



Solo & Small Firm Section News



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SECTION REPORT

From the Chair

By Sara A. Austin, Esq.

TIS THE SEASON FOR GIVING

As I write this, I can't believe it is almost mid-November ... and then Thanksgiving ... and then the other holidays begin And in case you are not already thinking about giving, the stores are beginning to sprout holiday items to be purchased for yourself and others. And that's where the giving comes in. (Yeah, ok, bad segue).

It is indeed better to give than receive, and this time of year is perfect. PBA Committees and Sections, the Board of Governors, and the House of Delegates all meet in November. So what can you give? Yourself. If you are already involved in a Committee or Section, stay involved and volunteer for a new or different project or program. If you are not yet involved, get involved. Give others the benefit of your experience in and dedication to whatever program or project you choose.

You can also give yourself in another way: by mentoring another attorney. Perhaps a younger or newer lawyer who has general questions about the practice of law. Perhaps a colleague who has less knowledge and experience than you in a substantive area. Or perhaps be mentored by someone else who has the knowledge and experience to help you. Any of these mentor relationships can be of limited duration — perhaps for only one

question or issue — or unlimited. Our Section has opened its mentor program and it's not too late to sign up as either a mentor or mentee. Just contact Arlene Dudeck or Megan Will, co-chairs of the mentor program, or our staff liaison, Pam Kance.

Perhaps you have an idea for a new program or project for our Section, or want to be a part of an ongoing one. Give (get it?) me a call at 717.846.2246 or email me at sAustin@austinlawllc.com.

And there is another way to give yourself. Take a pro bono case. Help someone who doesn't have the means to pay an attorney. Criminal defendants may be entitled to a public defender, but those in the civil and family law areas are left to represent themselves or find counsel. Be that counsel, gratis.

Then, when you are done giving yourself, keep giving, but financially. Make a contribution — tax deductible — to the Pennsylvania

Bar Foundation. Help the Foundation continue and expand its good work. Or make a donation to the PA BAR-PAC. It is an unfortunate reality that it takes money to make a meaningful impact. To be able to continue the string of legislative successes — including there being no sales tax on legal services to date — financial resources are needed.

All of the gifts listed above benefit someone else, but they also benefit you. Isn't that really the best type of gift?!?

I wish for everyone a happy and giving holiday season and a New Year that has you proudly shouting (from the tips of the leaves on our Family Tree) that you are a member of the Solo & Small Firm Section, the best section in the PBA!



Sara A. Austin

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PBA Midyear Meeting: January 24-28, 2018

By Mary E. Schellhammer, Esq.

It's that time of year again, when we not only celebrate the joyous holidays but look forward to relaxing in a warm, sunny spot (not unlike our pets) with our friends. This year, that place, selected by our current PBA President, Sharon R. Lopez, is the Casa Marina Resort & Beach Club in Key West, Florida. The Resort is a Waldorf Astoria property located on the Atlantic or East end of Duval Street. It is the same property we visited for the Mid-year meeting in January, 2011.

Key West is addicting. I have been there several times, and find that I crave a Key West "fix" about every other year. The temperature maintains a reliably warm level during Winter months, making this a desirable destination for Snowbirds. My favorite way of getting to Key West is to drive from Miami. I really enjoy the drive down Highway 1, especially seeing water on either side of the two lane road lined with small businesses. Of course, with two major hurricanes having plowed through this year, many of those businesses are rebuilding now. But, that should not deter from the excitement of journey. The roadway and bridges are safe for travel, and snacks can be packed.

For those of you familiar with Key West, you know that the infamous Duval Street is the center of activity. It is the main thoroughfare for shopping, night life, and of course, entertainment. Key West is home to more restaurants per square mile than anywhere else. At the West end of the street, you will find Malory Square. This is a "must see to believe" place. Every evening, crowds of people gather at Malory Square to watch the sunset and street theatre. I never tire of watching

the sun set there with 3,000 other people. The experience of it is just indescribable. Then, once the sun has set, the performers start their shows. With everything from animal shows, live statues, acrobats, magic, and music, you cannot help but to be amused. It is a pleasurable way to spend an evening.

