



San Bernardino County Bar Association

BULLETIN

Vol. 48, No. 5

Our 145th Year

March 2020



2020-21 Nominating Committee Announced

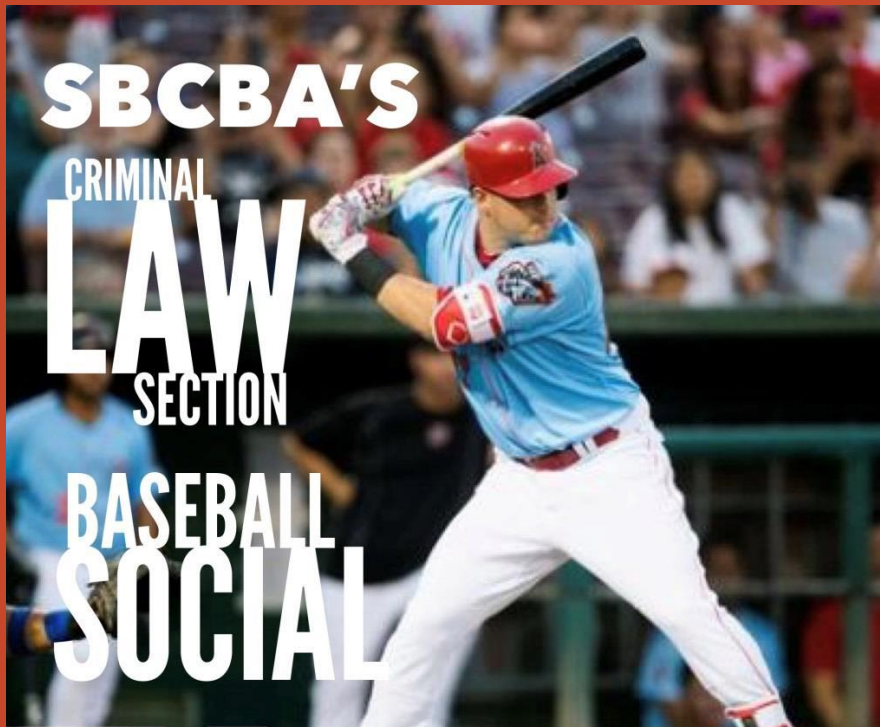
In compliance with the SBCBA By-Laws, members of the 2020-2021 Nominating Committee for selecting next year's Board of Directors are: Eugene Kim, President; Barbara A. Keough, President-Elect; Michael Reiter, Immed. Past President; Thomas W. Dominick; and Karin Horspool.

Bar members are encouraged to submit names of prospective nominees for our board of directors to any member of the Nominating Committee for its consideration on or before Thursday, March 15, 2020.

In this issue...

- 2 - Opening Night with the 66ers!
- 3 - From the President's Desk – by Eugene Kim
- 4 - From the President of the JBC Inn of Court – by Joseph Widman
- 7 - General Membership Meetings for 2020
- 8 - News from the San Bernardino Superior Court
- 9 - Judge Pro Tem Training
- 10- The Intersection of Ethics and Well-Being - by S. Nelson & J. Simek
- 15- Legal Aid Volunteers - December 2019 & January 2020
- 17- Let SBCBA's LRS bring the clients to you
- 18- Classifieds

Official Publication of the San Bernardino County Bar Association



*Join the SBCBA on
April 17, 2020 for...*

Opening Night with the 66ers!

At the Patio at San Manuel Stadium
280 South E Street in San Bernardino



SAVE THE DATE!!

Join the SBCBA on April 17, 2020 at 5:30 p.m.
for an evening of baseball, great food and collegiality...

GAME STARTS AT 7:05 p.m.

Menu: Hamburgers, hot dogs, and BBQ Chicken.

Adults \$20, kids (12 & under) \$10
Includes game seats, food, & beverages!
(\$7.00 parking fee not included in this price.)

Don't miss the fun and festivities!

Watch for our Email Blast Announcement with details and further RSVP instructions - to sign up for email announcements, go to: <https://tinyurl.com/SBCBA-EmailBlast>

From the President's Desk

by Eugene Kim

The primary elections are in March, which is a precursor to the November election. Irrespective of your political affiliation, voting is a precious right and is the bedrock of democracy.

"We have the freedom to choose our leaders and engage on the issues that we care about. That means we can build power in our communities and create real change. Our right to vote gives us that power." (www.rockthevote.org/understanding-voting-rights/)

I am proud to announce that the San Bernardino County Bar Association and its members exercised their right to vote by selecting the Honorable Michael Sachs and Commissioner Deborah Daniel as the recipients of the Kaufman-Campbell Award for Judicial Excellence.

The Kaufman-Campbell Award is presented to judges that have demonstrated the highest standards of judicial excellence in the pursuit of justice while exemplifying courtesy, integrity, wisdom, and impartiality. Judge Sachs and Commissioner Daniel will be honored at the Kaufman-Campbell Awards Banquet on May 15, 2020, at the National Orange Show.

Also, don't forget to submit names of prospective nominees to serve on the San Bernardino County Bar Association's Board of Directors by Thursday, March 15, 2020. "We do not have government by the majority. We have government by the majority who participate." Thomas Jefferson. So participate, get involved, and exercise your right to vote.

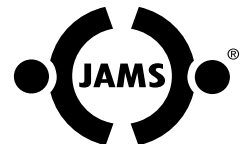


CORRECTION: In the last paragraph of my February column, while quoting one of our past presidents, I inadvertently left out his name. (Most of you knew who he was, anyway.)

It should have read: Michael Scafiddi, renowned criminal defense attorney and Past-President of the SBCBA said, "the SBCBA connects me with the past history of our legal community. I feel connected to great lawyers who passed long before I became a lawyer."

Inland Empire Neutrals

Mediators. Arbitrators. Neutral Evaluators. Problem Solvers.



Hon. Gail A. Andler (Ret.)

Hiro N. Aragaki, Esq., FCI Arb

Hon. David H. Brickner (Ret.)

Hon. Joseph R. Brisco (Ret.)

Hon. William J. Cahill (Ret.)

George D. Calkins II, Esq.

Hon. Jonathan H. Cannon (Ret.)

Hon. Luis A. Cardenas (Ret.)

Gary L. Chambers, Esq.

Hon. Candace Cooper (Ret.)

Charles H. Dick Jr., Esq.

Ross W. Feinberg, Esq.

Hon. Terry B. Friedman (Ret.)

Kenneth C. Gibbs, Esq.

Elliot K. Gordon, Esq.

Joel M. Grossman, Esq.

Shirish Gupta

Hon. Rex Heeseman (Ret.)

Ambassador (Ret.) David Huebner, C.Arb

Hon. Melinda A. Johnson (Ret.)

Hon. John W. Kennedy, Jr. (Ret.)

Hon. Jeffrey King (Ret.)

Hon. Ann Kough (Ret.)

Stacy L. La Scala, Esq.

Hon. Charles W. McCoy, Jr. (Ret.)

Hon. Franz E. Miller (Ret.)

Hon. Linda L. Miller (Ret.)

Hon. Carlos R. Moreno (Ret.)

Donald L. Morrow, Esq.

Lexi W. Myer, Esq.

Hon. Margaret A. Nagle (Ret.)

Hon. Edward A. Panelli (Ret.)

Barbara A. Reeves, Esq.

Hon. Glen M. Reiser (Ret.)

