

THE BAR REPORTER

The Newsletter of the Onondaga County Bar Association



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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.



In Memoriam

Robert "Bob" Ventre

Robert J. Gang, Jr.

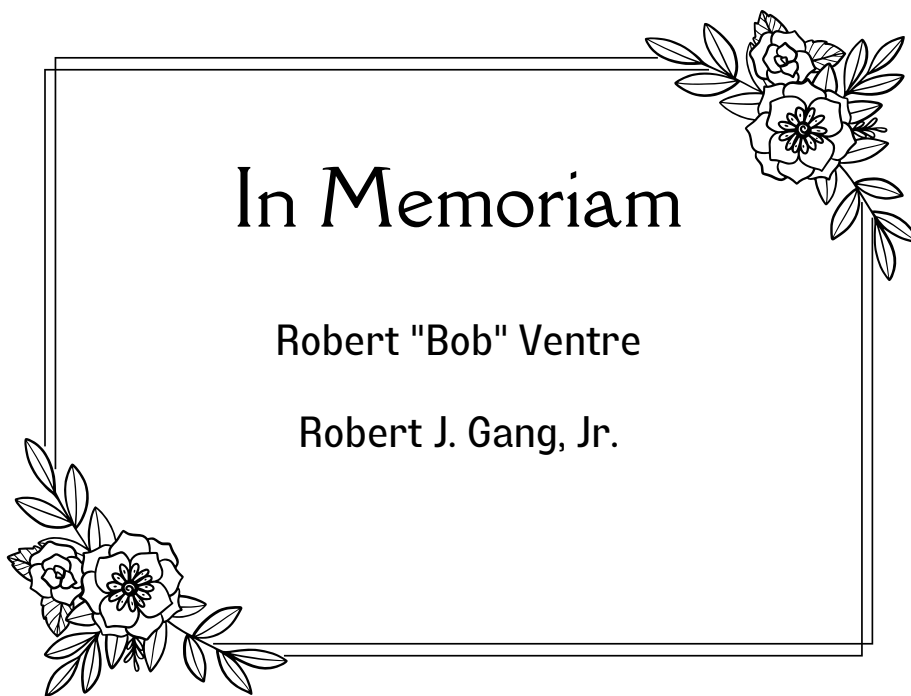




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The 1,200-member Onondaga County Bar Association was founded in 1875. Among its purposes are: to maintain the honor and dignity of the profession of law; to promote suitable reforms and necessary improvements in the law; to facilitate the administration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

Upcoming Events

Saturday, May 6 , 2023

NYS High School Mock Trial, Regional Championship
9 a.m. to 3 p.m. Onondaga County Courthouse

Tuesday, May 9 , 2023

Breakfast at the Bar - Morning Meet-up for Coffee & Networking
8-9:30 a.m. at the Salt City Market Coffee/Bar, 484 S. Salina St., Syracuse

Tuesday, May 23 , 2023

Submission Deadline for the Bar Reporter. Submit to cchantler@onbar.org

Monday, May 29, 2023

Memorial Day

Wednesday, May 31, 2023

CLE | Leadership for Lawyers – How to Get the Most From Your Team Without the Drama, Noon to 1p.m., via ZOOM. Register [here](#).

Would you like to learn more about these events? Contact Carrie Chantler for more information about how to become involved at cchantler@onbar.org or call 315-579-2578

ART & JUSTICE

Happy Hour
with



HISCOCK LEGAL AID SOCIETY
PROMOTING JUSTICE FOR ALL SINCE 1949

TONEIGHT! May 4th

May 4, 2023 | 5 p.m.
Gilded Club | 415 South Clinton Street

Tickets: \$20 pre-sale | \$30 at the door
includes a ticket to win artwork by Jaleel Campbell

Register: givebutter.com/may4

From the President



Dear Colleagues,

It has been another eventful few weeks since our last Bar Reporter. On April 4th, through the work of Judge Doran, we welcomed judges from the country of Georgia for a reception at the Philanthropy Center. The judges had been in Syracuse for a few days for a visit to discuss the perspectives from the bench in the United States and Georgia.

On April 13th, we had our annual meeting where we welcomed our new members to the Board of Directors and thanked our outgoing members; turn to page 15 to read more about this annual event. I look forward to the work everyone will do to continue to help OCBA grow in the next year.

On April 27th, we held our retired judges reception, honoring retired County Court judges Steve Dougherty and Tom Miller, as well as retired Appellate Division Justice John Centra. It was truly a great event at our Philanthropy Center Ballroom attended by many friends, family and colleagues.

I would like to take a moment here, as this is my last letter as OCBA President, to offer a heartfelt thank you to Jeff, Maggie and Carrie, as well as the Executive Committee and Board of Directors. I also want to thank everyone who came to our events throughout the past year. I had the good fortune of being President at a time when we got back to normal by getting back together again. I'd like to think that our members were able to see old friends and colleagues, and maybe make some new friends along the way.

It truly has been an honor to serve as President of the Onondaga County Bar Association.

A handwritten signature in black ink, appearing to read "Graeme Spicer". The signature is stylized with a large, sweeping loop at the top and a horizontal line at the bottom.

Graeme Spicer

Breakfast at the Bar

WOMEN IN THE COURTS TASKFORCE

CNY WOMEN'S BAR ASSOCIATION
ONONDAGA COUNTY BAR ASSOCIATION



*A monthly networking event for
women in the legal profession*

**Tuesday, May 9, 2023
8:00 - 9:30 A.M.
Salt City Coffee and Bar
484 S. Salina Street**

FORE! Save the Date!

**The Daniel F. Mathews, Jr.
Memorial Golf Outing
now in its 21st year!!**

***Thursday
August 24th***

**Registration & Sponsorship
details coming soon!**

**See you at
The Pompey Club**



We're Hiring

Barclay Damon LLP, a leading law firm of nearly 300 attorneys that operates from a strategic platform of offices located in the Northeastern United States and Toronto, is looking to fill the following attorney positions in the firm's Syracuse office.

Interested candidates should apply to Jessica Kalahar, talent recruitment coordinator, at jkalahar@barclaydamon.com.

Tax Associate

Barclay Damon seeks an attorney with demonstrated experience in tax and corporate transactional work to join the firm's Business Services Practice Group. The attorney will represent sophisticated firm clients in implementing effective tax-driven structures for corporate and real estate transactions and advise clients on New York State and federal tax matters. Strong communication and research skills are required. The ideal candidate will have a minimum of three years of relevant experience in tax and corporate transactional work. CPA certification or an LLM in tax law is desirable but not required.

Torts & Products Liability Senior Associate or Junior Partner

Barclay Damon seeks a senior associate or junior partner for our Torts & Products Liability Defense Practice Area. Practicing attorneys with a minimum of six years of litigation experience, preferably in torts, are encouraged to apply. Candidates must be licensed to practice in New York State; have superior verbal, writing, and interpersonal skills; and have demonstrated abilities to work directly with clients and develop and execute service strategies. The ideal candidate will have experience in New York State and federal courts handling the defense of products liability, personal injury, and professional malpractice actions.

