyes was recently honored with the Hispanic Leadership Award from Illinois Secretary of State Jesse White in conjunction with celebrations of National Hispanic Heritage Month.

Congratulations to **Mauro Glorioso**, the newly installed president of the Justinian Society.



Celia G. Gamrath, of Schiller DuCanto & Fleck LLP, was appointed by the Illinois Supreme Court to serve on the Illinois Family-Law Study Committee created by House Resolution 1101. Ms. Gamrath was also listed in the Top 50 Women Lawyers by Leading Lawyers Network.

Congratulations to the following WBAI members who were recently selected by their peers for inclusion in the *2009 Illinois Superlawyers and Rising Stars* list: **Sarah R. Breitlander, Deane B. Brown, Karina H. DeHayes, Karen A. Enright, Elizabeth A. Kaveny, Daniel E. O'Brien, Jean M. Prendergast, Eugena Whitson-Owen, Karie J. Valentino, and John F. Winters, Jr.**

Babies, Babies, Babies! Congratulations to Past President **Karen M. Enright** on the birth of her third son, Ryan Patrick Enright on November 10, 2008; to **Karina H. DeHayes** on the birth of her daughter, Alessandra Elena DeHayes, on November 18, 2008; to **Eriana Spencer Echols** on the birth of her daughter Nicolette Katerin: Echols on December 2, 2008; and to **Karie J. Valentino** on the birth of her daughter, Isabella Cecelia Valentino, on January 17, 2009.

The WBAI congratulates the following new Circuit Court Associate Judges of the Circuit Court of Cook County: **Patrice Ball-Reed, Laur Bertucci Smith, Margarita Kulys Hoffman, Thomas R. Mulroy, James Snyder, John L. Huff, Michael Panter, Gregory Vazquez and Ellen Mandeltort.**

The WBAI also congratulates the following newly elected Circuit Court Judges of the Circuit Court of Cook County: **Mauricio Araujo**

Edward A. Arce, Dennis J. Burke, Eileen O'Neill Burke, Thomas J. Byrne, Ann Collins-Dole, Donna L. Cooper, Anna Helen Demacopoulos, Michael B. Hyman, Marilyn F. Johnson, Diana L. Kenworthy, Margarita T. Kulys Hoffman, Pamela Elizabeth Loza, Ann O'Donnell, James N. O'Hara, Jackie Marie Portman, Joan E. Powell, Jesse G. Reyes, Anita Rivkin-Carothers, Patrick T. Rogers, Dominique C. Ross, Kristyna C. Ryan, Patrick J. Sherlock, Debra B. Walker, Ursula Walowski and Maureen Ward Kirby.

Our deepest condolences are extended to WBAI President **Hon. Jeanne M. Reynolds** and her family on the recent passing of her beloved father, **Frank Reynolds**, who practiced law in Chicago for over four decades. Our thoughts and prayers are with Judge Reynolds and her family during this difficult time.

A Novel Idea in Finding "The Legal Balance"

By Sarah Breitlander

I recently sat down with young entrepreneur Erica Zalokar, a lawyer who practiced corporate litigation for approximately seven years before moving on to create her own business. Zalokar states that she was inspired by necessity—she realized while practicing law that, if only she had the proper balancing tools at her fingertips, her practice, career path and personal life responsibilities might flow more smoothly. As a result of this realization, Erica has spent the last year developing a system aimed to do just that: put the proper balancing tools at women attorneys' fingertips. I asked her some questions about her new business model.

Q: What exactly is The Legal Balance?

A: The Legal Balance is an online community that caters exclusively to women attorneys. The online community is designed to help women lawyers deal with the number one stress in their lives: finding a way to effectively and efficiently handle their personal and professional priorities. The Legal Balance is a warehouse of information and resources. Its mission is to provide resources that improve the promotion, retention and leadership of women attorneys in the legal profession and beyond.

Q: How does The Legal Balance work to benefit its members?

A: Our community draws on the collective knowledge of our members to create a powerhouse "brain." No matter where that woman is in her career, The Legal Balance would like to connect that woman to other women attorneys who are just like her and to the information, opportunities and resources she seeks with a minimal time commitment on her part, thereby increasing her personal and professional satisfaction, efficiency and effectiveness. In essence, The Legal Balance provides a dynamic community to access relevant and accurate information, network and share referrals, gain access to a large database of various service providers, and increase the critical mass of women attorneys.

Q: Why join The Legal Balance?

A: There are a variety of reasons! Members can gain access to our business directory database and receive discounts from personal money managers, personal chefs, dog walkers, masseuses, pet and home sitters, concierge services, corporate housing, court reporters, and many other women-owned businesses. They can receive tips on rainmaking, mentoring, career advancement, and job opportunities. These tips can be solicited from our "Dear Jane" contributor. Ask your questions anonymously. Do you have a career question? Do you have a financial question? Do you want to know if it is okay to date a co-worker? Why has no one asked you to take an expert deposition? Work on your success strategy career game plan and ask our Dear Jane!

Our members can also engage in our anonymous forums and community discussions. Don't be afraid to ask those tough and sometimes delicate questions! Are you looking for a fertility specialist? Ask our members! No time to find business clothes? Ask each other where to find personal shoppers. Who can pet sit on last minute notice when you have to travel? Do you need tips on partnership advocacy? Come to The Legal Balance community and ask each other or search in our business directory for these service providers.