Deborah Crandall Saxe, Esq.

Hon. Nancy Wieben Stock (Ret.)

Hon. Stephen J. Sundvold (Ret.)

Hon. Edward J. Wallin (Ret.)

Neutrals are available in San Bernardino and throughout the Inland Empire. To set a case, call 909.942.5942.

Local Solutions. Global Reach.™

FROM THE DESK OF THE PRESIDENT OF THE
HON. JOSEPH B. CAMPBELL INN OF COURT

By Joseph B. Widman

Let Me Tell You a Story

If you're reading this, it's probably because you would like to hear a story. The title of the piece is kind of false advertising; there's no story, just my sparkling personality. If you're a little let down, that's kind of my point. Everybody likes to hear, watch, or even read a good story. Stories occupy some deep, almost mystical place in the human psyche, somewhere in our lizard brain, right next to our urge to sleep and to avoid eating leafy greens. Love of stories and storytelling knows no bounds. Old, young (kids love them some stories), rich, poor, literate or not, everyone is taken by stories. People also love to tell stories, especially if the story is about themselves. (Lawyers in particular are known to say that everything reminds them of a "funny war story." And then they proceed to tell the story, revealing it to be neither funny nor about war. My wife can attest.)

Nearly everywhere you look, you see the centrality of stories to the human experience. Nearly every major religion involves stories, sometimes the same or similar stories, as central parts of their traditions. These stories convey peoplehood, purpose, and place, for thousands of years for people across the world.

Popular culture has long been dominated by storytelling. Think of little *Oliver Twist*, in the words of Charles Dickens: "Child as he was, he was desperate with hunger, and reckless with misery. He rose from the table; and advancing to the master, basin and spoon in hand, said, somewhat alarmed at his own temerity: 'Please, sir, I want some more.'" You are immediately transported there, to a 19th century parish workhouse, looking up at the surly Beadle, as though you are little Oliver. This is the power of storytelling.

Even look at this year's Academy Award winner for Best Picture, *Parasite*, which highlights class divisions in modern day South Korea through the story of two families (one rich, one desperately poor) in a newfound symbiosis. This movie's appeal cut across national, language, and cultural barriers, overtaking the more traditional and conventional Best Picture nominee, *1917*. A well-told story can do most anything.

Even old movies, the stories we used to tell ourselves (and sometimes continue to), have a certain power — to reveal where we came from, how we used to understand the world, before we reached our current state of enlightenment. Think of the conclusion of *Grease*, when the female protagonist Sandy (Olivia Newton-John) decides to take up a smoking habit, tease her hair, and don skin tight leather pants, to get into the good graces of her love interest, the greaser Danny

(John Travolta), who, for his part, halfheartedly tries to meet her halfway by putting a school varsity sweater over his black t-shirt. Back in the 1970s, when the culture was looking back at the 1950s, we thought that ending was something we could all get behind; now, we're thinking Sandy should promptly dump Danny, find some new friends, and enroll in a college preparatory course.

That doesn't mean stories are always used for good. They can pierce and maim, depending on the role you are assigned in the story. The story could feature you as the villain, the outcast, the person who trips and falls off a cliff so everyone can laugh. Stories tell who's in, who's out, and what matters. Stories can be sticky and zombie-like; even when they are discredited or proven false, people still believe them. That's how deeply we absorb them. Like most everything else, how and when stories are used, and by whom, is complex. But still, their special ability to distill and process complex ideas into a digestible form has power and potency, and can be used for good, or bad.

Personal origin stories in particular can be used to misdirect. When the truth comes to light, people feel particularly wounded. I still remember my adolescent pain and confusion upon learning that Vanilla Ice's origin story about growing up on the mean streets of Miami was false, and that he was actually from an affluent Dallas suburb.¹ (Et tu, Vanilla?) Another example was when then-Senator Joe Biden ran for president in 1988, and was found to have adapted a few lines from the speech of a British politician, which concerned the fact that he and his wife were the first in their families to go to college. The truth or untruth of the matter aside, the fact that the subject matter of the plagiarism was his own personal story surely triggered a stronger reaction than if it had concerned something more mundane, like why he supported this or that policy idea.

Stories are powerful even if they are told by and to the same person, an audience of one, yourself. These stories — the stories we tell ourselves — are perhaps the most ubiquitous. If something bad happens to you at work, your reflex is probably to revisit the events leading up to that event in a way that reduces your responsibility for what happened. That's just being human. Finding a way to recognize that tendency in yourself, to find a path toward self-growth, is a learned skill; it doesn't come naturally.

Stories can also misdirect by mistake. Military history abounds with examples of generals fighting the "last war" by overemphasizing lessons learned from the last war to fight the current one. Think France, in the decade leading up to World War II, building the Maginot Line, which would've come in handy in World War I but proved futile against the revamped German army of 1940. Or think of a political candidate overlearning the lessons of the last campaign by taking some voters or regions for granted, on the assumption that they are already in the bag.

All of these ruminations about the power of stories and storytelling were triggered by the recent Joint Inns of Court Dinner, held last month by the Southwest Inn of Court, at the Wilson Creek Winery of Temecula. The keynote speaker was

James B. Judd, on the “Art of Storytelling.” Judd showed his mastery of storytelling with a series of colorful and funny yarns. Although Judd has a law degree, his presentation was essentially stand-up comedy, with a storytelling theme. At the outset though, he revealed the story he’s telling himself about the gig. He commented that he’s not thinking about how he’s speaking to “some strange lawyers’ convention,” and that he didn’t think this was a place where “stand-ups come to die.” (Fear not, we laughed heartily throughout.)

As Judd showed, the context and audience for the story is critical. Those of us who fancy ourselves trial lawyers possess a deep appreciation for the power of storytelling at trial. Stories bring the jury in, implicitly suggesting who they should identify with, and what they should make of the evidence. If you want to bore someone, give them the facts. (Remember sitting in class, waiting for recess? Like that.) If you want to engage them, get them on your side, tell them a story.

The Campbell Inn of Court’s next meetings are on March 11, April 15 (third Wednesday of the month), and May 13. For these meetings, we will explore some basics of law practice and trial advocacy, in the modern setting. We will cover the initial client interview, voir dire, and jury selection, through reference to a case study. If you have any questions regarding membership, please contact Jesse Male, Membership Chair, at jwjmale@gmail.com. If you wish to join our Inn mid-season, that can be arranged.

I hope to meet you at one of our upcoming meetings. (And I’m not just telling you a story.)

¹ Bernard, James, “Why the World is After Vanilla Ice,” New York Times, Feb. 3, 1991, section 2, page 1.

NOTICE

If you wish to have an article, notice, announcement or advertisement published in the Bar Bulletin, please submit to the bar association office by the 15th of the month prior to the publication month.

Camera-ready ads must be reserved by the 10th of the month prior, ad copy submitted by the 15th. (Items submitted will be accepted depending on available space.)