Commercial Litigation Associate

Barclay Damon seeks a litigation associate to support its Commercial Litigation and White Collar & Government Investigations Practice Areas. Candidates should have three or more years of litigation experience and be admitted to practice in New York State or qualify for admission. Prior litigation or white collar experience will be highly regarded, and prior experience as a court or appellate clerk will be considered. Candidates must have superior verbal, writing, and interpersonal skills along with demonstrated research and writing experience and the ability to thrive in a team environment.

Restructuring, Bankruptcy & Creditors' Rights Associate

Barclay Damon seeks an associate to support its Restructuring, Bankruptcy & Creditors' Rights Practice Area. Candidates must be licensed to practice in New York State and have strong verbal, writing, and interpersonal skills. The ideal candidate should have at least two years of experience in complex bankruptcy matters or judicial clerkship experience.

Barclay Damon is an Equal Opportunity Employer.
EEO M/F/V/H

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125 East Jefferson Street, Syracuse, NY 13202 | 315.425.2700

SHEATS & BAILEY, PLLC

www.theconstructionlaw.com

Associate Attorney & Of Counsel Attorney

Sheats & Bailey, PLLC, is seeking a commercial litigation associate attorney and one or more of counsel attorneys. Our practice serves all aspects of the design and construction industry. We represent developers, design-builders, contractors, suppliers, design professionals, contractor associations and all parties in the contracting chain. Within the industry our practice covers construction project management, contract negotiating and drafting, HR, corporate, labor relations and personnel law. We represent parties in all types of contract, claims, real estate, mechanics liens, HR, labor and design professional litigation. Candidates must be admitted in New York State and should have at least five (5) years experience. Salary for associates and rate for of counsel will be commensurate with experience and book of business. Duties include research and writing, depositions, discovery, mediation and arbitration, motion practice. The associate/of counsel will work with our senior attorneys and train and grow in all aspects of commercial litigation.

Interested candidates should submit a resume and writing sample to:

esheats@theconstructionlaw.com; jbailey@theconstructionlaw.com with a copy to tnoel@theconstructionlaw.com.

Senior Campus Counsel - Labor & Employment

State University of New York Upstate Medical University ("SUNY Upstate"), located in Syracuse, New York, invites applications for the position of Senior Campus Counsel - Labor & Employment ("Campus Counsel"). SUNY Upstate is seeking a senior level attorney who can handle labor law matters in a broad range of areas including, but not limited to:

- Provide legal advice and counsel on matters that impact unionized workforce, including issues arising under the Taylor Law, New York Civil Service Law, applicable labor agreements, and all other state and federal laws;
- Represent SUNY Upstate in grievance and arbitration proceedings;
- Provide legal advice to senior leadership, human resources and employee/labor relations in the development, enforcement, and interpretation of labor and employee relations policies and practices, making legal recommendations for the adoption, revision and interpretation of workplace policies, including best practices;
- Provide legal advice and representation on labor relations and related issues in the context of mergers, acquisitions, due diligence, affiliations, including integration of bargaining units;
- Serve as liaison to Attorney General's office, including preparation, review and filing of petitions and supporting papers, in proceedings brought pursuant to CPLR Article 75;
- Handling hearings under New York State Civil Service Law Sections 71, 72, 73;
- Perform legal research, prepare legal memoranda, and draft and offer revisions to legal documents, correspondence, and policies;
- Stay apprised of and provide legal guidance to management on wide array of matters relating to labor and employment,
- Work collaboratively with SUNY Upstate's other Campus Counsel to provide collaborative cross-coverage in labor and employment and other proceedings and advice to leadership on labor and employment-related legal issues affecting SUNY Upstate; and
- Undertake such other duties as may be assigned or requested by SUNY and/or SUNY Upstate leadership.

This senior level attorney will be expected to deliver consistent, high quality, timely and efficient legal services to SUNY Upstate leadership, consistent with the standards of professional conduct. The attorney will also be expected to stay apprised of updates in laws and regulations having an impact on the areas for which the attorney is responsible. The successful candidate will be based at the Syracuse OGC regional office. The position reports directly to the Chief Campus Counsel of SUNY Upstate and indirectly to the SUNY Vice Chancellor of Legal Affairs and General Counsel in Albany, N.Y. In addition, the Campus Counsel interfaces with other OGC colleagues across the SUNY System to coordinate the delivery of excellent legal services, including participation in OGC staff meetings and trainings.

Position comes with excellent benefits.

Minimum Qualifications

- Juris Doctor from an accredited ABA law school;
- Admission in good standing with the New York State Bar or eligibility for admission within 6 months of start date;
- At least 8 years practicing as an attorney, with at least 6 years of experience practicing and providing legal guidance in the areas of employee/labor relations or other related areas of labor and employment law. Alternatively, SUNY Upstate may consider candidates with a minimum of 10 years' experience litigating a wide range of legal issues in federal and state courts, administrative tribunals (including arbitrations and mediations);
- Excellent interpersonal skills and ability to work collaboratively in a team environment;
- Excellent legal analysis, legal writing and editing, and oral advocacy skills;
- Strong organizational, interpersonal communication, and problem-solving skills;
- Ability to function effectively in a fast-paced environment with multiple and changing priorities and objectives;

Preferred Qualifications

- Experience handling labor litigation and arbitrations;
- Experience advising clients regarding wide array of employee/labor relations matters and NY Civil Service Law;
- Experience representing clients before PERB and/or other administrative agencies or state or federal courts on matters involving employee/labor relations;
- Prior experience working in a health care setting;

Interested candidates, please visit the following link to view the complete posting and apply:

<https://careers.upstate.edu/en-us/job/507958/senior-campus-counsel-labor-employment>

We are an Equal Opportunity Employer.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status or disability or other protected classes under State and Federal law.

The Office of General Counsel (“OGC”) provides legal services and support to the Board of Trustees, the Chancellor and senior officers in System Administration at Albany, New York, and the presidents and administrators of the campuses within the System. Under the leadership of the Senior Vice Chancellor for Legal Affairs and the General Counsel, the SUNY Office of General Counsel is responsible for providing legal services to the System and the 29 state operated campuses. The OGC consists of 47 experienced higher education attorneys, paralegals and support staff located in Albany at the System Administration headquarters and in campus-based offices at the four University Centers, Health Science Centers, and various SUNY colleges.

The legal practice of the OGC involves a substantial array of topics, including public procurement, governance and ethics, legislation, health care, capital construction, public finance, labor grievances and arbitration, litigation oversight (the State’s Attorney General defends litigation brought against the University), student affairs, and the use of real property. The OGC represents SUNY in interactions with State officials who may regulate the affairs of SUNY, including the Attorney General, State Comptroller, the Governor and staff, and members of the State Legislature and staff as well as other state and local agencies and entities.

