

WLIB NEWSLETTER

WOMEN LAWYERS IN BERGEN

Volume 12

Fall 2023

I am once again writing my message to the Women Lawyers in Bergen members and readership. I am wondering who is actually reading this? I rarely get a comment on my President's Message and wonder if anyone is reading this Newsletter? This Newsletter is a beautiful work of art. It is an organized, quarterly report containing many valuable articles, reviews, information and advertising. But I fear it is not being read. Linda Spiegel works extremely hard producing this Newsletter but because it is not mailed out in hard copy, I fear that the readership has declined.

What is the solution to this problem? I strive as President of WLIB to spread our influence and this Newsletter is such a wonderful volume of information. If we were to send it by mail it would cost at least \$5000 a year, which we don't have. Anyone having any suggestions for how to solve this problem and who obviously is reading this Newsletter, please advise, as this quarterly piece of work is valuable and important.

I am making a change during my tenure as president in making the Annual Dinner in alternating years more of a Judicial Reception. This is partly because we are not electing officers and we need a draw and because we have a Supreme Court Justice as speaker this year. Therefore, I hope this continues into the future. Instead of having a separate Judicial Reception and Annual Dinner, in alternate years we can have a combination Judicial Reception and Annual Dinner.

We have many good CLE's coming up. One will be by the mother/daughter team of Lynn Feldman and Erica Fields on the Sovereign Nation Movement. A very well written article was in last quarter's Newsletter by them on that issue and it is a relevant topic today. There also will be other CLE's coming up, one of which may be motivational speaker



Debbie O'Connell, who happens to be our golf pro and a professional motivational speaker. She will be speaking at some point this winter on performance anxiety and the law profession. Mental health is an integral part of success in our profession, and she speaks on anxiety in all professions. We look forward to that. Furthermore, Debbie has been coaching us golfers for over a year now and we hope to continue this into the future as her skill level is tremendous and her teaching ability is working for us. The Annual Bergen County Bar Golf Outing was postponed from Spring to Fall and she is enabling us able to participate without embarrassing ourselves at that event.

The Susan Luciana Breast Cancer Rally, which we held last year on October 28th, will also be an alternate year event. I have too much on my plate to plan and execute that event this year and I know our board, Lynn Feldman, Erica Fields and our committee who have helped me tremendously regarding that, also agree. Therefore, we will plan for that event for next year and although I will not be president, I will, of course, be happy to spearhead that event. It will be outside the Bergen County Courthouse on the green and

I hope to get substantial involvement by the county employees.

We will be looking for a new Secretary for the Women Lawyers in Bergen Board as my term ends in June 2024 and it's never too early to start looking. If any of you are interested in that position, please contact us and we will have you on the ballot for the spring election as we would have to get that going by April 2024.

This Board has worked together in a tremendously cooperative and pleasant manner and we have enjoyed our work on the Board. As I had always said, camaraderie to me is an important part of WLIB and the foundation for networking, mentoring and tightening our organization in a friendly manner. Thank you everyone who has read this, and I look forward to the next several months of remaining your president.

Sincerely,
Diane M. Luciana

INSIDE:

- Honorable Julie Lee Kim - 3
- Book Review - "Fahrenheit 451" - 5
- Recipes for a Home Luau - 5
- The Legislative Report - 6
- Announcements - 7
- Jean Robertson Update - 10
- Weekend Getaways - "Historic Triangle" - 11
- Gayle D. Hargrove - 13
- Jhanice V. Domingo, Esq. - 14
- ABA Standing Committee on Ethics - 16
- Young Lawyers Corner - 27
- Notice to Readers - 27
- WLIB Committees - 28-29
- Calendar of Events - 30

WLIB Membership

To renew or begin your membership with WLIB please go to www.womenlawyersinbergen.org.

If you have any questions regarding membership, please contact Cathe McAuliffe, Esq., Membership Chair at 201-488-2030 or cathemcaul@aol.com.

"GOTCHA"



BODY CAMS DON'T LIE

• Effective 8/6/18 • Reasonably Priced Where and When Available

Guaranteed




Subpoena Service, Inc.

**"If we don't serve it, you don't pay!"®
Anywhere in the U.S.A.**

**1-800-PROCESS
or 908.687.0056**

(FAX) 800.236.2092 - info@served.com - www.served.com

FOLLOW US!

 @guaranteedsubpoena
 @guaranteedsubpoena
 @serveddotcom

Bergen County Welcomes the Honorable Julie Lee Kim, J.S.C. to the Family Division

By: Evelyn F. Nissirios, Esq.

I recently had the honor and privilege of interviewing the Honorable Julie Lee Kim, J.S.C., our newest female Judge appointed to the Bergen County Superior Court Family Division on June 26, 2023.

While Bergen County has over 60,000 residents of Korean descent, Judge Kim is the first Asian American to be appointed to the Bergen County Superior Court bench. Judge Kim's parents were immigrants from South Korea, and Judge Kim is the youngest of three children. She was born and raised in New Jersey. As co-chair of the Diversity in the Profession Committee, a committee dedicated to promoting diversity within the legal profession, Judge Kim felt that the Asian American population was unrepresented in Bergen County. *"This was the main reason for me wanting to become a judge,"* said Judge Kim. *"I wanted to ensure that the Asian American population is represented within the community with a diverse bench."*

There is no question that Judge Kim's extensive educational background and experience makes Her Honor well-suited for the Family Part. Judge Kim received her undergraduate degree from New York University, with a major in Political Science. She went on to obtain her Master of Business Administration with a concentration in Finance from Boston College, Carroll School of Management in 2002. Judge Kim worked for Putnam Investments Management as the Assistant Vice President of Global Trading for approximately five years. After receiving her MBA, Judge Kim went on to obtain her law degree from Seton Hall University School of Law, Class of 2006. While in law school, Judge Kim interned for the Honorable Harold C. Hollenbeck, J.S.C. (Ret.), and upon graduating law school, became his law clerk. Judge Kim was responsible for handling the management of Judge Hollenbeck's Post-Judgment motion calendar, the Juvenile calendar and the Children-in-Court docket.

Judge Kim was in private practice for over 17 years before her appointment to the Superior Court. Judge Kim was a Partner at Cohn Lifland Pearlman Herrmann & Knopf, LLP where she specialized in Family and Matrimonial Law. When asked if she will miss the days of private practice, Judge Kim remarked, *"I don't miss the complaining clients, but I do miss my legal colleagues. That is going to be the biggest challenge."* While the transition from private practice to the Superior Court may come with a feeling of isolation, Judge Kim noted that the Judiciary has been very welcoming. *"Both current and retired judges have*

been tremendous in offering their support and mentoring me during this process." Judge Kim acknowledged that while the volume of cases to be heard and the judicial shortage may be a challenge, *"the difficulty will be learning to manage the calendar while making sure we are hearing litigants and allowing lawyers to be lawyers."* Judge Kim is looking forward to hearing cases and making decisions. With her background in finance, Judge Kim is certainly not afraid of the numbers!

Despite her busy private practice, Judge Kim always made public service a priority, having volunteered with various committees

throughout her legal career. Not only was Judge Kim co-chair of the Diversity in the Profession Committee and a member of the Asian Pacific Lawyers Association, but Her Honor was also a member of the District II-B Ethics Committee, a trustee with the Bergen County Bar Association, a member of Women Lawyers in Bergen County and the New Jersey State Bar Association, a board member with the Asian Women's Christian Association, a member of the Collaborative Divorce Association of North Jersey, and a volunteer for the Early Settlement Panels for both Passaic and Bergen Counties. Judge Kim spoke highly of WLJB, noting how great it is that the organization honors and recognizes women members of the Judiciary and the Bar.

As I sat across the table from Judge Kim in her Chambers, it

was obvious to me that she is eager and ready to work full steam ahead.

"I am energized with the fact that I can make a difference. It will take time to get there, but I hope once my feet get wet, I'll be able to make a meaningful impact to the citizens of the state and the legal profession as a whole. There is still a lot to learn. No matter how much you practiced law, it's not the same. I'm in the learning process now, and there will be a learning curve. I see every case as an opportunity to learn. I hope that I am able to make good decisions."

On behalf of the members of Women Lawyers in Bergen County, we welcome Judge Kim to the bench and wish Her Honor a very successful future in the Family Division, where we hope she will stay for years to come! 🐾



The Law Offices of Barbara B. Comerford

45 Eisenhower Drive, Suite 280

Paramus, NJ 07652

Phone: (201) 444-4493

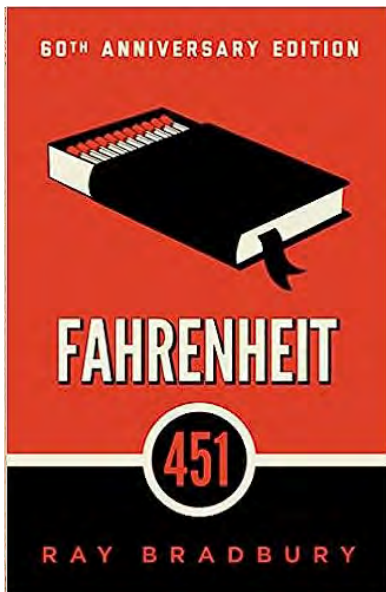
Fax: (201) 485-7014

bcomerford@barbaracomerfordlaw.com

www.tristatedisabilitylaw.com

The Law Offices of Barbara B. Comerford concentrates its practice in the area of disability law including ERISA Long Term Disability Insurance claims, disability income insurance claims, Social Security Disability claims, and government pension claims. We provide free initial consultations.

Barbara B. Comerford is a Lawline Faculty member who presents national seminars on ERISA LTD and Disability insurance claims. She has also conducted seminars throughout the country on Social Security Disability law.



Book Review

By: Tamra Katcher, Esq.

Fahrenheit 451

By Ray Bradbury

Hello Book Lovers!

Summer is always a time for me to read LOTS of books. I have read many over these warm, somewhat lazy days. My favorite time to read is on the beach with my toes in the sand. So the question was what to review for you

this time. I re-read *Pride and Prejudice*, I read some Brad Thor books and David Baldacci. All good books to escape and pass the time. BUT – I have decided to review another classic (can I call it that?) *Fahrenheit 451* by Ray Bradbury. This is a book on my son's summer reading list that we read together along with listening to the audiobook. I found it apropos for our times.

This is the second time I have read – or started to read – this book. At least 20 years ago someone recommended it to me and I could not get past the first 20 pages. Even this time, the beginning of the book is quite confusing but it was summer reading so we plugged along.

The book is set in some time and place that is more science fiction than reality. The main character, Montag, is a fireman. This may seem a heroic endeavor but the firemen in this story have one job and one job only – to burn books and the houses where they are being hidden. The story is set in a time when laws have been passed where no one is to have books. The laws were passed because without books people will live in peace and not think and therefore not argue and, in turn, not have original thoughts. The firemen drive to calls with their kerosene-filled truck and douse houses, and sometimes their occupants, with kerosene and then set it ablaze. There is a robotic dog that has spider legs and a needle with procaine (a numbing drug) in his mouth that he would use to inject people who hid books. This was the firemen's routine every night – burning houses and burning books in the name of living in peace.