INSERVIO3

SUBPOENA SUPPORT

- Subpoena Preparation
- Service of Process
- HIPPA Authorizations
- Deposition Officer

PAPER DISCOVERY

- Copy/Scan/Printing
- Binding & Finishing
- OCR/LDD/Indexing
- Binder Preparation

EDISCOVERY SERVICES

- Forensic Collection
- Data Processing
- Online Hosted Review
- Production Services

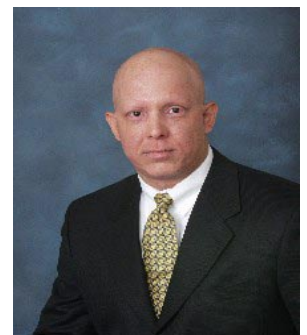
www.inservio3.com 949.222.0050 sales@inservio3.com

SUCCESSFUL DUI TRIAL LAWYER

- Practice Limited to DUI Defense
- Extensive Knowledge Behind the Science
- Trained in Field Sobriety Testing
- Well Versed in DMV Licensing Issues
- Referrals Accepted

Patrick J. Silva
ATTORNEY AT LAW

205 East State St.
Redlands, CA
909-798-1500
www.pjsduilaw.com



Your "Go To" IE Personal Injury Law Firm

Over \$13 Million recovered for our clients



JK LAW OFFICES OF
JUSTIN H KING

Obtaining Great Results for our Clients, One Case at a Time

We would be honored to be considered for your personal injury referrals.*

www.JustinKingLaw.com
909-297-5001

*All referrals consistent with California State Bar Rules of Professional Conduct.
Advertisement



Soheila S. Azizi



Delilah Knox-Rios, CFS



Chas. Schoemaker

Susan Nauss Exon

909-864-5156

EFFECTIVE & AFFORDABLE
PREMIUM ADR SERVICE
-THE PREFERRED CHOICE-



Luis E. Lopez

Don Cripe

WWW.CAMSMEDIATION.COM

YOUR FIRST (AND LAST) CALL FOR EXPERT ADR SERVICES!

SBCBA General Membership Meetings: 2020 Calendar

The following MCLE programs are held on the 2nd Tuesday of each month at 12 noon.
Held in the San Bernardino Justice Center, Dept. S-3. (May & June in *S-28)

Mar 10 "Whistleblower retaliation; FEHA Changes – *Dave Myers & John Tomberlin, Jr.*

Apr 14 Cannabis Law – *David Colella, Panel Moderator*

***May 12** Additional Dwelling Units - New Laws Make it Easier to Build a Granny Flat – *Michael Reiter*

***June 9** Social Media Forensics – *Joseph Jones, Certified Social Media Intelligence Expert*

July 14 Why Google Doesn't Trust You – *Sean Stonehouse, MediaSmack*

Aug 11 Fair Employment Law (Ethics) – *Galen Ages, Staff Attorney, Legal Aid at Work*

Sept 8 Selecting a Guardian Ad Litem in Civil Cases – *Derek Raynes, Raynes-Erickson*

Oct. 13 Substance Abuse – (Competence) – *Jamie Lamb, CEO, Cedar House*

(All offer 1 hour of general credit unless otherwise noted. All are Brown Bag meetings.)

NOTE: The topics listed may be switched between the listed dates, as some of the speakers may or may not be available. We will post the programs in the Bulletin and online each month as soon as we confirm the details.

San Bernardino County Bar Association, California State Bar-approved MCLE provider #2813, certifies that these activities are approved for California MCLE credit (as indicated above) by the California State Bar.

News from the San Bernardino Superior Court

February 14, 2020

FROM: MICHAEL A. SACHS, Presiding Judge
R. GLENN YABUNO, Assistant Presiding Judge
NANCY CS EBERHARDT, Court Executive Officer



TO: THE HIGH DESERT BAR ASSOCIATION

SUBJECT: HIGH DESERT REORGANIZATION UPDATE

We are excited to announce that at the San Bernardino County Board of Supervisors public meeting, February 11, 2020, the amended Joint Occupancy Agreement (JOA) allowing the Court to occupy the Barstow Courthouse County space was approved. This milestone allows the Court to proceed with its improved access plan for the High Desert Community to expand services in the Barstow Courthouse, reprogram multiple non-courtroom areas, and open additional criminal courtrooms in the Victorville Courthouse.

Over a year in the making, the Court has been researching various solutions to the overcrowding and ever-growing caseloads in the Victorville Courthouse. After exploring many options that did not ultimately meet our needs or budget, the Court decided, in November 2019, to refocus its efforts to secure the county space within the Barstow Courthouse.

This multi-year effort, with an anticipated spring 2021 occupancy, will permit the opening of additional criminal courtrooms, an expanded jury room, and self-help space in the Victorville Courthouse. The Barstow Courthouse space will permit the opening of a children's waiting room, expansion of Family Court Services, a self-help resource center, and provide the opportunity to increase the number of family law courtrooms. The attached information sheet contains further details on the goals and objectives of the High Desert Reorganization.

We remain committed to bringing you timely updates regarding the status of this project and we thank you in advance for your support. In the next few weeks, we will begin to reach out to internal and external stakeholders to introduce detailed plans for the future expansion.

Please contact Presiding Judge Sachs at MSachs@sb-court.org, Assistant Presiding Judge Yabuno at RYabuno@sb-court.org, Nancy Eberhardt, CEO at NEberhardt@sb-court.org, or Anabel Romero, DCEO at ARomero@sb-court.org with any questions.

ANNOUNCEMENT REGARDING UPCOMING TRAINING

TEMPORARY JUDGE TRAINING



SUPERIOR COURT
OF CALIFORNIA

COUNTY OF
SAN BERNARDINO

Bench Conduct, Demeanor, and Decorum

This course is mandatory for all attorneys wishing to serve as temporary judges for the San Bernardino Superior Court. **This course is not offered online and is required if you are new to the program, or have not taken it in the last three years.** If you are currently serving as a temporary judge and your certificate is set to expire within the next year, it is recommended that you sign up.

Pre-registration is required and there will be no charge to participants.

Course:

Bench Conduct, Demeanor, and Decorum – (3 MCLE Credits)

Date:

Friday, April 24, 2020 1:30 pm to 4:30 pm

Location:

**San Bernardino Justice Center
247 West Third Street
First Floor, Training Room 140
San Bernardino, CA 92415**

To register, please email your name, law firm, email address, and phone number to:

TempJudge@sb-court.org

Pursuant to CRC 2.815, there are three mandatory education and training requirements for attorneys to serve as a temporary judge and the training must be repeated every three years:

- Bench Conduct, Demeanor, and Decorum training (must be taken in-person)
 - Judicial Ethics (may be taken online)
- Substantive training in the subject area in which the attorney will serve as a temporary judge (some training may be taken online at www2.courtinfo.ca.gov/protem/)

Additional information about the Temporary Judge Program is available at:

<http://www.sb-court.org/general-information/temporary-judge-program>

For questions, please contact: Temporary Judge Administrator at

E: TempJudge@sb-court.org

W: (909) 521-3670

The Intersection of Ethics and Well-Being

by Sharon D. Nelson, Esq. and John W. Simek
© 2020 Sensei Enterprises, Inc.

ABA RESOLUTION 105

The ABA House of Delegates adopted Resolution 105 at the 2018 ABA Midyear Meeting. The resolution supports the goal of reducing mental health and substance use disorders and improving the well-being of lawyers, judges and law students. It urges stakeholders within the legal profession to consider the recommendations set out in *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change*. The pursuit of lawyer wellness has spread rapidly through law firms, bar associations, state bars and state supreme courts.

The authors have monitored many of these developments – and now teach several CLEs related to lawyer wellness. We applaud the actions taken to date – and there is still so much to be done. We decided to write an article that highlights some of the developments since Resolution 105 was adopted, including several sad stories that have shaken the legal profession.