- Provide legal advice to hospital administrators, physician leadership and risk management regarding all non-malpractice patient care issues including advance directives, treatment of minors, treatment of psychiatric patients, consent issues, termination of care, end-of-life care, emergency detentions, transitions of care consistent with safe discharge laws, rights and responsibilities of patients and their families, and medical records documentation;
- Represent SUNY Upstate in guardianships proceedings, treatment over objection proceedings, emergency detentions/mental hygiene matters and similar legal proceedings;
- Review and update hospital policies related to patient matters (e.g. informed consent, guardianship, etc.), conduct medical staff education regarding common legal questions involving patient care
- Actively manage and assist in defense of the medical malpractices cases filed against University Hospital, working closely with the Office of the Attorney General of the State of New York, which provides trial counsel and defense of claims filed against the State of New York;
- Assist with the proper disposition of subpoenas and other administrative agency requests;
- Assist with the disposition of small claims filed against SUNY Upstate;
- Assist the privacy and information security officers with legal matters related to information security, confidentiality and release of medical records
- Participate in University Hospital ethics committee meetings and related patient review committees, provide legal advice to hospital administration regarding physician medical staff membership;
- Provide legal advice regarding payor contracting and assist with payor appeals/pre-authorization denials.

There is one position for this operational need which will be filled at either the Assistant or Associate Campus Counsel level. Candidates considered at the Assistant Campus Counsel level is someone who is able to articulate their desire to work in the field of academic medicine and hospital operations, and has an enthusiasm for researching and learning complex areas of the law. Candidates considered at the Associate Campus Counsel level is someone with some prior substantive legal experience in many of the enumerated operational needs identified in this posting. The attorney will be expected to deliver consistent, high quality, timely and efficient legal services for the University, consistent with the standards of professional conduct. The attorney will also be expected to stay apprised of updates in laws and regulations having an impact on the areas for which the attorney is responsible. The successful candidate will be based

at the Syracuse OGC regional office. The position reports directly to the Chief Campus Counsel of SUNY Upstate and indirectly to the SUNY Vice Chancellor of Legal Affairs and General Counsel. In addition, the Campus Counsel interfaces with other SUNY OGC colleagues to coordinate the delivery of excellent legal services, including participation in SUNY OGC staff meetings and trainings.

Position comes with excellent benefits.

Minimum Qualifications

- Juris Doctor from an accredited ABA law school
- Admission in good standing with the New York State Bar or eligibility for admission within 6 months of start date
- Assistant Campus Counsel: 1-2 years practicing as an attorney and articulates well their desire to work as a healthcare attorney and the Associate Campus Counsel: at least 3 years practicing as an attorney with some relevant health law experience consistent with the identified operational need
- Excellent interpersonal skills and ability to work collaboratively in a team environment
- Excellent legal analysis, legal writing and editing, and oral advocacy skills
- Excellent presentation and training skills
- Ability to work independently, with a demonstrated ability to research and learn complex areas of the law
- Strong organizational, interpersonal communication, and problem-solving skills
- Ability to function effectively in a fast-paced environment with multiple and changing priorities and objectives
- This position will require on-call availability during evenings and weekends, which responsibility will be shared with other attorneys in the office

Preferred Qualifications

- Experience handling litigation matters in State or Federal Court

Interested candidates, please visit the following link to view the complete posting and apply:

<https://careers.upstate.edu/en-us/job/508191/assistantassociate-counsel-hospital-affairs>

We are an Equal Opportunity Employer.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status or disability or other protected classes under State and Federal law.

NOW HIRING!

ASSOCIATE GENERAL COUNSEL

Pyramid Management Group (Syracuse, NY)

ABOUT US:

We are Pyramid, one of the largest, most innovative, privately-held real estate developers in North America with 14 retail-based tourist and entertainment destinations located throughout New York and Massachusetts...and we are *WHAT'S NEXT*.

For over 50 years, we've built a reputation for always being ahead of the curve. Replacing outdated anchor stores and retail tenants with hotels, luxury spas, vibrant entertainment venues, restaurants, fitness centers and residential complexes. And we're just getting started.

At the core of our success: our people. And an energetic workplace environment that rewards hard work and success with a culture that fosters growth and sparks new ideas every day.

If you're a self-starter, fearless and ready to play an active role in one of the largest transformations our industry has ever seen...join us. And be a part of *WHAT'S NEXT*.

THE ROLE:

We're on a mission to find our next great Associate General Counsel at our corporate headquarters in Syracuse, NY. If you want to work in a fast-paced setting, enjoy working with a team of talented professionals and thrive in an environment where you can make an immediate impact, this is the opportunity for you.

The Associate General Counsel is a senior member of the Company's in-house legal department with responsibility for supervising and managing legal support for the commercial leasing of space throughout a shopping center portfolio consisting of 17 commercial properties in New York and Massachusetts, with approximately 17 million square feet of leasable space.

What Will You Do?

As the Associate General Counsel Primary responsibilities include the following:

- Managing a group of professionals, including paralegal and other attorneys.
- Drafting, negotiating, and reviewing leases, contracts, licenses, easements, subordination agreements, estoppels and related documents.
- Advising and supporting the leasing, tenant coordination, revenue management and other departments in various business and legal matters.
- Interpreting and providing legal analysis of commercial real estate legal documents.
- Advising asset management staff on commercial leasing and landlord/tenant issues.
- Participating as a senior member of the Company's Real Estate Committee which is responsible for all decisions affecting the real estate.

NOW HIRING!



Ideal Characteristics:

- Juris Doctorate (J.D.)
- Five (5) years' plus real estate and commercial law legal experience, with preferred focus on retail leasing.
- Must be admitted to practice law in New York or be eligible for registration as In-House Counsel under 22 NYCRR 522.
- Ability to lead and manage a high volume of legal matters in a fast-paced work environment.
- Strong interpersonal skills along with excellent oral and written communication skills.
- Ability to negotiate effectively.
- Entrepreneurial drive
- Team player hungry for success

Pyramid Management Group, LLC

Job Description

Position: Real Estate Counsel- Operations

PRIMARY RESPONSIBILITIES

- Responsible for drafting and negotiating contracts and advising on property-level operational issues; supervising litigation, including insurance defense matters, landlord tenant disputes and bankruptcy matters; and leasing along with other legal work.
- Advise Senior Management on legal issues and participate in the daily management and operation for a shopping center portfolio consisting of approximately 17 million square feet of leasable space.
- Advise asset management and operations staff on a broad spectrum of contract and litigation issues.
- Perform legal research.

SUPERVISORY RESPONSIBILITY: Administrative Staff

EDUCATION REQUIREMENTS: Juris Doctorate (J.D.)

EXPERIENCE: At least three years' legal experience with a focus on contracts, landlord-tenant law and commercial litigation. Knowledge of leasing, secured transactions and bankruptcy helpful.

Must be admitted to practice law in New York or be eligible for registration as In-House Counsel under 22 NYCRR 522.

OTHER QUALITIES: Ability to manage a high volume of legal matters in a fast-paced work environment. Strong interpersonal skills along with excellent oral and written communication skills. Ability to negotiate effectively.

WORK ENVIRONMENT: The work environment is equivalent to a general office environment. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individual with disabilities to perform the essential functions.