Key West is also home to the Hemingway House, which you might recall hearing about during Hurricane Irma, because the caretakers would not evacuate and leave the cats unattended. Here you can learn about the troubled life Hemingway led, which likely made his writings such national treasures. This is a delightful place to visit and tour. Similarly, the Truman House (also known as the Southern Whitehouse) is just off of Duval and open to tour. It was President Truman's vacation home. There are museums as well, like the Key West Museum and the Key West Shipwreck Museum. In fact, there is



Mary E. Schellhammer

a statue of a little old lady wearing a rain coat, carrying a Talbot's shopping bag in one hand, a grocery bag in the other, with her purse hanging off of her arm, standing on the sidewalk outside of the Key West Museum. I mention her specifically because she bears a striking resemblance to my mother and who at any given time, would have been dressed that way and would have been carrying the very same bags that way. I visit her each time I am in Key West.

I mention just a few of the attractions Key West holds for me. There is so much more – too much to

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PBA SOLO AND SMALL FIRM SECTION

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PBA Midyear Meeting

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mention. Whether your interest be to nap by the Resort's pool after the attending the mornings' continuing legal education courses, scuba dive, visit the Dry Tortugas, tour the Key, embark on a culinary journey for the evening, or rest for the active nightlife that the town offers, you are certain to find many activities to fill your time and make the trip one to remember! So, make some memories. Join us in Key West, Florida, January 24 through January 28, 2018, for the PBA's 2018 Mid-Year Meeting.

For more information about the 2018 PBA Mid-Year Meeting, contact the PBA Meetings Department at 1-800-932-0311, or go to the PBA website. Registration is due by 5:00 p.m. on December 15, 2017.



PBA Midyear Meeting

January 24-28, 2018

Casa Marina Resort
Key West, FL

Commentary

Pay It Forward: Mentor to Mentee

By Megan E. Will, Esq.



Megan E. Will

I was the first in my family to go to college, let alone law school. It was a huge accomplishment for someone in my family to further his or her education and graduating from law school was celebrated by nearly everyone in my circle of family and friends. But it wasn't just graduating from law school or passing the bar that was the challenge; it was all those little, annoying practice tips and pointers. That was the challenge.

I was the ripe old age of 21 when I met Mary Schellhammer. At the time, she was an Assistant District Attorney in Somerset County with a thriving family law practice. She was tough and demanded excellence, and she was everything that I needed at the time. Mary allowed me to shadow her in court, help her organize files, prepare cases for trial, and once I got into law school, draft memos and briefs using legal research. It wasn't that Mary allowed me to gain experience, but rather that she allowed me to feel like I was part of something bigger. I was a part of the case and I was aiding real people; I was no longer a law student, but a student on her way to becoming a practitioner.

When I opened my own practice, some four years after I first met her, Mary celebrated with me. She sent over some custody and divorce forms so I'd be able to start on some easier cases. She taught me about some unwritten local rules and kicked over some referrals so I'd have some business in those very lean, early days. But most importantly, she continued to be a friend and a colleague, in addition to being a mentor. She welcomed me into our

local bar and continued to call, just to see how I was handling things. She even helped me become a volunteer at an annual local event that brings in thousands of people.

It should come as no surprise that when Mary asked me to be a part of something bigger within our profession, I said yes. After all, Mary, in nine years of knowing her, has never steered me wrong. She asked me if I would consider playing a larger role in the PBA. Given what Mary had done for me in our local bar association, this was a no-brainer. Because of Mary, my local connections are strong and I feel as though I can handle any case that comes my way. Most importantly, I still know who to call if I am unsure of next steps.

Being a part of the PBA is no different. Our section has recently kicked off a mentoring initiative. To think that you, yes you, with your forms and practice tips, could help someone may seem daunting. But I promise, it's the best thing you could do for the PBA and your local bar. Do you remember what it was like to feel like your feet were not under you? To feel as though your legs would turn to jello the instant you walked into the court room? If you don't, I can guarantee you that someone reading this does. And they could use your help!