THE DEATH OF PAUL RAWLINSON

On April 16, 2019, The ABA Journal carried a story about the death of Baker McKenzie's global chairman Paul Rawlinson. He had died four days earlier, six months after he took a temporary leave to deal with health issues caused by exhaustion. He was 56 years old at the time of his death.

When he took the leave, his firm was struggling with an inquiry into the firm's handling of sexual harassment complaints and internal disagreement over associate pay. The firm at that time had 78 offices and nearly 5,000 attorneys. Reportedly, Rawlinson had visited more than half of those offices.

The exact cause of death was not released, but his death spurred the growing concern about lawyer wellness and the systematic pressures placed on many lawyers, especially at large law firms – and most especially those who lead those firms.

We do not suggest that Rawlinson's wellness issues resulted in unethical behavior of any kind. It was simply a crushing and disturbing story, suggesting that a lawyer's exhaustion could lead to their death. One thing we wondered – and still wonder – was whether there was a culture of wellness at Baker McKenzie and whether his colleagues had reason to suspect how unwell he really was. Have we, as a profession, become impervious to the symptoms of extreme stress on our colleagues?

THE SUICIDE OF GABE MACCONAILL

Attorney Gabe Macconail, a 42-year old partner at Sidley Austin, committed suicide on October 14, 2018. His widow, Joanna Litt, wrote an open letter saying that "Big Law killed my husband."

In this case, there were signals – episodic binge drinking, the departure of several close friends at the firm which created more pressure on him, a new position chairing the summer associate program, and then a huge bankruptcy case.

He became visibly stressed, anxious and wasn't sleeping. When his wife called his closest colleague, she said he was working more and more with his door closed – and that his sense of humor had been gone for a while.

He told his wife that he felt like a phony who had fooled others about his abilities as a lawyer and he thought he would be fired at the end of the bankruptcy case. He worked himself to exhaustion, going to an ER with cardiac symptoms, but when early indications were that his health problems might be due to dehydration, he left the hospital without seeing a doctor so he could return to work.

His wife arranged a mobile IV to come to home and give him fluids. He then flew to Delaware to file the bankruptcy case.

Here, ethics entered the situation because, as his wife found out later, he had stopped responding to work emails when he returned home to LA. Every lawyer reading that sentence knows how close someone must be to the edge of the precipice when they stop responding to work emails in the midst of a high value case.

On the last morning of his life, he kissed his wife goodbye, took his gun with him, and shot himself in the head in the garage of the firm's high-rise office building.

His wife said that he set impossible high standards for himself, that he was a "maladaptive perfectionist" who lacked self-compassion. He said he couldn't "turn off his head."

She said, "He had a deep, hereditary mental health disorder and lacked essential coping mechanisms. But these influences, coupled with a high-pressure job and a culture where's it's shameful to ask for help, shameful to be vulnerable and shameful not to be perfect, created a perfect storm."

Remember that these are the words of a grieving widow. The description of the law firm is certainly accusatory and we cannot know how much is an accurate depiction.

Sidney Austin told the press that the firm handled the situation well, and that it was MacConail's responsibility to come forward and ask for help when he was overwhelmed. The firm has a wellness program, but an anonymous source at the firm told Financial Times that folks at Sidley aren't comfortable using it. The source said "There is not a culture or feeling of safety right now in that set of offices. You can have resources in place, but unless you have the right culture, people aren't going to feel safe using them or approaching someone to ask for help."

That assessment, if true, certainly cries out for remediation.

THE STRESS OF PRACTICING LAW TODAY

Clearly, the personal stories above had a profound impact on the authors. Author Nelson, a former president of the Virginia State Bar, worked on the VSB's Special Committee on Lawyer Well-Being, chaired by then VSB President Len Heath, and was one of the many authors who worked on its May 2019 report, "The Occupational Risks of the Practice of Law." For anyone who works on such endeavors, what one learns often comes as something of a revelation.

The demands of being a lawyer can often hide substance or mental health issues and the high-achieving people who become lawyers often do not avail themselves of available resources to help them. There is a stigma attached to asking for help and a fear that one will seem "weak" or perhaps not worthy of rising within the firm.

The authors live in Virginia but frequently lecture across the nation. We have heard a lot of sad stories. After one CLE, a lawyer in another state called to ask for help because, as he said, "I just can't practice law anymore." It is amazing to think how many ethical rules he must have violated, because he flatly acknowledged that he wasn't able to adequately do his work for his clients.

In his case, he was simply distracted by everything – he had lost the ability to focus. Everything distracted him – the turbulent politics of our time, sports, online games, social media. He could no longer keep his nose to the grindstone and get his work done. He was ignoring emails, missing deadlines, failing to call clients back or respond to their email – and very much afraid of getting in disciplinary trouble. Fortunately, there are confidential resources in his state and we were able to persuade him to contact those resources.

ATTORNEY IMPAIRMENT

The ABA, in conjunction with the Hazelden Betty Ford Foundation, funded a large study dealing with attorneys and substances abuse. The Journal of Addiction Medicine published “The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys” in 2016. The study surveyed nearly 13,000 attorneys.

Some of the findings: 20.6 percent reported problematic drinking, 31.9 percent of them attorneys age 30 or younger.

Of those who used drugs, both legal and illegal, respondents reported using stimulants the most—74.1 percent. Additionally, of those who used drugs, 51.3 percent of respondents reported using sedatives, 46.8 percent tobacco, 31 percent used marijuana and 21.6 percent used opioids.

The most common mental health concerns were:

- Anxiety, 61.1 percent.
- Depression, 45.7 percent.
- Social anxiety, 16.1 percent.
- Attention deficit hyperactivity disorder, 12.5 percent.
- Panic disorder, 8 percent.
- Bipolar disorder, 2.4 percent.

How did those with alcohol and drug problems feel about getting treatment? The main concern, and it is huge, is confidentiality. Only 6.8 percent sought treatment and of those who did, only 21.8 percent went through a program designed for legal professionals.

ETHICAL MISSTEPS MAY INDICATE A PROBLEM

In many cases, the actions an attorney takes (or perhaps inactions) can lead to professional discipline or malpractice AND indicate the presence of mental illness or a substance use disorder.

Examples? An attorney could demonstrate a pattern of conduct - missed deadlines, missed appointments, last-minute requests for continuances, frequent absenteeism, failing to return client phone calls or respond to mail, co-mingling or inappropriately taking client trust funds, or making false representations. The attorney may also demonstrate behaviors at work that appear different from their prior functioning. For example, an attorney may become socially withdrawn, procrastinate, have unpredictable and frequent mood swings, demonstrate unwarranted anger or hostility, and seek to point the finger at others for personal failings.

Any of these behaviors may be the product of depression, anxiety, neurological dysfunction, gambling addiction and/or substance use disorder.

As indicated above, anxiety and depression are the two most common mental health problems affecting attorneys.

A depressed attorney may demonstrate low motivation, an absence of energy, fatigue, and difficulty concentrating. The attorney may take a long time to learn something new or to respond

to client calls or answer mail. The attorney may not respond to important emails, mail, or phone calls out of panic or fear.

The lawyer may procrastinate and leave a job unfinished for someone else to complete, come into work late, leave early, or not come into the office at all for several days. They may file motions or briefs that omit important details because the attorney could not concentrate and could not remember specific information.