REPORTS TO: Associate General Counsel

FLSA STATUS: Exempt

PREPARED DATE: June 2022

Annual Meeting | OCBA Welcomes New Officers

2023-24 Officers

President: Martin A. Lynn
President-Elect: Laura L. Spring
Vice President: Sarah C. Reckess
Treasurer: Jimmie C. McCurdy
Secretary: Staci Dennis-Taylor
Immediate Past President: Graeme Spicer



2023-24 Board of Directors

Samantha A. Aguam
Joseph J. Centra
Amy D'Ambrogio
Carly J. Dziekan
Bradley E. Keem
Kirsten Lerch Kroft
Mary E. Langan
Anthony A. Marrone II
Dennis J. Nave
Samantha Riggi
Sarah Ruhlen
Michael A. Schwartz
Lauren H. Seiter
Katherine A. Stewart
Megan P. Thomas
Hon. Derrek T. Thomas

Each spring, at the Onondaga County Bar Association Annual Meeting, the OCBA membership welcomes new officers and elects new directors to its board.

On Thursday, April 13, 2023, in the Onondaga County Legislative Chambers, meeting attendees bore witness to the stepping up and stepping off of OCBA leaders both coming and going.

2022-23 President Graeme Spicer thanked his colleagues for their commitment to seeing the bar association conclude the year well within its budget, with strong membership numbers, and an eye ahead for more in-person gatherings to bolster the county's legal community.

Spicer thanked the following board members whose three-year terms ended in 2023: Kevin T. Hunt, Brandon R. King, Anastasia M. Semel, Subhash Viswanathan, Robert C. Whitaker, and the Hon. Danielle M. Fogel.



A Retirement Reception to Remember!

Three jurists with deep local ties received warm words of congratulations during a reception honoring their years of public service.

Colleagues, friends, and relatives filled the Central New York Philanthropy Center ballroom Thursday, April 27th and enjoyed hors d'oeuvres, beer, wine and each other's company as the doors to the veranda were opened to allow the full glory of a temperate spring evening.

Honored were Appellate Division Justice the Hon. John V. Centra and Onondaga County Court judges the Hon. Stephen Dougherty and the Hon. Thomas J. Miller.



Photos provided by James Hughes, Esq.

The OCBA is grateful to these event sponsors for their generous support.

bottarllaw

**SMITH
SOVIK** 
LITIGATION ATTORNEYS



PORTER LAW GROUP
NEW YORK'S CANCER LAWYERS



Law Day 2023 | Cornerstone of Democracy: Civics, Civility, and Collaboration

More than 120 Syracuse-area students attended a Monday, May 1st Law Day Career Fair and program hosted by Onondaga Community College in its Gordon Student Center, organized by OCBA member Nodesia Hernandez and the 10 Less Inc. Civic Youth Society.

The Law Day theme was “Cornerstones of Democracy: Civics, Civility and Collaboration.” The Law Day program featured a keynote address from 5th J.D. Administrative Judge the Hon. Jim Murphy. Students then visited more than a dozen tables hosted by law firms, legal service agencies, the Sheriff’s department, the District Attorney’s office, and the 5th Judicial District, where they learned about career opportunities and engaged in conversation.

The Onondaga County Bar Association and Foundation awarded prizes to two students who submitted videos highlighting their favorite civic leaders: First prize to Syracuse Academy of Science 10th-grader Hi’zharria Harper, who spoke of politician and civil rights activist Shirley Chisholm; and second prize to Jamesville-DeWitt 10th grader Vivian Kissane who spoke of Supreme Court Justice Ruth Bader Ginsburg.

Thanks to all participants!

SATTER RUHLEN LAW FIRM, PLLC

Syracuse, New York

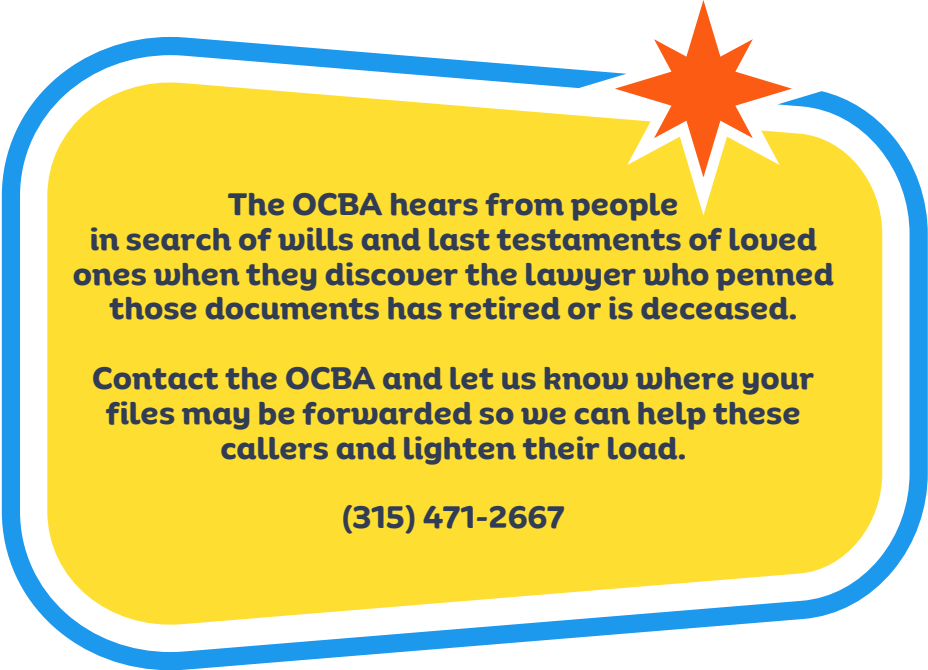
Satter Ruhlen Law Firm – Associate

Satter Ruhlen Law Firm, PLLC, a Syracuse, NY firm committed to protecting and promoting the rights of working people for more than 30 years, has an opportunity for an attorney with 1-5 years of experience. Job duties will include handling labor arbitrations and practicing before the NLRB and New York State PERB, filing discrimination claims with the EEOC and New York State Division of Human Rights, drafting memoranda of law and other documents, conducting discovery, preparing for hearings, negotiating severance and other settlement agreements, consulting with potential clients, accompanying clients to employee interrogations (with and without union representation), and substantial research and writing. The position is primarily in-person to begin, with increasing potential for remote work commensurate with experience.

We offer a salary competitive with similar firms in the Syracuse area. We have a hard-working but congenial firm culture, consistent with our mission to provide big firm quality to small firm clients. We are committed to fostering diversity, equity, and inclusion. BIPOC, women, individuals with disabilities, and members of the LGBTQ community are encouraged to apply. Our work atmosphere is casual, flexible, and friendly, but we are passionate about providing our clients with the highest possible quality legal services.

Requirements: Admission to the New York State Bar. 1-5 years of experience practicing law. Exceptionally strong research and writing skills are critical; background in a writing-intensive field is helpful but not required. We will give priority to candidates with demonstrated commitment to workers' rights, for example, Peggy Browning or AFL-CIO fellowship; DOOR summer clerkship, etc.

