

# *THE BAR REPORTER*

*The Newsletter of the Onondaga County Bar Association*



## *In this issue*

- President's Column p. 5
- OCBA Goings-on p. 9
- The Practice Page p. 13
- OCBA Awards Info p. 15
- Newsmakers & Influencers p. 17



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**

Donald J. Martin

Deborah O'Shea

Jan Farr

Hon. Gary L. Sharpe

Kenneth B. Rosso, II

Hon. William Rose





# TABLE OF CONTENTS

## PAGE

|              |                                     |
|--------------|-------------------------------------|
| <b>4</b>     | <b>Upcoming Events</b>              |
| <b>5</b>     | <b>President's Column</b>           |
| <b>9-10</b>  | <b>OCBA Goings-on in pictures</b>   |
| <b>13-14</b> | <b>The Practice Page</b>            |
| <b>15-16</b> | <b>OCBA Awards</b>                  |
| <b>17-20</b> | <b>Newsmakers &amp; Influencers</b> |

### **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

### **Directors**

Samantha 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 C. Riggi

Sarah E. Ruhlen

Michael A. Schwartz

Lauren H. Seiter

Megan P. Smith

Katherine A. Stewart

Hon. Derrek T. Thomas

### **Ex-Officio**

Dean Craig M. Boise

Hon. James P. Murphy

### **Staff**

Jeffrey A. Unaitis

*Executive Director*

Carrie Chantler

*Marketing & Communications Dir.*

Maggie James

*Administrative Professional*

*& Lawyer Referral Service Manager*

John A. Cirando, Esq.

*Editor Emeritus*

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

|                          |   |
|--------------------------|---|
| Tuesday, March 19, 2024  | First Day of Spring   |
| Friday, April 5, 2024    | OCBA Criminal Law Section Meeting<br>12:15 to 1:30 p.m. CNY Philanthropy Center, Ballroom, 431 E. Fayette St., Syracuse   |
| Tuesday, April 9, 2024   | CLE   Getting to Know the Volunteer Lawyers Project of CNY<br>Noon to 1 p.m. via ZOOM register <a href="#">here</a> .   |
| Thursday, April 11, 2024 | Onondaga County High School Mock Trial Championship<br>9 a.m. Onondaga County Courthouse, 401 Montgomery St., Syracuse  |
| Thursday, April 11, 2024 | OCBA Criminal Law Section Happy Hour<br>5 to 7 p.m. Shaughnessy's Irish Pub, 505 S. Warren St., Syracuse  |
| Friday, April 12, 2024   | OCBA Family Law Section Meeting<br>12:15 to 1:30 p.m. CNY Philanthropy Center, Ballroom, 431 E. Fayette St., Syracuse   |
| Monday, April 15, 2024   | OCBA Annual Meeting<br>Noon, Onondaga County Legislative Chambers, Room 407, Onondaga County Courthouse, 401 Montgomery St., Syracuse -- <i>All are welcome!</i>  |
| Friday, April 19, 2024   | OCBA Paralegals Committee Meeting<br>Noon to 1:15 p.m., CNY Philanthropy Center, Ballroom, 431 E. Fayette St., Syracuse<br>Let Carrie know you're coming when you send her an RSVP email <a href="#">here</a> . |
| Wednesday, May 1, 2024   | Law Day 2024  |
| Tuesday, May 14, 2024    | CLE   Medical Aid in Dying (MAiD): The Final Countdown?<br>1 to 3 p.m. via ZOOM register <a href="#">here</a> .   |
| Monday, May 27, 2024     | Memorial Day - OCBA Office Closed   |

## Grandson in search of Grandmother's Last Will & Testament

Timothy Blake is looking for the attorney or law firm that worked with his grandmother Terry Checksfield to draft her last will and testament. Ms. Checksfield was born on December 11, 1958 and died on December 30, 2023 after suffering a heart attack in her Phoenix, NY home. She was a lifetime resident of Phoenix, served her country in the U.S. Army, and lived close to family throughout her life.

If you have any information, please contact Timothy Blake at 315-209-2799.

# From the President



Dear Members,

Happy Spring to all of our members! After a mild winter we hope there is a beautiful spring and summer season ahead.

OCBA has had a great first start of 2024. We had an event in January honoring the newly elected judges in our county: Hon. Joseph J. Zavaglia, Hon. Diane Darwish-Plumley and Hon. Jean Marie Westlake. We also had a wonderful lunch event in February honoring Judge Danielle M. Fogel, Supervising Judge of the State Supreme Court, which we hosted jointly with the CNYWBA. In between we held several CLEs including a “fireside” style chat with Hon. Kevin P. Kuehner hosted by our Family Law Section.

I am honored to announce two new annual professional awards that OCBA intends to bestow on an annual basis. We encourage you to nominate worthy candidates for the “Champion of the Law” and “Rising Star” awards. The award descriptions are included in this issue, and OCBA intends to present these new awards on May 1, 2024 – Law Day. The Distinguished Lawyer and Ruger award will continue to be awarded at the Annual Reception. You can review the award descriptions and submit nominations for the Distinguished Lawyer Award, the William C. Ruger Centennial Award, the Champion of the Law Award, and the Rising Star Award through the OCBA website – [onbar.org](http://onbar.org). Make your nominations today!

Please check out our “Upcoming Events” section and make sure you join us! The annual meeting will be April 15, 2024 in the Onondaga County Legislative Chambers. We hope to see you.

Thank you for your support of OCBA and we look forward to seeing you soon!

A handwritten signature in blue ink that reads "Martin A. Lynn". The signature is written in a cursive, flowing style.

Martin A. Lynn, Esq.

**OFFICE SPACE AVAILABLE**

Office space available in a suite of legal offices. One private office available. Reception area and cubicle/desk for paralegal are also available. Shared conference room and lobby area. Newly refurbished space, high speed wifi, plenty of free parking.

\$500/month for private office, additional if reception area and/or paralegal area are wanted.

Month-to-month lease available.

If interested, please contact Tamara L. Capone at (315) 218-5853 or [TCapone.Law@gmail.com](mailto:TCapone.Law@gmail.com)

# APPEALS

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

John A.  
**CIRANDO**  
Attorney at Law

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

**We APPEAL To You**

## ATTORNEYS ASSEMBLE: HELP SOLVE PEOPLE PROBLEMS!



Firm Seeks Talented **Criminal Defense Attorney!**

Join our award-winning team in Central New York. Exceptional opportunities await.  
Email [HR@naveteam.com](mailto:HR@naveteam.com) for a **confidential** career conversation.



# Daniel F. Mathews, Jr. Memorial Golf Outing

Now in its 22nd Year

**SAVE  
the  
DATE**

**THURSDAY  
AUGUST 22, 2024**



**TULLY RINCKEY** PLLC  
ATTORNEYS & COUNSELORS AT LAW

We're

# HIRING

507 Plum Street #103  
Syracuse, NY 13204

Attorneys in the following practice areas:

Family & Matrimonial

Criminal Law

Labor & Employment

Real Estate

Civil Litigation

Trust & Estates

Military Law



[HIRING@TULLYLEGAL.COM](mailto:HIRING@TULLYLEGAL.COM)



ATTORNEY ADVERTISING - PRIOR RESULTS DO NOT GUARANTEE SIMILAR OUTCOMES



Kenney  
Shelton  
Liptak  
Nowak LLP

Kenney Shelton Liptak Nowak LLP, a dynamic growing law firm known for its collaborative approach, team-oriented environment and dedication to mentoring, has immediate openings for defense litigation associates in our Buffalo and Syracuse offices. If you are looking for a flexible and team-oriented work environment to develop your skills or to take your practice to the next level, then this position may be for you. Ideally, qualified candidates will have 3+ years of defense litigation experience. Familiarity with the NYS Labor Law (§§ 200, 240 & 241(6)) and/or the construction industry is preferred, but not a requirement. Position offers trial experience and client-interaction opportunities, if desired. Candidates with strong analytical and writing skills, with a strategic mindset and an eye for detail will thrive in this role. Position offers a very flexible hybrid WFH and/or in-office schedule for the right candidate to suit the candidate's preferences. Competitive salary in the range of \$90,000-\$130,000 and commensurate with experience, with full benefits package (health insurance, dental insurance, life insurance, 401(K) plan, flexible spending and more) offered. This position will provide the ability to work with great clients, have a job you love, and the life (outside of the office) that you want.

If you are interested, please contact Patrick Kenney at [pskenney@kslnlaw.com](mailto:pskenney@kslnlaw.com).

# Do you practice Family Law?



**Come to the next  
OCBA Family Law  
Section Meeting**

**12:15 to 1:30 p.m.  
Friday, April 12, 2024**

**CNY Philanthropy Center  
3rd Floor Conference Room  
431 E. Fayette Street**

*See you there!*

# mcv<sup>law</sup>

## IS ACCEPTING REFERRALS!

*Do you have injured or  
disabled clients in need of  
Workers' Compensation or  
Social Security Disability services?  
Entrust them to quality.  
Entrust them to experience.  
Entrust them to MCV Law.*

**(315) 471-1664**  
[mcvlaw.com/referral](http://mcvlaw.com/referral)



**JOIN US!**

## **VOLUNTEER APPRECIATION LUNCH**

**CELEBRATING THE UNWAVERING COMMITMENT  
OF THOSE PROVIDING ACCESS TO JUSTICE**

**WEDNESDAY, APRIL 17**

**12:00 - 1:30 PM**

**DINOSAUR BBQ**

**RSVP REQUIRED**

**Keynote Address Featuring  
Hon. Deborah H. Karalunas  
Administrative Judge for the  
Fifth Judicial District**

**SPACE IS LIMITED!**

**GUESTS MUST RSVP TO  
[BHEMINGWAY@VLPCNY.ORG](mailto:BHEMINGWAY@VLPCNY.ORG) BY APRIL 12**

## *CRIMINAL LAW SECTION MEETING*

**WHEN:** 12:15 to 1:15 p.m.  
Friday, April 5, 2024

**WHERE:** CNY Philanthropy Center  
2nd Fl. Ballroom  
431 E. Fayette Street

***BRING A LUNCH  
SNACKS & SODAS PROVIDED***

RSVP to Carrie

[cchantler@onbar.org](mailto:cchantler@onbar.org)

***OR JUST SHOW UP!***



# Congratulations and Welcome!

Three newly elected judges began 2024 with a rousing cocktail hour sponsored by Bousquet Holstein PLLC on Thursday, January 25th at Syracuse's Salt City Market. The guests of honor were Family Court judges the Hon. Joseph J. Zavaglia and the Hon. Diane Darwish-Plumley as well as newly elected Supreme Court Justice the Hon. Jean Marie Westlake, who currently presides in the court's Dedicated Matrimonial Part. We look forward to your long careers on the bench!

*Pictured l. to r.: The three new judges are seen with members of Bousquet Holstein. | Bousquet Holstein's newly named Marketing Coordinator Nicole Morett and Nave Law Firm's Maria Morse are enjoying the event. | District Executive Donald C. Doerr, the Hon. Anthony Paris (Ret.) and the Hon. Joseph Lamendola approve the hors d'oeuvres. | OCBA Member Maureen Maney takes a moment for a photo with Judge Westlake.*





Congratulations were in order for the Hon. Danielle M. Fogel during a Thursday, February 15th luncheon in her honor at the Century Club co-hosted by the Onondaga County Bar Association and the Central New York Women’s Bar Association. In September, Judge Fogel was appointed the Supervisory Judge for the Supreme Court of the State of New York, Fifth Judicial District, only two years after being elected a Supreme Court Justice. During her warm remarks, the guest of honor (and former president of both bar associations) thanked guests for their kind recognition. She wryly recommended to any bench aspirants in the room to become a bar association leader noting that several of the last bar presidents have ascended to the judiciary. Congratulations Judge!

*Pictured above: (l. to r.) Judge Ramon Rivera, Judge Danielle M. Fogel, Judge Deborah H. Karalunas, Michael Fogel, Dominic Cambareri, and Donald C. Doerr. Pictured Below: CNYWBA members (l. to r.) Megan Thomas, Colleen Gibbons, Amy D’Ambrogio, Jillian McGuire, Alicia Loomis, Bryn Lovejoy-Grinnell, Leah Witmer, and Samantha Riggi.*





**The Onondaga County Bar Association  
Welcomes to the Bench  
these Newly Elected  
5th Judicial District  
Town & Village Court Judges**



- Hon. Anthony Germano – Clay Town Court**
  - Hon. Ian Rennie – Dewitt Town Court**
  - Hon. John F. Boyd, II – Manlius Town Court**
  - Hon. Marla Raus – Manlius Village Court**
  - Hon. Daniel J. Falge – Marcellus Town Court**
  - Hon. Gerald J. Carroll – Skaneateles Town Court**
  - Hon. Michael R. Vaccaro – Tully Town Court**
  - Hon. Jeffrey D. Raub – East Syracuse Village Court**
- (Unable to preside on the Bench until the end of April 2024)*



**BOUSQUET HOLSTEIN PLLC**

**ABOUT THE FIRM:**

Bousquet Holstein is a full-service law firm with over 50 attorneys and offices in Syracuse and Ithaca, New York. Providing services in over 30 practice areas, our team of attorneys and staff prioritize collaboration to create unparalleled legal solutions for our clients. The firm strives to create an encouraging environment that fosters growth and an appropriate balance between personal and professional life.

[www.bhlawpllc.com](http://www.bhlawpllc.com)

**OPEN POSITIONS**

- **General Litigation Associate**  
Syracuse, NY
- **Real Estate Associate**  
Syracuse, NY
- **Trusts and Estates Attorney**  
Syracuse, NY
- **Matrimonial/Family Law Attorney**  
Syracuse or Ithaca, NY
- **Tax and Development Finance Attorney**  
Syracuse, NY

**LEARN MORE ABOUT  
OUR OPEN  
POSITIONS**



Sugarman Law Firm, LLP, a leading firm in Upstate New York, is growing and seeks to hire one or more attorneys with 3 to 10+ years' experience for our Syracuse and Buffalo offices. The firm specializes in representing licensed professionals such as doctors, nurses, architects, engineers, and accountants as well as municipalities engaged in complex litigation. The firm also has substantial construction, commercial, insurance and personal injury practices. Candidates will manage cases in any of these areas from inception through trial.

Qualified candidates must be licensed in the State of New York and have a desire to work as a litigation attorney.

The available positions offer a salary range from \$95,000 to \$125,000 depending on experience and skill set, plus a generous bonus program and benefit package. The firm is widely regarded as a great place to work with high quality of life and work/life balance, and flexible work arrangement possible.

To apply, please send a resume and cover letter to Samantha Kasmarek at [skasmarek@bhlawpllc.com](mailto:skasmarek@bhlawpllc.com).

All inquiries are kept confidential.



To apply, please send your resume and writing sample to [careers@sugarmanlaw.com](mailto:careers@sugarmanlaw.com).



**HISCOCK LEGAL AID SOCIETY**  
PROMOTING JUSTICE FOR ALL SINCE 1949

**JOIN US**

# Jumping for Justice

Bounce into Jumping for Justice March 26, 2024!  
Gather your friends and **join trampoline dodgeball** for a wildly fun competition supporting Hiscock Legal Aid Society.

Looking for something less intense? **No worries!**

Join the free jump session - leap for a great cause alongside friends. Whether you battle mid-air or simply socialize above the ground, jump in joy knowing proceeds further Hiscock's mission.

**Let your inner child out, bounce away, and support justice for all!**



**Get Air**  
**7687 Frontage Road**  
**Cicero, NY 13039**

**March, 26 2024**  
**6:00 pm**

**Register at:**  
**[GiveButter.com/JumpingForJustice](https://GiveButter.com/JumpingForJustice)**

---

# THE PRACTICE PAGE

## WHEN A DOG'S BITE IS WORSE THAN ITS BARK

Hon. Mark C. Dillon \*

Do you like dogs? I do. They like taking walks. They enjoy riding shotgun in the car with their heads out the open window, taking in scents along the route. They are loyal. They obey the leash. They even smile for photographs (even better than some of us humans, myself included). And for our single readers, they may even be a magnet for other singles that helps break the proverbial ice.

For all animal lovers, we'll focus on the case of *Cantore v Costantine*, 221 AD3d 56 (2023). The case addresses the very small percentage of dogs which ... well, bite humans. Go figure. Those bites may be relatively minor, but on other occasions, they may be quite serious and, in the event of a full-on attack, even fatal (e.g. *Sutton v City of New York*, 119 AD3d 851 [2014]). For every tort-infused dog with a good set of teeth, there is a corresponding plaintiff's attorney.

But first let's touch upon the basics of dog bite liability law. Since 1816, the law of this state has been that the owner of a domestic animal who either knows or should have known of an animal's vicious propensities will be held liable for the harm the animal causes as a result of those propensities (*Vrooman v Lawyer*, 13 Johns 339 [1816]; see also *Collier v Zambito*, 1 NY3d 444, 446). "Vicious propensities" include the propensity to do any act that might endanger the safety of the persons or property of others in a given situation (*Dickson v McCoy*, 39 NY 400, 403 [1868]). Knowledge of vicious propensities may be shown by proof of prior acts of a similar kind of which the owner had notice (*Benoit v Troy & Lansingburgh R.R. Co.*, 154 NY 223, 225 [1897]). Vicious propensities include a prior attack, the dog's tendency to growl, snap, or bare its teeth, the manner in which the dog was restrained, and a proclivity to act in a way that puts others at risk of harm (*Bard v Jahnke*, 6 NY3d 592, 597 [2006]). The vicious propensities rule displaces the standard elements of negligence, and imposes strict liability upon an animal's owner when prior actual or constructive knowledge of

vicious propensities is established (*Hastings v Suave*, 21 NY3d 122, 125 [2013]), *Collier v Zambito*, 1 NY3d at 448). Additionally, an animal that behaves in a manner that would not necessarily be considered dangerous or ferocious, but which nevertheless reflects a proclivity to act in a way that puts others at risk of harm, can be found to have vicious propensities — albeit only when such proclivity results in the injury giving rise to the lawsuit (*Bard v Jahnke*, 6 NY3d at 597). The reader will note the advanced age of some of the cases cited here, reflecting the long-standing law that has defined the concepts governing animal liability law for several generations. Including many generations of dogs.

Liability is not limited to the actual owners of the animal, but extends to those who harbor or exercise dominion or control over it (*Molloy v Strain*, 191 NY 21, 21 [1908]; *Matthew H. v County of Nassau*, 131 AD3d 135, 144 [2015]). The Court of Appeals recognized a special rule for veterinarians and other animal specialists in *Hewitt v Palmer Veterinary Clinic, PC*, 35 NY3d 541 (2020), where it was held that a patron of a veterinary clinic who was attacked in a waiting room by another patron's dog possessed a cause of action against the clinic, even though the clinic did not have prior notice of the dog's vicious propensities. The reason veterinary clinics can potentially be held liable in such instances, on a premises liability theory, was that veterinarians have specialized knowledge of animal behavior and can foresee that within their waiting rooms, dogs there may experience pain, stressors, and unfamiliar people, animals, and surroundings, creating a heightened and foreseeable risk of aggressive behavior at the facility (*Id.*, at 548).

*Continued on the next page.*

With that all said, in *Cantore v Costantine*, supra, the defendant, Daikers Restaurant, was a dog-friendly restaurant which posted a sign at its entrance announcing that it was a pet-friendly establishment, and that animals there must be kept on a leash. On a day in 2019, the 3-year old infant plaintiff was bitten by a dog owned by two of the restaurant's patrons, the Costantine defendants. The plaintiff's complaint alleged inter alia that the restaurant had permitted the dog in question to freely roam the premises without a leash. Cross-claims between the restaurant and the dog owners' flew like fur. The restaurant moved for summary judgment arguing that it had no prior knowledge of the dog's vicious propensities, that it had posted a requirement that dogs be kept leashed, and that contrary to the allegations of the plaintiff's complaint, the dog in question had actually been leashed at the time of the occurrence. The plaintiff opposed the restaurant's motion for summary judgment and cross-moved for partial summary judgment, arguing inter alia that despite the restaurant's lack of knowledge of vicious propensities, the restaurant could nevertheless be held strictly liable under the Hewitt standard, given that the restaurant was pet-friendly and had failed to assess whether any of the animals invited onto the premises posed a risk of injury to patrons.

The Appellate Division in *Cantore* determined that the Hewitt standard was not applicable to the restaurant, and therefore, the restaurant was entitled to summary judgment by virtue of it not having notice of the dog's vicious propensities. The court held, in effect, that the restaurant here, unlike the veterinary clinic in *Hewitt*, did not possess specialized knowledge of animal behavior as to exempt it from the vicious propensities standard for liability. The result reached in *Cantore* appears to be on all fours. A contrary result would have meant that all property owners who generally permit animals upon their premises would become subject to a general premises negligence standard, rather than be subject to the vicious propensities standard that has governed animal liability actions since 1816. In other words, in *Cantore*, the Hewitt tail was not permitted to wag the strict liability dog.

Hopefully for all of us going forward, only dogs' barks will be worse than their bites.



Mark C. Dillon is a Justice of the Appellate Division, 2nd Dep't., is an Adjunct Professor of New York Practice at Fordham Law School, and is a contributing author of CPLR Practice Commentaries in McKinney's.

---



## Professional Awards of the Onondaga County Bar Association

### **Champion of the Law Award**

An award given annually (beginning 2024) to a member of the judiciary who has achieved notable success in advancing the interests of justice. Examples of achievements which might support a nomination are contributions to the law, including but not limited to participation in cases or programs that positively impacted the litigants and the legal community; contribution of leadership in implementing improvements to the administration of justice and to access to justice; scholarly published work that advanced education and skills of lawyers in the field; participation in the education and training of bench and bar; generosity of time and effort volunteering time; exhibition of a positive collegial presence, patience without condescension and an outstanding reputation in the legal community.

### **Rising Star Award**

An award given annually (beginning 2024) to a lawyer in the Fifth Judicial District who was admitted no more than ten (10) years prior to the award cycle, who is deemed by their peers as an emerging leader in the practice of law because of their contributions to the profession, the association and the community — and promise of leadership in the future.

### **Distinguished Lawyer Award**

OCBA has been annually honoring a local attorney for distinguished service to the profession since 1968. The OCBA Awards Committee reviews nominations and recommends a candidate to the OCBA Board of Directors for its approval. The Distinguished Lawyer is honored at an event hosted by OCBA each fall. Nominees must have devoted a professional career to the law; must possess exceptional lawyering skills; 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 the community; and must possess ethics beyond reproach.

### **William C. Ruger Centennial Award**

The William C. Ruger Centennial Award is given to a current or former judicial officer and is reserved for recognition of singularly outstanding achievement in jurisprudence and devotion to upholding the principles of our system of justice. The Ruger Award was created during the Association's Centennial celebration in 1975 and named after the first president of the Onondaga County Bar Association, William C. Ruger, who went on to serve as Chief Judge of the New York State Court of Appeals. The Award has been given to only 12 jurists since its inception.

## **NOMINATION COVER SHEET**

To nominate an individual(s) for any of the OCBA Professional Awards, please fill out this cover sheet to submit along with a letter, including the name of the nominee, a resumé or CV, and a description of why the individual meets the criteria for the award. Feel free to include any supporting information (e.g., letters of support) that may be helpful to the Committee when considering this nomination, offering concrete examples of how the nominee has demonstrated the ideals embodied in the award criteria.

- Champion of the Law**
- Rising Star**
- Distinguished Lawyer**
- William C. Ruger Centennial Award**

**Nominee:** \_\_\_\_\_  
Organization: \_\_\_\_\_  
Title: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

### **Nominating Individual/Organization**

Nominator: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

Nominations are accepted on a rolling basis via email to  
Jeff Unaitis, OCBA Executive Director ([junaitis@onbar.org](mailto:junaitis@onbar.org))  
or on our website: <https://www.onbar.org/ocba-professional-awards/>

**While the Committee will accept nominations received for all awards throughout the year, it may not take immediate action on those recommendations, but will maintain all nominations for consideration in subsequent years.**



# NEWSMAKERS & INFLUENCERS

## Local Firms Celebrate New Leadership

### Changes at BOND's Syracuse Office

In February, Bond, Schoeneck & King announced that Colin M. Leonard and Suzanne M. Messer assumed its Syracuse office's managing member and deputy managing member positions, respectively.



Leonard

Leonard succeeds Brian Butler in this role. Butler ascended to chair the firm's management committee on January 1st.



Messer

"Colin is the natural choice to lead Bond's largest office, with more than 85 attorneys and 170 staff. He and I worked together closely over the past three years managing the office. He is a smart lawyer and visionary leader, well respected by his peers, and I'm happy to see him take over leadership of the Syracuse office," said Butler.

Butler added, "I've also worked closely with Suzanne, as we both are litigators and have worked on a number of cases together. I have the utmost respect for her as a lawyer, a litigator and a leader. Together, Colin and Suzanne are poised to continue the growth of the firm in Central New York, provide guidance to the attorneys and develop our staff so that we can all better serve our clients. I'm thrilled for them both."

Colin M. Leonard is a management-side labor and employment lawyer who works with clients throughout Central New York, the Mohawk Valley and the Southern Tier. His practice includes traditional labor-related work, including collective bargaining, labor arbitrations and agency matters before the National Labor Relations Board and New York State Public Employment Relations Board.

Suzanne M. Messer represents clients in commercial, higher education, employment and civil rights disputes and litigation. She has counseled and litigated in these subject areas for more than 15 years and regularly appears in federal and state courts. Messer has tried both jury and non-jury trials., argued before appellate-level courts and assisted clients in resolving disputes through mediation and arbitration.

### Leadership Shifts at Mackenzie Hughes LLP



Ruffer

After six years of service in the role of Mackenzie Hughes LLP's Managing Partner Anne B. Ruffer electively stepped down on at the end of 2023.

Richard C. Engel was elected to take over the firm's leadership, and James H. Nicoll was appointed as Business Department Chair.



Engel

During her tenure, Ruffer oversaw the day-to-day firm operations, worked in supporting the firm's various practice areas, managed its fiscal responsibility, encouraged attorneys' community involvement, and advanced the firm's positive culture. She successfully

navigated the firm through the pandemic and its many challenges. Anne has served in the firm's management since 2007, when she was elected to join the firm's Executive Committee.

As Managing Partner, she continued her law practice providing legal services in the firm's Estates Department. She will continue her practice, where she will work with clients on their estate planning, estates and trust administration, special needs and elder law planning, guardianships, and estate litigation.

Engel will oversee the firm's operations, chair the Executive Committee, and guide the strategic vision of the firm. Since joining the firm in 2003, his practice concentrates on business and corporate law, mergers and acquisitions, securities law, banking, commercial development, and IDA financing. He also handles securities litigation and arbitration before FINRA, private securities offerings, and federal and state regulatory compliance relating to securities and corporate governance.

Attorney James H. Nicoll now serves as the Chair of the Business Department, in which he is a partner. He represents public companies, private companies, private investment funds, and investment banks in a wide spectrum of matters, including mergers and acquisitions, capital markets, commercial lending, commercial contracts, ongoing securities law compliance and corporate governance.

# NEWSMAKERS & INFLUENCERS

---

## Madden Named New Chief of Operations at Bousquet Holstein

Alicia Madden was named Bousquet Holstein PLLC's new Chief of Operations at the end of January.

Madden assumes administrative leadership of the 52-attorney firm and will oversee all operating departments. She will work closely with the firm's Board of Managers on strategic and tactical planning and implementation, driving continued growth across the firm's Syracuse and Ithaca offices. Her expertise lies in financial and capital planning, data analytics, and strategic planning, as well as project and operations management.

"We are thrilled that Alicia will be joining us as our next Chief of Operations," said Managing Attorney David Holstein. "She brings with her talents, ideas, insights, and energy that will guide and sustain our standard of exceptional services to our clients and the communities we serve."



Madden

Madden comes to the firm with more than a decade of financial and budgetary experience in both the public and private sectors. She has held executive positions in higher education and government, most recently streamlining financial processes and managing strategic initiatives at Syracuse University. Previous to this position, she was the Director of Financial Operations for the City of Syracuse, where she played an instrumental role managing the City's budget and spending during the COVID-19 pandemic.

She holds a master's degree in public administration (MPA) from Syracuse University and earned a bachelors degree from Marist College where she graduated cum laude. Madden currently serves on the Board of Directors of the Greater Strathmore Neighborhood Association.

Madden succeeds John Walsh, who retired this year after serving as the firms' Business Manager since 2012.



Kelepurovski

## Barclay Damon Announces New Leadership Teams

In January, Barclay Damon enacted some changes to its membership teams across its several offices.

In Syracuse, John Kelepurovski, a member of the firm's Corporate, Data Security & Technology, and Lobbying & Election Law Compliance Practice Areas and Telecommunications and Health & Human Services Providers Teams, will serve as a member of the Associates Committee. He takes over the role from Courtney Merriman, who become leader of the Financial Services Practice Group in September 2023.

In the Rochester office, Sanjeev Devabhakthuni, a member of the firm's Torts & Products Liability Defense, Insurance Coverage & Regulation, and Professional Liability Practice Areas and Transportation and Insurance & Reinsurance Teams will serve as co-chair of the Professional Liability Practice Area.

The Boston office's Carolyn Marcotte Crowley, a member of the firm's Commercial Litigation, Labor & Employment, and Mass & Toxic Torts Practice Areas, will serve as co-chair of the Women's Forum. She takes over the role from Merriman.



Merriman

# NEWSMAKERS & INFLUENCERS

## ***Hancock Estabrook's James P. Youngs Named to NYS Small Business Development Center Advisory Board***

Hancock Estabrook's Litigation Chair and Minority and Women-owned Business Enterprise Certification and Services Lead Attorney James P. Youngs has been appointed to the New York State Small Business Development Center's Advisory Board.

The Advisory Board for the New York State Small Business Development Center is a collective of business, government and educational leaders from across the state. These men and women advise and provide expertise to the New York SBDC's Executive Director and its staff in advancing and improving the New York SBDC's mission to assist entrepreneurs and small businesses in the state.

New York SBDC State Director, Sonya Smith, stated, "Our advisory board went through some significant changes in the past year, and I am excited to add James Youngs to our board roster. We have a diverse group that is really focused on helping the SBDC identify strategies to better serve the state's small businesses. Jim and his extensive background will add great value to what we plan to do, to carry out that mission and vision. He brings a wealth of knowledge and experience with MWBE's and certifications as well as many other things that will really push this network to the next level.

Youngs practice is focused on representing companies, organizations, municipalities and individuals in a broad range of matters, including business and contract disputes, regulatory and administrative proceedings, intellectual property infringement claims, construction disputes and real property litigation. He has developed a special practice assisting new and existing businesses seeking to obtain Minority and Women-owned Business Enterprise (MWBE) Certification from New York State and other government and private accrediting agencies. He is a preeminent attorney in this emerging area of the law, having secured many notable successes in appeals from denials of certification.



*Youngs*

## **Brown, Rustay join Hancock Estabrook, LLP**

Joining Hancock Estabrook shortly after the start of 2024 as associate attorneys are Olivia Brown and Cameron Rustay.

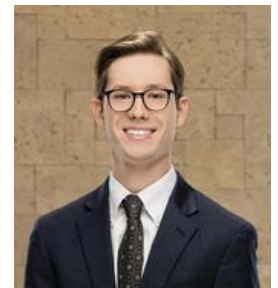
Brown is a graduate of the Syracuse University College of Law, where she served as the Form & Accuracy editor and an Editorial Member of the *Syracuse Law Review*. During her tenure at Syracuse Law, she was a fellow for Elder Law Restorative Justice and served as the Vice President for the Class of 2023 Student Bar Association. Additionally, she was a legal extern with SUNY Upstate Medical University Office of General Counsel.

Rustay is also a graduate of the Syracuse University College of Law, where he served as an Editorial Member for the *Syracuse Law Review*. Prior to joining the firm, he was a Judicial Intern for the Hon. Matthew J. Doran in Onondaga County Court.

Both Brown and Rustay were recently admitted to practice in New York State.



*Brown*



*Rustay*

# NEWSMAKERS & INFLUENCERS

## Bousquet Holstein's Rosemary Lepiane Appointed President of CNY Collaborative Family Law Professionals Board of Directors



Lepiane

Matrimonial and Family Law practitioner Rosemary Lepiane was recently appointed President of the Board of Directors for CNY Collaborative Family Law Professionals, Inc.

A member of Bousquet Holstein PLLC, Lepiane boasts more than 20 years of experience and joined the CNY Collaborative Group in 2019 and served as Vice President of the Board from 2021 to 2023.

"This organization holds extraordinary value to this community," Lepiane said. "I am honored and excited to take on this new role."

CNY Collaborative Family Law Professionals, Inc. is a non-profit organization committed to offering families alternative, out-of-court solutions for divorce or separation, recognized as a more positive method for family stability and the welfare of children. Membership is comprised of local family law attorneys,

financial experts, and mental health professionals aligned with and trained in the ethical standards of collaborative methods.

Along with Lepiane, Bousquet Holstein attorneys Ryan Suser and Steven Paquette are both members of the organization, with Paquette previously serving as president in 2015.

Learn more about the CNY Collaborative Family Law Professionals, Inc. [here](#).

## Barclay Damon's Pro Bono Service Receives National Recognition, Accolades

The American Bar Association Standing Committee on Pro Bono and Public Service has recognized Barclay Damon as an ABA Free Legal Answers Pro Bono Leader for 2023. This year marks the second time Barclay Damon has received this designation. The firm was first recognized as a Pro Bono Leader for 2021. David Solimeno, associate, was also recognized as an individual ABA Free Legal Answers Pro Bono Leader for 2023.

The committee recognizes attorneys, law firms, corporate law departments, law schools, and other legal organizations that've provided exemplary pro bono services via ABAFreeLegalAnswers.org. In 2023, Barclay Damon attorneys answered 130 civil legal questions, and Solimeno answered 63 civil legal questions. Barclay Damon attorneys and paralegals dedicated approximately 2,500 hours valued at more than \$960,000 to pro bono efforts in 2023 through participating in firm-sponsored family court clinics, litigating civil rights violations, drafting wills for veterans, assisting with clemency applications, and providing online legal aid through the Free Legal Answers program.

Jen Leonardi, Barclay Damon's pro bono partner, said, "Pro bono service is a core component of Barclay Damon's diversity, equity, and inclusion initiative. We strive to do as much pro bono work as we can to ensure people in need, regardless of income, have access to critical legal assistance."

Now in its eighth year, ABA Free Legal Answers has responded to more than 330,000 civil legal questions submitted by users to the 13,500-plus pro bono attorneys from 43 jurisdictions, including a federal portal addressing veterans benefits and immigration questions.

"Helping people through the Free Legal Answers program is really rewarding," Solimeno said. "Volunteering in this capacity allows me to reach people throughout New York in need of legal guidance who I might not otherwise encounter in my area."



Solimeno



Leonardi



**Division of Regional Affairs  
Deputy Attorney General  
Reference No. DRA\_DAG\_3668**

**Application Deadline is April 12, 2024  
Senior Management Opportunity for Attorneys | Position Availability Statewide**

The Office of the New York State Attorney General (OAG) is seeking an experienced attorney to serve as Deputy Attorney General (DAG) for the [Division of Regional Affairs](#).

Regional Affairs is made up of the Attorney General's thirteen Regional Offices, which are located throughout New York State in Binghamton, Brooklyn, Buffalo, Harlem, Nassau, Plattsburgh, Poughkeepsie, Rochester, Suffolk, Syracuse, Utica, Watertown, and Westchester. There are more than 200 attorneys and support staff in the Division.

Regional Affairs is responsible for representing and defending the State, its officers, and agencies in actions in federal and state courts. In addition, it enforces laws designed to prohibit discrimination and to protect the rights of consumers, senior citizens, tenants, and immigrants, among others, and is responsible for regulatory matters involving charities. Recently, the Attorney General's Regional Offices added two specialized statewide enforcement units to support new initiatives. The newly formed Extreme Risk Protection Order ("ERPO") Unit is responsible for representation, training, and outreach for the New York State Police in connection with [New York's Red Flag Law](#). The Cannabis Enforcement Unit works with the New York State Office of Cannabis Management to enforce the Cannabis Law, bringing actions to address [unlicensed sales activity](#) throughout the state and supporting local authorities through relevant enforcement trainings. Finally, each Regional Office plays an important role in local outreach and engagement, sponsoring events that educate and provide resources to communities in the regions. The Division is headed by the Chief Deputy Attorney General (CDAG) and each Regional Office is headed by an Assistant Attorney General-in-Charge (AAGIC). The Deputy Attorney General will report directly to the CDAG for Regional Affairs and assist the CDAG with leading the division and managing the statewide legal practice and operations.

**Duties:**

- Assist the CDAG with the management and oversight of the Division's defensive and affirmative dockets and daily operations with an emphasis on the defensive practice;
- Review, recommend, and implement workflows, reporting, and tracking mechanisms to ensure consistent practices across the Regional Offices defensive and affirmative dockets with an emphasis on the defensive practice;
- Work closely with Regional Office AAGICs, particularly in connection with oversight of significant defense matters, and provide legal and strategic support as needed;
- Collaborate with State Counsel DAGs and managers to promote consistent inter-divisional litigation practice, processes, and policies;
- Review and approve AAG state and federal court settlement recommendations;
- Help develop and coordinate statewide community outreach and education;
- Help oversee and expand the Division's professional development programming, including recruitment, training, mentorship, and accountability.

**Qualifications:**

- Applicants must have at least **ten (10) years** of litigation experience, including trial and/or complex civil litigation experience;
- Prior experience leading teams of attorneys is preferred;
- Prior experience interfacing with governmental agencies and officials is also preferred;

- Excellent organizational, advocacy, legal writing, and communication skills;
- Strong interpersonal and relationship management skills;
- Availability for regular travel within New York State, including periodic overnight trips; and a
- Demonstrated commitment to public service.

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 OAG attorneys be citizens of the United States. A two (2) year commitment upon being hired is a condition of employment.

**The annual salary for this position is \$195,098 + \$3,087 in location pay (if applicable).** 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. 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.

*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 must be submitted by email. To apply, please submit your complete application, including each of the items identified below, to [recruitment@ag.ny.gov](mailto:recruitment@ag.ny.gov). Applicants must indicate both the position title and reference number (Deputy Attorney General, DRA\_DAG\_3668) in the email subject line and in their cover letter.

**To ensure consideration, applications must be received by close of business on April 12, 2024.**

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

- Cover Letter
  - You may address your letter to the Legal Recruitment Unit.
  - Include the position title and reference number (Deputy Attorney General, DRA\_DAG\_3668).
  - Indicate your location preference(s): either Binghamton, Buffalo, Nassau, New York City, Plattsburgh, Poughkeepsie, Rochester, Suffolk, Syracuse, Utica, Watertown, and/or Westchester.
  - Indicate why you are interested in this position and what makes you a strong candidate. You may wish to include information about what life experiences you will bring to the position that will enhance the Office's ability to better serve the diverse population of this state.
- Resume
  - Legal Writing Sample
  - List of three (3) references
  - Only submit professional references, supervisory references are preferred.
  - For each reference, indicate the nature and duration of your relationship.
  - Include contact information and email addresses for each reference.
  - Please note that 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](mailto:recruitment@ag.ny.gov) or phone at 212-416-8080.**

**For more information about the OAG, please visit our website: [ag.ny.gov](http://ag.ny.gov)**



## HISCOCK LEGAL AID SOCIETY

PROMOTING JUSTICE FOR ALL SINCE 1949

### ATTORNEY – MATRIMONIAL PRACTICE

**About Hiscock Legal Aid:** Hiscock Legal Aid (HLA), founded in 1949, is a non-profit agency located in Syracuse, New York. Committed to promoting equal justice under the law, HLA is a primary provider of legal services for low-income individuals in Central New York. Learn more about our mission at [www.hlalaw.org](http://www.hlalaw.org).

**About the Position:** Hiscock Legal Aid (HLA) seeks an attorney to join the matrimonial practice of our successful Civil Program. As part of this dedicated team, you will provide direct representation primarily in divorce cases, along with any associated family court matters. Our attorneys provide comprehensive representation, including client consultations, drafting pleadings and motions, appearing in court, negotiating settlements, and more. Come join a well-established law office dedicated to assisting people in need navigate a complex legal system. Our attorneys benefit from the support of a dedicated team of Law Assistants, and a Client Resource Specialist is available to help address non-legal needs. Come do great work with great people!

**Qualifications:** Admission or pending admission to New York Bar. Strong written and oral advocacy skills. Commitment to helping people in need. Ability to work both independently and collaboratively as part of a team. Diverse economic, social, and/or cultural experiences.

**Salary Transparency:** \$75,000 to \$106,705 annually for attorneys admitted to New York Bar, depending on candidate qualifications and experience. \$70,000 annually for law graduates awaiting admission.

**Benefits:** Excellent fringe benefits include generous paid vacation, sick, personal, and hourly leave totaling more than 30 days per year; minimum of 14 paid holidays per year; health, dental, life, and vision insurance; 401(k) retirement plan with employer match; reduced membership to the YMCA of CNY; \$100 monthly parking/transportation stipend; reimbursement for bi-annual attorney registration and other professional fees; and eligibility for Public Service Loan Forgiveness.

**Work-Life Balance:** Enjoy standard office hours of 8:30 am to 4:30 pm Monday through Friday from Labor Day until Memorial Day, and 8:30 am to 4:00 pm Monday through Friday from Memorial Day until Labor Day.

**Application Instructions:** Ready to make a meaningful impact while enjoying competitive compensation and comprehensive benefits? Apply now by submitting a cover letter, resume, and list of three references to Gregory W. Dewan, Esq., Executive Director, at [hire@hlalaw.org](mailto:hire@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.*



## HISCOCK LEGAL AID SOCIETY

PROMOTING JUSTICE FOR ALL SINCE 1949

### ATTORNEY – FAMILY COURT PROGRAM

**About Hiscock Legal Aid:** Hiscock Legal Aid (HLA), founded in 1949, is a non-profit agency located in Syracuse, New York. Committed to promoting equal justice under the law, HLA is a primary provider of legal services for low-income individuals in Central New York. Learn more about our mission at [www.hlalaw.org](http://www.hlalaw.org).

**About the Position:** Hiscock Legal Aid is currently seeking a dedicated attorney to join our well-established Family Court Program. As part of this dynamic team, you will provide direct representation to adult clients in Onondaga County Family Court, focusing on Family Offense/Order of Protection, Abuse/Neglect, Custody/Visitation and Support Violation cases. Come work in a collaborative, fast-paced environment with other dedicated attorneys and help those in need navigate the challenges of a complex legal system. Our attorneys benefit from the support of a dedicated team of Law Assistants, and a Client Resource Specialist is available to address non-legal needs. Come do great work with great people!

**Qualifications:** Admission or pending admission to New York Bar. Strong written and oral advocacy skills. Commitment to helping people in need. Ability to work both independently and collaboratively as part of a team. Diverse economic, social, and/or cultural experiences.

**Salary Transparency:** \$80,000 to \$111,705 annually, of which \$5,000 is an annual stipend for being in the Family Court Program. The pre-stipend base salary is \$75,000 to \$106,705 annually for attorneys admitted to New York Bar, depending on candidate qualifications and experience. Law graduates awaiting admission start at a base salary of \$70,000 annually.

**Benefits:** Excellent fringe benefits include generous paid vacation, sick, personal, and hourly leave totaling more than 30 days per year; minimum of 14 paid holidays per year; health, dental, life, and vision insurance; 401(k) retirement plan with employer match; reduced membership to the YMCA of CNY; \$100 monthly parking/transportation stipend; reimbursement for bi-annual attorney registration and other professional fees; and eligibility for Public Service Loan Forgiveness.

**Work-Life Balance:** Enjoy standard office hours of 8:30 am to 4:30 pm Monday through Friday from Labor Day until Memorial Day, and 8:30 am to 4:00 pm Monday through Friday from Memorial Day until Labor Day.

**Application Instructions:** Ready to make a meaningful impact while enjoying competitive compensation and comprehensive benefits? Apply now by submitting a cover letter, resume, and list of three references to Gregory W. Dewan, Esq., Executive Director, at [hr@hlalaw.org](mailto:hr@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.*





**Eviction Defense Program Director – Full-time, salaried, exempt  
Volunteer Lawyers Project of CNY, Inc.**

The mission of the Volunteer Lawyers Project of CNY, Inc. (VLP) is to provide access to justice through engaging the legal community in volunteer service to those in need. VLP receives funding from a variety of public and private sources and enjoys strong support of local bar associations.

**Position Description**

Reporting to a the Deputy Director of Civil Programs, the Eviction Defense Program Director is an attorney that directs VLP’s eviction defense and tenant rights programming. Duties include:

**Program Management**

- Ensure that the Eviction defense and tenant rights programs continually aligns with VLP’s mission and purposes.
- Maintain an understanding of other legal services providers both regionally and in the state that provide similar legal services and collaborate and coordinate with them to avoid duplication and maximize client services while continuing to improve VLP programs.
- Must be available and/or present every morning from 8:30am until 11:30am, Monday through Friday at Landlord Tenant Court in the City of Syracuse, as well as occasional appearances at town and village courts as needed.
- Continually work to create effective and innovative ways to provide legal services through engaging volunteers. This includes both attorneys and law student volunteers who represent clients under NYS Student Practice Orders.
- Directly supervise support staff (currently two non-attorneys) and any future staff attorneys or fellows that we hire under the program.
- Ensure that all staff and volunteers under their supervision are maintaining accurate and timely records in VLP’s case management and document management systems regarding program operations and client services.
- Track program grant performance to ensure that programs are on track to meet grant expectations.
- Assist with drafting and reporting for grants, making fundraising requests, and helping with other efforts to raise and maintain funds for the organization.
- As approved by the Executive Director, act as the primary spokesperson for the Eviction Defense program, including responding to requests from local media.

## **Direct Representation of Clients**

- It is anticipated that the Program Director will maintain a small ongoing caseload of direct representation cases in landlord tenant court, as well as be the supervising attorney for law students practicing under a student practice order.

## **Volunteer Coordination**

- Recruit, train and supervise volunteers (lawyers, law students, paralegals and others) in provision of legal services.
- Provide or coordinate CLE trainings to support all volunteers so that volunteers are current on relevant laws.
- Develop and maintain volunteer resources and best practice manuals.
- Ensure that all volunteers are providing culturally competent legal services.

## **Community Education, Outreach and Engagement**

- Provide legal trainings to the community regarding the areas of law related to eviction defense and tenant rights.
- Participate in community meetings, associations, taskforces, etc. that are related to the eviction defense and tenant rights.
- Engage in outreach including meetings with key stakeholders, preparation of flyers and other written materials, publicity, and more, to ensure the community is aware of VLP's services.

## **VLP Organizational Development**

- As requested by the Executive Director, participate in strategic planning and organizational capacity-building activities.

Perform additional duties as assigned by the Executive Director or Deputy Executive Director of Civil Programs for the benefit of the organization.

## **Minimum Qualification Standards:**

- Juris Doctorate Degree.
- Admitted to practice law in New York, or eligible for admission within 3 months of being employed.
- At least one (1) year of relevant experience practicing as an attorney.
- Experience working with (or volunteering with) vulnerable and diverse populations.

**Additional Preferred Qualifications:**

- Experience with volunteer engagement.
- Experience with managing staff or volunteers.

**Knowledge, Skills, and Abilities:**

- Positive attitude and flexibility – willingness to jump in and help wherever needed.
- Team player who can analyze and solve issues as they arise.
- Fully embrace the mission and purposes of the organization.
- Maintain high standards of professional demeanor, including in communications with funders, staff, volunteers, and clients.
- Strong work ethic, ability to work productively in a fast-paced environment.
- Strong organizational skills including the ability to manage multiple projects and details simultaneously.
- Ability to work with sensitive and confidential information.

Salary is dependent upon experience, starting at \$72,000/year for 1 year of relevant experience and increasing with more relevant experience. Benefits package included. This job description is not an exclusive statement of the roles and responsibilities of the position. Other duties may be required.

To apply, please submit cover letter and resume to Samantha Aguam, Esq. at [saguam@vlpcny.org](mailto:saguam@vlpcny.org). Applications will be accepted until the position is filled, and we are hoping to fill the position as soon as possible.

***OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION***

*Volunteer Lawyers Project of CNY, Inc. is committed to a work culture of zealous advocacy, respect, diversity and inclusion, client-oriented defense, access to justice and excellent representation. We are dedicated to building a strong professional relationship with each of our clients, to understanding their diverse circumstances, and to meeting their needs. Our ability to achieve these goals depends on the efforts of all of us.*

*VLPCNY is an equal opportunity employer. VLPCNY seeks to hire individuals from diverse backgrounds and with diverse experiences who are professional, collaborative, and creative thinkers with a passion for our mission.*

## 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  
First Choice

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.



# OCBA CONTINUING LEGAL EDUCATION

431 East Fayette St. | Syracuse, NY | Phone: 315-579-2578 | Fax: 315-471-0705 | cchantler@onbar.org

## Getting to Know the Volunteer Lawyers Project of CNY CLE Webinar

*This CLE is appropriate for both established and newly admitted attorneys*

**WHEN:** Noon to 1 p.m. Tuesday, April 9th

**HOW:** via ZOOM

**COST:** **Free**

**MCLE:** 1.0 (Diversity Inclusion & Elimination of Bias)

Take this CLE and learn **WHO** the Volunteer Lawyers Project of Central New York, Inc. **serves**. Plus, learn about the varied programs this thriving legal aid service promotes throughout Central New York and how you can become part of it!

**Presenters:**

Sal Curran, Esq., Executive Director, Volunteer Lawyers Project of CNY, Inc.

Pauline Smith, Pro Bono Coordinator/Paralegal of Small Business & Nonprofit Program



They help so many  
in our community.

Elder Law  
Family Law  
LGBTQIA Rights

VOLUNTEER AT A  
CLINIC.

Immigration  
Debt Relief  
Eviction Defense

They offer  
terrific programs.  
I always learn  
something **new**.

They're  
Top Notch!!



## Medical Aid in Dying (MAiD): The Final Countdown?



**WHEN:** 1 to 3 p.m. Tuesday, May 14, 2024

**HOW:** via ZOOM

**COST:** \$25 Financial Waivers [here](#)  
Free for Legal Aid Services Personnel

**MCLE:** 2.0 (1.0 Ethics, 0.5 Skills, 0.5 DIEB)

*This CLE is appropriate for both established and newly admitted attorneys*

Stay informed about legislative changes that impact your practice. With potential changes in end-of-life decision-making processes, it's crucial to understand the legal implications of the proposed MAiD legislation now contemplated by New York State. Don't miss this opportunity to arm yourself with the knowledge needed to navigate how New Yorkers decide their fate.

**REGISTER NOW**

**Presenters:** Edward F. McArdle, JD, HEC-C Clinical Professor of Bioethics & Humanities at Upstate Medical University and palliative care physician Judith Setla, MD, MPH