Work could be completed late, or not completed, and would likely contain major mistakes. If the lawyer’s supervisor gave negative feedback, the depressed attorney may respond with anger and irritability. To this attorney, everything would sound like criticism, resulting in angry responses or blaming others for mistakes.

If the supervisor asked the lawyer to redo something or to correct a problem, the lawyer might feel overwhelmed and too stressed to manage. This attorney’s ability to tolerate stress and cope with the everyday demands of clients, partners, opposing counsel, or judges becomes severely compromised to the point where the lawyer is unable to practice competently.

THE MODEL RULES OF PROFESSIONAL CONDUCT

As you might imagine, impaired lawyers may end up violating a number of ethical rules. Overwhelmingly, as we did our research for this article, experts pointed to the violation of Rule 1.1 (Competence) because the impairment often leaves an attorney without the competence to practice law.

Though Rule 1.1 is often implicated, ethical violations by impaired lawyers can involve violating many rules, including, but not limited to:

- Rule 1.15 (Safeguarding Property)
- Rule 1.3 (Diligence)
- Rule 1.4 (Communications)
- Rule 1.6 (Confidentiality)
- Rule 5.1 (Responsibilities of Partners, Managers, and Supervisory Lawyers)
- Rule 5.2 (Subordinate Lawyers)
- Rule 5.3 (Responsibilities Regarding Nonlawyer Assistants)
- Rule 8.3 (Maintaining the Integrity of the Profession)
- Rule 8.4 (Misconduct)

WHEN MUST A LAWYER WITHDRAW OR BE REMOVED FROM CLIENT REPRESENTATION?

Rule 1.16 (a)(2) prohibits a lawyer representing or continuing to represent a client where “the lawyer’s physical or mental condition materially impairs the lawyer’s ability to represent the client.”

In Formal Opinion 03-429 (Obligations with Respect to Mentally Impaired Lawyer in the Firm), the ABA Standing Committee on Ethics and Professional Responsibility writes, “Simply stated, mental impairment does not lessen a lawyer’s obligation to provide clients with competent representation.” The opinion does provide some direction: “[W]hen considering what must be done when confronted with evidence of a lawyer’s apparent mental disorder or substance abuse, it may be helpful for partners or supervising lawyers to consult with an experienced psychiatrist, psychologist, or other appropriately trained mental health professional.”

An initial referral generally includes consultation with a state Lawyer Assistance Program (LAP), which most states now

have. Many programs are run by volunteers or other attorneys who are in recovery. LAP programs differ widely in what services they can provide, so check to see what your state's organization is able to offer. Some LAPs merely provide referrals to mental health professionals in the community, while others may have mental health professionals on staff. Most LAPs are not able to provide a fitness to practice evaluation. In those cases, a referral to a forensics psychologist will be needed.

It is very common for impaired attorneys to need a month undergoing treatment with subsequent treatment thereafter.

These treatments often have good outcomes, with a combination of therapy and medications. This protects clients, the firm reputation and may save the lives of impaired lawyers. As we well know, the financial burden on a small firm may be significant – no hours billed and continuing to pay salary, benefits, etc. And of course, there is never a guarantee that the underlying impairment will be cured.

Sadly, sometimes a law firm must act. As the opinion says,

“If the mental impairment of a lawyer has resulted in a violation of the Model Rules, an obligation may exist to report the violation to the appropriate professional authority. If the firm removes the impaired lawyer in a matter, it may have an obligation to discuss with the client the circumstances surrounding the change of responsibility. If the impaired lawyer resigns or is removed from the firm, the firm may have disclosure obligations to clients who are considering whether to continue to use the firm or shift their relationship to the departed lawyer, but must be careful to limit any statements made to ones for which there is a factual foundation. The obligation to report a violation of the Model Rules by an impaired lawyer is not eliminated by departure of the impaired lawyer.”

THE ABA'S WORKING GROUP TO ADVANCE WELL-BEING IN THE LEGAL PROFESSION

The Working Group to Advance Well-Being in the Legal Profession was created to examine and make recommendations regarding the current state of attorney mental health and substance use issues with an emphasis on helping legal employers support healthy work environments.

The Working Group launched a Campaign to improve the substance use and mental health landscape of the legal profession. The primary vehicle for the Campaign is a Pledge calling upon legal employers (including law firms, corporate entities, government agencies and legal aid organizations) to first: (a) recognize that substance use and mental health problems represent a significant challenge for the legal profession and acknowledge that more can and should be done to improve the health and well-being of lawyers; and, (b) pledge to support the Campaign and work to adopt and prioritize its seven-point framework for building a better future.

The Pledge:

“Recognizing that high levels of problematic substance use and mental health distress present a significant challenge for the legal profession, and acknowledging that more can and should be done to improve the health and well-being of lawyers, we the attorneys of _____ hereby pledge our support for this innovative campaign and will work to adopt and prioritize its seven-point framework for building a better future.”

The seven-point framework follows:

1. “Provide enhanced and robust education to attorneys and staff on topics related to well-being, mental health, and substance use disorders.

2. Disrupt the status quo of drinking-based events: Challenge the expectation that all events include alcohol and seek creative alternatives. Ensure there are always appealing nonalcoholic alternatives when alcohol is served.

3. Develop visible partnerships with outside resources committed to reducing substance use disorders and mental health distress in the profession: healthcare insurers, lawyer assistance programs, EAPs, and experts in the field.

4. Provide confidential access to addiction and mental health experts and resources, including free, inhouse, self-assessment tools.

5. Develop proactive policies and protocols to support assessment and treatment of substance use and mental health problems, including a defined back-to-work policy following treatment.

6. Actively and consistently demonstrate that help-seeking and self-care are core cultural values, by regularly supporting programs to improve physical, mental and emotional well-being.

7. Highlight the adoption of this well-being framework to attract and retain the best lawyers and staff.”

As of December 29, 2019, there were 164 signatories to the pledge.

PROMOTING LAWYER WELLNESS - BEGINNING TO ADDRESS THE PROBLEM

How do firms nurture lawyers and help them stay well? The answer to that is complicated, but it is refreshing to see that more and more firms are committed to finding a path that encourages lawyer wellness. Here is some of what we've seen:

- Law firm physical fitness centers (greatly loved by lawyers)
- Space for yoga or meditation
- Non-alcohol events – or at least events where there is a choice of beverages
- Training/education sessions/retreats about wellness, including stress reduction, meditation, self-care, team building, etc.
- Policies which encourage employees to come forward for treatment without being afraid of losing their jobs
- Setting a maximum for billable hours and lowering the minimum required
- Special training for partners in creating a culture of wellness and how they can help
- For larger firms, hiring a Director of Wellness has become common
- To make sure lawyers are ready to come back to work and to perform competently, firms are requiring verification of participation in a treatment program, requiring that the lawyer commit to sticking with the program, and agree to alcohol and drug screens where appropriate

PROMOTING LAWYER WELLNESS - EVOLVING STEPS TO ADDRESS THE PROBLEM

We did a little research on 2019 steps taken by law firms to address lawyer wellness. While some steps echo the beginning steps above, some are innovative.

Law firms, particularly large firms, are offering CLE wellness courses, bringing in speakers and also offering online resources to help with stress or substance abuse. The resources are often available via firm intranet or through custom apps.

Firms have offered clubs ranging from knitting to running and events like “bike to work week.” Reed Smith highlighted the connection between art and wellness and established a program encouraging its employee to create and exhibit art – as well as viewing art in the firm’s offices around the world.