The Legal Balance also provides one-stop shopping for resources the woman lawyer needs: career advice, maternity policies, job shares, flexible work arrangements and part-time proposals. Our members can also customize their membership and receive alerts when new resources, businesses, requests from other members and articles are added in areas that are of interest to them. Finally, our members can gain access to the various bar association committees and resources focusing on career issues, women's issues, mentoring opportunities and other programs geared towards women attorneys.

Q: Who is your target market?

A: Our site is for all women attorneys. Whether she is a new lawyer freshly sworn into the bar, a veteran lawyer who's been practicing for years, an associate, staff attorney, general counsel, in government, in not-for-profit organizations, judge, partner, attorney in a forced transition, law student, stay-at-home mom, or an attorney looking to return to the practice, we want to connect her!

Q: What are the details and how can we join?

A: We are 6-8 weeks away from our soft launch, at which point we will be asking Chicago women attorneys to join. We will then go national a few months after that time. It's such an exciting time for us! The website's address is www.thelegalbalance.com. The membership fee is \$40 for one entire year for attorneys or \$20 for law students. Please remember that members must have either an ARDC number or a law school e-mail address to join. Also, as part of The Legal Balance's mission and vision, we will be making long-term charitable donations from the company to charities focused on keeping money and economic resources in the hands of women. In fact, The Legal Balance is donating from the very beginning a portion of its profits to a charity such as Women Employed (a shelter for abused and battered women), the Emergency Fund or other similar organization.

Erica can be reached at erica@thelegalbalance.com.

Closing Argument: Lessons from the Big Dog

By Peter S. Stamatis

Law Offices of Peter S. Stamatis

This article originally appeared in the August 2008 issue of *Chicago Lawyer*. It is reprinted with the permission of the Law Bulletin Publishing Company and Peter S. Stamatis.

A little more than a year ago, Chicago lawyer Michael W. Coffield died at his desk. Mike was a friend and mentor to all and a lawyer's lawyer. Those who had the privilege of knowing Mike knew that there was always some nugget of wisdom glistening in the frenetic frenzy. Mike was always teaching us how to be better - better lawyers, better friends, and better people.

In the fall of 1996, I read an article in *Chicago Lawyer* about Michael leaving Coffield Ungaretti & Harris and going solo. On a lark, I picked up the phone and introduced myself.

"Call my secretary Monday and schedule a time to come over for coffee," he said. With Mike, it was always that simple. Everyone was welcome.

At our first meeting, Mike was gracious. He was always gracious. We drank coffee, he looked at my resume, and he talked about "Moby Dick." For nearly the entire next decade, I had the privilege of practicing law in the office directly next to his.

Mike was a mentor par excellence. Though it's a certainty I missed many of them, here are 10 of Mike's lessons, in no particular order:

Lesson 1 - Always be civil.

"Do you know who is the most important person in a courtroom? It's not the judge ... it's the judge's clerk. Treat the clerk better than you treat the judge."

It's doubtful that there has been a lawyer in the history of Chicago who befriended more adversaries than Mike Coffield. Of course, Mike fought hard for his clients. But when a case was over, his opposing attorney was usually added to his list of friends. Many would come to him for advice.

Lesson 2 - Dress like a lawyer.

No one dressed better than Mike. His haberdasher shed many a tear at his funeral. Mike never bought in to "casual Fridays," and when I'd show up to the office in jeans, he'd shoot me a look that said, "C'mon Peter, you're a lawyer. You don't work at the rodeo."

Lesson 3 - Read

Mike was an avid reader of *The New York Review of Books*. Whatever interested him, he bought, reading multiple books at the same time. "I've got one going in the bedroom, one in the bathroom, one in the car, one in the kitchen, and one at the office." He read novels, history,

politics, and art, and encouraged everyone to do the same.

Lesson 4 - Share, and don't keep score.

Mike couldn't just take one person to lunch. He'd take everyone to lunch. If a book sounded especially interesting, he'd order multiple copies and hand them out. He bought tickets to just about everything and gave most of them away. And most importantly, he never kept track of any of it.

Lesson 5 - Leave something on the table.

Many believe that the best negotiators are those who can squeeze the last nickel out of a transaction. Mike didn't. "Always take the long view. You are better off at the end of the day with a little goodwill than you would be with the few extra dollars."

Lesson 6 - Lead.

One might think that Mike's selflessness might have made him a humble doormat. Not the case. He was honored constantly and elected president of just about every organization he ever joined, accepting each role with vigor, throwing himself wholeheartedly into and improving everything he touched.

Lesson 7 - Think of others.

Mike was lavish in his praise and congratulations, usually by way of a personal note scribbled with huge letters in blue, green, or purple marker. And no occasion was too small to celebrate: "Congratulations! I heard you had lunch yesterday. I wish you all the best. Mike."

Lesson 8 - Mentor.

Mike was proud of his role in the Inns of Courts and its mentoring of young lawyers. "How does one pay back a mentor?" he once asked. "The only way to do it is to pass along what you've learned to someone else. Pay it forward."

Lesson 9 - Take it as it comes.

Mike had his fair share of challenges, especially in the last few years of his life. In handling the steady deterioration of his wife's health due to Alzheimer's disease, not to mention living with his own health issues, he never whined. "Getting old ain't for sissies," is all he'd say, quoting his mother.

Lesson 10 - Leave 'em wanting more.

"The best place to sit at a party is with your back to a wall and with a clear shot of the door. From there, you can see people come and go and you can spend at least a little time with everyone. "And when do you leave? Leave right at the point when you're having the most fun you ever had. Why leave then? First, it's never going to get any better. Second, leave when everyone still wants you to stay. Leave 'em wanting more."

These, of course, were just a few of Mike's lessons. But when you lay everything down, perhaps the greatest lesson was to enjoy being alive.

Mike did that by living “big,” adopting what can only be called the “Golden Rule Plus.” Treat others better than you could ever hope to be treated. And that was, perhaps, his greatest lesson.

Contact Peter at pstamatis@48th-floor.com

Financial Planning for the New Year

By Jeffrey C. Simon, CFP



The new year is here, and many of us are making resolutions, plans and goals for 2009. While 2008 was a tumultuous year in the financial markets, and people's emotions were being truly tested, it is now time to think clearly with regard to 2009. Based on the past year's events, your plans for retirement, children's college education or other goals may have been impacted. I have found that now, more than ever, people are looking for sound financial advice, information and help.

We sometimes do not grasp the important connection between our values, goals and money. For example, do you have:

- A coordinated, comprehensive wealth management plan based on your values and goals?
- Investments that are properly diversified, including non-correlated assets?
- Multiple accounts at many different firms with no coordinated investment strategy, which leads to an unbalanced portfolio that could be taking unnecessary risks?
- 401(k)s sitting at old employers?
- An estate plan and trusts that are funded?
- 529 college savings plans to fund your children's future education?
- Current life insurance policies that could benefit from improvements in insurance features and benefits?

The new year is a good time to ask yourself several important questions.

What's my plan?

If you've worked with a professional, you should be able to articulate these goals by yourself, or refer to an investment policy statement you made together. Much of the riskiest investing, overbuying and panic-selling during the late 1990s and early 2000s could have been avoided if individual investors had sought advice for achieving long-term specific goals, such as retirement or a college education.

What's my risk tolerance?

You should have discussed a number of questions about how you handle risk and your expectations regarding investment returns. You might have had to do this more than once if your risk tolerance was low, but your investment expectations were high – low-risk investors can't expect the highest returns. After last year, you may need to revisit your

risk tolerance.

Am I prepared to stay invested – no matter what?

We all remember the “Tech Wreck” of 2000. At the worst of that downturn, investors bailed-out of the stock market or drastically cut-back, only to get back in after they were “convinced” that the market was rebounding. In reality, they missed out on stock market gains during the early stages of recovery, and that's costly in the long run. Of course, some investors looking for that late 20th century investment high also got into the real estate market, and they perhaps learned a similar lesson when that market started heading south two years ago.

In 2004, SEI Investments studied 12 bear markets since World War II. Investors who either stayed in the market through its bottom, or were fortunate to enter at the bottom, saw the S&P 500 gain an average of 32.5 percent (not counting dividends) during the first year of recovery. Investors who missed even just the first week of recovery saw their gains that first year slide to 24.3 percent. Those who waited three months before getting back in gained only 14.8 percent.

Am I diversified?

The NASDAQ lost 39 percent of its value just in 2001, and another 21 percent in 2002. Meanwhile, real estate investment trusts, which performed poorly in 1998 and 1999 when stocks were booming, had banner years in 2000 and 2001, performed so-so in 2002, and had an excellent 2003. Bonds also returned well during that bear market. This time, most asset classes did go down but there were some that actually have had positive returns. Accordingly, it is important to understand what the underlying investments are in your mutual funds or other financial accounts.

Do I still feel the same way I used to about returns?

Having a long-term investment plan doesn't mean that you formulate the plan and then leave it to gather dust. There should be a detailed review of your investment goals and whether or not they should change, especially in light of what happened in 2008. An annual review makes sense in a stable environment, but life events like death, divorce, kids moving out, and illness are good reasons to do a head-to-toe review of a wealth management plan.

How busy am I?

There are only 24 hours in a day and, unfortunately, that will never change. As a successful lawyer, your time is valuable and you are trying to juggle your career, family, personal life and many other “things” that come up. Typically, I see people's personal financial life take a back seat.

By creating a plan that helps you focus on what is important to you to balance your life, you can take control of your career and your money. Every year seems to go by faster, so don't get too far into 2009 without addressing the above questions.

Jeff Simon, CFP, is a vice president and financial consultant at RBC Wealth Management in Chicago, and works with women attorneys and their families, helping them handle the unique challenges of financial success. Jeff empowers his clients to take control of their money. They work together to prioritize, organize, and simplify their financial lives

to take care of the people they love and enjoy the things they like to do while reducing the stress and worry. Jeff can be reached at 312-559-1704 or Jeffrey.c.simon@rbc.com.

SURROGACY: THE COMPLICATED LEGAL TERRAIN

By Mindy Berkson

Surrogacy is an opportunity for those with certain medical conditions to expand their families. Some common indications of the need for surrogacy include repetitive in vitro fertilization (IVF) failures, repetitive miscarriages, premature ovarian failure, and patients who received cancer treatment. Surrogacy is possible in two ways, called "traditional" and "gestational."



In traditional surrogacy, the surrogate is also the biological mother. In gestational surrogacy, an embryo is transferred into the surrogate, who is not otherwise biologically related to the embryo. This embryo may be the biological embryo of the intended parents or an embryo created by donor gametes.

Surrogacy is a process. Initially there are emotional hurdles to conquer. These often include giving up control of the gestation, and coming to trust and rely on a third-party to carry your child, not to mention the substantial financial commitment needed.

However, the one parameter that is often overlooked in surrogacy arrangements is the legal terrain. It is imperative to consider the legal ramifications specific to your IVF cycle and the creation of the embryos. In fact, the legal implications for obtaining parentage at birth may help sway your decision to explore surrogacy in a particular state.

The two types of surrogacy are very distinct in the eyes of the law. With regard to gestational surrogacy, where the surrogate is not biologically related to the embryo, most states (including Maryland, Pennsylvania, Ohio, North Carolina, California, and Massachusetts) allow the intended parents to be able to obtain a pre-birth order so that their names go directly on the birth certificate. In other states, such as Virginia, the birth certificate is amended after the child is born.

As of January 2005, Illinois became one of the most progressive states in the country for individuals, heterosexual couples, and same-sex couples to explore gestational surrogacy. This fairly recent legislation, called the Gestational Surrogacy Act, provides that when a child is born through gestational surrogacy, the intended parent(s) have sole custody and full parental rights immediately upon the child's birth, as long as one of the intended parents is genetically related to the child. This allows the intended parent(s) to circumvent the entire adoption process, and also prevents the surrogate from asserting a legal claim to the baby. These same protections are not always available in traditional surrogacy, where the surrogate is biologically related to the offspring.

Surrogacy is a burning topic that varies legally from state to state. Some states flat-out disregard surrogacy, and deem it illegal to compensate a surrogate in any manner whatsoever. Other states recognize that the intended parents are the actual biological parents and therefore list them on the birth certificate at birth. Yet other states require the surrogate to waive her parentage rights, and an adoption proceeding is required. Further complicating this is that in many states, the law dictates differences based upon whether the embryo was created by a donor gamete, and whether the couple is a heterosexual and married couple or a same-sex couple in a state where their union may not be legally recognized.

With any surrogacy arrangement, it is important to have a binding contract between all involved parties. The surrogacy contract will not only outline the parties' rights and responsibilities over the course of the relationship, but should also, on any short list, include discussions of:

- invasive testing procedures that intended parents may want to explore during pregnancy;
- all parties' views on abortion and selective reduction; and
- the number of embryos a surrogate is willing to have transferred.

It is essential to achieve a comprehensive surrogacy agreement that is tailor-made for each individual situation. This often requires spending significant time learning the legal atmosphere among the states to determine which state provides parentage laws that are acceptable for your specific situation, as well as the circumstances of embryo creation. This is often an overlooked step that should actually be part of the groundwork—even before identifying an appropriate surrogate candidate.

The legal terrain is one important aspect of building the foundation for a surrogacy arrangement. Identification of a like-minded candidate is also an essential piece to the puzzle. All parties must agree on the difficult questions about the invasive testing options that may be required during pregnancy and the possibility of terminating pregnancy that is chromosomally challenged. A meeting of the minds is essential in order to draft a contract, clarify expectations and outline the course of the arrangement, responsibilities and accountability for all parties involved. In my experience, identification of a like-minded surrogate candidate is the key element to building the foundation for any surrogacy relationship. Predetermining your desires for the pregnancy, and the willingness of the surrogate to carry out your desires, is essential in solidifying a compatible match. This saves you from the trouble that arises when these heretofore unaddressed issues come into play.

Surrogacy arrangements are, by necessity, complicated; not only due to the emotional and financial challenges inherent to the situation, but also because of the various legal issues attached to the particular situation. Some of the issues that intended parent(s) address stem from the biological relationship to the embryo, the state in which the surrogate gives birth, and shared opinions on how to manage the gestation. The legal relationships set in place during these issues are some of the strong foundations essential to a successful cycle.

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As one of the first infertility consultancies in the United States, Lotus Blossom Consulting, LLC was founded by Mindy Berkson in 2005 after her own personal battle with secondary infertility. Mindy has guided hundreds of intended parents through the stressful demands of the infertility process by providing professional and compassionate assistance in dealing with the emotional, physical, and financial barriers involved with third-party reproduction. For more information about this topic, log on to www.lotusblossomconsulting.com, or call (877) 881-2685.

MARK YOUR CALENDAR FOR THESE GREAT WBAI UPCOMING EVENTS!

DON'T MISS THE WBAI'S 95TH ANNUAL JUDICIAL RECEPTION - MARCH 5TH, 2009

Continuing a tradition dating back almost 100 years, the Women's Bar Association of Illinois has invited state and federal judges to gather at its 95th Annual Judicial Reception on Thursday, March 5, 2009. The reception will be held at the Hotel Allegro on 171 W. Randolph Street, from 5:00 to 8:30 p.m., where members of the bench and bar will honor this year's recipients of the Mary Heftel Hooten Award—Chief Justice **Thomas R. Fitzgerald** of the Illinois Supreme Court and Judge **Jennifer Duncan-Brice** of the Circuit Court of Cook County, Law Division.

The award's namesake, Judge Mary Heftel Hooten, served in the pre-trial section of the Law Division, First Municipal District. Judge Hooten was also President of the Women's Bar Association of Illinois from 1976 to 1977. In 1993, Judge Hooten bequeathed her estate to the WBAI for a permanent home, enabling the WBAI to acquire its current offices at the Chicago Bar Association building.

Tickets for the March 5, 2009, event are \$80.00 for WBAI members and \$95.00 for non-members. Judges' tickets are complimentary. For more information on the Women's Bar Association of Illinois, and to purchase tickets, please visit <http://www.wbaillinois.org>. Ticket and event information is also available by phone at (312) 341-8530.

The WBAI extends its appreciation to this year's Golden Sponsors: Barker & Castro, LLC; Corboy and Demetrio P.C.; Rogich & Richardson Ltd.; and Tabet Divito and Rothstein LLC. For any questions, please contact the Judicial Reception Co-Chairs, Karina DeHayes, Kathy Gallanis Matern or Michelle Kohut. Thanks also to our Silver Sponsor, The John Marshall Law School.

FIRST ANNUAL RISE UP AND REACH BACK SCHOLARSHIP LUNCHEON

Save the Date! The first annual Rise Up and Reach Back Scholarship Luncheon will be held on Friday, May 8, 2009 at Patterino's, 150 N. Dearborn St., Chicago. In recognition of their accomplishments in paving new inroads in the legal profession, while helping other women achieve similar success, retired Illinois Supreme Court Justice **Mary Ann G. McMorrow** and past Loyola Law School Dean **Nina Appel** will be the first recipients of the Esther Rothstein Award. Space is

limited for this fabulous event, so make sure to mark your calendar and watch for more information to follow.

WBAI'S 95TH ANNUAL INSTALLATION DINNER

It is almost time for the WBAI's biggest event of the year! **Save the date** for the WBAI's 95th Annual Dinner, honoring **Judge Patrice Ball-Reed** as the WBAI's 95th President, to be held on Thursday, June 11, 2009, at the Hilton Chicago, 720 S. Michigan Avenue.

PARTICIPATE IN THE WBAI PROCESS

The Nominating Committee will be responsible for slating the following positions for the WBAI 2009-2010 Board: Second Vice President, Financial Secretary, Treasurer, Recording Secretary, Corresponding Secretary, and open Director positions.

In order to participate on the Nominating Committee, you must be a member of the WBAI in good standing for at least 3 consecutive years. The WBAI invites your participation in this important process. Please RSVP to the WBAI at 312.341.8530 or at wbai@wbaillinois.org by February 23rd.

SUMMER SOIREE 2009, hosted by the Illinois State Bar Association Young Lawyers Division

This year's Summer Soiree to benefit the Children's Assistance Fund will be held on Friday, June 5, 2009, at 6:30-10:30 p.m. at the Chicago Cultural Center, Preston Bradley Hall, 78 East Washington, Chicago. Tickets will be \$125 each, and must be purchased in advance by May 18, 2009. The event will include a silent auction, cocktails, buffet stations, dancing, and the live music of the Monarch Orchestra. For more information, and to register online, visit www.isba.org/Sections/yld

The WBAI General Membership Meeting to elect the WBAI Nominating Committee will be held on Wednesday, February 25th @ 5:30pm at the CBA building at 321 S. Plymouth Court, 2nd Floor.

Important Information Shared at the WBAI's "Conceivable Options" Program By Deane B. Brown

The WBAI recently presented a free program at the Metropolitan Club entitled, "Conceivable Options: A Woman's Guide To Financial, Estate and Family Planning." The well-attended program, which featured a panel of three speakers, was sponsored by **The Horton Group**. Attendees at the program received one hour of MCLE credit.

Speakers at the program included **Rima Ports**, an estate planning partner at the Chicago law firm of Beermann Swerdlove LLP, who informed the attendees about "Ten Gruesome Estate Planning Mistakes." Another speaker at the program, **Lindsay Tilchen Johnson**, is a financial planner and Vice President of The Tilchen Corporation. She offered various financial planning tips, including planning for retirement, purchasing life, disability and health insurance, as well as titling assets

and real estate to be put in trust. The third speaker was **Mindy Berkson**, an infertility consultant with Lotus Blossom Consulting, LLC. She discussed common causes of infertility and various treatment options, as well as potential ethical and legal questions raised by issues such as surrogacy and egg donation. Following the program, a reception was sponsored by **The Horton Group**.

Watch for future WBAI programs that will provide you with the information you need for a successful personal and professional life.

A BEST KEPT SECRET - CRITICAL ILLNESS INSURANCE

By *Paul Shaheen, RHU REBC*

No matter the size of your practice, be it solo, big or small, attorneys often struggle with the taxing issue of how best to protect what is arguably their most valuable asset: the ability to earn an income. The most common solution is disability insurance, and it comes in many different types.



Individual policies for one. These can work, especially for solo practitioners. They are rich in benefits, but they can also be very expensive. Medical underwriting tends to be tight, and finding a policy that has the benefits language one truly needs can be difficult, at best.

Group disability plans. These can work as well; but again, finding the proper policy language can be exhausting (especially when looking for the correct "definition" of disability). Also, group policies tend not to be as benefit-rich as individual plans. Further, group coverage isn't portable (should one leave his or her place of employment), and when paid by the employer, benefits through group disability are taxable to rank and file employees.

This is not to say group or individual disability policies aren't viable options for you and your firm. However, many feel there is a true "best kept secret" in the disability field: "*critical illness*" insurance. You may be familiar with those employee-paid cancer protection plans from the insurance company that uses the monosyllabic talking duck as its spokesperson. You've seen them: they're the policies that pay a lump-sum benefit should an insured become stricken with cancer. Well, think of "critical illness" policies as the "steroid" version of what has just been described: more comprehensive, with more benefits, and, unlike steroids, completely legal! Critical illness (CI) policies are similar to life insurance, but with one key difference: your tax-free lump sum benefit comes to you while you're living, not upon death.

Here's how it works. Suppose you were to come down with invasive cancer or any one of nine other critical illnesses, such as a heart attack, stroke, paralysis, deafness, blindness, renal failure, loss of speech, a major burn or a major organ transplant. If so, a CI policy would pay you 100% of the face amount, tax-free. For example, a male,

29, non-smoker, can obtain \$100,000 coverage for an annual premium of \$579, and \$250,000 worth of coverage for an annual premium of \$1,355. Like life insurance, the benefit is tax-free, and it can be used in many ways.

Another example. If you are a solo-practitioner, just starting out, you may wish to obtain a disability policy for yourself, but may be having trouble getting coverage. Your gross earnings may be, say, \$75,000, but because most of your income is being put back into the business, you only claim earnings of \$40,000 a year. You need more than just the typical 66% of earnings most disability policies will cover. Solution: if you consider CI, you'll have protection against a catastrophic illness, and you can purchase as much coverage as you'd like. Why? Because, unlike disability plans, CI carriers aren't concerned with how much you make.

What if you are in partnership with another attorney? Suppose that you have set up a life insurance-funded buy-sell agreement in case one of you dies. But what happens if and when one of you becomes permanently disabled? For how long could your partner support himself or herself, or, for how long could you continue to financially support your partner? Solution: CI coverage. Should either of you come down with a dreaded illness, you have ready cash to help the practice survive through the lean times if a rainmaker or partner becomes disabled. Further, should you or your partner become permanently disabled, the cash proceeds from the CI policy can be used to buy out the disabled partner's share in the practice.

Keep this in mind as well: one gains the economic benefit of a CI policy regardless of one's actual ability to work. Remember, to collect on a disability policy, you must be UNABLE to perform the "material and substantial duties" of your regular occupation. You also have to go through your "waiting period," be it 30, 60, 90 or 180 days, depending upon the type of coverage, before being eligible to collect. With CI, upon your diagnosis, the benefit is paid, and it is paid regardless of your work history. Suppose you contract cancer, have surgery, then can come back to work in six months. You'll have already gained the benefit, and thus your "at work" status has no bearing.

One last thought. As suggested above, CI can also be used as a "key-man" or executive benefit. If your practice has a key rainmaker and you want to either provide a valuable benefit for him or her, or protect the practice against the financial impact the illness of a key partner might bring, then the proceeds from a CI policy can be used as a financial cushion should times become lean.

Paul Shaheen is a Vice President at The Horton Group, and is managing director of Horton's Law Firm Support Practice. F can be reached at 312-917-8623, or via email at: Paul.shaheen@thehortongroup.com



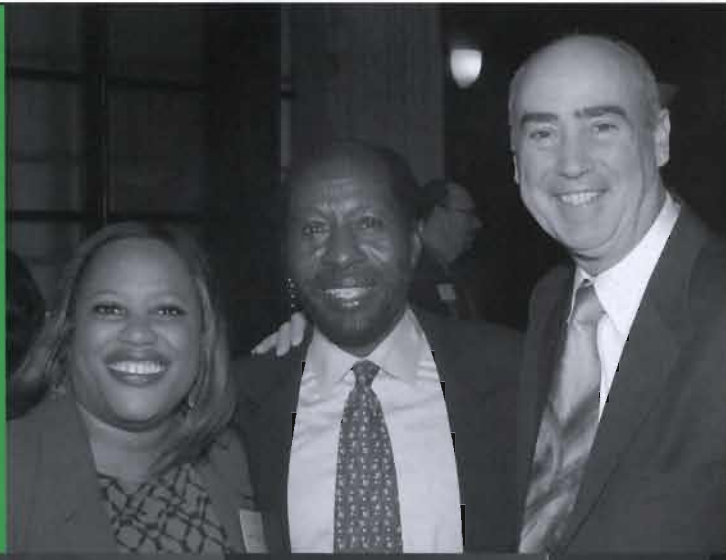
Alliance for Women Holiday Party 2008

The WBAI is proud to have co-hosted and co-sponsored the 2008 Alliance for Women Holiday Party. Other co-hosts included the CBA Alliance for Women, the Black Women Lawyers Association and the Young Lawyers Section Women in the Law Committee. The event was co-sponsored by Jenner & Block, Baker & McKenzie, Sidley Austin, Winston & Strawn, the Black Women Lawyers Association and Navigant.



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Women's Bar Association of Illinois



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No One Should Have to Choose

By Catherine Caporusso

Everyone gets sick. But more than 22 million working women in America don't have a single paid sick day. So what do workers do? They go to work ill and risk infecting their co-workers. They send their children to school, coughing and sneezing or leave them home alone because there are no better options.

Unlike 145 other nations, the United States has no law that requires employers to provide paid sick days. *Forty-two percent* of full-time, private-sector workers in Illinois—*almost 2.5 million*—have no paid sick days.

Without paid sick days, working families in Illinois risk a day's pay or even job loss to care for themselves or family members. But our state's lack of sick days is also a public concern. Only 22 percent of food and hospitality workers nationwide have any paid sick leave. Large numbers of workers in child care centers, retail, and nursing homes also lack paid sick leave. When workers go to work sick, everyone is at risk of increased contagion.

America's families want change. In a recent nationwide poll of likely voters, 89 percent of those polled expressed strong bipartisan support for a new minimum workplace standard that would ensure paid sick days.

This year, a sick days bill, *the Healthy Workplace Act*, will be introduced in the Illinois legislature to provide this standard benefit to nearly 2.5 million Illinois workers who do not have paid sick days. It will allow employees to earn up to seven paid sick days per year *for their own illnesses or to care for a sick family member or for medical appointments*. These days would be accrued hourly for every 30 hours worked.

The benefits of paid sick days would be good not only for workers, but for business and the rest of us. When ailing workers can stay home, their infections are less likely to spread to their co-workers, which would decrease absentee expenses. In food service and healthcare settings, customer and patient health are also protected.

Even a *Harvard Business Review* article reported that "presenteeism"—workers coming to work sick—costs companies more than they spend on healthcare expenses. Since the bill allows workers to take leave in hourly intervals, they can get preventive care, which can dramatically reduce healthcare costs. Workers who get this care might well make Illinois one of the healthiest states in America—and also reduce employer-paid insurance costs in the bargain. It might even enhance Illinois' attractiveness as a place to run or relocate a business.

It is time for us to enact a new labor standard that provides for paid sick days. Workers shouldn't have to jeopardize their jobs when they or family members get sick. The public shouldn't have to risk its health when workers get sick. Let's ensure healthy workers and workplaces in Illinois and pass a paid sick days bill. *For more information and to contact your legislators, go to www.SickDaysIllinois.org*

Ms. Caporusso is a plaintiffs' employment lawyer. She is also a member of the Board of the Illinois Chapter of the National Employment Lawyer's Association, a member of the Women Employed Advocacy Council and its Paid Leave coalition, and is the President of the Northwest Suburban Illinois chapter of NOW.



Asian American Bar Association of Greater Chicago Seminar Co-sponsored by the Women's Bar Association of Illinois

Thursday, February 26, 2009
7:30 – 8:30 a.m. Registration
Boulevard Room, Hilton Chicago
720 S. Michigan Avenue

"Diversify Your Practice: From Real Estate Law to Criminal Law"

Total: 8 Approved CLE Credits and 1 Approved Ethics Credit

\$225 – Members of AABA and WBAI

\$275 – Non-members

Prices Include Lunch and Breakfast

Reservation is limited

To reserve your seat:

please e-mail Jessica O'Brien at jarongobrien@sbcglobal.net

CELEBRATING UNITY AND DIVERSITY

By Michele M. Jochner

Over 300 members of Chicago's legal community recently joined together to celebrate diversity and to recognize our colleagues who have tirelessly worked to promote this ideal throughout their careers. It was a true honor for me to co-chair the 2008 Unity Award Dinner and Sixth-Annual All-Bar Swearing-In Ceremony. This ceremony began in 2003, when WBAI Board member Jessica Arong O'Brien brought together The John Marshall Law School and the Filipino American Bar Association to sponsor a truly unique event; an event where so many remarkable members of our legal community come together to applaud our wonderful differences, but also to unite in our common reverence of the law and our commitment for equal justice for all.



The theme of the event was "Diversity: The Common Threads We Weave," and, as I looked out across the room, the image of a vibrant tapestry came to life, woven from the rich and varied backgrounds, experiences and perspectives that each of us possesses. The promise of America lies in this rich cultural diversity, in a mosaic that unites us in our quest for the common good. We have all recently witnessed the historic power that can occur when we all come together and set aside differences to achieve a common goal: the election of Illinois' own Barack Obama as the first African-American President of the United States. That the son of a man from Kenya and a woman from Kansas now leads our country is a ringing testament to the work done by so many over the years to promote diversity, raise awareness and overcome long-held biases.

The fact that Barack Obama is the 44th president of our country serves as a striking and symbolic parallel to the record-number of 44 area bar associations that participated in the event's symbolic swearing-in ceremony, performed by Illinois Supreme Court Justice Anne M. Burke. The bar leaders promised to promote a commitment to diversity while furthering unity among their own members and those of other bar associations, and pledged to encourage a spirit of friendship and cooperation among all those within our legal community.

Mistress of Ceremonies Ellee Pai Hong, weekend anchor for

NBC 5 News, then announced the 2008 recipients of the Advancing Diversity Awards: Aurora Austriaco, Of Counsel to Peck, Blum & Austriaco & Koenig; Phillip Harris, a partner at Jenner & Block; and Carlina Tapia-Ruano, a partner at Tapia-Ruano and Gunn. The event was keynoted by Hon. Ann Claire Williams of the United States Court of Appeals for the Seventh Circuit, who received the 2008 Unity Award. Judge Williams—whose career has been hallmarked by a number of incredible "firsts"—has not only distinguished herself as a highly respected jurist on the federal bench, but has also dedicated herself to public service and minority concerns, working to coordinate organizations addressing those needs, and making a positive impact on our profession.

We have recently observed the 45th anniversary of the landmark "I Have a Dream Speech," by Rev. Martin Luther King Jr. As he stood on the steps of the Lincoln Memorial—no doubt reminding us of Abraham Lincoln's warning that a "house divided against itself cannot stand"—Rev. King expressed his hope for a future in which all people could co-exist in harmony and as equals, being judged not by the color of their skin, but by the content of their character. The honorees and attendees of this great event have dedicated themselves to furthering these ideals. Let us all pledge to join them in their endeavors to make this dream a true reality. We hope to see you at the 2009 Unity Dinner and Seventh-Annual All-Bar Swearing-In Ceremony this coming



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IT'S NEVER TOO EARLY TO THINK ABOUT GOLF....

It may be winter, but summer will be here before we know it, along with the WBAI Annual Golf Outing!
This year's outing will be held on August 13, 2009, at Oak Meadows Golf Course in Addison, Illinois.





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BICENTENNIAL BUST OF LINCOLN PRESENTED TO THE ILLINOIS SUPREME COURT

By *Karen McNulty Enright*

On Monday, January 12th, the Illinois State Bar Association, through its Board of Governors and its Lincoln Bicentennial Committee, presented a bust of Abraham Lincoln to the Illinois Supreme Court during a special session, honoring Illinois' most famous lawyer in celebration of the 200th anniversary of his birth (1809-2009). Members of the Court, the Board of Governors and the Bicentennial Committee were invited to attend the dedication and reception.

The bronze bust is titled "Prairie Lawyer – Master of Us All," after a line in the Vachel Lindsay poem "Abraham Lincoln Walks at Midnight (in Springfield, Illinois)." It was sculpted by the internationally acclaimed sculptor John W. McClarey of Decatur, who is well-known for his work involving the 16th president. The bust depicts a beardless Lincoln as he appeared during this time as an attorney when he lived in Springfield and rode the old 8th Judicial Circuit.

The court accepted the gift as a lasting tribute to the most revered lawyer in the history of our state and nation.

Jack Carey, President of the ISBA, quoted Lincoln in his opening remarks:

"'Never stir up litigation,' he said. 'There will still be business enough.'

'Resolve to be honest,' he said, 'and if in your own judgment you cannot be an honest lawyer, resolve to be honest without being a lawyer.'

For nearly 25 years, he rode the circuit and occasionally walked it—struggling to provide equal justice for all. The lawyers of Illinois are the rightful heirs of those struggles—and we reaffirm our willingness to assume those burdens as part of what Lincoln called the unfinished work. We do so as proud sons and daughters of the Land of Lincoln. We do so - because if we listen closely—we can hear his voice: *'It is for us the living to be dedicated to the unfinished work,'* he argued. *'With malice toward none and charity to all,'* he pled. *'Touched by the better angels of our nature.'*

Additionally, the Illinois Supreme Court unanimously approved and signed the following Resolution:

Whereas, A grateful nation observes the 200th Anniversary of the birth of Abraham Lincoln, and

Whereas, The lawyers of Illinois reaffirm their commitment to Lincoln's struggle to preserve the Rule of Law and provide equal justice for all Americans, and

Whereas, Lincoln's lasting influence on the cause of justice continues to inspire the People of Illinois to be touched by "the better angels of our nature."

Therefore, The Supreme Court of Illinois, on behalf of the People of Illinois, accepts with deep and abiding gratitude the bust of Abraham Lincoln by the distinguished American sculptor, John W. McClarey, commissioned by the Illinois State Bar Association upon the occasion of the Lincoln Bicentennial in lasting tribute to Abraham Lincoln as "Prairie Lawyer – Master of Us All."



Recent New Members and New Lawyers Reception—Another Success

By *Jennifer Irmen*

Have you ever wanted to meet a judge or find a mentor? Did you ever want the chance to network to find a job? Are you looking for leadership or philanthropic opportunities or to lobby on behalf of women's issues? If you have sought any one of the above at some point, you are likely either already a member of the WBAI or should join today!

This year's New Members Committee of the WBAI began hosting networking events at no cost to its current and potential members. Just this past January, it hosted another event at a trendy and up-and-coming restaurant and bar, English. Complimentary appetizers were served, a cash bar was available, and over one hundred people attended, including judges, politicians, partners in well-established law firms, new members and even law students! A great time was had by all!

The New Members Committee will be holding another networking event in May. The Committee is busy finalizing the details for that event, so stay tuned!

WBAI MASTER CALENDAR FOR 2008/2009 BAR YEAR

FEBRUARY 2009

Friday, February 6 th	Civil Litigation Luncheon 12:00pm– 2:00pm
Thursday, Feb. 12 th	Lincoln Bicentennial Celebration – Springfield, IL
Tuesday, Feb. 17 th	Domestic Relations Roundtable – 12pm
Wednesday, Feb. 18 th	Equinox Zumba Class – 5:30pm – 7:30pm
Thursday, Feb. 19 th	Criminal Litigation Program 5:30pm – 7:00pm
Wednesday, Feb. 25 th	General Membership Meeting & Reception– 5:30pm – 7:30pm Nominating Committee selected
Thursday, Feb. 26 th	Asian American Bar Association “Diversifying Your Practice: From Real Estate Law to Criminal Law” – 7:30am – 6:00pm

MARCH 2009

Thursday, March 5 th	WBAI Judicial Reception – 5:00pm – 8:00pm
Monday, March 9 th	Submissions due for all those seeking WBAI board positions
Thursday, March 19 th	Balancing Act Committee’s “Ramp On” Program Breakfast 8:00am – 9:30am

APRIL 2009

Thursday, April 2 nd	Civil Litigation Committee Program
Monday, April 14 th	Domestic Relations Roundtable
Friday, May 1 st	Law Day Program
Friday, May 8 th	“Rise Up and Reach Back” Scholarship Luncheon 12:00pm – 2:00pm

JUNE 2009

Thursday, June 11 th	95 th WBAI Annual Installation Dinner Honoring the Honorable Patrice Ball-Reed 5:00pm – 8:00pm
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For further information on programs and events, please contact the WBAI office at (312) 341-8530 or log on to our website www.wbaillinois.org.

95th Annual
WBAI Judicial Reception

Honoring the Recipients of the Mary Heftel Hooton Award

Chief Justice Thomas R. Fitzgerald

of the Illinois Supreme Court

introduced by Chief Judge James F. Holderman

Honorable Jennifer Duncan-Brice

Judge of the Circuit Court of Cook County-Law Division

introduced by Chief Judge Timothy C. Evans

Gold Sponsors

Barker & Castro, LLC

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Silver Sponsors

The John Marshall Law School

SmithAmundsen LLC

Thursday, March 5, 2009

Hotel Allegro 171 W. Randolph St. Chicago

Cocktails & Hors d'oeuvres, 5:00 - 8:30 p.m.

\$80.00 WBAI Members/\$95.00 Non-Members

Judges' Tickets Are Complimentary

For more information, please contact the Women's Bar Association of Illinois

312 S. Plymouth Court, Suite 403 Chicago, IL 60604

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Email: wbai@wbaillinois.org Website: www.wbaillinois.org