Mentoring doesn't have to be a weekly commitment. It doesn't have to be anything more than a few emails or phone calls every once in a while. All it takes is for you, yes you, to just reach out to someone and say, "Hey,"

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Pay It Forward

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I'm here. I've been in your shoes. What can I do to help?"

Similarly, maybe you're in those shoes and you're turning to jello at the thought of writing an appellate brief. Someone reading this has been there. Just email us or make an application for the mentor program and you, yes you, could find the mentor you need to help you through this project. Somewhere, in Pennsylvania, someone has been in your shoes and can help. Don't be afraid to ask for it.

Mary always told me she never wanted compensated for her time helping me, or a referral fee for those clients she sent over. Simply, she wanted me to pay it forward when the time came and to show the same kindness and courtesy to another young attorney. Well, the time has come.

This past year, another young lady has entered our local bar and opened her own practice. She is twenty-seven, a bit older than I was, but still no more experienced. Within the first couple of weeks, I made sure to put some juvenile delinquency forms on her desk, let her know about unwritten local rules, and kick over some referrals. Every week, I ask if she's ok and if there is something else she needs. Always, the answer is no, but thank you. Always, she asks, if I want compensated for my time. No, I always say, just pay it forward when the time comes. You'll know when that time has come.

Megan E. Will, Esq., practices in Somerset County where she mainly handles criminal, family, juvenile, and estate cases. Over the past five years of her practice, she has never forgotten the kindness shown to her by Mary Schellhammer. Most importantly, Megan strives to keep the cycle of mentor/mentee alive in Somerset County and beyond, because someone did it for Mary who did it for Megan who did it for another young lawyer.

Commentary

What Victoria's Secret Angels Can Teach Us About Practicing the Law

By Arlene Ann Dudeck, Esq.

Each year since 2000, Ron and I have watched the Victoria's Secret Fashion Show on CBS. It is always on in late November and has become one of our Christmas traditions. No, I'm not kidding. I'm sure you're asking "Why?" Well — I love the musical performances (except that year they had Justin Bieber) and they do a great job of showing what goes on behind the scenes which makes for great theatre.

Last year, 2016, was one of my favorite shows with Bruno Mars, Lady Gaga and The Weeknd as performers. The show started, as usual, with the models backstage prepping before they went on. All of them were either crossing themselves, praying, taking a deep breath or trying to calm each other down. After one of the first runway segments, Allesandra Ambrosio, one of the top models in the world went backstage and ecstatically proclaimed "I didn't fall!" I looked at Ron and said, "Why is one of the top models in the world so excited that she didn't fall? Don't they do this all the time?" And, in his wisdom, he said, "Arlene, they're still just human and have to do their job."

This got me thinking that clients also believe lawyers don't have any anxiety or worries — we just show up in court or at a closing and do our job. But all of us know that it doesn't come easy. So that night I watched the show from a different perspective and discovered some lessons that we all can learn from the Victoria's Secret Angels:



Arlene Ann Dudeck

1. **It's o.k. to be nervous before you step onstage.** From the beginning of the telecast the most beautiful women in the world are saying "I'm so nervous," showing their shaking hands and taking deep breaths before they go out on stage. What I learned was that everyone has doubts before a big performance, be it a jury trial, an appellate argument or a runway walk. So admit you're nervous — it's o.k.; and then —

2. **Celebrate your staff.** Every Angel has several "assistants" or someone to polish them up before they hit the runway. You could see how appreciative they are to have these individuals around them until it was their turn to go out. Each Angel was calmed by their presence, knowing the assistant was going to help them do their job. I don't know about you - my staff isn't holding my wings as I go out on the runway, but they make sure that I know my schedule, that my documents are ready when a client is coming in to review them and act as gatekeepers for anything that comes into the office. Remember them and realize that no Angel does it alone; and then —

3. **Get past your failures.** During breaks between performances the show contained interviews with the Angels done during the time they were in Paris preparing for the show. A lot of the Angels talked about being in Paris for fashion week when they were young models. During that time, they auditioned and hoped to be picked for designer shows to get

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Holiday Edition

Introduction by Arlene Ann Dudeck, Esq.



Yes, it's holiday time and sometimes that's when it seems that the whole office goes crazy — I usually blame it on all the sugar. For our Primer Series — Holiday Edition we thought we would ask our resident employment law guru, Harold M. Goldner of Kraut Harris, P.C., to answer a few questions which may arise during these times to keep you compliant as an employer, but not be looked upon as Ebenezer Scrooge. So, a big thank you to Harold for sharing his wisdom and wishing everyone a Merry Christmas, Happy Hanukkah, Happy Kwanza and any other holiday you celebrate.



1. I have employee who celebrates Christmas with his family, Hanukkah with his wife's family and Kwanza with his sister's family. Do I need to give him all three holidays off?



Employers should provide a schedule of "paid" holidays at the beginning of each year. It's just considerate and

helps employees plan their calendars. During my very early years of law practice, I worked in a small firm where the partner would only tell us whether holidays would be paid a week or so before. (He also informed me that he was not paying me for one week of my honeymoon, which led to my departure within six months thereafter, but I digress).

For employees with multicultural ties, a good suggestion is to provide a specified number of "personal days" which an employee can use for whatever holiday or event he or she chooses. So those who are Jewish

may elect to use those days for Rosh Hashanah and/or Yom Kippur, and those who are Hindu can take time during Diwali, and so forth. For hourly employees, this can even be broken down further into hours for those faiths where, for example, early departure is required in the winter time due to earlier sunsets.



2. We have several staff in our office – all of who want the same days off at Christmas. How do I decide who gets the days off – first come, first served? Seniority? Names in a hat?



Pick a system and stick with it. If you want to use the Sorting Hat, go at it. Seniority? Just fine. The two words that get an employer into trouble are "ad hoc." Have a system and stick to it. Just don't make a system based upon what religion the employees follow! (Which would necessarily rule out "alphabetically by faith....")



3. Am I required to pay my employees for the holiday they choose to take off?



Laws covering "religious" discrimination prohibit employers from treating employees differently based upon their "sincerely held religious beliefs or practices" (and please don't get me started about Flying Spaghetti Monsters). Employers are also required to "accommodate" employees' sincerely held religious beliefs. This requires

a "constructive dialogue" similar to the one required by the Americans with Disabilities Act to find an appropriate accommodation for mental or physical disabilities. The employer and employee need to have a constructive dialogue about what is a "reasonable" accommodation for an employee's sincerely held religious beliefs.

There is case law supporting an employee who does not believe they can work on the sabbath of their faith. There is case law supporting employees whose faith requires certain types of adornment (head coverings, scarves, etc.). In each instance, the employer needs to balance its own needs against the needs of the employee.

The employee's "choice" of days off, therefore, does not happen in a vacuum. The employer may require the employee to work other days or shifts to "make up" for the time lost, or require the employee to use available paid time off (PTO in the lingo of HR). Again, the critical thing to remember is that these decisions should never be made "ad hoc." Every employer should develop a policy in advance.



4. If I have an employee who celebrates Kwanza and I give her that day off, can I make her work on Christmas Day if the office is otherwise closed?

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The Primer Series: Title Searches

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A I have two answers for this, the first is “maybe” and the second is “why?” What is the point of requiring an employee to work when they will be the only one in the office? What kind of productivity does the employer expect, and isn’t the requirement to work on Christmas more “punitive” than “compensatory?” Instead, after a constructive dialogue, find a more productive way for that employee to “make up” the time or be compensated for it out of a PTO pool.

Q 5. Any other general rules we should remember regarding holidays and employees?

A Employers’ and employees’ sincerely held religious beliefs may differ substantially, but almost all religions demand that people treat each other as they would like to be treated. Accommodating religious beliefs is no different. An employer who considers the genuine needs of its employee’s sincerely held religious practices or beliefs is likely to have a happier and more productive staff.

Harold M. Goldner, Esquire is an employment lawyer at Kraut Harris, P.C. in Blue Bell, PA. When not trying to keep employers out of trouble or protect the rights of mistreated employees, Harold plays oboe and English Horn in the Lansdowne Symphony Orchestra. He is also an amateur astronomer constantly looking to escape Southeastern Pennsylvania’s clouds and light pollution for a decent view at the heavens.

What Victoria’s Secret Angels Can Teach Us About Practicing the Law

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their modeling professions started. Sara Sampaio remembered “I was the shortest model at the time and especially during fashion week you would see all these girls booking shows and I would be upset and frustrated. But this year I got to walk at fashion week.” Elsa Hosk told a story of how a bunch of girls pushed her out in front of [world renowned designer] John Galliano and she fell. He ended up picking her for the show. EVERYONE has failures. Learn from them — do not let them beat you; and then —

4. **Prepare, Prepare, Prepare.** This is a lesson which resonates through all parts of our practice and which is reinforced by Kathleen Wilkinson, Erin Sicilano and Chris Gvozdoch, through the Quality/Balance of Life Committee presentations. Every model in the show said “We do hours of dedication for 1 minute’s work,” “It doesn’t come easy and it doesn’t come natural — you have to work at it” and “I want to know I did everything I could to earn my place.” Preparation will get you there; and then —

5. **Watch out for those unplanned moments.** OK so maybe Bruno Mars isn’t going to jump out of the jury box and dance with you while you’re doing cross examination, but you may be doing a cross examination and not get that answer you expected. What do you do? You deal with it. I watched these models go up and down the runway while the artists were performing. Although they are experienced, you never knew when Lady Gaga or one of her dancers were going to step into their path or whether Bruno would step in front of them to dance. All of the Angels went with it and held their own. So don’t be thrown off — expect anything; and then —

6. **When you step into the arena**

— **smile.** Every Angel steps onto the runway looking like this is the best place to be. Whether you are in Court or at a Closing — be courteous. It doesn’t mean you are weak. It means that you have the courage and dedication to be there. Show your clients and the Court that, even if you are nervous, you are happy to be doing what you love; and then —

7. **Be appreciative.** Believe me, I wasn’t born yesterday, but I noticed how every Angel said that they were lucky to be there — and they meant it. We are in an incredibly competitive profession. We need to acknowledge everyone around us — people, family, mentors ... your IT guy ... who help us do the best job we can; and then —

8. **Take care of yourself.** Every one of the Angels keeps themselves fit with pilates, boxing, lifting, ballet or running. They know the value of taking care of themselves. As one of the Angels said “It’s not about the rocker party lifestyle anymore — it’s about taking care of yourself because it’s smart.” Practice mindfulness, eat right, watch funny movies, take time for you and your family. You’ll be an “Angel” if you do; and then —

9. **Help each other.** There is a lot of support among the Angels. They all understand that they are uniquely blessed. Instead of lots of venom surfacing, they support each other which makes them all stronger. They give support as one of them gets ready to step onto the runway shouting “OK Baby Girl — We Got It” and give welcoming hugs to each other when they return from their walk. We all need the support of people who understand us and what we do, so if you have a chance to help a fellow attorney, do it; and finally —

10. **Enjoy!** At the end of the day, have a great time, celebrate with your colleagues, and know that you are very lucky.

The 2017 Victoria’s Secret Fashion Show from Shanghai will be on CBS November 28th at 10:00 p.m. Tune in and see what you can learn. And, if you want to see any clips from the 2016 show, check out YouTube.

MEMBER SPOTLIGHT:

Sara A. Austin

By Arlene Ann Dudeck, Esq.



You may have noticed a new column in the last newsletter titled “Member Spotlight.” Thanks to Tina Schreiber at PBA for suggesting we continue this column based on the article in the last newsletter written by Bill Hoffmeyer. Mary and I agreed that it would be fun, and a great service to our members, to recognize one of you in each Newsletter.

We will ask members of the Section to write articles about themselves, but for this edition, we wanted to do something different. WE wanted to write about a member who has done something extraordinary with the theme of “giving” — up pops our own Sara Austin.

In September, Sara asked for pledges to the Pennsylvania Bar Foundation based on a series of dives she planned while in Honduras. First, let me tell you that Sara completed 25 dives over 7 days for a total of 1,681 feet, an accomplishment I can’t even imagine. Four of those dives were at 100 feet. Sara raised over \$4,000 for the Pennsylvania Bar Foundation. The Foundation has agreed to donate 25 percent of those pledges to the Florida Bar Foundation Hurricane Relief Fund to help their legal services and pro bono attorneys secure benefits for disaster survivors, such as filing life, medical and property insurance claims and replacing Wills and other important legal documents lost to the storms. This Section, at Ken Milner’s suggestion and Jennifer Ellis’s leadership, donated \$250 to this fundraiser. Supporting Sara, donating to the Pennsylvania Bar Foundation and helping those in need in Florida met all of the initiatives that our Section is known for.

We thought it would be fun to

“dive right in” to the genesis of this fundraiser and get to know the person behind it, so we asked Sara a few questions:

Arlene: How did the idea for this fundraiser come to you?

Sara: I read an article about how another bar association took a regular event, like a hike or climb, and turned it into a fundraiser. I had this trip planned and thought I could help the Pennsylvania Bar Foundation in the same way. I presented my idea, and the Foundation Board approved it very quickly. It created more work for Marie Queen to monitor my reports and put the summary together, but she did a great job. I thought it would be something different for people to get excited about and I thank everyone who donated.

Arlene: When and how did you become involved in PBA? You’re originally from Virginia, right?

Sara: Yes, I got involved with PBA while clerking with a federal judge in Virginia. I knew that I would be moving to Pennsylvania so I thought I would attend a PBA Committee/Section Day. The day I attended, I walked into a venue with various tables set up for the various Committees and Sections of the PBA. I spoke to a few people and they suggested that I visit a certain table. I followed their suggestion and sitting at that table was, among others, Adrian Boyle, Andy Susko and Kenny Horoho. It was my introduction to the Solo and Small Firm Practice Section. They were very welcoming and I knew I had found my place. I’ve been here ever since.

Arlene: Why did you decide to become Chair of the Solo and Small

Firm Section AFTER being PBA President? Those positions are usually the other way around.

Sara: It was really a matter of timing. The Presidency came up around the same time as I was to take over as Chairperson of the Section. But I couldn’t do both at the same time. Kim Lengert devotedly agreed to continue as Chairperson for a third year to allow me to complete my PBA Presidency. I’ve received some comments that, “After I got leadership experience [by being PBA President], I was then qualified to become Solo and Small Firm Section Chair <grin>.”

If you missed Sara’s daily log you can find it here:

<https://www.facebook.com/pabarfoundation/videos/1490872210949317/>

Congrats Sara and thanks for giving.



From the Editors

By Arlene Ann Dudeck, Esq. and Mary E. Schellhammer, Esq.

Welcome to our second annual Holiday Issue. We sometimes get so caught up in our work that we forget the “reason for the season.” Our theme for this issue is “Giving.” It resonates in Sara’s column about how to give of yourself, Megan’s article about Mentoring and how much Mary has given to her, and Harold’s Primer Series on how we can give to our employees within the bounds of employment law.

Giving is a theme of, not only our Section, but of all the PBA. We asked Pam Kance to get us a list of the “giving” performed by the other Sections and Committees of the PBA. It is an inspiring list showing that we all realize our good fortune, give to others, AND to each other. To feel good, read this list:

1. The WIP Public Service Committee has designated funds to the following:
 - Spring Conference — Big Brothers/Big Sisters in Harrisburg, Erie, Philadelphia, and Pittsburgh.
 - Annual Conference — Women & Girls Foundation in Pittsburgh
 - Fall Retreat — YWCA Violence Intervention & Prevention Program Focusing on the Prevention of Human Trafficking.
2. Family Law Section — annual \$5,000 donation to the charity of the Chair’s choice. \$500 donation (which was just increased to \$1,000) to the charity of choice of the recipient of the Eric Turner Award. Provides up to \$10,000 per year to use as scholarships for law students and section members who meet specific criteria to attend either their Winter or Summer Meetings.

3. Environmental and Energy Law Section — annual \$10,000 scholarship awarded to a law student participating in an unpaid summer internship. Fifteen law student scholarships awarded to attend their annual Environmental Law Forum (scholarship covers all expenses including travel and overnight accommodations).

4. Labor and Employment Law Section — annual scholarships for two law students to attend their Employment Law Institutes in both the East and the West.

5. Public Utility Law Section — annually volunteers at the Ronald McDonald House in Hershey providing breakfast for the residents and staff.

6. Real Property, Probate & Trust Law Section — provided free overnight lodging in addition to heavily subsidizing the registration fee to any YLD member who attended their Annual Meeting in August (the cost for overnight rooms alone was \$26,000).

7. Workers’ Compensation Section — donates \$5,000 annually to Kids Chance (www.kidschanceofpa.org). Donated \$95,000 to Kids Chance as a result of their Centennial Celebration efforts — it was the largest single donation ever received.

8. Government Lawyers Committee — annually collects non-perishable food items and monetary donations for the Central Pennsylvania Food Bank as part of their annual Holiday Reception.

9. Law Day — Through the Law Day program, Pennsylvania lawyers and judges visit K-12 classrooms throughout the month of May



Arlene Ann Dudeck



Mary E. Schellhammer

to teach students about the law. Supporting materials, such as law-related lesson plans and souvenirs with lots of kid appeal are distributed to lawyers, judges, and schools across the Commonwealth making the day not only instructive but also memorable and fun! Since 2000, more than 2,100 schools and 1,900 lawyers and judges have participated part in the program.

10. Celebrate the Constitution — Designed to teach students about the U. S. Constitution, the award-winning Celebrate the Constitution brings together K-12 students, lawyers, and judges for mock Constitution signing programs across Pennsylvania. The annual program kicks-off in September during the national Constitution Week celebration and continues throughout the Fall. All participating schools and county bar associations receive Constitution-related materials for the signing programs. To date, schools in nearly all of Pennsylvania’s 67 counties have taken part in the program and over 75,000 Pennsylvania students have signed the Constitution!

11. Minority Bar Law Day — Minority Bar Law Day programs are pipeline programs specifically geared to encourage historically under-represented minority high school and college students to pursue careers in the legal profession. The program

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From the Editors

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provides participants with insight into the benefits and “how-to’s” of pursuing a legal career

12. Annual High School Mock Trial Competition — The Foundation’s funding support makes it possible for the Pennsylvania High School Mock Trial Competition Finals to be televised on Pennsylvania Cable Network (“PCN”).

13. We The People — The “We the People” competition promotes civic competence and responsibility among the nation’s secondary students. At the national competition, the Pennsylvania team joins the other 49 state winners in simulated congressional hearings on the Constitution and Bill of Rights. Foundation funding partially underwrites the cost of sending Pennsylvania’s championship team to the finals.

14. James W. Stoudt Scholarship Fund of the Pennsylvania Bar Foundation — Supported by individual memorial contributions and the proceeds of “Foundation of Treasures,” the Foundation’s annual auctions, the James W. Stoudt Memorial Law School Scholarship Fund currently provides three, \$3,000 scholarships, two of which are specifically designated to support minority law students, to candidates attending any one of the following ten accredited law schools presently serving Pennsylvania.

15. The Louise Hoffmeyer-Overmiller Memorial Scholarship of the Pennsylvania Bar Foundation — The Louise Hoffmeyer-Overmiller Memorial Scholarship provides a \$6,000 scholarship to a fulltime, 3L Pennsylvania resident attending Penn State Dickinson Law in Carlisle, Pennsylvania.

16. Joseph T. McDonald Memorial Scholarship of the

Pennsylvania Bar Foundation — the Joseph T. McDonald Memorial Scholarship provides a \$3,000 scholarship to a fulltime 3L Pennsylvania resident involved in the Penn State Dickinson School of Law trial advocacy program.

17. Patti Rose Scheimer Bednarik Memorial Scholarship — The Patti Rose Scheimer Bednarik Memorial Scholarship awards an annual scholarship to a law school student or lawyer in practice for less than 3 years who demonstrates an outstanding commitment to animal law/animal welfare. The maximum annual award is \$5,400.

18. Louis J. Goffman Awards — The Pennsylvania Bar Foundation’s Louis J. Goffman Awards program seeks to recognize and honor an individual and an organization whose commitments to pro bono have enhanced the delivery of legal services to Pennsylvania’s poor or disadvantaged, making a critical difference in the lives of those in need of legal representation. The maximum award is \$1,000.

19. Birdsall Impact Grants — The Birdsall Impact Grant program seeks to assist county bar associations in the furtherance of a charitable, educational or pro bono program or project or the enhancement of an existing charitable, educational or pro bono program or project that succeeds in making an immediate impact on the way a county bar operates in service to its members, its court and its community. The maximum award is \$1,000.

20. Pro Bono Fund — Contributors to the Foundation have the ability to designate contributions to support the Foundation’s pro bono grant stream. Funding supports the efforts of the Pennsylvania Bar Association’s Pro Bono Office, including PBA pro bono awards, statewide clinical and educational outreach efforts and internship experiences with the PBA

Pro Bono Office

21. Additionally, the Bar Foundation offers donors the opportunity to establish donor-directed funds to realize their own unique charitable interest consistent with the Foundation’s educational and access to justice mission. It is an ideal vehicle to carry out philanthropic partnerships where numerous donors contribute to a single philanthropic fund to accomplish a long-term objective or short term projects.

Giving is not just recognized at the holidays, it is recognized all year round. So if your Committee or Section has another program not identified here, please e-mail us and we’ll include it in the next Newsletter. It is good to keep it going and to realize that our colleagues are as generous as we are intellectual.

We are happy to report the following news about our members:

- Tom Wilkinson has been appointed to the ABA Standing Committee on Professionalism. Congratulations Tom!!!
- The Quality of Life/Balance Committee presented their Wellness presentation to the Cambria County Bar Association on October 17th. Erin Sicliano, Chris Gvozdoch and Arlene Dudeck were the presenters.
- In July 2017, Attorneys Adam J. Williams and Matthew B. Jorden formed Williams and Jorden in Erie, PA. Attorney Justin J. Smith joined Williams & Jorden, after successfully passing the bar exam. Justin graduated second in his class from Appalachian School of Law, and earned his undergraduate degree from Edinboro University. His practice focuses on family law matters, criminal defense, and

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From the Editors

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general litigation.

- Michael W. Sahlaney and Arlene Ann Dudeck are proud to announce that Eric Hochfeld has become a partner in the firm now known as Sahlaney, Dudeck & Hochfeld Law Office. Eric has been with the firm since 1998 and is an Assistant D.A. in Cambria County. His practice focuses on Orphan's Court litigation, employment law, civil litigation and corporate matters.

And to celebrate with the Bar Associations across the State, here are some upcoming holiday events:

- The York County Bar Association will hold its annual holiday party for members and their families on December 7, 2017. Santa (almost always accompanied by Mrs. Claus) makes an appearance with gifts for the kids. Food and friendship abound.
- The Luzerne County Young Lawyers Division Holiday Party will be held on December 7, 2017.
- The Middle District Bankruptcy Bar Association Holiday Party will be held from 12:00 p.m. – 2:00 p.m. on December 5, 2017 at the Westmoreland Club in Wilkes-Barre.
- The Cambria County Bar Association will hold its Holiday Social on December 1, 2017, at Sunnehanna Country Club for its members, their staffs and significant others
- The Somerset County Bar Association will hold its Annual Meeting and holiday celebration on December 12, 2017.

We wish you a happy holiday season and thank you for all the support you've given, whether by a kind word or an article. We could not do this without you. So please think about something you can help ("give") to us next year — we have such a wealth of knowledge in this Section and we want to show it off. Our next submission deadline is February 9, 2018. Merry Christmas, Happy Hanukkah and Happy Kwanzaa to all of you!

A Thank You: A big thank you to my husband, Ron, and my co-editor, Mary, my cousin who's my beta reader and to everyone who sent me good wishes for my 3rd place win in *The Pennsylvania Lawyer Fiction Contest*. It was an unexpected victory and I could not have done it without all your support. Arlene.



Your Other Partner

If you would like to submit an article for the newsletter, please email it to the editors, **Arlene Dudeck** (aad@sdlo.com) and **Mary Schellhammer** (mesesq@wpia.net).