Firms are creating mocktails for retreats and functions – and they sound pretty appealing! New terminology and imagery are being employed. For Cooley, “cocktails and conversation” is no longer used – ditto for images of martini glasses and champagne flutes promoting events.

Unsurprisingly, there has been an emphasis on mindfulness and meditation, with firms offering training, guided meditation sessions, and subscriptions to meditation apps.

Employee assistance programs have bloomed, offering help for those with addiction problems, financial stress, relationship difficulties and other crises. Most programs are provided by a third-party vendor with interactions taking place via phone, video counseling, online chats or even face-to-face.

Some firms are bringing in counselors on a regular basis – and the sessions are confidential. This seems to be successful as appointments fill up quickly.

Knowing how helpful it can be to have symptoms of a colleague’s struggle recognized, some firms are providing mental health first aid training, making sure that staff, attorneys and managing partners know the symptoms of depression, anxiety and substance abuse.

There has been a sudden rash of hiring to fill a new position: Director of Well-Being. As you might imagine, this is more likely to happen at larger firms. As of June 2019, 11 of 40 large firms had someone exclusively working on a firm wellness program.

FINAL THOUGHTS

It is legitimate to ask whether these efforts are “enough” or whether there is a real commitment to them. Let’s face it, billable hours have been the holy grail for a very long time. While skepticism is fair, we think firms recognize (maybe for the first time) the true extent and cost of impaired lawyers. That recognition, coupled with a commitment to provide effective and confidential help to lawyers in need of assistance, is a good sign of what we hope will be a long-term effort to make sure that lawyer wellness is a core concern of every law firm and legal entity.

Sharon D. Nelson, Esq. is a practicing attorney and the president of Sensei Enterprises, Inc. She is a past president of the Virginia State Bar, the Fairfax Bar Association and the Fairfax Law Foundation. She is a co-author of 18 books published by the ABA. snelson@senseient.com.

John W. Simek is vice president of Sensei Enterprises, Inc. He is a Certified Information Systems Security Professional and a nationally known expert in the area of digital forensics. He and Sharon provide legal technology, cybersecurity and digital forensics services from their Fairfax, Virginia firm. jsimek@senseient.com.



MEDIATION & ARBITRATION

We provide clients what they need, when they need it.

FEATURED PANELISTS

- | | |
|------------------------------------|-----------------------------------|
| Judge Craig Kamansky (Ret) | Comm. Kathleen Bryan (Ret) |
| Judge Peter Meeka (Ret) | Comm. Jeff Castner (Ret) |
| Judge James Piatt (Ret) | Comm. Kirt Mahlum (Ret) |
| Judge Michael Rutberg (Ret) | Comm. Rocky Crab (Ret) |

- | | |
|--------------------------------|---------------------------------|
| Patricia Barrett, Esq. | Jack Marshall, Esq. |
| Jeannie Behling, Esq. | Gerald W. Mouzis, Esq. |
| John P. Fuchs, Esq. | Rande S. Sotomayor, Esq. |
| Geoff Gray, Esq. | Jim Spaltro, Esq. |
| Don Haslam, Esq. | Barry C. Vaughan, Esq. |
| Linda S. Klibanow, Esq. | Steve Weinberg, Esq. |
| Jay Korn, Esq. | Timothy Younger, Esq. |
| Steven Lepley, Esq. | |

18013 SKYPARK CIRCLE • IRVINE, CA 92614
 PHONE: (949) 231-1482 • EMAIL: INFO@IVAMS.COM
WWW.IVAMS.COM



Comfort Zone

Rosario M. Briseño

Professional Supervised Visitation Monitor
 Serving Los Angeles, San Bernardino, and
 Riverside Counties.

(562) 572-6974

comfortzones@yahoo.com
www.rosariobriseno.com



RIZIO LIPINSKY
PERSONAL INJURY & EMPLOYMENT LAWYERS

Maximize your
**Personal Injury and
Employment Law**
referrals.*



GREG RIZIO
Senior Trial Attorney

Best Lawyers
**LAWYER
OF THE YEAR**
GREGORY G. RIZIO
PERSONAL INJURY LITIGATION
PLAINTIFFS
INLAND EMPIRE
2020

DAREN LIPINSKY
Senior Trial Attorney

The College
of Labor and
Employment
Lawyers

DAREN LIPINSKY, FELLOW

**SOME
RECENT
RESULTS****

\$7,500,000

Wrongful Death - Riverside

\$2,773,693

Wrongful Death - Riverside

\$1,375,000

Head-On Collision - San Diego

\$600,000

Go f Cart Rollover - Riverside

\$2,996,684

Motorcycle Accident - San Bernardino

\$1,900,000

Auto vs. Pedestrian - Riverside

\$850,000

Wrongful Death - San Bernardino

\$600,000

Auto vs. Truck - Riverside

**Could the referral fee on one of
these have been yours?**

To Refer Cases To Us, Call Us Toll-Free At:

888.292.8888

WITH OFFICES IN SAN BERNARDINO, RIVERSIDE, AND ORANGE COUNTY.

*All referrals consistent with California State Bar Rules of Professional Conduct.
**These results do not constitute a guarantee, warranty, or prediction regarding the outcome of future cases.



Legal Aid Volunteers - December 2019 & January 2020

December was a very busy month for Legal Aid Society of San Bernardino. We greatly appreciate our local and distant attorneys who devoted their time to giving Pro Bono services to the needful clients of Legal Aid:

Reginald Alberts, Mario Alfaro, Kristy Arevalo, Michael Bell, Mary Campbell, Ricson Dakanay, Rory Daly, Jeffrey Decker, Donna Dicarlantonio, Tom Dominick, Malalai Farooqi, Kristin Hobbs, Tim Hobbs, Joyce Holcomb, Jeffrey King, Justin King, Nolan King, Sarah Knox, Bill Lemann, Eve Maestre, Christina Mathias, Theresa McGowan, Mark McGuire, Joshua Parker, Darren Pirozzi, Sarah Powell, Kareem Ramadan, Andrew Rekte, Greg Rizio, Mitchell Roth, Oscar Sandoval, Megan Scaffidi, Michael Scaffidi, Randy Schiavone, Barbara Schnier, Bill Shapiro, Brian Shapiro, Lenita Skoretz, Lauren Vogt, and Margie Warner.

We also want to thank the following attorneys who extended Pro Bono services to our Legal Aid clients during the month of **January 2020**:

Mary Campbell, Joyce Holcomb, Barbara Keough, Wilfrid Lemann, Emily Lerner, Linda Lindsey, Andrea Martinez, Walter T. Moore, Mark McGuire, Duane Newton, Joshua Parker, Derek Raynes, Ernest Reguly, Barbara Schnier, Theodore Stream, and Michael White.

If you volunteered but we omitted your name, please immediately contact our office to allow correction of our records. If you provided Pro Bono services to a Legal Aid client through your office, please contact our volunteer coordinator right away: frankt@legalaidsb.com

If you would like to volunteer your much-needed services, please contact frankt@legalaidsb.com or call (909) 340-4483 or 889-4811 x 1021.