Application: Please send a resume, cover letter, references, and writing sample to sruhlen@satterlaw.com and use the subject line "2023 Attorney Position."



**The OCBA hears from people
in search of wills and last testaments of loved
ones when they discover the lawyer who penned
those documents has retired or is deceased.**

**Contact the OCBA and let us know where your
files may be forwarded so we can help these
callers and lighten their load.**

(315) 471-2667

Member Spotlight

Ryan M. Poplawski, Esq.

The first OCBA committee to appreciate the resumption of pre-pandemic activities was the New Lawyers Committee, which had been very active leading up to spring 2020 when COVID-19 struck. At Ryan's good suggestion on Thursday, March 30th we hosted a very well attended Newer & Recently Admitted Lawyers Networking Happy Hour at Harvey's Garden, a fun spot just east of downtown Syracuse.

Tell us about yourself. Are you a Central New Yorker? Where'd you go to college/law school? Were there signs in your upbringing that make sense today that foreshadowed you'd be a lawyer in life? Do you come from a long line of practitioners?

Central New York is where I was born and raised, but it was baseball that took me on adventures across the country. However, the Syracuse area is still where I called home. Baseball first took me to Siena College where I played and focused my studies on business. The "plan" was to play professional baseball, but when that plan didn't work out. I had to figure out what I really wanted to do. I was living with a host family in rural Virginia playing baseball for the summer, having just completed an undergraduate course in "Business Law." Looking back, it was an extremely introductory class into law but it had piqued my interest. I decided to study for the LSAT's during my down time in Virginia and returned to Syracuse ready to take the test. I headed to Buffalo Law School still somewhat unsure if that was the right path for me. As far as coming from a long line of practitioners, I do have an Uncle who is an attorney as well as a very close family friend who helped influence my decision to pursue this as a career. My determination and drive throughout my baseball career was certainly a precursor for the dedication and discipline it takes to become a good attorney. The decision to pursue this career has been challenging, however I am grateful and happy to say this is a fulfilling career that I truly love.



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

I spent my first summer of law school as a clerk for the Honorable Glenn T. Suddaby in the District Court for the Northern District of New York. While there, I was able to gain incredible insight not only into the Court but also the attorneys that practiced in the area. One firm that was always held in the highest regard was Hancock Estabrook, LLP.

Janet Callahan from Hancock Estabrook, LLP and I met prior to my start of law school to discuss if this was something I would be interested in. I was lucky enough to be hired by the firm as a summer associate and immediately accepted an associate position in the litigation department when offered. During my third year of law school, I joined a trial team and fell in love with litigation. Hancock also saw me as a litigator, and I have been with the firm's litigation department my entire career. Civil litigation, both commercial and tort, is the perfect fit for my personality and experience.



What about your law practice has been the most fun or cool or satisfying or gratifying? Is there a case or a client that broke through for you? A particular lesson learned and/or validated?

My first trial confirmed that this was the career I really wanted. About three months before trial a partner gave me a case that was somewhat of a “hail Mary.” The client was a nice person and someone who you really wanted to help. I dedicated a lot of time and effort into preparing for trial. Luckily, the jury found our case compelling and found in our client’s favor. My competitive nature had been satisfied for the time being, and it was further confirmation this was the work I wanted to do.

I have been lucky enough to work with some absolutely fantastic attorneys. The most important lesson I have learned is to observe and ask questions. My mentors have shaped the attorney I am today and continue to do so. The beauty of this job is we are always learning.

Managing a successful law career and maintaining a life outside of the office can be a challenge. How do you face that challenge? Do you have tips for finding peace in stormy seas?

There is no doubt that this career comes with its stressors. Prioritizing you and your mental health is not only necessary for you and your family, but also for your clients. Both my family and clients need the best version of me, and that means having the energy and drive necessary to succeed. I have always made sure I have a hobby, whether it be golfing or even bowling to have some time away. My wife and two boys are a priority in my life. There is nothing better than getting home and hearing “Daddy” with a big smile and open arms. Luckily, I work for a firm that values family and flexibility. Walking through our office you will see window marker drawings from all the kids.

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

I joined the Bar Association as soon as I began working in Syracuse. Immediately, I began attending CLEs and social events that provided me with incredible opportunities to learn from the robust legal community that Onondaga County offers. Although we may represent parties on opposite ends of a caption, we still have the same goal of serving our client in the best way possible. The OCBA provides attorneys with opportunities to expand their network and knowledge.

As chair of the New Lawyers Section of the OCBA I hope to create the same opportunities for young lawyers as the OCBA has for me in the past.



THE PRACTICE PAGE

NEW YORK'S NEW ELECTRONIC NOTARY LAW

HON. MARK C. DILLON

New York now allows for the remote notarization of documents through the enactment of Executive Law 135-C, which became effective on February 1, 2023. It keeps notarization procedures current with developing technologies, as usable for commercial and other transactions and, as also relevant to us, litigation documents.

The statute provides that New York notaries may use audio-visual communication technology to interact with a principal at a remote location, subject to certain conditions. First, the notary must file a prescribed registration form with the Secretary of State confirming the ability to perform electronic notarizations. The form elicits the notary's name, address, e-mail address, the expiration date of the notary's commission, an exemplar of the notary's signature, and the type of electronic technology the notary intends to use. The exemplar signature on file shall only be used for notarial acts (Executive Law 135-C[5][a], [b], [c]). Any change that may occur in the notary's e-mail address must be reported to the Secretary of State within five days of the change (Executive Law 135-C[7]).

Second, at the electronic meeting, the notary shall confirm in the normal course the identity of the person who is to sign the written instrument, in the electronic view of the notary. The notary must also confirm that the instrument to be executed is the same as that which the signatory attests to signing (Executive Law 135-C[4][a]).

Third, the notary must attach his or her electronic signature to the instrument in such manner that its alteration or removal would be technologically detectable and render evidence that would invalidate

the notarial act. The notary's electronic certificate must disclose that the oath or acknowledgement was obtained through electronic communication technology (Executive Law 135-C[5][a], [d]).

Fourth, the notary must retain for at least ten years an electronic copy of any video or audio recording of the notary's confirmation of the document signer's identity (Executive Law 135-C[2][b]).

Fifth, the notary may perform notarial acts where the signer of the instrument is elsewhere in New York State or in another state. The requirement that the signer of the instrument "personally appear" before the notary is statutorily satisfied. If the signer of the instrument is outside of the United States, the electronic notarization is permitted only if the subject matter of the instrument is to be recorded in a U.S. jurisdiction or involves U.S. property (Executive Law 135-C[4][a], [b]).

Observationally, the enactment of Executive Law 135-C makes life easier for attorneys obtaining affidavits from out-of-state witnesses, as it bypasses the need to obtain a "certificate of conformity" attesting that an oath taken in a foreign state conforms with the laws of that jurisdiction or of New York, as otherwise required by CPLR 2309(c) (e.g. *Midfirst Bank v Agho*, 121 AD3d 343, 348-49). The wide use of remote technology for the New York notarization of instruments executed by out-of-state signers means that the bench and bar may be seeing less of CPLR 2309(c) in the future. Since the practicing bar has sometimes found the acquisition of certificates of conformity to be a cumbersome

Continued on next page.

Continued from previous page

and sometimes-complicated nuisance, any parting from CPLR 2309(c) will not be with sweet sorrow.

Sixth, if an original document must exist for recording, a printed copy of the electronically-notarized document suffices so long as all of the foregoing requirements of the statute are satisfied (Executive Law 135-C[6][a]). A physical or electronic image of a stamp, impression, or seal need not accompany an electronic signature if the notary has attached an electronic notarial certificate meeting the requirements of the statute (Executive Law 135-C[6](c)). The notary must certify that the paper version of the document and its signatures accurately reflect the electronic version, and if so, the municipal recording officers must accept the paper version for filing. The statute provides notaries with a template of the certification language that is to be used on the paper copy for filing (Executive Law 135-C[6][d][i], [ii], [iii]).

Seventh, the statute reserves to the notary the right to decline in any instance the performance of notarial acts through electronic means, including but not limited to circumstances where the notary is not satisfied that the signatory is competent or has the capacity to execute the instrument, or where the signatory's signature may not be knowingly or voluntarily made (Executive Law 135-C[9]). This provision assures that notwithstanding the geographic distance between the signatory and the notary, the de jure propriety of the notarial procedure is still guarded. Conversely, no notary is permitted to provide notarial services exclusively through electronic means (Executive law 135-c[8]).

And finally, notaries may charge up to \$25 for their remote electronic notarial services (19 NYCRR 182.11[g])



** 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.*

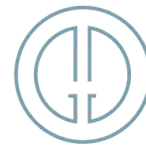
APPEALS

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Referrals Welcome
(315) 474-1285

John A.
CIRANDO
Attorney at Law

250 S. Clinton Street
Suite 350
Syracuse, New York 13202

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NEWSMAKERS & INFLUENCERS

Attorney Kaitlyn Guptill Joins The Lynn Law Firm, LLP

The Lynn Law Firm, LLP announced the spring that Kaitlyn Guptill, Esq., has joined the firm.

Guptill brings considerable litigation experience at both the trial and appellate levels. She leverages that experience to find practical, effective solutions for the firm's clients in policyholder first-party insurance coverage and personal injury litigation.

Prior to joining the firm, she served as an Assistant District Attorney in the Onondaga County District Attorney's Office as both a felony trial prosecutor and an appellate attorney for nearly six years. In this dual capacity, she tried violent felony matters to verdict and argued dozens of appeals in the Fourth Department.

Guptill graduated magna cum laude from the State University of New York at Albany, before attending Albany Law School. In law school she was

extensively involved with the Moot Court Program, serving as both a board member and a member of the intraschool trial team, winning several awards for her dedication to the development of trial skills.



Guptill

Katherine A. Buckley, Esq. Named Partner at Gale Gale & Hunt, LLC Firm Also Welcomes Matthew C. Walsh, Esq. as New Associate



Buckley

Boutique litigation firm Gale Gale & Hunt, LLC named Katherine A. Buckley to the firm's partnership on January 1, 2023.

Buckley obtained her J.D., *magna cum laude*, from the Vermont Law School, where she served on the Vermont Law Review. She obtained dual B.S. degrees in Political Science and Business and Technology Management, both with distinction, from Clarkson University. Prior to joining the firm in 2014, she interned for the Federal District Court, District of Vermont in Burlington and the New York State Attorney General, appeals and opinions Division in Albany.

Buckley's areas of practice include general liability and medical malpractice defense. She is admitted to practice in New York State, the United State District Court, Northern District of New York, and the United States Court of Appeals, Second Circuit. She is a member of the New York State Bar Association where she is a co-chair of the Diversity

Committee for the Trial Lawyers Section, the Onondaga County Bar Association, the Central New York Women's Bar Association and the New York State Academy of Trial Lawyers. She has also published articles in the area of health law in the Syracuse Law Review and contributed to the NYSBA Task Force on Racism, Social Equality, and the Law report and recommendations, adopted by the NYSBA House of Delegates on January 20, 2023.

In addition, Matthew C. Walsh, Esq., has joined the firm as an associate. Walsh graduated with a B.S., *cum laude*, in Legal Studies from Southeastern University, Lakeland Florida. Thereafter he graduated *cum laude* from Albany Law School of Union University. While at Albany Law, Matt competed in client counseling, oral argument, and mock trial competitions. He is a member of the Onondaga County Bar Association and the New York State Academy of Trial Lawyers. He is admitted to practice in New York State and will focus his practice on all areas of litigation, including premises liability, products liability, and a medical and professional malpractice.

NEWSMAKERS & INFLUENCERS

Dan French returns to private practice after serving as Syracuse University Senior Vice President and General Counsel

Barclay Damon welcomes Dan French back to the fulltime practice of law as he steps down as Syracuse University's senior vice president and general counsel.

As French announced his June 30, 2023 departure from his higher-education role to return full time to Barclay Damon, Syracuse University celebrated French's nearly 10-year tenure, during which he led the Office of the General Counsel from a one-attorney office to a diverse team of seven attorneys befitting the size and complexity of the university's operations. French also served as Syracuse University's interim director of athletics and as a liaison to the Executive Committee of the board of trustees.

"Serving my alma mater as its general counsel for nearly a decade has truly been one of the highest honors of my career. Even though I will miss it, I very much look forward to the next chapter and continuing what I think I do best regardless of where I sit: helping clients solve their strategic issues and navigate a complex world," French said.

Before entering private practice, French served as the U.S. attorney for the Northern District of New York after he was nominated to that position by President Bill Clinton in 1999. French had previously served as an assistant U. S. attorney from 1997 to 1999, as law clerk for the U.S. District Court from 1995 to 1997, and in varied roles from 1988 to 1994 in the U.S. Senate, including as acting deputy staff director to the Committee on Finance, as executive assistant to Senator Daniel Patrick Moynihan, and as a staff member to the Committee on Environment and Public Works.

"We could not be more proud of Dan's distinguished service to Syracuse University over a nearly ten-year period that saw such significant disruption and challenges in the higher-ed landscape," said Barclay Damon Managing Partner Connie Cahill. "We are thrilled we will have Dan back with us full time and look forward to seeing what great things he has in store after such an impressive career already."

After wrapping up the academic year at the university, French will return to the firm mid-summer and expects to work from Barclay Damon's New York City and Syracuse offices, representing clients on a wide array of matters.

David Burch, managing director of Barclay Damon's Syracuse office, said, "Dan's profile is unparalleled, and the firm and clients alike are so fortunate to have his wise and experienced counsel at their disposal."



French

NEWSMAKERS & INFLUENCERS

Barclay Damon names Sharon Brown Chair of Diversity Partner Committee

Sharon Brown, partner, has been appointed Barclay Damon's diversity partner and chair of the Diversity Partner Committee.

As diversity partner and chair of the Diversity Partner Committee, Brown leads the firm's award-winning Diversity, Equity & Inclusion (DEI) program and oversees all diversity initiatives and groups, including the Diversity Partner Committee; Diversity Leadership Teams resident in each office, and employee affinity networks, which are the firm's Women's Forum, Black Employee Affinity Network, and LGBTQUA+ Employee Affinity Network.

"We are thrilled to have Sharon Assume this critical role. As a firm that holds DEI foundational to everything we do, Sharon will be an ideal steward due to her dedication to both DEI and Barclay Damon. After excelling in co-leading our summer associate program, which includes dedicated key placements for historically underrepresented groups in



Brown

the legal profession, we know she will bring the same passion and success to her new role," said Connie Cahill, Barclay Damon's managing partner.

Brown follows Sheila Gaddis, of counsel, as diversity partner and chair of the Diversity Partner Committee. Gaddis was appointed to the then-newly established position in 2009. Gaddis will continue with Barclay Damon in her of counsel role.

"The legacy Sheila leaves is large, and her shoes will be difficult to fill, but working hard to always do better is part of this firm's DNA. With all of us striving together, I look forward to continuing to infuse DEI principles in all of our strategic planning, operations, and outreach," Brown said.

Gaddis is credited with authoring innovative DEI policies and advising firm leadership on effectively recruiting and using the talent, energy, and creativity of the firm's diverse workplace for maximum organizational effectiveness and the best use of intellectual capital.

Click [here](#) to learn more about Diversity, Equity and Inclusion at Barclay Damon.



Babiarz

Christopher Babiarz joins Barclay Damon

Joining the Syracuse office of Barclay Damon as an Associate in the Real Estate and Financial Institutions & Lending Practice Areas is Christopher Babiarz.

Babiarz's practice will be focused on commercial real estate transactions, including purchases, sales, lending, and title work, from inception to closing. He drafts property transfer documents, estates, and lease agreements. Additionally, he has experience with business formations and management as well as municipal zoning and land-use issues.

Prior to joining Barclay Damon, Babiarz was an associate at firms in Syracuse, Auburn, and Ithaca and was also a legal intern with the New York State Office of the Inspector General and the New York State Department of Environmental Conservation.

From the Courts



STATE OF NEW YORK
UNIFIED COURT SYSTEM
FIFTH JUDICIAL DISTRICT

ONONDAGA COUNTY COURTHOUSE
SYRACUSE, NEW YORK 13202
(315) 671-1100
FAX: (315) 671-1183

TAMIKO AMAKER
Acting Chief Administrative Judge

NORMAN ST. GEORGE
Deputy Chief Administrative Judge
Courts Outside New York City

JAMES P. MURPHY
Justice of Supreme Court
Fifth Judicial District
Administrative Judge

LAUREN H. SEITER, ESQ.
General Counsel

ANTHONY C. LAVALLE, ESQ.
Court Attorney Referee/
ADR Coordinator

SARAH K. BURGESS
Principal Secretary to Judge

MEMORANDUM

To: All Fifth Judicial District Supreme Court Justices;
All Fifth Judicial District Chief/Deputy Chief Clerks of Supreme and County
Court All Fifth Judicial District Supreme Law Clerks

From: Hon. James P. Murphy, J.S.C.

cc: Don Doerr, Esq.; Joelle Dougherty

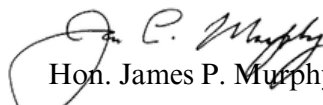
Date: April 25, 2023

Re: COVID Foreclosure Protocols

As you know, the Hon. Gregory Gilbert, the Fifth Judicial District Coordinating Judge for Foreclosures, recently reached out to all of you to determine your position on whether the COVID-related foreclosure protocols should remain in place. After consulting with Judge Gilbert, it appears that the COVID-related foreclosure protocols, which were last updated and amended on May 31, 2022, are no longer necessary.

Please discontinue use of all COVID-related foreclosure protocols as of Wednesday, April 26, 2023 and return to pre-pandemic practice. As of April 26, 2023, the Supreme and County Court Clerk's Office will no longer be scheduling foreclosure sales. If you have any questions going forward, you can reach out to Judge Gilbert or Lauren Seiter, Esq.

Sincerely,


Hon. James P. Murphy, J.S.C.
Administrative Judge

JPM:lhs



**THE LEGAL AID SOCIETY OF
MID-NEW YORK, INC.
(LASMNY)**

LASMNY IS HIRING IMMEDIATELY! Attorneys and Law Graduates!

Employment opportunities are available in ***all*** office locations:
Binghamton, Oneonta, Oswego, Syracuse, Utica or Watertown.
Travel may be required.

Practice areas include: Eviction Defense, Disability Advocacy (DAP), Foreclosure, HelpLine and Domestic Violence (DV).

LASMNY offers a generous benefit package, effective as of date of hire. Interested, qualified applicants should apply by providing a cover letter, resume, writing sample and contact information, including email address, for (3) professional references to jobs@lasmny.org.

Salary:

Admitted to the NYS Bar: Estimated salary range is \$60,000 - \$90,540. DOE
Law Graduate: Estimated salary range is \$58,000 - \$59,000. DOE

Mission Statement: LASMNY's Mission is to provide free legal assistance to low-income people facing civil, legal problems that impact the basic needs of life. Through legal advice, emergency legal services and representation, LASMNY helps low-income people stabilize their finances, protect themselves and their children from Domestic Violence (DV), obtain access to health care, avoid homelessness as a result of wrongful evictions, protect the family home from foreclosure and target specific vulnerable populations with our services such as senior citizens, victims of domestic violence (DV), people with disabilities, refugees and immigrants, and veterans.

Bar Boards

Family Law Attorneys NEEDED!

Valiant Search has partnered with several well-known law firms seeking Family Law Attorneys to join their Syracuse offices. Ideal candidates should have 2 to 5 years of experience and be in good standing with the new York State Bar. Interested individuals may reach out to info@valiantsearch.com.

In Search of a Last Will & Testament

The family of Kenneth McMillian, Jr. is in search of the last will & testament of their beloved kin. Mr. McMillian died on March 28, 2023 at the age of 78; he was born on February 26, 1945. A lifetime resident of the City of Syracuse, Mr. McMillian was raised on the southside. He was retired after 30 years of service from the SUNY Upstate Medical University. If you have any information please contact his son at (315) 876-8451.

Daughter seeks Will of Loved One

Beverly J. Forman died on January 10, 2023 at the age of 83. This Syracuse native had a will drawn on November 22, 1982 by Thomas Pasqua, Esq., who is deceased. If you have any knowledge of the whereabouts of Mr. Pasqua's client files, please contact Claudia Forman at (315) 470-4333.



**Division of Regional Affairs
Utica Regional Office
Assistant Attorney General
Reference No. UTC_AAG_3571**

Application Deadline is May 26, 2023

The Office of the New York State Attorney General (OAG) is seeking an experienced litigator to work in its [Utica Regional Office](#). The Regional Office represents the State, its agencies and officers in a wide range of state court litigation arising in its eight-County region, including Claims, writs, Article 78s, and mental hygiene cases. The Utica Regional Office also handles charities and consumer frauds matters. The selected attorney will handle all phases of litigation from commencement through trial and post-trial memoranda. The selected attorney will also actively engage in pre- and post-trial motion practice.

Applicants must have a minimum of five (5) years of practice experience. Trial experience and the ability to handle a large caseload are essential. Strong writing, analytical, organizational and negotiating skills are required. A knowledge of the CPLR and rules of evidence is also required. Familiarity with the Court of Claims is a plus. Availability for periodic travel within Central New York is required.

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

As an employee of the OAG, you will join a team of dedicated individuals who work to serve the people of our State through a wide variety of occupations. To learn more about Assistant Attorney General compensation, please [click here](#). We offer a comprehensive New York State benefits package, including paid leave, health, dental, vision and retirement benefits, and family-friendly policies. Additionally, the OAG offers a robust Workplace Flexibilities Program with multiple options for employees, including telecommuting (up to two days per week) and alternative work schedules.

Per Office of the Attorney General policy, confirmation of vaccination status is a condition of employment for this position. If you are not fully vaccinated, you may be required to provide regular negative COVID-19 PCR test results at a frequency determined by the agency. The agency will consider religious and reasonable accommodations. For more information, please contact recruitment@ag.ny.gov.

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

Application instructions on the next page.

HOW TO APPLY

Applications must be submitted online. To apply, please click on the following link: [UTC_AAG_3571](#)

To ensure consideration, applications must be received by close of business on May 26, 2023.

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

- **Cover Letter**
 - You may address to Legal Recruitment.
 - Indicate why you are interested in this position and what makes you a strong candidate.
- **Resume**
- **Legal Writing Sample**
- **List of three (3) references**
 - Only submit professional references, supervisory references are preferred.
 - Indicate the nature and duration of your relationship to each reference.
 - Include contact information and email addresses for each reference.
 - Please note, your references will not be contacted until after you interview for the position.

If you have questions regarding a position with the OAG and the application process or 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: www.ag.ny.gov



Department of Human Resources & Civil Service

Job Announcement

Please Post Conspicuously

Adam J. Bello
County Executive

Andrea M. Guzzetta Zury
Director

TITLE: CONFLICT DEFENDER

SALARY: \$120,264 - \$143,602 annually

LOCATION: Monroe County Department of Public Safety - Conflict Defender's Office

JOB SUMMARY:

This is a supervisory attorney position responsible for directing the functions, staff, and services of the Conflict Defender's Office in the Department of Public Safety. The Office is responsible for assigning attorneys to defendants who cannot be assigned a Public Defender due to a conflict of interest. Duties involve developing and administering the systems, policies, practices, and procedures of the Office as well as hiring and supervising staff. This position differs from Assistant Conflict Defender by virtue of the responsibility of coordinating and administering the legal activities of the Conflict Defender's Office as opposed to solely acting as legal counsel. General supervision is exercised over Assistant Conflict Defenders and clerical staff. Does related work as required.

CHARACTERISTICS OF THE IDEAL CANDIDATE:

1. The Conflict Defender shall be an attorney duly licensed to practice law in the State of New York and admitted to practice in all courts within the scope of the plan.
2. The Conflict Defender must have at least ten (10) years of experience in criminal or family law.
3. The Conflict Defender must have an ability to work with the judges, criminal lawyers, court administrators, and other persons within the criminal justice system.
4. The Conflict Defender must have an ability to effectively manage staff attorneys and other employees of the office.

SPECIAL NOTE:

The Conflict Defender will be appointed pursuant to the Monroe County/Monroe County Bar Association Plan (MCBA) Plan Regarding the Conflict Defender's Office. Applications will be forwarded to the MCBA for review and the selection of three finalists. The Conflict Defender shall be appointed by the County Executive, subject to applicable civil service requirements and confirmation by the Legislature.

SPECIAL REQUIREMENTS:

Candidates for employment with Monroe County Government will be required to pass a pre-employment drug test, along with a background investigation. Failure to meet the standards may result in disqualification.

ADDITIONAL INFORMATION:

Effective February 2023 through December 2024 Monroe County will be providing full-time employees a quarterly \$1000 retention payment.

Visit: <https://www.monroecounty.gov/hre-choosemonroe> for more information on our county's generous paid time off, 14 holidays and more.

210 County Office Building, 39 West Main Street, Rochester, NY 14614-1471

PHONE: (585) 753-1700 TTY: (585) 753-1091 WEB SITE: <http://www.monroecounty.gov>

Monroe County government prohibits discrimination in employment, program activities, procurement and contracting against any person due to such person's age, marital status, disability, genetic predisposition or carrier status, race, color, creed, sexual orientation or national origin.
An Equal Opportunity Employer

RESIDENCY REQUIREMENT:

Applicant must be a resident of Monroe County at the time of appointment.

APPLY ONLINE OR SEND CIVIL SERVICE APPLICATION TO:

**MONROE COUNTY DEPARTMENT OF HUMAN RESOURCES
39 WEST MAIN STREET - ROOM 210
ROCHESTER, NEW YORK 14614**

Posting Date: March 31, 2023

Posting Deadline: Until filled

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 Appt?

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 LAP Confidential?

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

Why was the Program Established?

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

Who May I Call?

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

LAWYER ASSISTANCE PROGRAM

**Your
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**Your
Last Resort**



The New York State Bar Association
Lawyer Assistance Program

(518) 487-5688

The New York State Bar Association
Lawyer Assistance Program Hotline (24/7)

(877) 772-8835

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 following:

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

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.

Onondaga County Bar Foundation • 431 E. Fayette St., #300 • Syracuse, NY 13202

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.



Leadership for Lawyers: How to Get the Most From Your Team Without the Drama

WHEN: NOON to 1 p.m.
Wednesday, May 31, 2023

HOW: ZOOM

MCLE: 1.0 Law Practice Mgmt.

COST: \$20

This CLE is appropriate for both newly admitted & established attorneys. Financial waivers available: [here](#).



Are you tired of dealing with drama and low productivity in your small law firm? Do you wish managing people were more straightforward and that everyone would just focus on their work? This is the CLE for you. You'll get the proven, practical solutions you need to build a strong, committed team don't have to be "on" 100% of the time.

What will be covered:

- One strategy and 3 steps to cure quiet quitting
- How to manage and retain top talent (and get more clients)
- Improve productivity and profitability by at least 10%
- Avoid the biggest mistakes that cause top performers to disengage, and jump ship

CLICK HERE
TO
REGISTER

Presenter: Doug Brown, J.D.



Doug Brown is an experienced lawyer, entrepreneur, and expert in applying proven business principles to help law firm leaders build resilient teams, generate sustainable profits, and achieve competitive advantage. With over two decades of experience, Doug's unique mixture of legal, business, and teaching expertise provides fresh, cross-functional perspectives to help lawyers navigate the business side of the law. Having served in various roles, including MBA Program Chair, Professor, Executive Director of the Connecticut Bar Association, and COO of a \$30MM retail business, Doug is now the Chief Learning Officer and Head Executive Coach for Summit Success International, helping lawyers build profitable and sustainable firms, attract great clients, and plan for the future.