Montag's wife, Millie, stayed home and was happy to be among the thoughtless. She, like many others, replaced their living room walls with television-type screens to engage with interactive television shows. Millie would spend her entire day engaging in conversations with the characters in these shows.

Montag's neighbor was a young girl name Clarisse. Clarisse and her family were considered "outsiders" because they laughed and talked and stayed up late enjoying each other's company and engaging in conversation. Initially

continued on page 25

Recipes for a Home Luau

By: Kathleen A. Hart, Esq.

This summer simply went by and I am sad to say, we did not dine out much. Likely a combination of the weather, vacation and my husband's broken foot. Long story, moral is don't kick a car while wearing crocs as it does not end well. However, I did manage to put together a small sixtieth birthday for the big guy for a few friends and family. Here are some of the recipes I served, and I hope you enjoy!

John's Birthday Luau Menu

Sweet & Sour Meatballs

Meatballs:

- 1.5 pounds ground beef
- 1 egg
- ¼ cup breadcrumbs
- ¼ cup gojuchang (you can find in Asian aisle of supermarket)
- ¼ cup finely chopped onion
- 2 teaspoons minced garlic
- 2 teaspoons ginger
- ¾ teaspoon salt
- ¼ teaspoon pepper

Sauce:

- 1 cup brown sugar
- 1 cup water
- ½ cup ketchup
- ¼ cup hoisin sauce
- ½ cup cider vinegar
- 2 tablespoons soy sauce
- 2 tablespoons cornstarch

1. For meatballs, mix all ingredients together in a bowl. Shape mixture into one inch diameter balls and place on baking sheet.
2. After all have been made, place the sheet in freezer, covered in plastic until next day.
3. Make sauce by mixing all ingredients in a medium bowl until smooth.
4. Preheat oven to 350 degrees.
5. Place meatballs in a baking dish. Pour sauce over the meatballs.
6. Bake about 35 minutes until meatballs are done and sauce is bubbly.

continued on page 27

FALL 2023 LEGISLATIVE REPORT

By: Carmela L. Novi, Esq.

For your information, helpful websites:

www.njleg.state.nj.us/ the New Jersey Legislature's site; enables you to find bills by subject and track where any proposed bill is in the process.

www.judiciary.state.nj.us/ the New Jersey judiciary site; includes a legislative news site that lists new laws by subject (e.g., family, criminal), bills on the Governor's desk and legislative updates. There is also a report opinions site where recent New Jersey Supreme Court and Appellate division opinions are posted.

www.ca3.uscourts.gov. The United States Court of Appeals (Third Circuit) discontinued issuing printed Slip Opinions. They are now available free of charge through the Court's website as noted.

Sampling of New Jersey State Legislature Bills Passed after June 1, 2023

Property Taxes – Senior Citizens

A1/S1 (P.L. 2023 c. 75) (June 30, 2023) The "Stay NJ Act" providing a property tax credit of up to one-half of property taxes due for primary residences of senior citizens in the State, expanding eligibility for the homestead property tax reimbursement program, establishing a senior property tax relief task force.

Pharmaceutical pricing/transparency

A5410/S4132 (P.L. 2023 c.107) (June 30, 2023) Establishes new transparency standards for pharmacy benefits manager business practices. Requires PBMs to disclose their negotiated reimbursement rates for pharmaceuticals sold by their pharmacy networks alongside the fees they charge individual pharmacies.

Students, Suicide prevention

S503/A2293 (Amends P.L. 2016 c.18)(June 30, 2023) Requires institutions of higher education to implement suicide prevention programs and raise awareness of mental health services.

State Juice

A2271/S3442 (P.L. 2023 c. 134) (August 7, 2023) Designates cranberry Juice as the State juice of the State of New Jersey.

Sampling of Reported Decisions

Family Law - Cohabitation

Cardali v. Cardali NJ Supreme Court August 8, 2023 (A-25-22) (087340)

Facts: Parties divorced in 2006 with an Agreement that included a provision that, upon Wife's cohabitation (as defined by NJ law), alimony would terminate. Husband filed application to terminate his alimony obligation to Wife, the same which was dismissed by the trial level, with the Court finding that the Husband had not made a *prima facie* showing of cohabitation. The Appellate Division upheld the trial level's decision. The evidence presented by the movant at the trial level included a private investigator's report that showed the supported former spouse's paramour present at her home on all 44 nights of a 44-night surveillance spread out over a five-month period (May – September of 2019) and that they had been together one-half of all overnights in October of 2020. The supported spouse and her paramour had been in a relationship for 8 years. The private investigator also noted that the paramour had access to the supported spouse's home when she was not at home.

Held: In its opinion, the Cardali Court noted that in cases governed by *N.J.S.A. 2A:34-23(n)*, a movant need not present evidence on all of the cohabitation factors in order to make a *prima facie* showing; and that intertwined finances (one of the statutory factors that a Court must consider in analyzing whether cohabitation has been shown) is not required to be shown in order to make a *prima facie* showing. Reversed and remanded for further proceedings.

Criminal Law

State v. Perry Appellate Division: July 28, 2023 (A-0919-20) (Not approved for publication; consult the Court Rules with regard to citing non-approved opinions)

Facts: Defendant was charged with two counts of second-degree sexual assault and one count of third degree endangering the welfare of a minor. Defendant was accused of touching his fiancé's niece while she slept at his house. In pre-trial proceedings, trial court denied motion to introduce

continued on page 7

Announcements

Congratulations to the Honorable **Hon. Ellen L. Koblitz (Ret.)** who was selected for inclusion in the 2023 list of “Mentors” by the New Jersey Law Journal as part of its New Jersey Legal Awards 2023.

We are also pleased to congratulate the **Hon. Ellen L. Koblitz, P.J.A.D (Ret.)**, on being named the 2023-2025 President of The Barry Croland Family Law American Inn of Court. 🙌

Legislative Update

continued from page 6

evidence that the child had been sexually abused by her father. At trial a detective testified that his interpretation of a recorded conversation in which defendant was a participant illustrated defendant guilty.

Held: Where the sole evidence of defendant’s guilt was the victim’s testimony, and where during summation the State highlighted defendants’ purported confession as interpreted by the detective, defendant was prejudiced and deprived of a fair trial, requiring reversal of the conviction. Court also reversed based upon trial court’s denial of defendant’s pre-trial motion to introduce evidence of the victim’s prior sexual abuse by father.

Products Liability

Hrymoc v. Ethicon Inc. New Jersey Supreme Court; July 25, 2023 (A-21/23-21) (085547)

Facts: This matter involves consolidated appeals. Plaintiff Mary McGinnis was treated by a North Carolina surgeon who implanted two of Defendant Bard’s pelvic mesh devices. In the months following surgery, McGinnis had to undergo numerous invasive surgeries to remove the mesh and repair internal damage, with limited success. Plaintiffs sued in Atlantic County asserting products liability claims against defendant Bard under North Carolina law. Counsel agreed that the substantive issues would be tried under the law of North Carolina but that the issue of damages would be tried under New Jersey law. Plaintiffs moved in limine to bar defendant from presenting any evidence of the devices’ 510(k) clearance to the jury.

Bard was able to sell the devices in question under “510(k)” clearance meaning that, for reasons which involve FDA requirements and waivers to conduct clinical trials prior to taking the devices to market. At trial, plaintiffs’ counsel repeatedly referred to Bard’s failure to conduct clinical trials and studies prior to marketing the devices as demonstrative of its unreasonableness. Defendant contended on appeal that it was unfair for the trial court not to allow Bard to explain in response that it received 510(k) clearance to market the devices without

clinical studies or trials; and that in making Bard’s failure to conduct clinical trials or studies of its devices a central theme of their case, Plaintiffs “opened the door” to the admission of 510(k) evidence.

Held: 510(k) evidence is generally inadmissible because the 510(k) clearance process solely determines substantial equivalency, and not safety and efficacy. However, in a products liability claim premised not only on principles of negligence, but particularly on the reasonableness of a manufacturer’s conduct in not performing clinical trials or studies, evidence of 510(k) clearance has significant probative value under *N.J.R.E.* 401 that is not substantially outweighed by the risk of prejudice and potential juror confusion under *N.J.R.E.* 403. Therefore, under the specific facts and circumstances of this case, the Court affirmed the judgment of the Appellate Division.

Constitutional Law

State v. Wade Appellate Division; August 10, 2023 (A2377-22, A2378-22)

Facts: The defendants were pulled over on a public road and found to be in possession of loaded handguns without handgun permits and were charged with unlawful possession of a handgun. Defendants moved the trial Court to dismiss the charges based upon the U.S. Supreme Court’s ruling in *New York State Rifle & Pistol Association v Bruen*, 142 S.Ct. 2111, arguing that the gun permit statute in effect at the time of their arrest was unconstitutional. The trial court agreed with the Defendants and granted their motion to dismiss the charges. The state appealed the dismissal of the charges.

Holding: The Defendant’s lacked standing to challenge the constitutionality of the law governing possession of handguns, as neither defendant had applied for a permit and therefore there was no record for the Court to examine as to the basis for a denial. The Court also held that the gun permit statute is facially constitutional. The Court noted that the gun permit statute had been amended in the wake of the *Bruen* ruling. 🙌

CONGRATULATIONS!



HON. ELLEN L. KOBLITZ,
P.J.A.D. (RET.)

**NAMED MENTOR OF THE YEAR BY
THE NEW JERSEY LAW JOURNAL**

**ELECTED PRESIDENT OF THE BARRY CROLAND
FAMILY LAW AMERICAN INN OF COURT**

Judge Koblitz serves as a mediator in family, chancery, and civil matters. In addition, she advises attorneys and clients on criminal, civil, chancery, and family appellate matters, including reviewing appellate briefs and conducting moot court appellate arguments. She is also an arbitrator at AAA (Consumer Panel).



Customized Wealth Planning & Investment Guidance

Experienced, trustworthy wealth manager helping you,
your family, and your clients plan for the future.

John Bruggemann,
CFP®

Senior Wealth Manager



Local Expert | Fiduciary | Nationally Recognized

Email: John.bruggemann@advisorscenter.com
or visit: www.acmwealth.com

A registered investment advisory firm

Jean Robertson Update

By: *Kathleen A. Hart, Esq.*

The Jean Robertson Women Lawyers Scholarship Applications have been forwarded to the New Jersey Law Schools for submission from candidates. The winner will be chosen and awarded her prize at the WLIB Annual Dinner on September 13, 2023.