DIVORCE REAL ESTATE EXPERT
LAUREL STARKS

Wrote the Book on Divorce Real Estate

Serving Pomona, San Bernardino and Riverside Courts

- The Original \$730 Divorce Real Estate Listing Expert
- Author, *The House Matters in Divorce*
#1 Amazon Best Seller (published by Unhooked Books, 2016)
- Founder: The Divorce Real Estate Institute
- Top 1% of Realtors Nationwide in Sales Volume



- Legal Descriptions
- Property Profiles
- Fair Market Values
- Expert Witness Testimony
- High Conflict & Complex Cases

- Short Sales & NOD's
- Property Repairs Paid Through Escrow
- Court-Appointed \$730 Listing Agent




Starks Realty Group
Life Moves You

909.945.0609 | Laurel@StarksRealtyGroup.com | TheHouseMatters.com

8250 White Oak Avenue, Suite #102 - Rancho Cucamonga, CA, 91730 | DRE #01719958 | Powered by kWSoCal

TITUROCI **BANKRUPTCY FIRM**

TODD TUROCI

CERTIFIED BANKRUPTCY SPECIALIST

*Experience that will
help you save time,
money and stress.*

*Our team has
successfully represented
business debtors for over
23 years. We specialize in quality
bankruptcy law in Los Angeles County
and the Inland Empire.*

23 YEARS OF DEDICATED SERVICE

INLAND EMPIRE: 951-784-1678 LOS ANGELES COUNTY: 888-332-8362

THE TUROCI FIRM . COM

We are a Federally designated Debt Relief Agency. We help people file for bankruptcy under the bankruptcy code.



ARE YOU ACCEPTING NEW CLIENTS? WE BRING CLIENTS TO YOU

- **We do the work for you.** Our friendly and professional office staff market for clients and then pre-screen them for area of practice.
- **Get more clients.** Last year, we referred over 3,400 quality clients to our attorney members.
- **Earn more fees.** Last year, our member attorneys received over \$1.3 million from our referrals.
- **Get happy clients.** Clients rate our attorney members with 98% satisfactory responses.
- **Sign up is easy.** Fill out a one-page application to be an attorney member.
- **It's affordable.** Low annual membership fee and you don't pay referral fees until after you get paid.

Apply Today

San Bernardino County Bar Association Lawyer Referral Service

(909) 888-6791

sbca.org/lrs

CLASSIFIED ADS

SERVICES

TAX ATTORNEY— SAN BERNARDINO / RIVERSIDE
Persons or businesses w/ substantial tax-related problem contact David D L Horton, Esq., & Assoc., APC. David D L Horton, Esq., EA, is admitted to practice before the IRS, in Calif. crts, fed. courts, U.S. Tax Court, & U.S. Court of Fed. Claims. Contact David at the Law Firm of D L Horton, Esq., & Associates, APC, by phone or email. (310)310-9866; Tax@HortonEsq.com.

REAL ESTATE SERVICES for Divorce and Probate Clients – We'll successfully market and sell your client's home in 60 days or less! We'll assist your clients with extreme diligence, care, and concern during this trying time. Arvel Henderson, MA.Ed BRE02007930, Keona Henderson BRE02009087 Caldwell and Taylor Realty. 909-475-7035 Hendersonrealestateteam@gmail.com – www.hendersonrealestateteam.info

EXPERT WITNESS for pedestrian accidents. Over 25 yrs exp. in slip & fall, ramp, & stairways. Sub-chairman ASTM 15.03 (Bathing Facility Safety). Experience in over 60 depositions and 25 trials. Mel Friedlander, P. E. PH: 951 301-4152. Email: mailmf@verizon.net

CPA FORENSIC ACCOUNTANT Kathy Johnson. Business Valuations, Cash Flow, Separate vs. Community Prop. Tracing. Court-Appointed Expert, Receiver, Special Master. Call 909/889-8819, Fax 909-889-2409 451 E. Vanderbilt Way #325, SB 92408.

12 YEAR FAMILY LAW ATTORNEY available for contract work and court appearances @ \$75 per billable hour. Please email: attorneyilene@icloud.com

CONTRACT ESTATE PLANNING SERVICES. Exp. contract est. plan. atty avail. on assignment basis. Svcs inc. drafting complete est. planning packages, rev. trusts, irrevoc. trusts, restatements of trust, amendments of trust, pour-over wills, durable powers of attorney, adv. health care directives, & other est. plan. docs. Robert Wolfe, Esq., CPA Masters in Tax, at 206/409-1754 or rtwolfe1@yahoo.com.

COMMERCIAL REAL ESTATE LEASING & SALES
- Local Real Estate Broker avail. for marketing and negotiating properties. John Dohm BRE #00820887 -Thompson Commercial Real Estate Investment Services Inc. 909-771-7889 Cell/ 909-518-0343 Office. www.tcreis.com/E-mail: john@tcreis.com

FREELANCE ATTORNEY avail. to provide legal research/writing svcs to attys on project-by-project basis. Prior exp. 3 years as fed. jud. law clerk. Lic. in Calif. For info, visit www.meghandohoney.com

FAMILY LAWYERS w/ over 25 combined yrs of exp. Serving San Bernardino & Riverside. H Bui Law Firm @ 626-683-7574. Free consults.

EXPERT WITNESS for pedestrian accidents. Over 25 years experience in slip and fall, ramp, and stairways. Sub-chairman ASTM 15.03 (Bathing Facility Safety). Experience in over 60 depositions & 25 trials. Mel Friedlander, P.E. Ph:951/301-4152. Email: mailmf@verizon.net

CERTIFIED REAL ESTATE DIVORCE SPECIALIST, Certified Real Estate Seniors Specialist & Real Estate Broker. Realtor Albert Calderon, licensed since 1995. Knowledge, experience, patience & understanding are the pillars to my approach to assisting your clients. I am The Legal Community's Real Estate Resource. Contact me at (626)373-4962 or albertcalderon838@gmail.com.

KING OF PROBATE: LYLE STOTELMYRE - MBA, Lic. Prof. Fid. #125, issues royal decree granting 10% rebate of statutory fees to his loyal entourage in contested probate cases. lylestotelmyme@gmail.com. 09-648-8091

REG. PROCESS SERVER / paralegal svcs. Rsnbl rates, local serves start \$40 909-451-9819 - Carol.

LEGAL SECRETARY IN UPLAND. Ellie's Legal Secretarial Service. Preparation of most court forms, Guardianships, Family Law, Probate, Evictions, Grant Deeds, Restraining Orders, Notary Public. (951)897-2397 or (909)985-7162 / email carolffis@aol.com

NEED INVESTIGATIVE RESULTS? Stewart Investigative Services, Inc./S.I.S. Investigations Lic. Private Investigation Firm for 27 years - Criminal, Civil, Insurance & Corporate Investigations - Call (909) 484-1500 www.sisinvestigations.net.

WORKERS' COMP SPECIALIST: Free consult for clients injured on the job, or fired because they reported a work injury: Nancy Wallace 909-381-2771; <http://www.imhurt.info>

LAW OFFICES OF GERARD R. DAGONESE and Conflict2Peace Ministries: Experienced attorney and Certified Christian Conciliator™ provides mediation, arbitration, and reconciliation services under the Rules of Procedure for Christian Conciliation. Contact Gerard Dagonese (909) 742-7154 for info.

LOCAL REAL ESTATE BROKER & CPA, Court-Appointed Expert and Receiver for Property Sales and Management, available to sell and manage properties for your Clients. Howard Friedman, Broker, CPA, Realcore, 909-486-2960.

