



ONONDAGA COUNTY BAR ASSOCIATION BAR REPORTER

FEATURED ARTICLES

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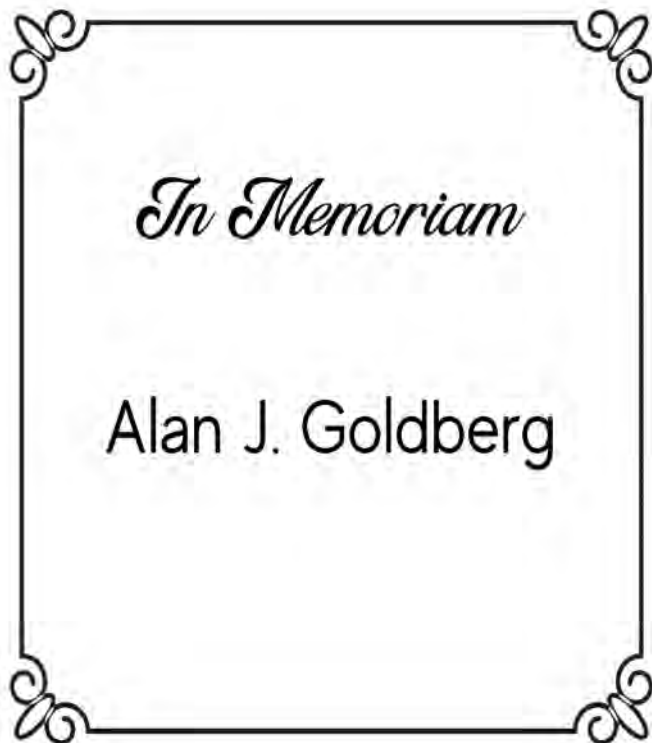
July/August 2021
Volume 66 Number 6



Onondaga County Bar Association
CNY Philanthropy Center
431 East Fayette Street, Suite 300
Syracuse, NY 13202
315-471-2667

Our Mission:

To maintain the honor and dignity of the profession of law, to cultivate social discourse among its members, and to increase its significance in promoting the due administration of Justice.





ONONDAGA COUNTY BAR ASSOCIATION

434 East Fayette St. | Syracuse, NY 13202 | Phone: 315-471-2662 | Fax: 315-471-0705 | www.ocba.org

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The 1,200 member Onondaga County Bar Association was founded in 1875. Among its purposes are: to maintain the honor and dignity of the profession of law; to promote suitable reforms and necessary improvements in the law; to facilitate the administration of justice; and, to elevate the standards of integrity, professional competence, and courtesy in the legal profession.

Work With Forensic Accountants Who Provide Reliable Investigation, Analysis and Testimony

For more than 43 years, Dannible & McKee has been providing litigation support and forensic accounting services to the legal community and their clients. Whether in settlement negotiations or at trial, our experts can strengthen your case with investigation, analysis and concise presentation of the financial facts. Time and again, our assessments have stood up to the scrutiny of cross-examination, making us the choice of counsel. To learn more visit **www.dmcipas.com** or call **315-472-9127**.



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Our professionals hold the following credentials that add credibility to the strength of your case:

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Mackenzie Hughes LLP is seeking an experienced immigration attorney. The ideal candidate will have experience with preparing, analyzing, and submitting nonimmigrant visas (H, L, E, TN, and O) and permanent residence processing experience (PERM, I-140, AOS filing) to the various immigration service centers/district offices and US Consulates worldwide.

Responsibilities to include: assess eligibility of certain immigrants to apply/qualify for status in the United States, meet assigned deadlines and communicate case progress/status/issues to partner(s), proficiency with various technology platforms, including Microsoft Office and ability to quickly achieve proficiency in customized software for immigration case processing and tracking, research various issues and collaborate with attorneys about strategies, and attend court appearances.

Candidate must have a J.D. degree and admission to the NYS Bar, a minimum of 3 years of business and family law immigration experience, experience with EB-5 Immigrant Investor Program is a plus, excellent written, analytical, oral, organizational and time management skills, strong work ethic and the ability to be an independent worker and handle multiple projects simultaneously, must be able to function effectively in a team oriented environment, demonstrate high level organizational skills for prioritizing workload, demonstrate ability to absorb, process and understand new information rapidly. Bilingual in English/Spanish a plus.

To apply, please send your resume and cover letter to humanresources@mackenziehughes.com.

Letter from the **PRESIDENT**



Danielle M. Fogel, Esq.

Dear Colleagues:

I hope everyone is enjoying their summer and has been out and about taking advantage of the sunny days!

Thank you to everyone who participated in our practical series on Post-COVID litigation. It was a great way to kick off the year. Please send along ideas for future CLEs.

One of my goals this year is to collaborate with other bar associations. We have already held a successful mentoring event with the CNYWBA at Salt City Market. Our next coffee session will be on August 10th. On August 25th, OCBA along with NYSBA will be hosting a young lawyers cocktail hour.

This event is FREE, but we ask you register [HERE](#). These young lawyers have missed out on networking and mentoring opportunities over the past 17 months, so we are excited to get them out and talking. Please join us at The Craftsman on the 25th.

Next up is our Annual Golf Tournament on August 26th. If you would like to participate, please contact Jeff with your foursome. Sponsorships remain available, learn more [HERE](#). If golfing is not your thing, you can always sponsor a hole or join us for dinner!

We already have plans for amazing fall events and programs. VALAC is hosting its Mutt Strut on September 23rd. The Oneida County Bar Association is having its golf tournament on September 17th. Please see the info included within the Bar Reporter.

We are excited to host our annual dinner on October 21st. Please send in your nominations for the Distinguished Lawyer, see p. 9 for details.

As we have all experienced a very difficult year and we may see some changes in the next few months, it is essential to remember your health and wellness. OCBA is looking to organize a section to promote attorney health and wellness. If anyone is interested in joining this group, please contact our past president Paula Engel.

Enjoy the rest of your summer and stay safe!!!

A handwritten signature in black ink, which appears to read "DM Fogel". The signature is stylized and fluid.

APPEALS

Civil, Criminal, Administrative
Referrals Welcome
(315) 474-1285

John A.
CIRANDO
Attorney at Law

250 S. Clinton Street
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Employer: Cohen Compagni Beckman Appler & Knoll, PLLC

Title: Litigation Associate

Job Location: Syracuse, NY

Job URL: www.ccblaw.com

Cohen Compagni Beckman Appler & Knoll, PLLC (a mid-size law firm with an emphasis on transactional health care matters, employment and litigation) is seeking a litigation attorney with 3 - 5 years of litigation experience for its Syracuse, NY office and downstate litigation practice. Must be self-motivated with strong organizational skills. Compensation and benefits commensurate with experience.

Please email a cover letter, resume and references to:

Michael J. Compagni, Managing Partner
(315) 671-6000
mcompagni@ccblaw.com



FROM THE COURTS:



From the Hon. Martha E. Mulroy Fifth Judicial District – Onondaga County Family Court

As the Supervisory Judge of the 5th District Family Court Judges, I wanted to extend an opportunity to new (and not-so-new) attorneys to join the Attorney for Children's panel. This very critical role involves the representation of children in the family court process. Intelligent, caring and diligent attorneys are needed to represent these special clients as their families make their way through court proceedings.

In order to be eligible to become an AFC, an attorney must:

- 1) Be in good standing in New York and in any other jurisdiction in which the attorney is admitted;
 - 2) Complete the introductory training sponsored by the AFC Program;
 - 3) Have obtained experience representing children, either as counsel of record or co-counsel in three different types of Family Court proceedings (a JD or PINS, child welfare, and a custody or visitation case);
 - 4) Have participated as counsel or co-counsel, or observed two hearings in Family Court at which testimony was taken;
 - 5) Not to be employed full time by a governmental agency.
- See 22 NYCRR 1032.49a)(1)

The next introductory training will be held in October (see next page for information). To receive the application, send your contact information to Deputy Director Adam Oshrin aoshrin@nycourts.gov. We can assist with "shadowing" opportunities. We can also consider experience representing parents to satisfy the requirements.

The attorneys are paid through Fourth Department Attorney for Children Program at \$75.00/hour. However, the payment is expeditious and guaranteed! There are efforts being put forth with our legislature to raise these rates.

This is a rewarding and fulfilling experience and as a Judge for several years, I can speak with first-hand knowledge both as a practitioner and as a judge as to the importance of this role. Please feel free to call me at 315-728-7234 if you have any questions.

There is more information on the following page and search this URL to learn even more about this opportunity:

<https://ad4.nycourts.gov/afc/cle/course/3435>

MEMORANDUM

TO: Prospective Attorneys for Children

FROM: Linda J. Kostin, Director, Office of Attorneys for Children

RE: Introductory Training Application and Related Information

DATE: July 2021

Thank you for your interest in the Attorneys for Children Program. Enclosed is an application for Introduction to Effective Representation of Children. The training will be held via webinar over half-days **on Monday, October 25, Tuesday, October 26, and Wednesday, October 27, 2021**. The training is being offered in collaboration with the Appellate Division, Third Department. The agenda for the training is enclosed.

Prior to attending the webinar, you must view five (5) training videos, including one segment of domestic violence training, on the AFC Program website. All attorneys, including those admitted to practice less than two years, will receive CLE credit for viewing the videos.

You will not be eligible for designation to a county panel until you have (1) completed the online training videos and submitted separate viewing verification affirmations (with the correct viewing codes) and evaluations for each video segment, and (2) attended the webinar training on October 25, 26 & 27.

Because there are many more applicants than seats for the webinar, not everyone who applies will be able to attend. Selections will be made on the basis of factors such as Family Court experience, geographic location, and "special" skills, e.g., fluency in a foreign language. **We cannot accept applicants who have not completed the experience requirement set forth in paragraphs 14 and 15 of the application. However, if you have a very strong application, particularly in less populous counties, we will work with you to help you obtain the required experience.**

A hard copy of the application with an original signature must be received by this office by August 16, 2021. Please do not fax or email applications. You will receive a letter informing you of the decision by September 3, 2021. **If accepted, you will also receive instructions for accessing the online training videos, which must be completed prior to the webinar.**

Once again, **applications must be received by August 16, 2021.** Thank you for your interest in the Attorneys for Children Program.

Please submit completed applications to:

**NYS Supreme Court, Appellate Division, Fourth Department
Office of Attorneys for Children
M. Dolores Denman Courthouse
50 East Avenue
Rochester, New York 14604**



ONONDAGA COUNTY BAR ASSOCIATION

431 East Fayette St. | Syracuse, NY 13202 | Phone: 315-471-2667 | Fax: 315-471-0705 | www.onbar.org

NOMINATIONS NOW BEING ACCEPTED FOR THE ONONDAGA COUNTY BAR ASSOCIATION'S DISTINGUISHED LAWYER AWARD

The Onondaga County Bar Association (OCBA) is seeking nominations for the 2021 Distinguished Lawyer Award. We have been honoring a local attorney for distinguished service to the profession since 1968. The OCBA Awards Committee reviews written nominations and recommends a candidate to the OCBA Board of Directors for its approval.

In order to qualify for nomination, the lawyer

- (1) must have devoted a professional career to the law;
- (2) must possess exceptional lawyering skills;
- (3) must display a devotion or dedication to the profession as evidenced by involvement or participation in projects or activities, reflecting an unselfish donation of time to the betterment of the profession; and
- (4) must possess ethics beyond reproach.

This year we are expanding our search for nominations and hope you can help us. There is no specific form for nominations. Simply send a letter, including the name of the attorney, a resumé, and a description of why the individual meets the above criteria for the Distinguished Lawyer Award. Feel free to include any supporting information that may be helpful to the Committee.

Nominations may be submitted to the **OCBA, 431 E. Fayette St., Suite 300, Syracuse, NY, 13202, in care of, Gioia A. Gensini, Chair of the Committee**. Deadline for nominations is **Friday, August 13th**. Anyone interested in more information about the nomination process may contact OCBA at 471-2667 or Gioia Gensini at 234-8604.

Gioia A. Gensini
Chair, OCBA Awards Committee

MEMBER SPOTLIGHT

ANDREW CROOM, ESQ.

*Legal Services of Central New York Staff Attorney Andrew Croom's focus on public interest advocacy came to light when he co-authored **Build Equity in the Construction Trades: A Racial Equity Impact Statement** with the Urban Jobs Task Force. He's led OCBA Community Engagement Committee public discussions on the I-81 project and was a recent panelist for the Race & Justice in CNY Police Reform discussion.*

Tell us about yourself. Where'd you go to college/law school? Were there signs, early on, that make sense today that foretold your future legal career? Do you come from a long line of practitioners?

I grew up in a small town in the Appalachian foothills in Western North Carolina. I attended Wake Forest University for my undergraduate degree and Hofstra University School of Law.

I do not come from long line of practitioners and might be the first attorney in my family. Growing up, much to the chagrin of my parents, I loved to argue. Fortunately my parents forced me to not just argue for the sake of arguing but to produce facts and evidence to support my positions. I think this cultivated skills that helped me choose the legal profession.

Tell us about your lawyer journey. What kind of law do you practice, or have practiced?

I started my lawyer journey at a small firm in Staten Island focusing primarily on personal injury and commercial litigation. In 2014, I moved to Syracuse with my wife to be closer to her family. With this move came the opportunity to start working in public interest which was a perfect fit for me. In 2015, I joined Legal Services of Central New York where I have worked in various areas of the law. I currently work on issues of racial justice and racial equity focusing on workplace discrimination, economic justice through workforce equity, and police accountability and transformation.



"Growing up, much to the chagrin of my parents, I loved to argue."

What about your law practice has been the most fun, cool, satisfying or gratifying?

Syracuse is a remarkable city with remarkable people. As with most cities, Syracuse has issues but it also has communities who are ready to tackle these issues and know best how to address them. Around four years ago I started looking into how, as a lawyer at a legal services organization, I could provide my services in a way that would support community-led initiatives and organizations. This led me to transition my practice from one rooted in traditional lawyering concepts to one focused on a community lawyering model. Because of this transition in lawyering styles, I have been able to work closely with many incredible community groups and individuals, and engage in interesting, gratifying work. For example, my work with the Urban Jobs Task Force on ensuring local, Syracuse-based jobs on the upcoming I-81 project, and the release of our "Equity in the Construction Trades" report, has been one of the most fulfilling experiences of my professional life.

You're an advocate for the public interest (policing/police reform, infrastructure) why are you drawn to these subjects? Why is it important for you to advocate on behalf of these issues?

This is a very complex question which I will try to answer in a few sentences but deserves much more. There is an over-policing problem in Syracuse. There is a lack of access to high-paying jobs in Syracuse. The burden of these issues are overwhelmingly felt by Black, Brown, and people of color. Both policing and lack of economic opportunity are systemic issues, of many, that support racial inequity in our city. Advocating for a change in these systems so that Syracuse can become a more equitable city is why I was drawn to these areas.

To the second question, I have some very strong personal beliefs but will keep my answer on the professional level. Professionally, I believe attorneys have an important role in working to dismantle systems that create inequity. We have tools, skills, access, privilege and other resources that can help in addressing those systemic issues. Being able to provide those resources to the community is why it is important for me to advocate on these issues and why I urge others in the legal profession to do the same.

Why should people volunteer with the bar association and become involved?

The OCBA provides a great forum for the sharing of ideas and getting to know the innovative, interesting work our fellow members of the bar are doing. The more people who are involved the greater understanding we will all have of the legal landscape in Onondaga County.



The Practice Page

Conducting Virtual Trials

Hon. Mark C. Dillon *

Covid-19 forced many of us to adapt to virtual methods of communication. Our court system transitioned from live court appearances to virtual work via Microsoft Teams. Virtual Bench Trial Protocols were developed for non-jury trials and distributed by OCA on February 11, 2021. They may have potential relevance in the event of future snow events, to accommodate far-off witnesses, or to cope with new unforeseen emergencies. A copy is available at <https://www.nycourts.gov/whatsnew/pdf/VirtualBenchTrial-Protocols-2112021.pdf>. Some examples from the protocols follow:

--- A stipulation to conduct a virtual criminal non-jury trial is required, while a stipulation is merely advisable in civil matters. However, in my view, even civil trials should only be held on stipulation of the parties, as CPLR 4013 requires that all or part of a trial may be conducted outside of the courthouse only by stipulation. The statute, enacted in 1962, did not envision the advances of technology where virtual trials may be conducted with multiple participants scattered at different locations and united merely by software. If the judge is in the courthouse and other trial participants are elsewhere, where is the trial physically occurring? The courthouse? At multiple locations at once? In cyberspace? Getting a stipulation forecloses a party disappointed with a trial result from later seeking to set the judgment aside, or undertaking an appeal, on a potential CPLR 4013 violation.

--- In the event a civil party is *pro se*, the court must conduct a pre-trial inquiry to assure that the party has access to, and familiarity with, the internet and the court's virtual platform, and provide the *pro se* party with the technical means if needed.

--- At least seven days before trial, a pre-trial conference is to be conducted where the attorneys are to stipulate to facts and admissible evidence, to help streamline the proceeding. Agreements on exhibits may include redactions. At least two days prior to the conference, the court is to be provided with a copy of all exhibits, with an identification of which ones are objected to, and why.

--- Any motions *in limine* are to be communicated to the court seven to ten days prior to the pre-trial conference, and then discussed at the conference.

--- An agreed-upon witness list, with a specification of any objections, must be provided to the court at least two days before the conference, and discussed at the conference.

--- Use of demonstrative evidence is to be discussed with the court via e-mail, and prior to opening statements.

--- Exhibits are to be Bates stamped so that trial witnesses may quickly and easily access relevant entries.

--- Participants are to exchange cell numbers and e-mail addresses, for use in the event of technical difficulties during the trial.

--- All parties during virtual proceedings should use their actual visual backgrounds, which are to be dignified, and wear proper attire.

--- The virtual trial is live-streamed to the public to assure public access, as required by Judiciary Law 4.

--- During the trial, counsel should make objections audibly and use the “raise hand” function, to further alert the court and the parties of an objection.

--- The court stenographer deems pre-identified exhibits as marked into evidence. If an exhibit is altered by a witness during trial, a copy of that version is to be transmitted by e-mail to all participants.

--- Matters in the Family Court will continue to use FTR recording devices, where appropriate.

--- Witnesses are to testify alone in a room absent prior permission of the court, to prevent off-camera coaching.

--- Counsel may request at any time a break to confer with the client. Private breakout rooms may be used to speak with the client, without leaving the virtual platform.

--- Interpreters are to translate sequentially rather than simultaneously, as simultaneous interpretations are not practical using a single broadcast speaker.

--- While virtual software is equipped with recording mechanisms, the only official record of the trial is that of the stenographer.

--- As with any trial, daily copy of the trial transcripts may be ordered and expeditiously delivered to counsel.

--- Decisions after virtual trials are to be rendered in the same fashion as directed by CPLR 4213 for traditional, live trials. They may be oral or in writing, state the facts that the court deems essential, and specify the elements of any applicable general or specific past and future damages claims and the awards thereon. The timing of virtual trial decisions is also the same, meaning that they should be rendered within 60 days from when the issues are finally submitted to the court for a determination. Be sure, when conducting virtual trials on behalf of a client, that all materials that must be included in the record for purposes of a post-trial motion to set aside the verdict or judgment (CPLR 4404), or for appellate review (CPLR 5526), are memorialized as well from virtual proceedings as they would be from those conducted in person.



* Mark C. Dillon is a Justice of the Appellate Division, 2nd Dept., an Adjunct Professor of New York Practice at Fordham Law School, and a contributing author of CPLR Practice Commentaries in McKinney's.



Property Paralegal

Bond, Schoeneck & King, PLLC, a law firm of 250 attorneys with offices across New York State, is accepting applications for a full-time Paralegal for the Syracuse office to support our Property Department. The ideal candidate will possess a high level of professionalism and strong communication skills and will be able to multitask and prioritize work as needed.

Position Responsibilities:

- Order and review title commitments, exception documents and surveys
- Prepare and administer contract critical dates and closing checklists
- Coordinate and assist with all aspects of closings, including preparation of conveyance documents, closing statements, and other closing documents
- Attend all post-closing requirements
- Prepare clear and concise correspondence and memorandum
- Review organizational and authority documents
- Order UCC Lien and other searches

Required Skills and Experience:

- Minimum 5 years of experience working in commercial and residential real estate matters
- Title examination and survey experience is preferred
- Excellent verbal and written communication skills
- Ability to handle a large volume of work
- Must be detail oriented and be able to prioritize daily tasks and responsibilities
- Exceptional organization skills and the ability to interact with clients
- A Bachelor's degree and/or paralegal certificate preferred

At Bond, exceptional work product and a collegial work environment are cornerstones of our success. We are committed to the communities in which we live and work. Bond has long recognized the value, both to its team and to our communities, of active participation in and support of charitable, governmental, professional and community-based organizations. Interested candidates should send cover letter and resume to <https://secure4.saashr.com/ta/6174334.careers?ApplyToJob=436475787>. We are an EEO employer.

Associate Attorney Position

Associate Attorney position available in small, downtown office. Strong research and writing skills necessary. Salary commensurate with experience and background. Benefits package included. Resume and cover letter accepted in confidence at the Onondaga County Bar Association, send to: info1@onbar.org.

What is the Lawyers' Assistance Program?

The Lawyers' Assistance Program of Onondaga County is a confidential service providing information, referrals, access to professional counseling and peer support.

What Kind of Assistance is Available?

You are entitled to a confidential telephone consultation, free counseling sessions with a professional counselor, and participation in peer support groups.

What Can I Expect When I Call for an Appointment?

You will talk to an intake coordinator who may refer you to an experienced counselor. Family Services Associates serves as the Program's counseling agency.

Is Contact with the Lawyers' Assistance Program Confidential?

YES. You can discuss the issue of confidentiality with the intake coordinator or counselor.

Why Was the Program Set Up?

The Program was established to assist lawyers who have problems with alcohol, drugs, stress, anxiety, depression, gambling and other personal problems.

Who May Call?

Attorneys, judges and law students in Onondaga County and these other neighboring counties: Oswego, Jefferson, Lewis, Herkimer, Oneida, Cortland, Cayuga and Madison counties.



For more information contact:

The New York State Bar Association Lawyer Assistance Program-- (800) 255-0569

Family Services Associates-- (315) 451-2161

Onondaga County Bar Association

Executive Director, Jeff Unaitis-- (315) 579-2581



The mission of the Onondaga County Bar Foundation, the philanthropic arm of the Onondaga County Bar Association, is to aid members of the legal profession in Onondaga County who may be ill, incapacitated, indigent or otherwise in need, and to improve and promote:

- **The administration of justice;**
- **Service to the public and the legal community;**
- **Equal access to the legal system for all;**
- **Professional ethics and responsibility;**
- **Legal research and education; and**

Established in 1975, the Foundation is a 501(c)(3) tax-exempt corporation. To fulfill its mission, the Foundation depends on individual donations (which are tax deductible as charitable contributions) and grants from other funding sources. The Foundation welcomes grant applications for projects consistent with this mission statement.

Women in the Courts Taskforce

Central New York Women's Bar Association
Onondaga County Bar Association

Breakfast at the Bar

A monthly networking event for women in the legal profession



Round Two!

Tuesday, August 10, 2021

8:00 A.M.

Salt City Coffee and Bar
Salt City Market, 484 S. Salina Street



Save the Date

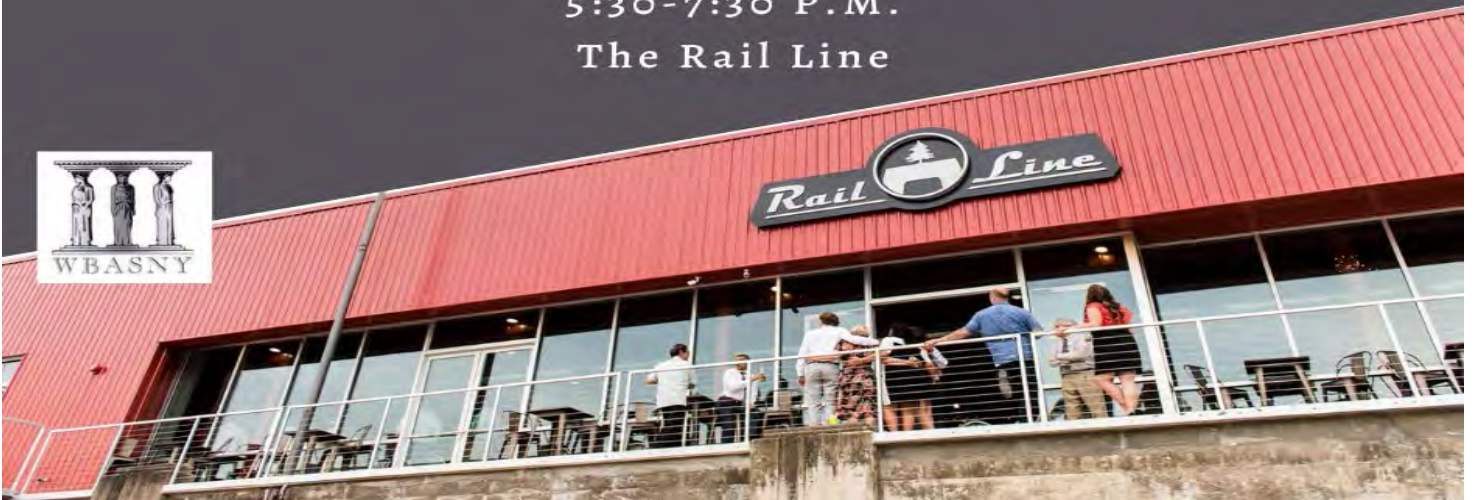
THE CENTRAL NEW YORK WOMEN'S BAR ASSOCIATION

39TH ANNUAL JUDICIAL RECEPTION

Thursday, August 19, 2021

5:30-7:30 P.M.

The Rail Line



Ethics Hotline

New York lawyers faced with ethical questions regarding their own prospective conduct can reach the Ethics Hotline by calling volunteers Victor Hershendorfer at **315-913-4087** or Tony Gigliotti **315-727-6780**.

The Ethics Hotline is operated and staffed by members of the Onondaga County Bar Association's Committee on Professional Ethics (the "Committee"). These volunteers respond to inquiries made by lawyers admitted in New York who face ethical questions regarding their own prospective conduct. The purpose of the Hotline is to provide informal guidance to callers in accordance with the New York Rules of Professional Conduct (the "New York Rules"). Any information provided in response to a Hotline inquiry is merely the opinion of the Committee member answering the call. It is not the opinion of the Committee as a whole. The information provided in response to a Hotline inquiry does not constitute legal advice. If the matter involves complex issues, or implicates a substantive area of law, you may wish to retain professional ethics counsel.

Callers should be aware of the following guidelines before calling the Ethics Hotline:

1. The Hotline only provides guidance to lawyers admitted to practice in New York about the New York Rules.
2. The Hotline only provides guidance concerning the caller's own prospective conduct. We do not answer questions about past conduct or the conduct of other lawyers.
3. The Hotline does not provide legal advice or answer questions of law.
4. The Hotline does not provide answers to hypothetical questions nor inquiries which have also been submitted to another bar association's ethics committee.
5. The Hotline does not answer questions about the unlicensed practice of law (UPL). UPL is governed by statutory law, not the New York Rules and is, therefore, outside the Committee's jurisdiction.
6. The Hotline provides general guidance. Due to the limited information we can obtain during a brief and informal telephone conversation, we cannot provide a definitive answer to Hotline questions.
7. The Hotline does not answer questions where the issue itself is the matter of a pending legal proceeding or is before a grievance committee.
8. Although it is the Committee's policy to maintain confidentiality of all Hotline inquiries, callers should be aware that the information is not protected by the attorney-client privilege or RPC 1.6.
9. The Ethics Hotline does not respond to complaints or inquiries regarding unethical conduct of other lawyers. Any such complaints or inquiries should be addressed to the Grievance or Disciplinary Committee for the county in which the lawyer practices (see <http://www.nycourts.gov/attorneys/grievance/>).
10. Lawyers who call the Ethics Hotline are required to provide their full name and telephone numbers.

If, after speaking with someone on the Hotline, a New York lawyer wishes to obtain a written Informal Opinion from the Committee, he or she may submit a written request. Please review the guidelines for requesting an Informal Opinion here (See attached guidelines – need hyperlink to the document). As with Hotline questions, the Committee's Informal Opinions are limited to interpreting the New York Rules. Please be aware that the Committee cannot provide a concrete timeline for responding to written requests. If your matter is urgent, you may wish to retain professional ethics counsel.

Newsmakers & Influencers



HISCOCK LEGAL AID SOCIETY
PROMOTING JUSTICE FOR ALL SINCE 1949



HLAS Executive Director Linda Gehron to Retire in 2022

The Board of Directors of Hiscock Legal Aid Society (HLA) is grateful to Linda Gehron, Executive Director, CEO, and President of HLA, for her dedication to the agency's mission of ensuring justice for all over the last decade. Ms. Gehron, who has served as the head of the organization since 2017, has announced her retirement which will become effective in early 2022 after her successor is selected.

Ms. Gehron spent 30 years in private practice representing people in need in the family and criminal courts of Onondaga County before bringing that knowledge and experience to HLA in 2012. Ms. Gehron joined the Family Court Program of the Hiscock Legal Aid Society as a Senior Attorney before serving as the Program's Supervisor from 2013 - 2017. She began her position as Executive Director on February 1, 2017, and has been successful in expanding programming for clients and navigating HLA through the Covid-19 pandemic. Ms. Gehron is a member of the Chief Judge's Commission on Parental Representation, the New York State Bar Association's Committee on Mandated Representation and Committee on Families and the Law, the Chief Defender's Association of New York, the New York State Defenders Association, and the Onondaga County Bar Association. She has written and given presentations about family law for many national, statewide, and local organizations. The Board of Directors wishes Ms. Gehron the best in her well-earned retirement.

Congratulations Linda!

***Thank you for championing justice on behalf of
the neediest among us.***

Newsmakers & Influencers

Christina M. Verone Juliano Elected to Federation of Defense & Corporate Counsel



Christina M. Verone Juliano, Esq.

Hancock Estabrook, LLP Litigation Partner and Women's Initiative Chair Christina M. Verone Juliano has been unanimously elected by the Board of Directors to the Federation of Defense & Corporate Counsel (FDCC).

Ms. Verone Juliano is an experienced litigator and trial attorney. She represents clients in a broad range of civil matters, including commercial disputes, medical and dental malpractice defense, personal injury and general insurance defense, asbestos and toxic tort litigation, employment litigation, environmental litigation regarding the New York State Navigation Law, and Article 78 proceedings regarding the State Environmental Quality Review Act.

FDCC is composed of recognized leaders in the legal community who have achieved professional distinction and who are dedicated to promoting knowledge, fellowship and professionalism as they pursue the course of a balanced justice system and represent those in need of defense in civil lawsuits. For over 80 years, the hand-picked members of the FDCC have been leaders in-house and in the courthouse. It is an elite group that drives the agenda and educates the defense legal community.

PLEASE JOIN THE
VOLUNTEER LAWYERS PROJECT OF CNY FOR

CHEERS FOR A CAUSE

THURSDAY, SEPTEMBER 30 • 6:00 PM - 7:00 PM
VIA ZOOM • \$100/TICKET

A virtual wine tasting fundraiser and volunteer celebration
hosted by Saint Urban Wine Bar. Proceeds benefit
Volunteer Lawyers Project of CNY and our mission to
provide access to justice. Learn more and buy a ticket at:
www.vlpcny.org/events/cheersforacause

**VOLUNTEER
LAWYERS PROJECT
OF CNY, INC.** SAINT URBAN

Newsmakers & Influencers



Caitlyn Ford



Jade Rodriguez



Margaret Talt

Barclay Damon Welcomes New Associates

Seven former law clerks, upon admission to the New York State Bar, have joined Barclay Damon as new associates. Three will begin their legal career's in the firm's Syracuse office.

Caitlyn Ford is a member of the Reconstructing, Bankruptcy & Creditors' Rights Practice area. She graduated from Rutgers School of Law and her experience includes serving as a law clerk with Lite DePalma Greenberg, LLC and as a legal intern with the Legal Aid Society.

Jade Rodriguez is a new member of the Commercial Litigation and White Collar & Government Investigations practice areas. A graduate of the Syracuse University College of Law, her previous experience includes serving as a BellCornerstone, LLC legal analyst and a Securities Arbitration and Consumer law clinic student attorney.

Margaret Talt is a member of the Real Estate and Financial Institutions & Lending practice areas. She is a graduate of the Syracuse University College of Law. Her previous work experience is local and includes serving as a Barclay Damon summer associate as well as a D.J. & J.A. Cirando, PLLC law clerk.

The remaining four new associates are:

Jen Cruz is with the Health & Human Services Providers and Health Care Controversies team in the Albany office.

Amy Hahn will work within the intellectual Property Department in the Rochester office.

Emma Marshall will be based in the Albany office with the Environmental and Regulatory practice areas.

Lisa Zaccagnino joins the Trusts & Estates practice in the firm's Buffalo office.

Newsmakers & Influencers

Three Join Bousquet Holstein Summer Associate Program



Mazaher Kaila

Mazaher (Mazzy) Kaila is entering her final year at Syracuse University College of Law. At Syracuse, Mazzy was elected the 2021-2022 Student Bar Association Executive President. She is a member of the Travis H.D. Lewin Advocacy Honor Society and the business editor of the Journal of International Law and Commerce, which later this year will publish her note titled, "The Global Prison System: Will the U.S. take accountability and lead in reform?". Mazzy also served as 2020-2021 President of the Black Law Students Association. Last summer, Mazzy served as a Research Assistant to Professor Paula Johnson and has also interned for the offices of New York State Assemblyman William Magnarelli and the Onondaga County District Attorney. Mazzy is a 2019 graduate of Syracuse University's Maxwell School of Citizenship and Public Affairs, where she earned a Bachelor of Arts in Political Science.



Diana G. Rogatch

Diana G. Rogatch is entering her final year of studies at Syracuse University where she is pursuing a joint J.D./M.B.A. degree from the College of Law and the Martin J. Whitman School of Management. She is a member of the Travis H.D. Lewin Advocacy Honor Society in the ADR and Appellate Divisions. She competed in the ABA Negotiation Competition and the Fordham National Basketball Negotiation Competition during the 2020-2021 academic year. Last fall, she was a Judicial Extern for U.S. District Court Judge, Hon. Frederick James Scullin Jr. Diana is a summa cum laude 2016 graduate of Suffolk University, where she earned a Bachelor of Arts in History and completed a Paralegal Certificate Program in Applied Legal Studies.



M. Andrea Rojas

M. Andrea Rojas begins her second year of law school at Syracuse University College of Law this fall. At Syracuse, Andrea is a member of the First-Generation Law Student Society, Latin American Law Student Society, Women's Law Students' Association and the Sports and Entertainment Law Society. Last year she served as a Legal Assistant for the Department of Justice Executive Office for Immigration Review and previously worked as a Legal Assistant at the Washington, DC firm of Jennings, Strouss and Salmon, PLC. She is a 2018 graduate of George Washington University with a Bachelor of Arts in International Affairs and a minor in Political Science.

Newsmakers & Influencers

Gilles R. Abitbol Receives Attorney for the Child Award

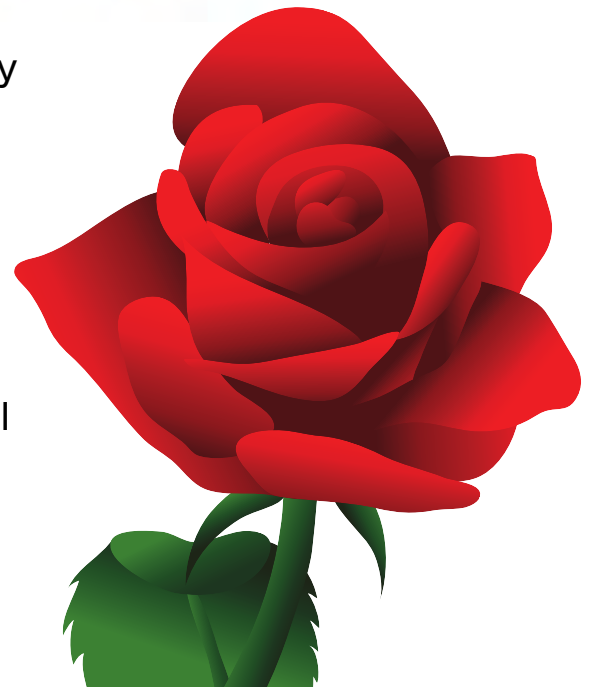
Earlier this summer, attorney Gilles R. Abitbol received the 2020 Hon. Michael F. Dillon Attorneys for Children Award.

Abitbol was designated to receive this award by the Fourth Department Attorneys for Children Advisory Committee, which annually selects two attorneys for children from each of the Fifth, Seventh, and Eighth Districts to receive this honor.

The award signifies vigorous advocacy on behalf of children. The award is named for the late Presiding Justice Michael F. Dillon, who spearheaded the development of the highest quality of representation for children in the Fourth Department and who initiated mandatory training for attorneys for children in New York State.



We're with Shakespeare on this...for "a rose by any other name would smell as sweet" is an appropriate correlation to make here. Due to an expansion of its services in counties surrounding Onondaga County, the former Volunteer Lawyers Project of Onondaga County earlier this summer received approval to change its name to the Volunteer Lawyers Project of CNY, Inc. Way to go VLP!



Newsletters & Influencers



Professor Suzette Melendez Appointed Associate Dean for Equity & Inclusion

In this position, Melendez will work across the entire college leading ongoing efforts to foster an inclusive learning community that seeks to address and eradicate racism and other forms of discrimination, that values and builds on Syracuse Law's diversity, and that equips law students with the cultural competence necessary to function effectively and ethically in 21st century legal practice.

Melendez will continue her work as Chair of the Committee on Inclusion Initiatives, which in light of its permanence and composition will now be known as the Inclusion Council. The Inclusion Council meets regularly to evaluate the climate at the College of Law and to make recommendations for actions to create and sustain an inclusive learning community.

Most recently the Inclusion Council, together with the Curriculum Committee, chaired by Professor Paula Johnson, has advanced Syracuse Law's new three-pronged Cultural Competency Curriculum; provided a series of professional development opportunities and resources for faculty, staff and students; and advocated for the creation of the Hon. Sandra L. Townes, L'76 Diversity, Equity, and Inclusion Student Resource Center. The Council's work has also represented the law school's investment in campus-wide anti-discriminatory initiatives.

In addition to her new role's responsibilities, Melendez will continue teaching Family Law.



Suzette Melendez



Hon. Ramon Rivera



Paula C. Johnson



Laurence Bousquet

Justice Rivera Among Local Luminaries Receiving SUCOL Recognition

The Latin American Law Students Association Legacy Award celebrates the significant contributions of alumni to their communities, the level of excellence they have achieved in their fields, and their leadership toward and commitment to overcoming the underrepresentation of Latinas/os/x in the legal profession.

This year's recipient is the Hon. Ramon E. Rivera L'94, New York State Court of Claims, for his service to immigration, labor, and employment law as a partner of Mackenzie Hughes LLP. He was approved as a justice on the New York State Court of Claims earlier this spring after having been nominated by Gov. Andrew Cuomo.

Justice Rivera will receive his award at a September 25, 2021 ceremony during Law Alumni Weekend.

Professor Paula Johnson and Laurence Bousquet will receive the 2021 Law Honors Award for distinguished service to the College and the community.

Johnson receives her award in recognition of her work as Co-Founder and Co-Director of the Cold Case Initiative and its work in seeking justice for the victims of racially motivated murders committed during the Civil Rights era and beyond.

Bousquet, the 2018 OCBA Distinguished Lawyer, receives the Law Honors award for his extraordinary service to Central New York.

Newsmakers & Influencers

Bousquet Holstein Adds Marketing Coordinator



Will Sudderth joins Bousquet Holstein PLLC as the firm's Marketing Coordinator, a newly created position.

In this role, Sudderth will be responsible for digital marketing and content creation, as well as written communications, community relations, web analytics and social media strategies.

Prior to joining Bousquet Holstein, he served as the Communications and Marketing Manager at ACR Health in Syracuse. Previous to this experience he was the Executive Director of the Onondaga County Democratic Committee.

If you are a client of, or need files previously in the possession of,
Robert L. Tisdell, Esq.
he is now retired. If you want or need a file then please call
(315) 474-298
to make arrangements.



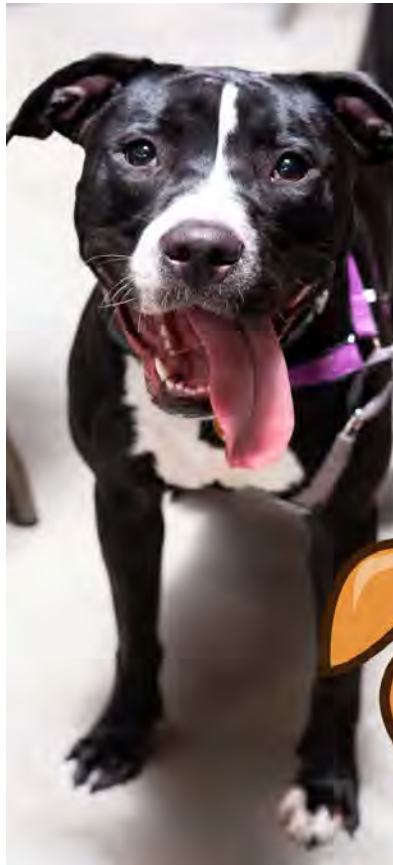
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dzamelis@windstream.net



A NEW DATE TO SAVE!!

The VALAC Mutt Strut returns to the Rail Line on the evening of Thursday, September 23, 2021.* Details to follow. If you are a Rescue Group or Shelter interested in participating, please contact Program Director Nick DeMartino at Nick@nicholasdemartinolaw.com. All are welcome!



*This is a date change. Previous date was 9/9/21



#NationalInternDay

Summer clerks, Summer associates, and interns were celebrated for the hard work they give to the firms who hire these enterprising law students. We thank you for calling Syracuse HOME during the warm months. We had such a good time on July 29th at Oh My Darling, where we enjoyed a delightful lunch with thanks to our friends at [Bond, Schoeneck & King](#) for picking up the tab.



Division of Criminal Justice
Medicaid Fraud Control Unit – Syracuse
Special Assistant Attorney General
Reference No. MFCU_SAAG_SYR_3354

Application Deadline is August 20, 2021

The New York State Office of the Attorney General's (OAG) [Medicaid Fraud Control Unit](#) is seeking an attorney with experience and interest in investigating and prosecuting complex wrongdoing in the healthcare industry, including fraud and professional misconduct, to serve Central New York as a Special Assistant Attorney General in its Syracuse regional office.

Utilizing the New York State Penal Law, the False Claims Act, Social Services Law §145-b, the Executive Law, and other New York laws, the Unit brings civil actions and criminal proceedings to successfully prosecute individuals and companies who are responsible for improper or fraudulent Medicaid billing schemes. Many of the Unit's investigations are conducted in coordination with other state, federal or local government and prosecutorial agencies, and have resulted in revenue generation through the large-scale recovery of taxpayer money. Additionally, MFCU investigates reports of abuse and neglect at nursing homes and other health care facilities in New York. The importance of this work is highlighted in the [OAG's recently released report](#) investigating allegations of COVID-19-related neglect of nursing home residents across New York State.

The selected candidate will lead team investigations of allegations of financial fraud in the healthcare industry, and of abuse and neglect of residents of healthcare facilities, present evidence to grand juries, and conduct evidentiary hearings and trials in New York State courts.

Applicants must possess the following qualifications:

- A **minimum of four (4) years of practice experience**, including grand jury, trial and/or substantial complex business litigation practice that must include criminal practice experience and preferably includes the investigation and prosecution of financial crimes;
- Excellent analytical, writing, communication and organizational skills;
- Experience drafting and overseeing the execution of search and eavesdropping warrants is a plus;
- The ability to articulate the critical issues in a case accurately and precisely;
- Good judgement with the ability to work equally well independently and as a productive member of a team; this includes working in a supportive, respectful and collaborative manner with professional and support staff; and
- Technology proficiency that preferably includes knowledge of and experience using Microsoft Office applications, case management software and eDiscovery platforms.

Applicants must reside in (or intend to soon become a resident of) New York State and be admitted to the New York State bar. In addition, the Public Officers Law requires that attorneys in the OAG be citizens of the United States. A two (2) year commitment upon being hired is a condition of employment.

OAG employees serve more than 19 million state residents through a wide variety of occupations. We offer a comprehensive New York State benefits package, including paid leave, health, dental, vision and retirement

benefits, and family-friendly policies. As an employee of the OAG, you will join a team of dedicated individuals who work to serve the people of our State.

*Candidates from diverse backgrounds are encouraged to apply.
The OAG is an equal opportunity employer and is committed to workplace diversity.*

HOW TO APPLY

Applications are being received online. To apply, please click on the following link: [MFCU SAAG SYR 3354](#)

To ensure consideration, applications must be received by close of business on August 20, 2021.

Applicants must be prepared to submit a complete application consisting of the following:

- [Cover Letter](#) (You may address to Legal Recruitment)
- [Resume](#)
- List of three (3) professional [references](#) with contact information and email addresses
- Law school [transcript](#) if less than five (5) years post-graduate (unofficial is acceptable)
- [Writing Sample](#)

Please note: Failure to submit a complete application will delay the consideration of your application.

If you have questions regarding a position with the OAG and the application process or you need assistance with submitting your application, please contact Legal Recruitment via email at recruitment@ag.ny.gov or phone at 212-416-8080.

For more information about the OAG, please visit our website: ag.ny.gov

Part-Time Administrative Law Judge - Appeals Panel **City of Syracuse Bureau of Administrative Adjudication**

OVERVIEW

The City of Syracuse's Bureau of Administrative Adjudication is hiring for its Appeals Panel. This is a part-time position. The Panel convenes quarterly for approximately 3-4 hours per Panel.

Syracuse's intent and purpose of establishing a Bureau of Administrative Adjudication is to systematically address blight and quality of life violations that negatively affect individuals living in substandard properties, and impact the neighborhoods surrounding such properties. The goal of the Bureau is to improve compliance with property codes that affect the health and safety of residents and vitality of our city's neighborhoods by expediting the levying of fines and penalties that remain non-compliant after an established period to remedy the violation has been given.

The Bureau's Appeals Panel will convene a three (3) administrative law judge administrative appeals panel for appeals of a final decision, final determination or final order of an administrative hearing of charges of municipal code violation, statutory violations and fee disputes relative to matters that constitute a danger or threat to the public health, safety or welfare of the City of Syracuse.

Candidates for this role should demonstrate a passion for public service and a strong desire to help improve the city's neighborhoods. Candidates should also have a proven track-record of successful mediation and be able to communicate effectively with diverse groups of people in a variety of situations. This position reports to the Director and Chief Administrative Law Judge of the Bureau of Administrative Adjudication.

TYPICAL WORK ACTIVITIES

- Conducts hearings and proceedings regarding matters relating to charges of municipal code violation, statutory violations and fee disputes relative to matters that constitute a danger or threat to the public health, safety or welfare of the City of Syracuse.
- Renders final finds of fact and final decisions, determinations or orders imposing civil penalties.
- Hear administrative appeals and render decisions.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS

- Thorough knowledge of municipal law as it relates to the Syracuse Property Maintenance Code, Syracuse Zoning Ordinance and New York State Property Maintenance Code and other applicable laws and regulations;
- Thorough knowledge of administrative law and procedures;
- Ability to organize materials for hearings;

- Ability to conduct administrative hearings and appeals;
- Ability to get along and work well with others;
- Ethical conduct in the practice of law in the State of New York; and
- Physical condition commensurate with the demands of the position.

MINIMUM QUALIFICATIONS

- **Must be a resident of the City of Syracuse.**
- Candidates shall be attorneys in good standing, admitted to practice in the state of New York for at least three (3) years.

The position offers an hourly rate of \$100.00-125.00. For consideration, send cover letter and resume to Leah A. Witmer, Esq., Director and Chief Administrative Law Judge at lwitmer@syr.gov.

The City of Syracuse may conduct a criminal background check with regard to the employment sought.

Equal Opportunity Employer

The Affirmative Action Policy of the City of Syracuse is to provide equal employment opportunity for all individuals regardless of race, color, sex, religion, creed, age (18 and over), marital status, national origin, disability, veteran status, gender identity or gender expression, sexual or affectional preference or orientation, or any other classified group within the protected class. The City also complies with 31 CFR part 51. If you have a disability for which you wish special accommodation to be made, contact the Department of Personnel at City Hall, Rm 312 at 448-8780.



HISCOCK LEGAL AID SOCIETY

1949

FAMILY LAW ATTORNEY

About Hiscock Legal Aid: Hiscock Legal Aid (HLA), founded in 1949, is a non-profit agency located in Syracuse, New York and is the primary provider of legal services to low-income individuals in Central New York. HLA promotes the right of every person to equal justice under the law by providing high-quality legal assistance to individuals and families in need. For more information, please visit www.hlalaw.org.

About the Position: The Hiscock Legal Aid Society, located in Syracuse, New York, seeks an attorney to join its Family Court Program and represent adult clients in family law matters, including Family Offense, Abuse/Neglect, Custody/Visitation, and Support Violation cases. Our attorneys appear before the judges, court attorney referees, and support magistrates of Onondaga County Family Court on a daily basis. Attorneys in the Family Court Program are very passionate and knowledgeable and routinely collaborate on cases to provide strong, zealous advocacy for clients. HLA works as a team to provide clients holistic representation and to provide attorneys with access to a vast amount of knowledge and experience, including practice areas beyond family court. The Family Court Program team includes law assistants and other support staff who assist attorneys with daily tasks, including but not limited to service, screening, scheduling, discovery, correspondence and client advocacy. Our more experienced attorneys are provided with opportunities and encouraged to present at CLEs and other legal platforms or community events.

Required Qualifications: Demonstrated commitment to public-interest law and to serving low-income persons. Admission or pending admission to New York Bar.

Preferred Qualifications: Ability to multi-task while remaining detail-oriented. Strong written and oral advocacy skills. Diverse economic, social, and/or cultural experiences.

Salary: Depends on experience.

Benefits: Excellent fringe benefits including generous leave, health, dental, and optical insurance, 401(k) retirement plan, and a great work environment.

Start Date: As soon as mutually agreeable.

Application Instructions: Applicants should submit a cover letter, resume, and list of three references to Gregory W. Dewan, Esq., Deputy Executive Director, at hiring@hlalaw.org.

Hiscock Legal Aid is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, experiences, and communities to apply.



Oneida County Bar Association End of Summer Golf Outing

Friday, September 17, 2021
Stonebridge Golf and Country Club
2430 Graffenburg Road, New Hartford
Captain and Crew

**PLEASE SUBMIT
REGISTRATION
FORM AND CHECK
NO LATER THAN
AUGUST 31, 2021**

Chairman: George C. Murad, Esq.

TIME:	12:00 - 1:00 p.m. – Registration and Lunch 1:00 p.m. – Shot Gun Tee Time	CARTS INCLUDED
LUNCH:	Hot Dogs, Burgers, Macaroni Salad available at the Club House adjacent to 1 st Tee	
COCKTAILS:	6:00 p.m.- 7:00 p.m. – Open Bar	
DINNER:	7:00 p.m.	
MENU:	Dinner Buffet - Carved Beef and Turkey, Baked Haddock, Pasta Station with Two Pastas, Antipasto Station, Stuffed Mushrooms, Cheese & Crackers, Pizza	
PRIZES:	Longest Drive, Closest to Pin, Raffles, 50/50 Drawing	

**Please send your registration form and check to the Oneida County Bar Association
at 258 Genesee St., Suite 302, Utica, NY 13502 **no later than August 31, 2021.****

Name(s): _____ Phone #: _____

Number Attending: _____ 18 Holes of Golf x \$50.00 = \$ _____

Number Attending: _____ 18 Holes of Golf w/Dinner & Open Bar x \$110.00 = \$ _____

Number Attending: _____ Dinner With Open Bar x \$60.00 = \$ _____

TOTAL ENCLOSED: \$ _____

**NOT AVAILABLE
FOR GOLF?**

*If you have a foursome, please advise of the names of
your foursome with your registration. Please print:*

**COME JOIN US
FOR DINNER!**



FREE

OCBA/NYSBA CO-SPONSOR



Young Lawyers
Section



Young Lawyers Who Cocktail

Meet New Colleagues/Avoid Old Ones!

5 TO 7 PM | WED., AUGUST 25, 2021
2 COMPLIMENTARY DRINK TIX | LIGHT APPS

BROWN DUKE & FOGEL, P.C.
ATTORNEYS AND COUNSELORS AT LAW

SATTER RUHLEN
LAW FIRM, PLLC



BARCLAY
DAMON LLP

7300 E. Genesee Street, Fayetteville, NY



Please **RSVP** at www.onbar.org

19th Annual Dan Mathews Golf Outing

Sponsorship Opportunities

Date: Thursday, August 26, 2021
Location: Pompey Country Club



GEDDES FEDERAL SAVINGS
and Loan Association

Platinum Sponsor \$1000

- Complimentary Foursome (\$500 value)
- Dinner for Four
- Hole Sponsor (Tee & Green)
- Four Cart Sponsors
- Recognition in Dinner Program
- Recognition on OCBA Website, Social Media and Bar Reporter

Hole Sponsor \$300

- Sign on Cart, Tee & Green
- Recognition on OCBA Website, Social Media and Bar Reporter

Tee Sponsor \$150

- Sign on Tee

Schedule

11:30am Registration & Lunch
12:45pm 18 Hole Shotgun Start
5:30pm Dinner & Awards

Prices

\$125 18 Holes, Cart & Steak Bake
\$100 Newly Admitted Attorney (<5 years)
\$50 Steak Bake Only

Register online at www.onbar.org/events-programs/
For more information, contact JUnaitis@onbar.org

19th Annual Dan Mathews Golf Outing Sponsorship Form

☐ Platinum Sponsor ☐ Hole Sponsor
☐ Tee Sponsor



Name _____
Firm _____
Address _____
Phone _____
Email _____

Players Names (if applicable) _____

Amount enclosed: \$ _____

*Event proceeds benefit the Lawyers Assistance Program of the
Onondaga County Bar Foundation and Bar Association*

THE 19TH ANNUAL DAN MATHEWS GOLF OUTING



**GEDDES FEDERAL SAVINGS
and Loan Association**

**AUGUST 26, 2021
POMPEY COUNTRY CLUB**

11:30am	Registration & Lunch	\$125	18 Holes, Cart & Steak Bake
12:45pm	18-Hole Shotgun Start	\$100	Newly Admitted Attorney (<5 years)
5:30pm	Dinner & Awards	\$50	Steak Bake Only

19th annual Dan Mathews Golf Outing

Please send your registration form to the Onondaga County Bar Association, 431 E. Fayette St., Syracuse, NY 13202
or register online at [www.onbar.org/events & programs](http://www.onbar.org/events&programs) | Checks payable to OCBF

Sponsorships Available! Contact OCBA Exec. Director Jeff Unaitis at (315) 579-2581 or junaitis@onbar.org

Name: _____

Phone: _____ Email: _____

Attending: _____ Golf, Cart & Steak Bake \$ _____

Attending: _____ Dinner Only \$ _____

Total \$ _____

Please list the players in your group. Single players will be teamed up!

Team Name: _____



**OC
BF**

Event proceeds benefit the Lawyers Assistance Program of the Onondaga County Bar Foundation and Association