The Jean Robertson Women Lawyers Scholarship Foundation provides an annual scholarship award of \$2500.00 to a woman attending law school in New Jersey who best exemplifies the goals and ideas of the late Jean Robertson

In Jean's memory, the Jean Robertson Women Lawyers Scholarship was formed to raise money to assist female students attending New Jersey law schools. The scholarship is awarded to students who embody the ideals and values that Jean held and taught by example. The funds for the scholarship are made up entirely of voluntary contributions by members of the bar and others committed to honoring the work of Jean Robertson 🕊️

MERYL CONTE CLAYTON

Attorney at Law

Admitted in New Jersey (1984) and Florida (1995)

Offices in New Jersey and Florida

Available for Consultations Regarding Florida and New Jersey Issues

- Florida Probate and Ancillary Administration
- Florida Trust Administration
- Florida Estate Planning - Wills and Trusts
- Florida Powers of Attorney
- Florida Guardianship
- Florida Residency Requirements
- Florida Deed Transfers
- Florida Business Entity Formation
- General Florida Law Consultations

666 Godwin Avenue, Suite 320, Midland Park, NJ 07432

Telephone: (201) 904-2007

1800 Second Street, Suite 705, Sarasota, FL 34236

Telephone: (941) 955-5040

Email: mcc@ccalawyers.com

www.ccalawyers.com



Weekend Getaways

by Amy S. MacIsaac, Esq.

America's Historic Triangle in Virginia – Colonial Williamsburg, Jamestown and Yorktown



It was the dog days of August with only a few weeks left before school started so my family and I headed to America's Historic Triangle in Virginia – Colonial Williamsburg, Jamestown and Yorktown. The trip is a 6-7 hour drive down I-95, depending on how many pit stops you make. It was hot and humid during our trip so make sure to bring lots of water and sunblock if you go in the summer months. While there was a good amount of visitors, none of the sites felt overcrowded and we were able to eat at various restaurants with little to no wait time.

The three historic sites are within 15-20 minutes of each other so there is not much driving once you arrive. You can purchase individual tickets for each site, however, the best deal is the Triangle Ticket which I highly recommend. The Triangle Ticket includes admission to Colonial Williamsburg, Historic Jamestown, Jamestown Settlement, the American Revolution Museum at Yorktown and the Yorktown Battlefield. The cost is \$119 per adult and \$53 per child (ages 6-15). There are several chain hotels within Williamsburg that are close to the sites as well as several accommodations within the historic area. For larger groups, there are local Airbnb and VRBO rentals. This trip will not break the bank!

Our first stop was Colonial Williamsburg which is a mile long and a half mile wide. It is truly a living history museum that is open 365 days a year! There are various tours and events throughout the day that are included in the admission ticket. We toured the Governor's Palace and learned about colonial muskets at the Armory. Tip: there is a lot of walking so make sure to bring good sneakers! We also attended (and participated in!) a court proceeding at the Courthouse which included several actual cases from the 1700's – we have come a long way! Some events require additional tickets and cost – for instance, we signed up for the night-time ghost tour which had the right mix of history and spooky – our tour guide was great, and the cost was \$19 per person. I highly recommend it! We ate lunch at the Kings Arms Tavern, located in one of the historic buildings at the site. The menu was inspired by traditional colonial meals, and we were entertained by a harpist playing colonial-era music. This was another great experience that I highly recommend! Due to time constraints, we did not get to the Colonial Williamsburg Art Museum. There is so much to see that you could spend two days in Colonial Williamsburg alone!

continued on page 12

Weekend Getaways

continued from page 10

We spent our second day in Jamestown. There are two sites – Historic Jamestown, a National Park Service and Preservation Site, and the Jamestown Settlement. They are about half a mile apart and we were able to see both in one day. Historic Jamestown is the actual site of the first settlement in the New World dating back to 1607. Over 3 million artifacts have been discovered to date, including part of the original James Fort from 1607-1624.



It is an active archaeological site where you can see archaeologists doing their work mere feet away! Don't miss the Archaearium which houses some of the most spectacular artifacts found at the site, including the skeletons of some of the settlers, the actual personal items of the settlers as well as American Indian artifacts. Discoveries continue to be made that shape our understanding of America's birthplace!

Jamestown Settlement is the museum of 17th century Virginia history and culture. There are gallery exhibitions, immersive films and outdoor re-creations that make you feel like you are back in time! Outside, there is a life-sized re-creation of the 1610-1614 fort along with a re-created Powhatan Indian village that brings history to life. My kids especially liked the re-creations of the three ships that sailed to Jamestown – the Susan Constant, the Godspeed and Discovery. We were able to board the Susan Constant and we learned about the first settlers' long sea journey – it was not for the faint of heart! Along the way, there are living historians answering questions and offering information to enhance the experience.

Inside the museum, there are several exhibits showcasing artifacts from the first settlement, including a section devoted to Pocahontas that my family found very interesting. (Fun fact:

Pocahontas did not marry John Smith - she actually married another settler, John Rolfe) The museum also features not one, but two can't-miss short films. "1607: A Nation Takes Root" runs every 30 minutes and traces the beginnings of the Virginia Company that sponsored the first colony, examines the relationship between the first colonists and the Powhatan Indians, and chronicles the arrival of the first recorded Africans in 1619. "Bacon's Rebellion" is a 4-D multi-sensory film that runs every 20 minutes and chronicles the 1676 rebellion at Jamestown led by Nathaniel Bacon. Both films are high quality and very informative! Finally, the museum includes a nice cafeteria that serves lunch so you can stay at the museum for as long as you like!

Our final day was spent in Yorktown. Just a 20 minute drive from Williamsburg, the Yorktown Battlefield is another must-see! Yorktown is the site of the last major battle of the Revolutionary War - George Washington's defeat of General Lord Charles Cornwallis in 1781. We started at the battlefield museum which is small but includes interesting artifacts, such as portions of the actual tents used by George Washington during the siege, and a short film about the battle. There are two self-guided driving tours of the battlefield which total 16 miles. A map, CD and Tour App are available. In addition to the battlefield sites, there are several buildings to visit, including the Moore House where the terms of surrender were negotiated. Once again, we were taken back in time!

It felt like my family and I took a trip back in time during our visit to the Historic Triangle in Virginia. The living historic sites are great for all ages and can be experienced for moderate to low cost. Huzzah! 🙌



Gayle D. Hargrove

Recipient of the WLIB Lifetime Achievement Award

By Kelly Castor, Esq.

On Jun 20, 2023, at the joint WLIB and BCBA Diversity in the Profession Award Dinner, Gayle Denise Hargrove was presented with the Women Lawyers in Bergen Lifetime Achievement Award. Gayle is the first ever recipient of this award. For the last 20 years, Gayle spent her time working in the Bergen Office of the Public Defender, representing indigent individuals from the arraignment to plea dispositions or trial. She worked with investigators, strategized with colleagues and provided resources for clients ensuring sound, quality legal advice.

Growing up Gayle knew that she wanted to be “rich and famous.” She was the daughter of a United Methodist pastor and a social worker, who both prioritized education and earning multiple degrees for themselves and their six children. Gayle went on to attend Boston University where she received a degree in Secondary Education focusing on History and Economics. During this time, she became fascinated with women who were trailblazers. She mentioned women like Shirley Chisolm, who spoke at her United Methodist Church in Montclair and became the first black woman in either chamber of Congress. She also spoke about Barbara Jordan, who was the first black woman Texas State Senator and went on to be the first woman elected to the US House of Representatives serving Texas. These women were making dynamic changes and perhaps were even rich and famous.

Gayle obtained her law degree from Georgetown University in the District of Columbia, where she remained for her first ten years of practice. While in DC she worked in private practice, taught corporate law and evidence as an adjunct professor, and served as an Assistant US Attorney prosecuting cases on behalf of the United States.

Gayle eventually moved her private practice back to New Jersey, settling in Englewood where she regularly appeared in the Bergen Courts. She then found her home at the Office of the Public Defender as an

attorney for the Adult Trial Division until she retired in August 2022.

Every time I spoke to Gayle intending to schedule time to conduct this interview, we would get lost in conversations about her life experiences and the people she met along the



way. A five-minute phone call intending to schedule a meeting ended up in an hour-long recorded zoom. Gayle and I often speak at events, but this interview process allowed me to get to know her on a deeper level and for that I am appreciative.

When you were younger, what did you want to be?

First, I knew that I wanted to be rich and famous! I'm joking, but I knew that whatever I did I wanted it to influence and impact a great amount of people. I wanted to change the world. First, I was drawn to music, then I realized that I needed a degree that would support my dreams – consistent with my parents' teachings. That is where the law came in. About half-way through law school, I realized that I couldn't be like the guys in the back of the class that barely paid attention and still passed. I knew that it was going to take

more work than that. I never did become rich or famous, but that's okay.

Did you ever consider leaving the practice of law?

When I first came back to New Jersey, the racism while practicing was glaring and I was devastated. Because, I still had this desire to make a difference, I took a corporate position with the United Methodist Church Board of Global Ministries. It was satisfying to travel, touch many lives and help the Church. I worked with the Church for four years, but the law called me back.

Can you tell us about your favorite memories about practicing in Bergen?

I remember the time that I represented a client in a drug distribution case. This was before Drug Court was established. I filed a suppression motion and the Judge granted it! I recall the Judge pulling us in chambers and saying, “I was not supposed to grant that motion and I will get hell for it.” Because the drugs were suppressed, the case was dismissed. The client ended up going to community college and then went on to film school... and then I lost track of him.

Another memory I have is representing this 74-year-old man who was accused of assaulting a woman in the senior building. My client and another woman were having tea, aka vodka, in the middle of the afternoon. The woman ended up dying and the prosecutor was ready to escalate the charges to homicide. I worked so hard with the help of the investigator. I even went to see the body; same woman, different wig. Finally, we went to the funeral home and learned that she died as a result of a complication because of her AIDS diagnosis. The older man was released and went home to his family down south.

I loved working in the OPD with Diane, Frank and Saray. They were my support system and I have fond memories of working with them.

continued on page 26

Meet Jhanice V. Domingo, Esq.

by Carmela L. Novi, Esq.

For those of you who have not had the pleasure of meeting Jhanice V. Domingo, Esq., family law attorney and partner at Pashman, Stein, or of hearing her speak, I urge you to sign up the next time she is scheduled to present at a CLE or other engagement. (WLIB hosted a Diversity CLE earlier this year that I attended and Jhanice was one of the speakers). I also highly recommend that you read Jhanice's 2013 article for the New Jersey Lawyer, "Seeking Greater Diversity in New Jersey's Bench and Bar", a clear-eyed and focused article which serves as a clarion call for attorneys to support efforts to advance diversity in New Jersey's bench and bar.

Intrigued by Jhanice's story and impressed by how much she has already accomplished in 20 years as a lawyer (for a list of the awards received and all of the committees and associations she belongs to and has served on, check out her LinkedIn profile) and manages to seem to be everywhere all at once – bar galas, CLEs and other speaking engagements, and the like, I wanted to get to know someone who had taken on such an important topic touching upon so many who interact with the Courts and the legal system at large. Here are her answers to questions I posed to her about her career and her focus on inclusivity and cultural competency.



where she worked. I seized the opportunity, and I have now been practicing family law exclusively for nearly two decades.

On June 20, 2023, you received the Diversity in the Profession Award from the Bergen County Bar Association and Women Lawyers in Bergen. You have spoken and written on the topic of diversity and cultural competency extensively – what led you to the decision to become a vocal advocate about this issue?

Becoming a vocal advocate for diversity wasn't a sudden decision. It evolved naturally as I took on leadership roles, particularly in specialty bar associations at state and national levels. In these positions, I recognized my responsibility to address these issues.

What inspired you to become a lawyer?

My path to becoming a lawyer wasn't driven by a single event. I started out Pre-Med at Boston College and wanted to be a pediatrician, drawn to helping and protecting children. I've always admired problem solvers and those who run toward a crisis to help instead of away from it. As I considered my career options, I realized that the legal field would allow me to embody these values. Now, as a family lawyer, I find fulfillment in helping children in various ways – serving as guardian *ad litem*, protecting against domestic violence, resolving custody disputes, preventing parental alienation, and assisting in adoptions. These roles allow me to advocate for children and ensure their well-being.

How did you come to practice family law?

While working at Seton Hall Law School's Family Law Clinic during my 3L year, I realized my passion for family law. However, I didn't begin practicing family law until a few years after graduation. I initially clerked for Judge Joseph Donohue, who was a career prosecutor before joining Union County Superior Court's family law bench. He encouraged me to gain courtroom experience as a prosecutor. After my clerkship, I worked as an Assistant Prosecutor in Somerset County under then Prosecutor (now Judge) Wayne Forrest. Then, I joined my best friend from law school in a small boutique law firm. My desire to work as a family law practitioner always lingered in the back of my mind. Then, fate intervened. I ran into a law school classmate at a Family Law CLE and discovered there was a job opening in the family law group

In a 2013 article for New Jersey Lawyer Magazine, "Seeking Greater Diversity in New Jersey's Bench and Bar", you noted the lack of diversity that existed on the bench at that time. How do you view where it stands now?

A decade ago, I highlighted the lack of diversity in New Jersey's judiciary. In 2023, the issue persists. Of over 300 New Jersey Superior Court Judges, only seven are of Asian Pacific American descent, all appointed within the past 8 years. New Jersey's Supreme Court has never had an Asian Pacific American member. Despite their rapid growth in New Jersey, Asian Pacific Americans remain underrepresented. This lack of diversity extends beyond the Asian Pacific American community. New Jersey's judiciary does not mirror our state's diverse population with nearly 45% people of color.

In your article, The Importance of Cultural Competence in Family Law Matters you state "While New Jersey has started to address the importance of cultural competency in the practice of law, there is still much work to be done to ensure that individuals and families are effectively represented, properly evaluated and adequately protected." If you had to pick one thing that you believe could be done to increase the cultural competency of the bench and bar that would substantially impact families accessing the legal system in NJ, what would it be?

Cultural competency cannot be achieved overnight -- it is a lifelong journey that requires self-awareness and ongoing learning. The most effective path to achieving it involves engaging with people from different backgrounds and forming relationships with those from different cultures. To ensure cultural competency, it's crucial for decision makers (judges) and advocates (attorneys) to represent greater diversity.

You are a partner at a law firm; belong to a number of bar associations and committees; speak and write on topics of importance

continued on page 25

CHOREVOYANT

Your Day Simplified



**Find yourself saying,
"Not one more thing!?"**

ChoreVoyant alleviates the overwhelm of balancing work and family commitments with personalized concierge services.

- Running Errands
- Household Chores
- Vacation Home-Watch
- Waiting Services
- Party / Event Help

Marcia Marino
Co-Owner
(201) 707-5813

marcia@chorevoyant.com
www.chorevoyant.com
Insured & Bonded

Formal Opinion 507

July 12, 2023

Office Sharing Arrangements with Other Lawyers

It is generally permissible for lawyers to participate in office sharing arrangements with other lawyers under the ABA Model Rules of Professional Conduct. At the same time, office sharing lawyers should appreciate that such arrangements will require them to take appropriate measures to comply with their ethical duties concerning the confidentiality of information, conflicts of interest, supervision of non-lawyers, and communications about their services. The nature and extent of any additional safeguards will necessarily depend on the circumstances of each arrangement.

I. Introduction¹

Office sharing among lawyers comes in many forms—lawyers with separate law practices sharing office space, support staff, and equipment; law firms renting unused office space to unaffiliated lawyers; or even lawyers sharing an office suite, receptionist, and conference room as part of a virtual law practice or on a temporary basis. Lawyers participating in these arrangements must take appropriate steps to secure client information and clearly communicate the nature of the relationship to the public and their clients.² In addition, there are potential conflicts of interest issues that office sharing lawyers must appreciate, including imputed conflicts for lawyers “associated in a firm,” representing clients with adverse interests, and consultations between lawyers. This opinion addresses some minimum ethical requirements and suggested practices arising in the office sharing context, particularly in the areas of confidentiality, conflicts of interest, supervision, and communications concerning a lawyer’s services.

¹ This opinion is based on the ABA Model Rules of Professional Conduct as amended by the ABA House of Delegates through February 2023. The laws, court rules and opinions, regulations, and rules of professional conduct, promulgated in individual jurisdictions are controlling.

² Compliance with the obligations imposed by the Model Rules of Professional Conduct, as discussed in this opinion, depends on a lawyer’s role, level of authority, and responsibility in the law firm’s operations. ABA Comm. on Ethics & Prof’l Responsibility, Formal Op. 483, at n. 6 (2018). *See generally* ABA Comm. on Ethics & Prof’l Responsibility, Formal Op. 467 (2014). *See* MODEL RULES OF PROF’L CONDUCT R. 5.1 (2022) (Responsibilities of Partners, Managers, and Supervisory Lawyers); MODEL RULES OF PROF’L CONDUCT R. 5.2 (Responsibilities of a Subordinate Lawyer); and MODEL RULES OF PROF’L CONDUCT R. 5.3 (Responsibilities Regarding Nonlawyer Assistance).



The Law Offices
of
Sarah N. Gloates Horta, Esq., L.L.C.
Divorce & Family Law Firm

The Centennial Building
58-60 Main Street, Suite 1A, Hackensack NJ 07601

(201) 540-9017
sarah@snglaw.com
Visit us online at snglaw.com

Lucianna & Lucianna, P.A.

Frank P. Lucianna, Esq., Diane M. Lucianna, Esq., Frank V. Carbonetti, Esq.
& Daniel M. Donohue, Esq.

**111 Main Street
Hackensack, NJ 07601**

(201) 342-9090

(201) 342-3105 – Facsimile

luciannadiscovery@gmail.com

*Specializing in Criminal, Personal Injury,
Workers Compensation and Municipal Court Law*

II. Discussion

A. Protecting Client Information

Confidentiality is central to the practice of law.³ Maintaining the confidentiality of client information is therefore imperative for lawyers in an office sharing arrangement.⁴ The mere sharing of office space does not automatically equate with the disclosure of client information.⁵ The physical arrangement of the shared office space, however, must not expose client information to other office-sharing lawyers and their staff. Everyone should also avoid discussing cases in or near common areas, which could lead to the disclosure of client information.⁶

Depending on the specific circumstances of the office sharing arrangement, lawyers may need to consider additional confidentiality safeguards. This could include separate lobby or waiting areas; refraining from leaving client files out on workspaces, conference rooms, or kitchen tables; installing privacy screens on computer monitors and locking down computers when not actively in use; clean desk policies; and regular training and reminders to staff of the need to keep all client information confidential.⁷ Office sharing lawyers can also restrict access to client-related information by securing physical client files in locked cabinets or offices and using separate telephone lines and computer systems.⁸ Lawyers, however, may overcome confidentiality concerns with shared telephone and computer systems with appropriate security measures, staff training, and client disclosures.⁹

³ See MODEL RULES OF PROF'L CONDUCT R. 1.6(a) (providing that "[a] lawyer shall not reveal information relating to the representation of a client unless the client gives informed consent, the disclosure is impliedly authorized in order to carry out the representation or the disclosure is permitted by paragraph (b)").

⁴ State Bar of Cal. Comm. on Prof'l Responsibility & Conduct Op. 1997-150, 1997 WL 240818, at *3-4 (1997); Conn. Bar Ass'n Prof'l Ethics Comm. 2014-04, 2014 WL 12823983, at *1 (2014); D.C. Bar Ass'n Op. 303, at 1 (2001) [hereinafter D.C. Bar Op.]; La. State Bar Ass'n Rules of Prof'l Conduct Comm. Op. 07-RPCC-013, at 1 (2007); Mich. State Bar Comm. on Prof'l & Judicial Ethics Op. RI-249, 1996 WL 381521, at *2 (1996) [hereinafter Mich. State Bar Op. RI-249]; Mo. Bar Informal Op. 950169, at 1 (1995); N.J. Sup. Ct. Advisory Comm. on Prof'l Ethics Op. 498, 1982 WL 117856, at *1 (1982); Ohio Bd. of Prof'l Conduct Advisory Op. 2022-11, 2022 WL 10219976 (2022); Ohio Bd. of Prof'l Conduct Advisory Op. 2017-05, 2022 WL 10219976, at *1 (2017).

⁵ Ill. St. Bar Ass'n Comm. on Prof'l Ethics Advisory Op. 85-14, 1986 WL 378934, at *4 (1986).

⁶ State Bar of Cal. Comm. on Prof'l Responsibility & Conduct Op. 1997-150, 1997 WL 240818, at *3-4 (1997); Colo. Bar Ass'n Ethics Comm. Op. 89, at 5 (2018); Mich. State Bar, Comm. on Prof'l & Judicial Ethics Op. RI-313, 1999 WL 406884, at *1 (1999); N.Y. State Bar Ass'n Comm. on Prof'l Ethics Op. 794, 2006 WL 1386607, at *4 (2006).

⁷ See, e.g., ABA Comm. on Ethics & Prof'l Responsibility, Formal Op. 498, at 3-7 (2021) [hereinafter ABA Formal Op. 498] (discussing technologies and related strategies to protect the confidentiality of client information in a virtual practice).

⁸ Colo. Bar Ass'n Ethics Comm. Op. 89, *supra* note 6, at 4-7; Ind. State Bar Ass'n Legal Ethics Comm. Op. 8, at 2-3 (1985); D.C. Bar Op. 303, *supra* note 4, at 1; Mo. Bar Informal Op. 980220, at 1 (1998); N.Y. State Bar Ass'n Comm. on Prof'l Ethics Op., 2012 WL 6087183, at *1-2 (2012); Ohio Bd. of Prof'l Conduct Advisory Op. 91-9, 1991 WL 717479, at *2 (1991); Va. State Bar Legal Ethics Comm. Op. 754, 1986 WL 1180470, at *1 (1986).

⁹ Colo. Bar Ass'n Ethics Comm. Op. 89, *supra* note 6, at 1, 5; D.C. Bar Op. 303, *supra* note 8, at 1; Mo. Bar Informal Op. 970192 (1997); Ohio Bd. of Prof'l Conduct Advisory Op. 92-13, 1992 WL 739420, at *3 (1992); Or. St. Bar Ass'n Op. 2005-50, 2005 WL 5679639, at *1 (2005). See also ABA Formal Op. 498, *supra* note 7, at 3-5 (discussing virtual practice technologies and other security measures to safeguard client information); Ohio Bd. of Prof'l Conduct Adv. Op. 2022-11, 2022 WL 10219976, at *2 (2022) (recommending that computers connected to a shared network "be secured by individual credentials and other security measures to prevent lawyers or staff from accessing the data and files on a network belonging to others").



First Jersey Title Services, Inc.

When you think *Title Services*,
think *First Jersey* first.



Scott A. Penqué
President

David E. Penqué
Vice President

25-00 Broadway (P.O. Box 2525)
Fair Lawn, NJ 07410
Phone: 201.791.4200 Fax: 201.791.9050

www.FirstJerseyTitle.com

Lawyers in an office sharing arrangement may decide to share support staff, such as receptionists, administrative assistants, and paralegals. In these situations, maintaining the confidentiality of client information is tested. Instructing all lawyers and employees, and particularly shared employees, on their confidentiality obligations and the office procedures in place to guard sensitive client documents and communications are examples of reasonable measures to protect client confidentiality.¹⁰ Of course, appropriate supervision of shared personnel is also required under Model Rule 5.3.¹¹

B. Clear Communication About the Relationship

Lawyers who share offices but do not practice together as a law firm must take appropriate steps to clearly communicate the nature of their relationship to the public and to their clients.

Model Rule 7.1 prohibits any “false or misleading communication about the lawyer or the lawyer’s services.”¹² Comment [7] to the Rule further explains that lawyers “may not imply or hold themselves out as practicing together in one firm when they are not a firm, as defined in Rule 1.0(c), because to do so would be false and misleading.”¹³ Accordingly, office-sharing lawyers must ensure that the public is not misled about the nature of their relationship, such as confusion about whether the lawyers are part of a law firm, partnership, or professional corporation when no such affiliation exists.¹⁴

Lawyers in an office sharing arrangement should use separate business cards, letterhead, and directory listings, as well as office signs, firm names, and advertisements that describe their distinct practices and do not suggest a close association between professionals operating within the same space.¹⁵ It is desirable for lawyers sharing office space to have separate telephone lines, but a

¹⁰ State Bar of Cal. Comm. on Prof’l Responsibility & Conduct Op. 1997-150, *supra* note 4, at *3–4; D.C. Bar Op. 303, *supra* note 4, at 1; Mich. State Bar Op. RI-249, *supra* note 4, at *2; Mo. Bar Informal Op. 950169, *supra* note 4, at 1; Neb. Jud. Ethics Comm. Op. 89-2, 1989 WL 1803035, at *4 (1989); Ohio Bd. of Prof’l Conduct Advisory Op. 2022-11, *supra* note 4, at *3. *But see* Utah State Bar Advisory Op. 125, 1994 WL 631269, at *2 (1994) (finding it “difficult to see how it would be possible for shared secretarial arrangements not to put confidential information at risk”).

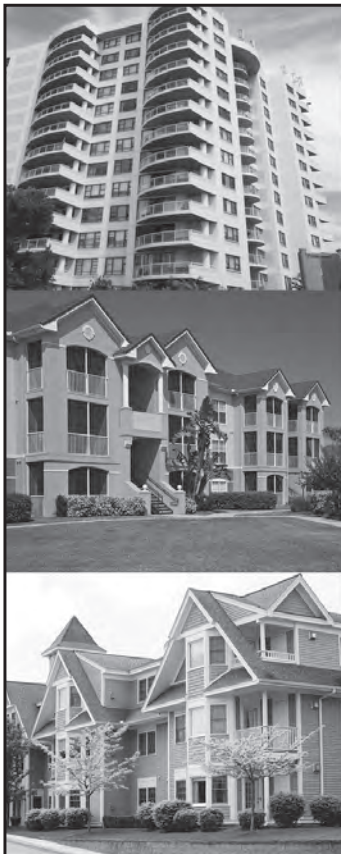
¹¹ Model Rule 5.3 addresses both partner and supervisor responsibilities for ensuring that nonlawyer assistants’ behavior is compatible with lawyers’ professional obligations. MODEL RULES OF PROF’L CONDUCT R. 5.3. *See* ABA Comm. on Ethics & Prof’l Responsibility, Formal Op. 498, at 3–4 (examining lawyers’ supervisory obligations for nonlawyer assistants in a virtual practice); Ohio Bd. of Prof’l Conduct Advisory Op. 2022-11, *supra* note 4, at *3 (discussing the sharing of nonlawyer staff).

¹² MODEL RULES OF PROF’L CONDUCT R. 7.1.

¹³ *Id.* at cmt. 7. *See also* MODEL RULES OF PROF’L CONDUCT R. 1.0(c) (defining “firm” or “law firm” as “a lawyer or lawyers in a law partnership, professional corporation, sole proprietorship or other association authorized to practice law; or lawyers employed in a legal services organization or the legal department of a corporation or other organization”).

¹⁴ MODEL RULES OF PROF’L CONDUCT R. 1.4 & 7.1; State Bar of Cal. Comm. on Prof’l Responsibility & Conduct Op. 1997-150, *supra* note 4, at *1; Colo. Bar Ass’n Ethics Comm. Op. 89, *supra* note 6, at 2; D.C. Eth. Op. 303, *supra* note 4, at 1.

¹⁵ State Bar of Cal. Comm. on Prof’l Responsibility & Conduct Op. 1997-150, *supra* note 4, at *1; Colo. Bar Ass’n Ethics Comm. Op. 89, *supra* note 6, at 6; Conn. Bar Ass’n Prof’l Ethics Comm. Op. 97-9, 1997 WL 700580, at *2 (1997); D.C. Eth. Op. 303, at 1; Mich. State Bar Op. RI-249, *supra* note 4, at *3; Mo. Bar Informal Adv. Op. 980220, *supra* note 8, at 1; N.Y. City Bar Ass’n Prof’l Ethics Comm. Advisory Op. 680, 1990 WL 677022, at *1 (1990); Ohio Bd. of Comm’rs on Grievances & Discipline Advisory Op. 89-36, 1989 WL 535040, at *2 (1989); Va. State Bar Legal Ethics Comm. Op. 874, 1987 WL 1379105, at *1 (1987).



LAW OFFICES
**EHRlich, PETRIELLO,
 GUDIN & PLAZA**
 A PROFESSIONAL CORPORATION

Call **Anne P. Ward, Esq.** at **973-854-6717**
 or email at **Anne@epgp-law.com**
 and discuss your legal issues or visit
 our web site **www.epgp-law.com**

60 Park Place, Suite 1016 89 Headquarters Plaza No., 555 Fifth Avenue, 14 Fl
 Newark, NJ Suite 1459, Morristown, NJ New York, NY
 973-643-0040 973-718-2229 212-643-2503

**Your guide through the
 often complex Federal,
 State and Local Laws
 governing your association.**



Victoria Pekerman, Esq.

**Shapiro Croland Reiser
 Apfel & Dilorio, LLP**

Specializing in commercial/business
 litigation, commercial and
 residential real estate, family law,
 estate litigation/guardianship
 actions, wills/trusts,
 partnership/shareholder disputes,
 employment litigation, bankruptcy
 and general corporate law

Continental Plaza II • Hackensack Ave.
 Hackensack, NJ 07601
 Tel: 201-527-6012 • Fax: 201-488-9481

receptionist may answer a common telephone line with a generic salutation such as “Law Offices” to avoid implying that the lawyers are practicing together in the same firm.¹⁶

It may not be possible to have separate signage where a law firm subleases excess space to unaffiliated lawyers or to lawyers with whom the firm works on a matter-by-matter basis, or where lawyers work in rented temporary space such as WeWork or Regus™ offices. Nevertheless, unaffiliated lawyers sharing space must take reasonable measures to ensure that clients are not confused about their associations with the other lawyers practicing in the immediate area. Office sharing lawyers must understand the need to clarify for their clients these distinct professional relationships. Any communications to the public should also signal that the law practices are not affiliated with one another, other than in their resource-sharing arrangement.¹⁷

C. Conflicts of Interest Considerations

Lawyers in shared office arrangements should pay particular attention to (1) avoiding the imputation of conflicts of interest, (2) taking on potential new matters that are adverse to clients represented by other office sharing lawyers, and (3) consulting with fellow office sharing lawyers.

1. Imputation of Conflicts

Model Rule 1.10(a) imputes conflicts of interest to all lawyers “associated in a firm.”¹⁸ Thus, imputation of a lawyer’s conflict of interest to other lawyers in an office-sharing arrangement will pivot on whether the lawyers are, or appear to the public or their clients as, “associated in a firm.”¹⁹

Under the Model Rules, office sharing lawyers are not automatically treated as a single law firm for conflicts of interest purposes.²⁰ This determination will depend on the facts and circumstances of each arrangement.²¹ Office sharing lawyers who do not protect the confidentiality of their respective clients, regularly consult with each other on matters, share staff who have access to client information, mislead the public about their identity and services, or otherwise fail to keep

¹⁶ State Bar of Ariz. Op. 01-09 (2001); Conn. Bar Ass’n Prof’l Ethics Comm. Op. 97-9, *supra* note 15, at *2; D.C. Bar Op. 303, at 1; Mich. Eth. Op. RI-249, 1996 WL 381521, at *3; Ohio Adv. Op. 95-1, 1995 WL 813784, at *4 (Ohio Bd. of Comm’rs on Grievances & Discipline 1995); Wash. Adv. Op. 1304, at 1 (Wash. State Bar, Comm on Prof’l Ethics 1989).

¹⁷ Conn. Eth. Op. 2014-04, 2014 WL 12823983, at *1; D.C. Bar. Op. 303, *supra* note 4, at 1; Mich. State Bar Op. RI-249, *supra* note 4, at *2; Mo. Bar Informal Op. 950169, *supra* note 4, at 1.

¹⁸ MODEL RULES OF PROF’L CONDUCT R. 1.10(a).

¹⁹ MODEL RULES OF PROF’L CONDUCT R. 1.10(a) & cmt. 1; Colo. Bar Ass’n Ethics Comm. Op. 89, *supra* note 6, at 1; Mich. State Bar Op. RI-249, *supra* note 4, at *5.

²⁰ Mich. State Bar Op. RI-249, *supra* note 4, at *1; N.Y. State Bar Ass’n Comm. on Prof’l Ethics Op. 794, *supra* note 6, at *1 (2011); *see* MODEL RULES OF PROF’L CONDUCT R. 1.0(c) & cmt. 2 (stating that “two practitioners who share office space and occasionally consult or assist each other ordinarily would not be regarded as constituting a firm,” but “if they present themselves to the public in a way that suggests that they are a firm or conduct themselves as a firm, they should be regarded as a firm” under the Model Rules).

²¹ *See* ABA Comm. on Ethics & Prof’l Responsibility, Formal Op. 88-356, at 2–4 (1988) (explaining that whether a temporary lawyer should be treated as “associated in a firm” for conflicts imputation purposes requires “a functional analysis of the facts and circumstances involved in the relationship,” with a particular focus on the temporary lawyer’s access to information relating to the representation of other firm clients).

their practices separate, are more likely to be treated as “associated in a firm” for conflict imputation purposes.²²

2. Representing Clients with Adverse Interests

Where lawyers in an office sharing arrangement properly shield the confidentiality of their respective clients and do not hold themselves out to the public as members of the same firm, it may be permissible under the Model Rules to represent clients with adverse interests—even in the same lawsuit or transaction.²³ Although this determination will ultimately turn on specifics of the office sharing arrangement and the nature of the proposed representations, Model Rules 1.4 and 1.7 may obligate lawyers to disclose the details of the office sharing arrangement to their respective clients, including their efforts to maintain confidentiality, and to obtain each clients’ informed consent, confirmed in writing.²⁴

In addition, any staff shared by the lawyers should not possess or otherwise have access to information from both adverse clients.²⁵ Implementing an adequate ethical screen between shared staff members can be an effective measure in this regard, and to avoid the sharing of client information more generally.²⁶

²² *In re Sexson*, 613 N.E.2d 841, 843 (Ind. 1993); MODEL RULES OF PROF’L CONDUCT R. 1.0(c) & cmt. 2; Ariz. State Bar Comm. on the Rules of Prof’l Conduct Op. 01-09, at 1 (2001); Colo. Bar Ass’n Ethics Comm. Op. 89, *supra* note 6, at 1, 4; D.C. Bar Op. 303, *supra* note 4, at 1; Ky. Bar Ass’n Ethics Comm. Op. E-418, at 4 (2001); Ind. State Bar Ass’n Legal Ethics Comm. Op. 8, *supra* note 8, at 3; La. State Bar Ass’n Rules of Prof’l Conduct Comm. Op. 07-RPCC-013, *supra* note 4, at 3; Mo. Bar Informal Op. 950169, *supra* note 4, at 1; N.Y. State Bar Ass’n Comm. on Prof’l Ethics Op. 794, *supra* note 6, at *4; N.Y. City Bar Ass’n Prof’l Ethics Comm. Advisory Op. 680, *supra* note 15, at *2; Ohio Bd. of Prof’l Conduct Advisory Op. 2022-11, *supra* note 4, at *2; S.C. Bar Ethics Advisory Comm. Op. 08-11, 2008 WL 8089795, at *2 (2008); Utah State Bar Advisory Op. 125, *supra* note 10, at *2; Vt. Bar Ass’n Prof’l Responsibility Comm. Op. 79-22, at 1 (1979).

²³ ABA Comm. on Ethics & Prof’l Responsibility, Informal Op. 1486, at 1 (1982) [hereinafter ABA Informal Op. 1486] (lawyers who share space and represent adverse interests in pending lawsuits should explain fully the relationship to, and obtain the consent of, clients to continue to represent adverse interests); Md. State Bar Ass’n Op. 1987-43, at 1 (1987); Mo. Bar Informal Adv. Op. 970192, *supra* note 9, at 1; N.J. Sup. Ct. Advisory Comm. on Prof’l Ethics Op. 515, 1983 WL 106225, at *1–2 (1983); Ohio Bd. of Prof’l Conduct Advisory Op. 89-005, 1989 WL 535010, at *1 (1989); Or. St. Bar Ass’n Op. 2005-50, *supra* note 9, at *1; S.C. Bar Ethics Advisory Comm. Op. 08-11, *supra* note 22, at *2 (2008); S.C. Bar Ethics Advisory Comm. Op. 91-37, 1992 WL 810417, at *1–2 (1992); Vt. Bar Ass’n Prof’l Responsibility Comm. Op. 80-15, at 1–2 (1980); Va. State Bar Legal Ethics Comm. Op. 943, 1987 WL 1378998, at *1 (1987); Va. State Bar Legal Ethics Comm. Op. 799, 1986 WL 1180507, at *1 (1986); Wash. State Bar Comm. on Prof’l Ethics Op. 1793, at 1 (1997); Wash. State Bar Comm. on Prof’l Ethics Op. 1559, at 1 (1994).

²⁴ ABA Informal Op. 1486, *supra* note 23, at 1; Colo. Bar Ass’n Ethics Comm. Op. 89, *supra* note 6, at 4; Md. Eth. Op. 1987-43, at 1; Mich. Eth. Op. RI-249, 1996 WL 381521, at *3; N.J. Eth. Op. 515, 1983 WL 106225, at *1–2; Ohio Adv. Op. 89-005, 1989 WL 535010, at *2 (Ohio Bd. of Comm’rs on Grievances & Discipline 1989); S.C. Bar Ethics Advisory Comm. Op. 91-37, *supra* note 23, at *1–2; Vt. Bar Ass’n Prof’l Responsibility Comm. Op. 80-15, *supra* note 23, at 1–2; Va. State Bar Legal Ethics Comm. Op. 943, *supra* note 23, at *1; Wash. State Bar Comm. on Prof’l Ethics Op. 1793, *supra* note 23, at 1.

²⁵ Ky. Bar Ass’n Ethics Comm. Op. E-406, at 3 (1998); Me. Bd. of Overseers of the Bar Prof’l Ethics Comm’n Op. 41, at 1 (2019); Or. St. Bar Ass’n Op. 2005-50, *supra* note 9, at *1; S.C. Bar Ethics Advisory Comm. Op. 91-37, *supra* note 23, at *1–2. The Committee does not believe it is possible for lawyers in an office sharing arrangement to maintain this kind of separation when representing clients with adverse interests if the lawyers together share only one staff member.

²⁶ See generally Cal. Lawyers Ass’n Ethics Comm. Formal Op. 2021-1 (2021) (discussing elements of effective ethical screens).

Notwithstanding the ability of office sharing lawyers to represent clients with adverse interests, some state ethics opinions understandably advise lawyers to avoid these situations entirely.²⁷ Potential pitfalls range from inadvertent disclosures of client information in a shared office to opposing parties coincidentally scheduling meetings at the same time. Before entering an office sharing arrangement, it is prudent for a lawyer to examine the nature of the other lawyers' practices to determine whether conflicts of interest are likely to arise.²⁸

3. Consultations Between Office Sharing Lawyers

It is natural for lawyers in office sharing arrangements to informally consult one another about their respective client matters. Merely engaging in informal consultations from time to time, however, does not result in the lawyers being "associated in a firm" under Model Rule 1.10(a).²⁹ At the same time, lawyers who occasionally consult with other lawyers in shared office arrangements should not disclose "client information that may reveal the identity of a client or privileged information."³⁰ Lawyers may instead discuss issues using hypothetical facts. As comment [4] to Model Rule 1.6 explains, "[a] lawyer's use of a hypothetical to discuss issues relating to the representation is permissible so long as there is no reasonable likelihood that the listener will be able to ascertain the identity of the client or the situation involved."³¹

Consultations between office sharing lawyers can also trigger unanticipated conflicts of interest, restricting a consulted lawyer's ability to represent a current or future client under Model Rule 1.7(a)(2).³² For instance, if Lawyer A and Lawyer B share office space, and Lawyer A divulges client information to Lawyer B during an informal consultation to help Lawyer A prepare a case for trial, then Lawyer B may assume a responsibility not to use or reveal the information, which could materially limit Lawyer B's ability to represent a current or future client.³³ This situation parallels the confidentiality duties that lawyers owe to prospective clients under Model Rule 1.18 and the conflicts problems that can surface if a lawyer receives too much information from a prospective client during an initial consultation.³⁴

²⁷ Colo. Bar Ass'n Ethics Comm. Op. 89, *supra* note 6, at 3; S.C. Bar Ethics Advisory Comm. Op. 08-11, *supra* note 22, at *2; Va. State Bar Legal Ethics Comm. Op. 943, *supra* note 23, at *1; *see also* ABA Comm. on Ethics & Prof'l Responsibility, Informal Op. 1474, at 1 (1982) (concluding that "representation of opposing sides by lawyers working in the same military office and sharing common secretarial and filing facilities should be avoided").

²⁸ Colo. Bar Ass'n Ethics Comm. Op. 89, *supra* note 6, at 3.

²⁹ Ohio Bd. of Prof'l Conduct Advisory Op. 2022-11, *supra* note 4, at *1.

³⁰ *Id.*

³¹ MODEL RULES OF PROF'L CONDUCT R. 1.6 cmt. 4.

³² MODEL RULES OF PROF'L CONDUCT R. 1.7(a)(2); ABA Comm. on Ethics & Prof'l Responsibility, Formal Op. 98-411, at 7 (1998) [hereinafter ABA Formal Op. 98-411].

³³ MODEL RULES OF PROF'L CONDUCT R. 1.7(a)(2); ABA Formal Op. 98-411, at 9. *See also* Liebnow v. Boston Enterprises, 296 P.3d 108, 115 (Colo. 2013) (citing ABA Formal Op. 98-411, at 7) (concluding that where "one lawyer has consulted another lawyer and has revealed confidential information about her case, including her theory of the case and trial strategy, that could materially limit the consulted attorney's ability to represent the opposing party ... due to the consulted attorney's potential responsibility to keep the information confidential").

³⁴ MODEL RULES OF PROF'L CONDUCT R. 1.18. *See also* ABA Comm. on Ethics & Prof'l Responsibility, Formal Op. 492 (2020) (discussing lawyers' obligations to prospective clients and the conflicts issues that can surface if lawyers receive "significantly harmful" information from a prospective client).

Formal Opinion 507

7

To prevent these issues, Lawyer B can conduct a standard conflict check prior to any informal consultation or collaboration with Lawyer A.³⁵

III. Conclusion

The ABA Model Rules of Professional Conduct permit lawyers to participate in office sharing arrangements, but those doing so must fully consider and comply with their applicable ethical responsibilities, including confidentiality, conflicts of interest, supervision, and communications concerning a lawyer's services.

AMERICAN BAR ASSOCIATION STANDING COMMITTEE ON ETHICS AND PROFESSIONAL RESPONSIBILITY

321 N. Clark Street, Chicago, Illinois 60654-4714 Telephone (312) 988-5328

CHAIR: Lynda Shely, Scottsdale, AZ ■ Mark A. Armitage, Detroit, MI ■ Melinda Bentley, Jefferson City, MO
■ Matthew Corbin, Olathe, KS ■ Robinjit Kaur Eagleson, Lansing, MI ■ Doug Ende, Seattle, WA ■ Hon.
Audrey Moorehead, Dallas, TX ■ Wendy Muchman, Chicago, IL ■ Keith Swisher, Scottsdale, AZ ■ Charles
Vigil, Albuquerque, NM

CENTER FOR PROFESSIONAL RESPONSIBILITY: Mary McDermott, Lead Senior Counsel

©2023 by the American Bar Association. All rights reserved.

³⁵ See generally Conn. Bar Ass'n Prof'l Ethics Comm. Op. 98-11, 1998 WL 993681, at *1-2 (1998).

Book Review

continued from page 5

Montag thought Clarisse was strange but he eventually realized that the way her family lived was an interesting break from the mundane and bland life that he lived.

One day, Montag came home from work and showed Millie some books he had smuggled. He tried to explain to her how the books discussed ideas and stories and gave life to the world. Millie became enraged; she knew that if someone reported them their house would be burned to the ground. She put some of the books into their incinerator, but Montag kept some. Eventually, however, the firemen did come.

Since I don't want to give away the end of the book, I will stop there. This book was a challenging yet interesting read. My poor son, who is 14, really was lost and I don't blame him – it was

not easy reading but, again, interesting. Bradbury's imagery allows you to visualize exactly what he is describing. It was as if I could feel and touch and see everything thing each character saw, felt, and touched. The writing alone drew me into the story. The overall premise of the book, however, was unsettling and yet, even though it was written in 1951, it seemed highly relevant today.

I do encourage you to embark on Montag's journey. Take time to absorb it and take time to reflect on it. This would even be a great book to read for a book club so that you can exchange ideas about it when you are done.

I am glad that I had a chance to pick this up again after starting and stopping so many years ago. I think I am better able to appreciate the book and its meaning than I would have been before.

Try it out – let me know what you think. Maybe we can have our own book club chat about it one day! 🐼

Jhanice V. Domingo, Esq.

continued from page 14

to you; and have a family life – how do you decide what to say “yes” to and what to say “no” to?

My sister's passing from pancreatic cancer at age 45 taught me the brevity of life. I now prioritize activities that bring joy and where I can make a meaningful contribution. I say yes when I can truly be of service and add value.

What is the most exciting project – personal or professional – that you are working on right now?

I am collaborating with my partners, colleagues, and my firm's management to enhance our diversity committee. We are passionately brainstorming innovative ideas to promote inclusivity and embarking on exciting diversity projects such as mentoring programs, diversity training workshops, community outreach, allyship plans, inclusive recruitment, diversity metrics and goals, etc. 🐼

One of my most cherished moments was being named a temporary guardian for a child while I was in private practice. She ended up in my care for quite a few years and I really wanted to adopt her as my own. She didn't want that and that was okay. I wish that our relationship was closer today, but she finished college, went on to graduate school and is doing well. She was also one of the main reasons I decided to take the position with the Office of the Public Defender.

What was a challenging experience you have faced related to law?

One day, I appeared for court, placed my items on the conveyor belt and showed my attorney ID to a Sheriff's officer. He asked me to step aside, I complied. The officer then asked me to put my hands on my head and my nose to the wall. As he searched my body and my bag he told me that I was impersonating an attorney and was glad he caught me. It was one of the most humiliating experiences and after the supervisor released me, I walked away like nothing happened and handled my calendar, but I will never forget that. I replayed it in my head.

There was a particular Judge that would hold my cases until late in the afternoon before calling me. It didn't matter if I got there with the first round of attorneys, they would leave and I would still be there waiting. One attorney encouraged me to stand up, it made no difference; this was intentional.

Speaking to other Black attorneys at that time, I learned that I was not the only one receiving disparate treatment. We were getting mistaken for defendants, family members, everything but attorneys. A lot of the Black attorneys I knew left Bergen County. The same way that we as attorneys defend the defenseless, it is truly important to have allies supporting groups that aren't as visible in Bergen.

What did you learn from these experiences?

What I learned is that when you have the right people in power things change. When former BCBA President Cathe McAuliffe changed the name from "Minority Concerns Committee" to the "Diversity Committee," I was thrilled. I did not like the title "minority concerns." It sounded like the minorities have a problem instead of the Association is seeking to cure a problem – a group of complainers versus a group committed to action. This decision was wise and forward thinking.

I also learned that I had to be prepared for my cases at all times. I was not going to be given an opportunity to fix a mistake and no one was going to take it easy with me, so I needed to be ready.

I learned that speaking to other attorneys while you are waiting for your case to be called creates community. Be present regardless of if you are the only Black face in the room. Go to the Bar Association events. Judges are not the same when they aren't on the bench. Do not waste a valuable opportunity.

Why did you join WLIB?

The first few times I went to a WLIB event, I am not sure if I was a member or just participated. I recall not necessarily feeling included at first, so I stopped attending. Then Cathe McAuliffe became the first female president of the BCBA, she encouraged me to join WLIB. Yes, WLIB, not the bar. Cathe and I would discuss her mission trips and she would say that "You won't get rich in your pocketbook helping people, but you will be rich." Her views aligned with mine and I trusted her recommendations.

Diane Lucianna, who was not president at the time, would always invite me to come to WLIB events. Judge Lois Lipton, who couldn't

attend the events because she was a Drug Court Judge, would ask about them, which encouraged me to attend so I had a response to give her. The encouragement of these individuals reaching out motivated me to go. Then when I would attend, I felt welcomed not just by these individuals, but also Senator Loretta Weinberg, Jan Phillips, Eileen Mulroy and a host of other women. I became a member, regularly attended events, and even encouraged others to participate. It's a great organization.

What does it mean to you to receive the WLIB's Lifetime Achievement Award?

At first, I didn't know how to feel. Every day I just get up and go. I didn't realize that people paid attention to the work that I do.

I would believe that everyone, at some point in their life, questions whether the things that they are doing is making an impact. Everyone wants to make a difference. This award was acknowledgement for what I internally thought was being ignored. It was part of my dream to make a difference and the Women of the Bar are telling me "You did it!" I did make a difference! This feeling is amazing! It created in me an impetus to do something that allows me to continue to shine a light in my own way.

I was also greatly surprised when Hon. Sandra Robinson honored me with a plaque thanking me for all the hours of public service from the National Association of Negro Business and Professional Women. I am so grateful.

What advice would you give a young attorney?

This hair loss I'm experiencing happened when my immune system was weak and was brought on by stress. The internal stress was the consequence of my career. I would advise that young attorney to calm down, relax. Everything will get done.

Except for the attorneys that intentionally seek to be in the public eye, no one knows the names of that person's attorney. If Trump's attorney was not indicted, we would never have known their name. You're just a face and then you're gone. Protect your mental health.

Take your case, measure the value, and decide which way you want to go.

And of course, join WLIB and create your support system.

Gayle, thank you so much for your time. It is always so much fun speaking to you. Would you mind if I share your mission statement?

Yes, please share it and I recommend that you make one as well. Throughout the years I adjusted it slightly, but I have not changed the

MISSION STATEMENT

OF

GAYLE DENISE HARGROVE

My Mission in Life is, out of the rich reservoir of intellect, intuition and empathy which God has given me, to guide, provide legal counsel and show compassion for others – especially those living through life-changing circumstances affected by legal processes beyond their own understanding and control and, in so doing, to enhance the quality of their lives and enrich my own by giving from all that I have received.

Young Lawyers Corner

The Young Lawyers Committee of Women Lawyers in Bergen meets on the 1st Wednesday of every month. Each meeting is hosted by one of the members. If anyone would like additional information including the location of the next meeting or are interested in joining the Committee, please contact Sarah Gloates Horta, Esq. at sarah@snglaw.com.

Notice to Readers

When you are considering changing a vendor or are seeking a specialist, please consider those who advertise in our newsletter.

Thank you.

Recipes for a Home Luau

Continued from page 5

Oven Cooked Kahlua Pork

3 -5-pound pork butt, trimmed and tied so will cook evenly
4 tablespoons minced garlic (about 12 cloves)
2-3 tablespoons minced ginger or ginger paste (you can find in produce aisle in a tube)
2 tablespoons sea salt
2 tablespoons liquid smoke
Package of banana leaves

1. Mix garlic, ginger, salt and liquid smoke to make a paste. Rub paste all over the pork butt until fully covered.
2. Wrap pork up tightly in saran wrap and refrigerate overnight.
3. When ready to cook, preheat oven to 225 degrees.
4. Remove saran wrap and rewrap the pork in the banana leaves. Place wrapped meat in roasting pan and cover with aluminum foil.
5. Cook the pork butt for 8 to 9 hours.
6. Remove pan from oven and let rest for about 20 minutes, still covered.
7. Take meat from pan and skim fat from the pan juices.
8. Place meat back in pan, unwrap and untie. Shred meat with two forks
9. Mix meat, juices and a squeeze of Hawaiian BBQ sauce and serve on soft rolls.

Coconut rice

2 cups jasmine rice
1 can coconut milk
1.5 cups water (or fill can of coconut milk with water and use as well)
1 teaspoon salt
½ teaspoon sugar
1 red pepper diced
1 yellow pepper diced
½ cup chopped fresh pineapple

1. in a mesh sieve, rinse dry rice in cold water until it runs clear.
2. Place drained rice in a pot.
3. Add coconut milk, water, salt, and sugar
4. Bring mixture to boil over high heat. Once it starts to boil, turn heat down to low, cover and cook about 20 minutes.
5. While the rice is cooking, sauté peppers in a frying pan until soft but color remains.
6. Uncover rice and cook 5 minutes longer.
7. Once cooked, mix rice, peppers and pineapple together and serve in festive bowl.

For dessert, serve a bowl of fresh, tropical fruit and your favorite yellow cake topped with grilled pineapple and whipped cream to complete the theme. 🍍



2023-2024 WLIB Committees

The following committees were formed for the 2023-2024 term. Committees may be added or eliminated by the President as needed. Please select as many choices as you wish for committee assignment and rank them in order of preference and email your preferences to Diane Lucianna, Esq. at

dianeluci@aol.com. Multiple choices are recommended inasmuch as you may not be assigned to your first choice depending on the number of volunteers for each committee. Thank you in advance for your commitment and dedication to this great association

Annual Dinner & Election

Eileen Mulroy, Esq., Tel: 201-410-5106
Email: Mulroyei@gmail.com

Kathleen A. Hart, Esq., Tel: 1-732-399-9703
Email: khart@weiner.law

Erica Fields, Esq., Tel: (201) 527-5319
Email: Efields@geico.com

Donna Dorgan, Esq., Tel: (201) 388-9849
Email: donna@dorganlegal.com

Helayne Weiss, Esq., Tel: 201-440-6300
Email: hweiss@herbertandweiss.com

This Chair will coordinate with the incoming President to plan the dinner and confer with the Nominating Committee Chair to coordinate the election and installation of officers.

Annual Programs

A. Breast Cancer Event:

Erica Fields, Esq., Tel: (201) 527-5319
Email: Efields@geico.com

B. The Fountain:

Kimberly Capers, Esq. Email: Kcapers@bcpo.net

C. Golf:

Laura Van Tassel, Esq., Tel: (201) 664-8566
Email: laura@vantassellaw.com

D. Holiday Party:

Natalie Candela, Esq., Tel: (201) 953-1995
Email: Ncandela@bcpo.net

These Chairs shall oversee the organization of the programs and events and do so in coordination with other committee chairs when appropriate. The President shall designate Subcommittee Chairs, in consultation with the Annual Programs Chairs, as may be needed for organizing and promoting the following programs (if applicable) and others as the Board may determine to have: Bring Your Children to Court Day, Holiday Party, Judicial Reception, Meet & Mingle With Elected Women Officials.

**Bar Association Liaison*

Eileen Mulroy, Esq., Tel: 201-410-5106
Email: Mulroyei@gmail.com

Victoria R. Pekerman, Esq., Tel: 201-488-3900
Email: vpekerman@shapiro-croland.com

The Bar Association Liaison will inform the

Board and/or WLIB membership of relevant information concerning happenings at the New Jersey State Bar Association, Bergen County Bar Association, American Bar Association and at other women's bar associations and diversity bars as such information may become known and to convey the interests of WLIB to these respective associations as WLIB may deem appropriate.

Bylaws

Helayne Weiss, Esq., Tel: 201-440-6300
Email: hweiss@herbertandweiss.com

Sveltana Ros, Esq., Tel: 201-373-2060
Email: Lros@pashmanstein.com

This Committee shall review, propose and draft bylaws amendments as needed and shall coordinate any Special Meetings called for discussion and vote and/or publication of any bylaw amendments to the membership.

Continuing Legal Education (CLE)

Kathleen A. Hart, Esq., Tel: 1-732-399-9703
Email: khart@weiner.law

The Committee shall be responsible for keeping Continuing Legal Education certification updated and organizing and assisting other members in presenting Continuing Legal Education programs. If you wish to present a program, or have an idea for a program, please contact one of the Chairs. The CLE Committee will assist to ensure that programs comply with applicable regulations so attendees receive NJ CLE credits. The Committee's goal is to provide members with an opportunity to obtain MCLE credits at a reasonable cost.

**Diversity Committee*

Jennifer Blum, Esq., Tel: 201-336-9868
Email: Jennifer.Blum@opd.nj.gov

The Diversity Committee, in coordination with the YLD Committee and with other diversity bars, shall actively recruit diverse members to WLIB and shall consider and propose ways to increase the diversity of our membership and be more inclusive of diversity members. The Committee shall organize events and programs to encourage diversity, including co-chairing the Diversity Dinner with the BCBA.

Jean Robertson Women Lawyers Scholarship Award

Kathleen A. Hart, Esq., Tel: 1-732-399-9703
Email: khart@weiner.law

Eileen Mulroy, Esq., Tel: 201-410-5106
Email: Mulroyei@gmail.com

This committee is responsible for the annual Jean Robertson Women Lawyers Scholarship award. It will notify the law schools in New Jersey of the availability of the scholarship, read and evaluate all submissions for the scholarship and decide to whom to award the scholarship. The committee shall further be responsible for inviting the scholarship recipient and guest to the WLIB Annual Dinner for the presentation of the scholarship. The committee is also responsible for providing a written update in each issue of the WLIB Newsletter.

Judicial Appointments

Kelly Castor, Esq., Tel: 908-377-4889
Email: Kellycastor@gmail.com

Eileen Mulroy, Esq., Tel: 201-410-5106
Email: Mulroyei@gmail.com

Jennifer Blum, Esq., Tel: 201-336-9868
Email: Jennifer.Blum@opd.nj.gov

The Committee shall provide information and mentoring on procedures for becoming appointed to the Judiciary and coordinate with the CLE Committee to organize an educational program concerning Judicial Appointments.

Legislation & Litigation

Carmela Novi, Esq., Tel: 201-642-2000
Email: Carmela@wlg.com

The Committee shall seek out information concerning pending legislation and/or litigation relevant to our mission statement and the goals of this bar association and shall inform the Board and/or the general membership. The Committee shall be responsible for coordinating any public positions taken by WLIB concerning any legislation and/or litigation, including but not

limited to testimony before public bodies and/or drafting of amicus briefs. The Committee shall also provide a column entitled "Legislative Update" for each issue of the WLIB Newsletter.

Membership

Cathe McAuliffe, Esq., Tel: 201-488-2030
Email: Cathemcaul@aol.com

All women attorneys who live or work in New Jersey are eligible for membership. The Membership Chairs shall coordinate with Treasurer to maintain accurate and updated information concerning membership rolls and shall coordinate with Treasurer to provide membership renewal invoices to current members and add new member information to the membership rolls and supply that information to the Newsletter Chair and Publicity Committee Chair.

Members in Transition

Linda F. Spiegel, Esq., Tel: 201-489-1001
Email: LFSESQ@aol.com

The Committee shall provide information, mentoring and programming concerning starting or dissolving a practice (to enter the judiciary, join another firm, leaving government or other reasons), dealing with illness or disability of the lawyer (or lawyers' family members), retirement from law practice and other topics of interest to members nearing retirement, changing firms or practice areas, suffering an injury, caring for a family member or becoming a parent. Subcommittee, Seasoned Women Attorneys Group (SWAG) meets regularly on Zoom for a program the second Monday of each month.

Newsletter

Linda F. Spiegel, Esq., Tel: 201-489-1001
Email: LFSESQ@aol.com

The Newsletter is published quarterly, Fall, Winter, Spring and Summer. Anyone interested in advertising in the Newsletter should contact Nancy Lucianna, Esq. (advertising manager) at nlucianna@msn.com or Linda F. Spiegel, Esq. Members interested in writing for the Newsletter should contact Linda F. Spiegel, Esq. WLIB welcomes articles written by members, as well as book and restaurant reviews. The Newsletter also welcomes announcements from our members and encourages all members to share their news whether personal or professional in our Announcements column.

Nominating Committee

Victoria Pekerman, Esq., Tel: 201-488-3900
Email: Vpekerman@shapiro-croland.com

The Chair shall be the current Immediate Past President. The Nominating Committee shall make nominations of officers and trustees in accordance with the bylaws.

Publicity

Nancy Lucianna, Esq., Tel: 201-947-6468
Email: nlucianna@msn.com

The Committee shall disseminate flyers and other information concerning events and news relevant to WLIB and its members and shall coordinate with the Website Committee to make sure the most current event and news information is provided to the Website Committee for posting. Notices of all WLIB events are sent out to the press/media. Please be sure to give Kathy and her committee as much lead time as possible for providing publicity for upcoming events.

Sponsorship & Advertising

Nancy Lucianna, Esq., Tel: 201-947-6468
Email: nlucianna@msn.com

The Committee shall solicit advertisements for the Newsletter and any Journals as appropriate. The Committee shall solicit sponsorships for membership recruitment events and other WLIB events. The Committee shall coordinate with other committees as needed to determine sponsorship and advertising needs. The Committee shall coordinate speaking engagements by members to provide community outreach and information to the public and attract advertising, sponsorship and potential clients for members. If you would like speak at an event, place an advertisement in the WLIB Newsletter, or sponsor a WLIB event, please contact the committee chairs.

WLJB Website

Linda F. Spiegel, Esq., Tel: 201-489-1001
Email: LFSESQ@aol.com

Diane Lucianna, Esq., Tel: 201-342-9090
Email: dianeluci@aol.com

The Committee shall keep website updated and make adjustments as may be necessary from time to time and act as a liaison to the webmaster

and any other outside vendors providing web services. The Committee shall coordinate with the Membership Committee to provide website access to members and others as appropriate and make efforts to build and maintain an online directory. The Committee shall post event information and newsworthy information on the website. Any announcements for the website should be submitted to the Chairs via email. Any suggestions for additional features on the website are always welcome.

Women Rights Information Center

(WRIC)

Helene Herbert, Esq., Tel: 201-440-6300
Email: hherbert@herbertandweiss.com

Helayne Weiss, Esq., Tel: 201-440-6300
Email: hweiss@herbertandweiss.com

The Committee shall solicit and manage members to volunteer for the pro bono legal consultation sessions in the areas of family and immigration law hosted at the Women's Rights Information Center (WRIC) and schedule attorneys in advance to provide the consultations. The consultations are limited to 30 minutes. There is a great need for bilingual English/Spanish volunteer attorneys. Any interested members should contact the Chairs for more information.

Young Lawyers Division

Sarah Gloates Horta, Esq., Tel: 201-540-9017
Email: sarah@snglaw.com

Suzanne Tullo, Esq., Tel: 201-450-2652
Email: ttullosuzanned@gmail.com

The Committee shall organize the Law Clerks Welcome and conduct membership outreach with the incoming law clerks and maintain follow-up contact information and outreach with outgoing law clerks. The Committee shall also conduct outreach with law students and recruit new women members of law firms in Bergen County, the Bergen County Bar Association and any other women attorneys either living or working in New Jersey to join WLJB.

Members of the Young Lawyers Division: Jacqueline Shulman, Esq., Jennifer Berardo, Esq., Adelina Herrarte, Esq., and Nicole Parelli, Esq.

* Denotes a special (non-standing) committee. Some special committees may become standing committees by way of bylaw amendment. Others have been formed for a specific event.

WLIB

WOMEN LAWYERS IN BERGEN

Women Lawyers in Bergen | 79 Main Street | Suite #1 | Hackensack, NJ 07601 | www.womenlawyersinbergen.org

Calendar of Events

September 2023

Monday, September 11	12:30 pm	SWAG meeting via Zoom. Two experts on pets will be presenting on pet psychology and issues regarding custody of pets, providing for pets when their owner becomes incapacitated and estate planning issues and pets.
Wednesday, September 13	5:30 pm	WLIB Annual Dinner at Seasons in Washington Twp.
Tuesday, September 19	5:30 pm	WLIB Board Meeting via Zoom
Thursday, September 21	5:30 - 7 pm	Garretson Forge and Farm Tour. Tour the Gardens and Museum and enjoy a light dinner, led by our member Donna Dorgin.

October 2023

Monday, October 9	12:30 pm	SWAG meeting via Zoom. Marcia Marino of ChoreVoyant will present on "Your Day Simplified".
Tuesday, October 17	5:30 pm	WLIB Board Meeting via Zoom

November 2023

Monday, Nov. 13	12:30 pm	SWAG meeting via Zoom. Natalie Armstrong-Motin will discuss "Marketing Your Practice - Tips on Using Social Media".
Tuesday, Nov. 21	5:30 pm	WLIB Board Meeting via Zoom.

December 2023

Monday, Dec. 11	12:30 pm	SWAG Holiday Meeting
Tuesday, Dec. 19	5:30 pm	WLIB Board Meeting via Zoom.

Board Meetings are currently being held via Zoom and are open to all members. If you wish to attend the board meeting go to <https://www.womenlawyersinbergen.org/> login as a member and you will find the Zoom link for the board meeting.

Board Meetings are usually held the third Tuesday of every month.

President

Diane Lucianna, Esq.
(201) 342-9090 dianeluci@aol.com

Vice President

Tamra Katcher, Esq.
(201) 488-1234 tkatcher@rwkdllaw.com

Treasurer

Sheila O'Shea-Criscione, Esq.
(201) 373-2219 soshea@carcichoshea.com

Secretary

Helene Herbert, Esq.
(201) 444-6300 hherbert@herbertandweiss.com

Editor-in-Chief

Linda F. Spiegel, Esq.
(201) 489-1001 LFSESQ@aol.com

Advertising Manager

Nancy Lucianna, Esq.
(201) 947-6486 nlucianna@msn.com

Immediate Past President

Victoria R. Pekerman, Esq.
(201) 488-3900 vpekerman@shapiro-croland.com

www.womenlawyersinbergen.org

To advertise in this
newsletter please contact
Nancy at (201) 947-6486 or
Linda at (201) 489-1001

**Not a member?
Join Today!**