FAMILY LAW/ CIVIL LITIGATION ATTORNEY w/multiple years exp. avail. for depositions and appearances including federal court throughout SO CA. Please call Shauna M. Wickham - 951/440-6938.

EXP'D FAMILY LAW Paralegal / Legal Secretary available on a contract basis. For immediate assistance, call (951)805-4735 or e-mail Slopez7267@aol.com.

EMPLOYMENT

ATTORNEY POSITION - Small personal Injury (PI) firm desires attorney for associate program. May lead to future ownership! (Senior attorney a few years from retirement). Desire self starter, prefer 5 years of experience, but will interview others with passion for the profession. Salary negotiable. Percentage bonuses available. Gas card after probation. Must be able to work with church associations. position available by March 1, 2020. Please send resume to c.parsons@lawyerswho fight.com If desire, call lead attorney, William Kennedy, directly at (951) 533-1295.

NEEDED: WORKER'S COMPENSATION APPLICANT ATTORNEY for San Bernardino firm Please send resume to Randall Schiavone at Rschiavone@ksa-atty.com, or send resume by facsimile to (909) 384-0673

LITIGATION ATTORNEY—INSURANCE DEFENSE: AV-rated Riverside civil defense firm seeks associate attorney with a minimum 4 to 6 years' experience in tort litigation and insurance defense related work; with excellent research, writing and advocacy skills. Salary is commensurate with experience. Send resume, cover letter, and writing samples to stamiso@tclaw.net.

CIVIL LITIGATION/PREMISES LIABILITY ATTORNEY
- Seeking atty to join our Civil Litigation/Premises Liability team. Potential candidates must possess strong background in litigation matters (min. 3 yrs of civil litigation, premises liability & ins. def. exp). Requirements for this position: exlnt. written & oral communication skills, excellent org. & interpersonal skills, acute attention to detail; ability to multi-task; must have initiative, be able to act decisively, work independently & exercise exlnt & ethical judgment. Send resumes to vb@varnerbrandt.com.

SEEKING EXP'D FAMILY LAW PARALEGAL: Advanced family law paralegal needed for busy Rancho Cuc. law firm. Minimum 2 years paralegal exp. in family law office. Email cover letter and resume to: attyquinn@gmail.com.

12 YEAR FAMILY LAW ATTORNEY available for contract work and court appearances @ \$75 per billable hour. Email: attorneyilene@icloud.com

MISCELLANEOUS

BIGGER FEES IN S ORANGE CO staffed BRANCH office for rent or purchase at \$67.5K 949-371-1504

CHILDHELP IS A NON PROFIT that serves abused children and families. Our foster care agency is moving our office to San Bernardino and we are in need of good furniture (used furniture is welcome). We have the ability to pay but donations would be appreciated. We are in need of several desks, chairs and conference room furniture. We appreciate your help! Feel free to contact me at: 908-255-4418 - Ike Kerhulas.

OFFICE SPACE

BIGGER FEES IN S ORANGE CO staffed BRANCH office for rent or purchase at \$67.5K 949-371-1504

OFFICE SPACE FOR RENT, DOWNTOWN SAN BERNARDINO-EXCELLENT LOCATION: Private Office (\$500/mo.) suite with reception area. Great location on the 2nd floor in the Wells Fargo Bank Building in downtown San Bernardino, across the street from the Courthouse & walking distance to County offices. Includes all utilities, daily janitorial services, use of common space including kitchen & conference room, on-site security, private parking & convenience of Bank. Call Sandy at (909) 884-6451 for more info.

NOTICES

CONFIDENTIAL HELP! Judges & Attys in trouble w/alcohol, drugs. 800/222-0767; 909/683-4030, 24 hrs-7 days a week.

SBCBA MEMBERS: Advertise FREE 6 mo. in Classifieds. Continue ad for \$10 mo in advance. Non-members \$10 mo in advance. 909/885-1986 or email bulletin@sbcba.org.



Medical Records
Weighing You Down?
Medical Record relief is only a phone call away

Legal Nurse Betty

Combining nursing expertise with legal knowledge to assist attorneys buried in medical records

951-551-4722 

Please see website for a list of esteemed attorney clients from the Inland Empire

www.legalnursebetty.com

Legal Nurse Betty, Inc. is a Certified Legal Nurse Consulting Firm owned and operated by Betty A. Lyons, RN, WCC®, CLNC®



LEGAL NURSE BETTY, INC.



Legal Nurse Betty has been a friend to the San Bernardino & Riverside County Bar Associations since 2008



CATASTROPHIC INJURIES & WRONGFUL DEATH

Four decades and generations of experience in Catastrophic Injury and Wrongful Death Law.

Looking forward to working alongside your firm with our dedication, commitment, and resources.

WILLIAM D. SHAPIRO • BRIAN SHAPIRO

LAW OFFICES OF WILLIAM D. SHAPIRO

893 East Brier Dr. • San Bernardino, CA 92408

Phone: Toll Free (877) 611-1529 | Local: (909) 890-1000

www.wshapiro.com



BULLETIN

of the
San Bernardino County
Bar Association

*"California's Oldest Continuously Active
Bar Association"*

Organized December 11, 1875

In Affiliation with the
High Desert Bar Association

2019-2020 Board of Directors

OFFICERS

Eugene Kim
President

Barbara A. Keough
President-Elect

John W. Short
Vice-President

Michael R. Abacherli
Secretary-Treasurer

Michael P. Reiter
Immediate Past President

DIRECTORS-AT-LARGE

Diana J. Carloni

David P. Colella

Joyce M. Holcomb

Justin H. King

Stephen P. Levine

Sarah E. Powell

Derek S. Raynes

Executive Director

Claire E. Furness

"The mission of the San Bernardino County
Bar Association is to serve its members and
the community and improve the
system of justice."

412 E. State Street
Redlands, CA 92373

(909) 885-1986 Fax: (909) 889-0400

E-mail: bulletin@sbcba.org

Web: www.sbcba.org

The Bulletin of the San Bernardino County Bar Association is published 11 times a year. Our circulation is approximately 1,000, including: our bar membership of 800, 100 state and federal judges, state & local bar leaders, legislators, media, and businesses interested in the advancement of our mission.

Articles, advertisements and notices should be received by the bar office no later than the fifteenth of the month prior to the month of publication. For current advertising rates, please call the number listed above. Please direct all correspondence to the above address.

Lerner, Moore, Silva, Cunningham & Rubel

• Fighting for the injured worker since 1976 •



LM

Don Featherstone, Andrea S. Aguilar, Francisco T. Silva,
Darla A. Cunningham, Scott M. Rubel

Workers'
Compensation
or
Social Security
Disability
Issue?

Maybe we can help.

We have over 70 years of experience in representing injured and disabled workers before the Workers' Compensation Appeals Board and Social Security Administration. If you have clients who need help with Workers' Compensation or Social Security problems, please have them call our office for a free consultation. We pay referral fees in accordance with State Bar Rule 2-200(A).

WORKERS' COMPENSATION LAW CERTIFIED SPECIALISTS
STATE BAR OF CALIFORNIA / BOARD OF LEGAL SPECIALIZATION

Lerner, Moore, Silva, Cunningham & Rubel

Ph: 909/ 889-1131 • Fax: 909/884-5326

141 North Arrowhead Avenue, Suite 1
San Bernardino, California 92408-1024
www.injuryatwork.com

March 2020

TO: