

THE QUEST FOR SUCCESS: TIPS FROM THE BENCH ON HOW TO BE SUCCESSFUL IN THE PRACTICE OF LAW

By Seth A. Mendelsohn

As I entered the legal profession, I often pondered what a lawyer needed to do in order to be successful in the practice of law. I began my search for finding tips for success by speaking at length with my boss, Judge Donald E. Wieand of the Superior Court of Pennsylvania for whom I clerked in 1995-96.

Following my clerkship, I began writing "In Chambers" articles for *The Pennsylvania Law Weekly*. During the past four years, I interviewed judges on our state common pleas and appellate courts and judges on the federal trial and appellate benches. The primary focus of these articles was how lawyers, particularly young lawyers, could become good lawyers.

As one can imagine, the advice varied; however, the judges agreed on many points, and at all times their tips were valuable to me. What follows is a compilation of the tips I was able to gather from many of the most respected judges in our state. These tips run the gamut from simply being prepared to evaluating the toll of the profession on your personal life.

Be Prepared

Being prepared, the judges say, means more than being able to recite principles of law in oral argument or being ready for trial. In their view, being prepared also means learning the local rules of court and the protocol of the court before whom you appear. Historically, lawyers practiced in

one county and were knowledgeable about the local rules, the protocol of the court, and the judges in that county. As many young lawyers have discovered, changes in the profession now make it commonplace for lawyers to practice in many counties, often without having an understanding of the local rules and customs.

To be prepared, judges suggest young lawyers should obtain a copy of the local rules prior to practicing in the county and, believe it or not, they should read them. Further, counsel should consult other attorneys in the county to learn about protocol and any preferences of the judges. For example, prior to filing a motion, a civil litigator should learn if the court requires a brief to be filed simultaneously. Other questions to ask include: Is oral argument required? May counsel petition to have the case heard before a panel of judges? What is the procedure the court will use to decide the motion?

As a practical matter, the expertise of the individual judge deciding your motion should also be considered. For example, in a county where judges are assigned, say, to the family court division for a long period of time, those judges will likely need less of an explanation of the law. Conversely, counsel should provide a greater explanation of the law to a judge who has served only for a short period of time in a specific area of practice. The more technical the law applicable to your case, the more explanation you should provide for the court.

Similar advice about learning the local rules applies for the appellate courts, both state and federal. Young lawyers should review the appellate rules of procedure and the court's internal operating rules prior to filing briefs. See F.R.A.P. 32; Pa. R.A.P. 2101 *et seq* for rules governing the production of briefs. According to the appellate judges, it is imperative at the outset that counsel recognize the standard of review the court will employ in deciding the appeal. Often times, they say, parties will present arguments that are not within the standard of review the court utilizes for their case. For example, appellate courts are unlikely to overturn factual findings made by a trial court; however, the appellate courts are willing to correct errors of law the trial court has made.

Civility

A major concern of judges is the lack of civility among counsel. This lack of civility, they say, may stem from the increased number of lawyers practicing in the local bar. In the past, local bars were smaller and lawyers generally knew each other. In most counties, this is no longer the case. Judges stress the importance for lawyers to act civilly, especially young lawyers. When judges spoke of civility, I would ask how does one practice civility in a courtroom when clients want to see their lawyer pummel the opposing party into the ground. Judges recognize the struggle attorneys may encounter balancing the wishes of their clients and their duty to the court. Civility, however, may be practiced in basic ways. For example, civility may be practiced by addressing arguments only to the bench

Seth A. Mendelsohn is a Deputy Attorney General in Harrisburg where he handles state and federal litigation. He is a co-author of Pennsylvania Civil Practice (Lexis 1998). He thanks Taryn Goldstein, A.J. Mendelsohn, Desiree Petrus and Greg Neuhauser for their assistance with this article.

continued on Page 3

WHAT'S AT ISSUE

It is hard to believe that this is my last chair's column for *At Issue*; the year has gone by so quickly. For those of you who are not yet active in the PBA and/or the YLD, there is a great deal of work that is done in this incredible organization. Prior to my involvement, I used to



Kathryn A. Meloni

receive these newsletters and magazines (i.e. *At Issue*, *The Pennsylvania Lawyer*, *Pennsylvania Bar News*, etc.) without a clue about all of the hard work that was being done. More importantly, I had no clue back then about what a wonderful experience involvement in the PBA (and specifically the YLD) could be and what incredible friends I would make through that involvement.

Now that my year as chair is coming to a close (at the end of the Annual Meeting in May of 2000), I certainly intend to stay involved in this organization. I do want to thank the people who were there for me throughout this journey. Any one who knows Susan Donmoyer knows that she is the epitome of the YLD; Sue is our YLD liaison on staff at the PBA and is the glue that holds our division together. If there is anything you need to know about the YLD, call Sue (x2223). The remaining members of the PBA staff have also been extremely helpful to me and the YLD this past year, and although I do not have the room to thank each of them individually here, I thank each and every one of them.

I entered my role as Chair with three primary goals for the Division:

- (1) increase active membership in the YLD;
- (2) encourage charitable activities, specifically regarding children's issues; and
- (3) promote the lawyers who take part, in effect, advancing the reputation of lawyers in our communities.

As I have stated in all of my chair reports, in all of my speeches, and at all of my board meetings and executive council meetings throughout this year, the division is here for its members. I

would never have become involved in the division if it weren't for former YLD-Chair Ken Horoho, who attended a Zone 9 caravan and continued to contact me to urge me to become involved. Well, now it is my turn to repay that favor. I am thrilled to encourage others to become actively involved in this division and the PBA as a whole; I can assure you that it will be a wonderful experience.

I am happy to say that my YLD executive council came through when I needed them. Throughout the course of the year, the YLD has done the following:

1. Caravans were held in Zones 3, 4, 9;
2. Caravans are currently scheduled for Zones 2 (tentatively scheduled for April 13, 2000 at the Yuengling Brewery in Pottsville), 6, and 8;
3. Participated in the PBA Constitution Day Program in the schools across the Commonwealth;
4. Worked with FEMA to respond to the needs of victims of the floods caused by Hurricane Floyd;
5. The Day on the Hill, consisting of the "Lawsuit Abuse: Fact or Fiction" program, was held in Harrisburg on October 4, 1999. There was also a second CLE program and a reception with the state Legislature;
6. The YLD Summer Meeting Golf Tournament and Silent Auction in State College raised over \$64,000 (money and LEXIS research hours) for legal assistance organizations across the Commonwealth. We also had a 20th anniversary party (to celebrate our 20 years at Toftrees Resort) with former Pennsylvania Governor and YLD Chair Dick Thornburgh as our guest speaker. Lastly, the casino night was a great deal of fun for all who attended;
7. YLD Business Meeting and Dinner at the PBA Midyear Meeting in Disney World;
8. YLD/LEXIS-NEXIS reception for New Admittees held in Philadelphia;
9. Statewide Mock Trial Competition for high school students;
10. Participation in the Pennsylvania Legal Practice Program presented through the Pennsylvania Bar Institute;
11. YLD New Admittee Conference, held for the first time in conjunction with the Conference of County Bar Leaders, bringing together new lawyers from most of the counties in the Commonwealth;
12. YLD is currently planning a YLD Directory, as well as updating the YLD Handbook for New Admittees and the YLD Handbook for Senior Citizens;
13. YLD was represented at all of the ABA-YLD meetings over the course of this past year; and
14. Project KidCare: Last, but certain-

ly not least, my project this year has emphasized children's issues. Project KidCare, a program designed to develop identification cards for children to be used in the event of a "missing child," is being conducted currently in most of the 12 zones across the Commonwealth. We need assistance with this project. If you are interested in running this project in your county, in conjunction with the PBA-YLD, please contact me or Susan Donmoyer for information and assistance. We look forward to working with the local bars on this very important project.

continued on Page 4

AT ISSUE

M. Susan Sheppard
Jonathan G. Higie
Paul C. Troy

Co-editors

At Issue is published quarterly by the PBA Young Lawyers Division. Editorial items, news material and correspondence should be sent to the PBA Communications Department, P.O. Box 186, Harrisburg, Pa. 17108-0186.

Division Officers: Kathryn A. Meloni, Chairperson; Paul C. Troy, Immediate Past Chairperson; Jacqueline M. Vigilante, Chair-Elect; Luci Jankowski McClure, Secretary; J. Alan Fuehrer, Treasurer; Thomas V. Casale, Division Delegate; M. Susan Sheppard, ABA/YLD District Representative

Zone Chairpersons: At-large: Stephanie F. Latimore; Zone One: Ara Avrigian, Joel S. Solomon, Darin J. Steinberg; Zone Two: Jenny Y.C. Cheng, Steven R. Serfass; Zone Three: Mary Kollas Kennedy, Seth A. Mendelsohn, Desiree A. Petrus; Zone Four: Charlene A. Fravel, Todd P. Kerstetter, Andrea J. Myers; Zone Five: Jane M. Carlonas, Malcolm L. MacGregor; Zone Six: Susan Mondik Key, Margaret J. Ross; Zone Seven: Wallace John Knox III; Zone Eight: Marci L. Miller, Jennifer A. Swigart; Zone Nine: Lisa J. Cappolella, Michael T. Imms, Matthew P. Keris; Zone 10: Joseph F. McCarthy, Louis M. Perrotta, Kelley T.D. Streib; Zone Eleven: Thomas G. Coppola, Charles Eppolito III; Zone Twelve: Rosemary C. Crawford, John W. McIlvaine III, Rosa Copeland Miller

PBA Staff:

Susan B. Donmoyer, Coordinator for the YLD; Lisa L. Granite, Editorial Liaison

The materials printed herein are of general reference and are subject to interpretation consistent with state and federal laws.

and not to opposing counsel. Civility may be practiced by allowing opposing counsel or the court to finish speaking prior to interjecting. Civility may be practiced by avoiding sarcastic remarks between counsel. Said one judge, "Be a strong advocate, but be courteous." Another judge recommended young lawyers should adopt a personal code of conduct to be assertive in the courtroom yet have respect for their colleagues inside and outside the courtroom.

Additionally, judges offered these tips for lawyers to follow in the courtroom. Judges are protective of witnesses and juries. Lawyers should try to resolve evidentiary disputes through motions in limine to avoid delays during trial. Have exhibits ready. Be on time and ready to proceed when court convenes. Remarkably, several judges mentioned episodes where lawyers were late for jury trials. In one episode, the judge decided to take the bench, reconvene the jury, and have everyone wait until the offending attorney appeared in the courtroom — not exactly the best way to make a good impression on a jury.

Credibility

Every judge with whom I spoke stressed the importance of lawyer credibility. Said one judge, "A lawyer's credibility is key. Credibility may be questioned where a lawyer is sloppy, goes to the pocket parts, for example, and just quotes out citations, or goes to somebody's old brief and pulls out citations and just throws them in without really understanding what the points of those cases are."

One judge suggested young lawyers view their legal career as a portrait. Every case adds more paint to the portrait. "One miscue can really put you in trouble ... not only with judges, but with the public."

Another judge explained, "one time that you find that somebody is being sloppy or downright wrong, makes you question everything in the future that that person does."

The bottom line is to produce quality work, respect the court and the opposing side, and exhibit candor, so you do not find your credibility threatened.

Mentors

Often judges spoke of an attorney in their past whom they learned from. It is important, they suggest, to find a mentor so you can learn from someone with experience in the profession. Said one judge "[t]here used to be a time when firms would groom the young lawyer and properly teach them the practice of law. Today, I see

that grooming does not occur as much. Therefore, the young lawyer needs to take the initiative to learn the proper practice of law by watching trials and the other attorneys practice law."

Get Involved With Your State and Local Bar Associations

The judges cited bar associations as an excellent way for young lawyers to meet other lawyers and to learn about the practice of law. Take advantage of educational and CLE programs the bar associations offer to hone your legal skills. Bar associations offer opportunities for young lawyers to interact with their colleagues on a friendly basis. The judges advise young lawyers to utilize the opportunities provided by bar associations, particularly the committees that are devoted to specific practice areas.

Additionally, judges recommend that young lawyers take advantage of bar referral programs and court appointments. Often these cases allow the young lawyer to appear in court while giving legal assistance to a client who would otherwise be without counsel. It assists the clients, the court, and the standing of the lawyers in the community.

Get Involved With Your Community

At the same time, judges urge lawyers to get involved with their communities. One way to overcome the negative perception some people have of lawyers, judges suggest, is for lawyers to become more involved with their communities. One judge commented, "People do look at lawyers and judges in a different way, and we need to uphold our standards with the public."

Psychic Income

Believe it or not, judges understand the time pressures placed on young lawyers. They suggest, however, that young lawyers do not forget the principle of psychic income — that is, look beyond the mere financial aspects of a job and consider the sense of accomplishment and personal satisfaction you experience at the end of the day.

Said one judge, the practice of law "offers the opportunity to work with individuals, institutions, and government. One can do well financially and do good for the soul and community. Find your niche and enjoy it."

It also means living where you can make a living and enjoy the way of life. For some, it means practicing law in one of the major cities of Pennsylvania. In one rural county, a judge pointed out the window to

the small town square below and said he liked nothing better than seeing the change of seasons from his chambers.

A Final Thought

In closing, I leave for you the thought of one judge. She said, "Remember that there is always room for good lawyers." I, myself, will continue to ponder the question of how to be a better lawyer. I thank all of the judges for their input, especially Judge Wieand, whose death left a void in the legal

Award Nominations Sought

The PBA/YLD is soliciting nominations for the 2000 Liberty Bell Award and the Michael K. Smith Award. The Liberty Bell Award recognizes an individual from Pennsylvania who is not a lawyer or judge for his or her outstanding service and for promoting the "blessing of liberty" guaranteed by our Constitution. Award nominees should embody the individualism, courage, enterprise and altruistic characteristic of leaders in a free society.

Service meriting nomination for the 2000 Liberty Bell Award includes:

- 1) Promoting a better understanding of our form of government and especially the Bill of Rights
- 2) Encouraging greater respect for the law and the courts
- 3) Creating a deeper awareness of individual responsibility so that citizens recognize their duties as well as their rights
- 4) Contributing to the effective functioning of our government and
- 5) Encouraging a better understanding and appreciation of the rule of law.

The "Michael K. Smith Excellence in Service Award" will go to a Pennsylvania young lawyer who is striving to improve the quality of life in Pennsylvania through public service activities. These activities may include but are not limited to pro bono work, charitable and public interest causes. Through these ventures, the award recipient will have had a positive effect on the image of all lawyers, but young lawyers in particular.

The awards will be presented at the YLD Awards Luncheon during the 2000 PBA Annual Meeting; the luncheon is scheduled for Thursday, May 11 at The Hershey Lodge & Convention Center.

Nominations must be sent no later than March 31 to Luci Jankowski McClure, chair of PBA/YLD Awards Committee, United States Securities & Exchange Comm., Philadelphia District Office, 601 Walnut St., Ste. 1120E, Philadelphia, Pa 19106-3322. Anyone with questions may contact Luci at (215) 597-3330.

WHAT'S AT ISSUE

CONTINUED FROM PAGE 2

The public and the media portray lawyers as greedy, selfish, uncaring individuals out to benefit only themselves. Some are; most are not. I read a letter to Ann Landers, which was printed in the *Philadelphia Inquirer* last year, in which the author wrote,

I know what most members of the public apparently do not—that history is filled with generations of lawyers who have stood up against tyranny to build a free society. Of the 56 men who signed the Declaration of Independence, 25 were lawyers. The author, Thomas Jefferson, was a lawyer. Of the 55 delegates in Philadelphia who hammered out our Constitution, 31 were lawyers. Twenty-five of the nation's 42 presidents have been lawyers.

Disreputable lawyers deserve to be criti-

cized. They are a disgrace, and the public, as well as the legal profession, is well served by their exposure. But they are only a footnote in the story of the legal tradition. For every charlatan, we can find dozens of honorable lawyers to offset the jokes, the negative reports and the dishonorable few.

—Proud to be a Lawyer in Houston

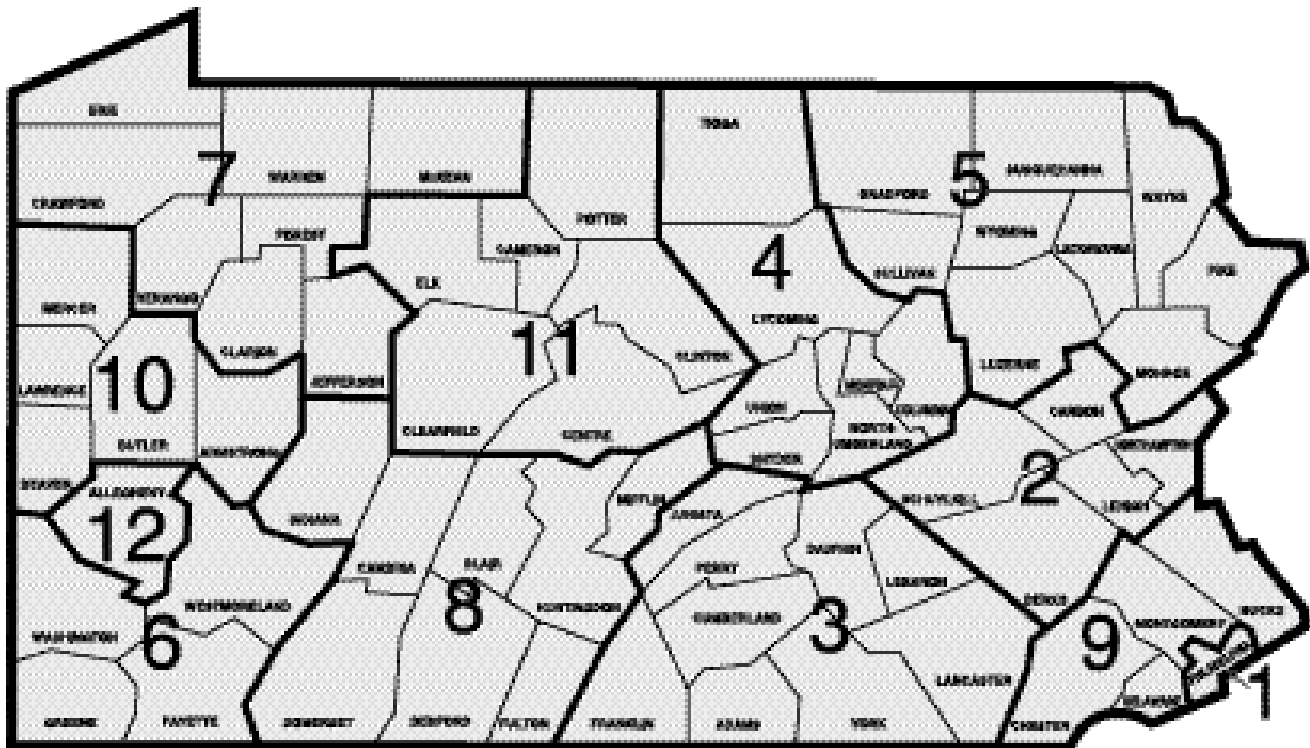
There are bad lawyers. There are bad doctors. There are bad plumbers, electricians, athletes, etc. There are bad people. We must look toward the good lawyers and good people. We must present to the public the many worthwhile acts of generosity and community service that I see lawyers do on a regular basis in this Commonwealth.

I have requested that a map of the Commonwealth of Pennsylvania, which

shows the different PBA zones, be printed in this issue (see below) so that members know exactly what zone their county is in. Call your zone chairs for any information about the PBA and/or specific YLD events and projects. They are YOUR delegates to the Division. They are there to serve YOU. If you are interested in becoming involved, do not hesitate to contact me directly (610-565-1260) or Jacci Vigilante (215-545-5544), the incoming chair of the YLD. I urge you and challenge you to become more involved in the organization and/or specific projects. You CAN make a difference. As a lawyer, you have an obligation to at least make an effort.

Just remember, a candle loses nothing by lighting another candle.

PENNSYLVANIA COUNTIES/ZONES



WILL THE VALID EXCLUSION PLEASE STAND UP? AND OTHER RECENT DEVELOPMENTS IN UM/UIM AND MOTOR VEHICLE LAW

By Paul C. Troy

Since our summer issue, the Superior Court has issued three very important decisions on UM/UIM exclusions, and trial and appellate courts have given us more guidance not only as to what cases pierce the limited tort threshold, but what techniques may be used in trying those cases. There were a host of other developments with first-party benefits, MVFRL applicability, insurance limits, and the sudden emergency doctrine. What follows is not intended to be a thorough treatise, but rather a way for a practitioner to be quickly apprised of these changes. Particularly with the UM/UIM and limited tort holdings, a careful look at the facts of each case is recommended.

UM/UIM Exclusions

Government Vehicle Exclusions

In *Kmonk-Sullivan v. State Farm* (12/22/99, PICS Case No. 99-2358) an En Banc Superior Court held that government vehicle exclusions are void as contrary to public policy where the underinsured vehicle is operated by a commonwealth agency. The case involved injuries to over 50 passengers in a collision between two Port Authority of Allegheny buses. The court held that those passengers can now seek UIM benefits from their respective automobile insurance carriers, after exhaustion of the port authorities' maximum aggregate statutory damages.

Regularly Used Non-Owned Car Exclusion

This exclusion was also held invalid by an En Banc Superior Court panel, but the court was fairly divided. In *Burstein v. Prudential* (11/29/99, PICS Case No. 99-2210), three judges signed on to the majority opinion, three others joined in a concurring statement, and three more issued a dissenting opinion.

Sid and Doreen Burstein were injured while driving a car that had been provided to Doreen by her employer. After recovering the tort-feasor's policy limits, the Bursteins sought coverage from Prudential, who denied coverage because the vehicle was a

"regularly used non-owned car" and not insured under their policy. Doreen's employer insured the car.

The majority pointed out that unlike other first-party benefits, UM/UIM benefits follow the person, not the vehicle.

Household Exclusion

In *Ridley v. State Farm* (12/17/99, PICS Case No. 99-2342), a three judge Superior Court panel held that a household exclusion is not contrary to public policy and is enforceable.

The *Ridley* case involved an unmarried couple and their daughter who were injured while the mother was driving. The claimants were the father and daughter, and exhausted the liability benefits on the vehicle in which they were a passenger. They then sought underinsured motorist benefits on another household vehicle the parents owned together. The court held that to allow the claimants to recover UIM benefits on the second car would permit them to convert inexpensively purchased underinsured motorist coverage into liability coverage for the vehicle in which they were a passenger, and upheld the exclusion which stated "an underinsured motor vehicle does not include a land motor vehicle furnished for the regular use of you, your spouse, or any relative".

Consent To Settle

The Superior Court has held that an insurance company cannot deny UIM benefits where the insured settled a claim without the consent of the insurer unless the insurer can show that it was actually prejudiced by the settlement.

In *Nationwide v. Lehman* (11/15/99, PICS Case No. 99-2144), a primary carrier's tortfeasor tendered its policy limits and asked for a joint tortfeasor release less than 30 days before the start of a trial in which a second tortfeasor was a named defendant. Claimant's counsel requested Nationwide's consent to settle by the first day of trial. Nationwide indicated the file was in storage and that it could not respond by the start of

trial. Claimant entered into the settlement anyway, proceeded through trial, and then sought UIM coverage from Nationwide for the unpaid portion of the trial verdict.

Carriers wishing to assert this defense must now demonstrate that their interests were prejudiced by a settlement without their consent.

Reporting Requirements

Where a claimant alleged his injuries were caused by a phantom vehicle, but failed to report that accident to the police, he is not entitled to UIM benefits because of the reporting requirements of the MVFRL, and his insurance policy. See *Prudential Property v. Babe* (C.P. Montgomery 9/24/99, PICS Case No. 99-1980).

Future Decisions

The State Supreme Court has heard oral argument on the important question of the scope of judicial review of UM/UIM arbitrations. In *Borgia v. Prudential Insurance Company*, claimant is asking that courts only have the authority to reverse an arbitration award for fraud, misconduct, or some other irregularity. The respondent carrier seeks to allow judicial review of questions of coverage, arguing that without proper coverage, the arbitration result is moot.

Limited Tort

For the Plaintiff

In *Merrriweather v. Kain* (6/23/99, PICS Case No. 99-2156), the Superior Court reversed the entry of a nonsuit against a limited tort plaintiff who suffered from chronic shoulder pain and decreased range of motion. The plaintiff had testified that his injuries restricted his ability to play with his children, and caused him to change jobs several times until he found a less physically demanding position.

A psychiatrist's opinion that a plaintiff exhibited signs and symptoms of potentially serious brain injuries, was enough for the Commonwealth Court to reverse a Trial Court's entry of summary judgment in *Hames v. Philadelphia Housing Authority* (9/2/99, 1412 C.P.D. 1998).

For the Defense

Though plaintiff's broken ankle was in a cast for four weeks, and residual pains gave

Paul C. Troy is a partner in the firm of Kane, Pugh, Knoell & Driscoll in Norristown, Pa. He is the immediate past Chair of the PBA/YLD and concentrates the majority of his practice on automobile injury litigation.

continued on Page 6

plaintiff difficulty climbing stairs and ladders, doing household chores and picking up a child, summary judgment was nonetheless entered where plaintiff was able to engage in pre-injury activities. See *Johnson v. Gutfreund* (9/27/99, 82 Erie 138).

Summary judgment was entered against a plaintiff who was suffering back pain, leg numbness, neck spasms, headaches, and a dislocated shoulder. See *Maslowski v. Purvis* (6/11/99, 89 Luz. Reg. Rep. 169).

In *Angert v. Bridge* (7/26/99, PICS Case No. 99-2120), a Bucks County Court entered summary judgment against a plaintiff who claimed to still experience back pain, but who was able to continue to exercise, play tennis, missed little time from work, and stated that her injuries had not affected her social life.

What Option Applies?

A Westmoreland County Common Pleas Judge ruled that a woman who lived with her boyfriend was not bound by his limited tort insurance policy because she was not a named insured on that policy since she was neither his spouse nor his relative. Therefore, even though she was injured while driving his car, she was deemed entitled to full tort benefits. See *Erie v. Stafford* (11/9/99, PICS Case No. 99-2133).

Voir Dire

In *Szczybta v. Herco, Inc.* (8/31/99, PICS Case No. 99-2086), a Dauphin County Common Pleas Judge refused to allow plaintiff's counsel to question the jury regarding their election of tort options.

MVFRL Applicability

In *Been v. Empire Fire and Marine Insurance Company* (6/16/99, PICS Case No. 99-1523), a Cambria County Common Pleas Judge held that supplemental liability insurance purchased for a rental car is an excess or umbrella policy and therefore not governed by the MVFRL. As a result, the purchasers of that policy could not seek uninsured or underinsured motorist benefits from the policy.

There were contrasting opinions on when a plaintiff is an occupant of a motor vehicle. In *Walker v. Pennsylvania Financial* (PICS Case No. 99-1975), a Philadelphia County Common Pleas Judge held that a plaintiff who had not yet boarded a SEPTA bus could nonetheless be considered an occupant of the bus. The plaintiff in question had disembarked a SEPTA trolley, and was struck by an unidentified motorist while crossing an intersection to board the bus.

In contrast, the Supreme Court held that a decedent's death did not arise from the operation of a motor vehicle where he was struck by a passing vehicle after being dis-

charged from a bus operated by a commonwealth agency. See *Warrick v. Pro Cor Ambulance, Inc.* (10/12/99, PICS Case No. 99-1923).

Insurance Limits

In *Erie v. Shue* (11/19/99, PICS Case No. 99-2193), there was a question of available policy limits for a boy who saw his mother die in a car accident. The Superior Court reaffirmed that such a negligent infliction of emotional distress claim is a separate per person claim under his parents' insurance policy.

Sudden Emergency Doctrine

A Dauphin County Common Pleas Court Judge ruled that it can be correct to charge a jury on both the assured clear distance rule and the sudden emergency doctrine. In *Dupes v. Lockard* (8/30/99, PICS Case No. 99-1977), a defendant was driving on a highway when he saw vehicles in front of him "braking hard." The defendant tried to stop his car, but the car fishtailed, struck a median barrier, and was then struck by the plaintiff, who was in turn struck by the co-defendant.

First-Party Benefits

In *Neilson v. Nationwide* (9/13/99, PICS Case No. 99-1760), a plaintiff was a passenger in a car owned and operated by his son. Plaintiff was the named insured under an Allstate policy with \$5,000 wage loss benefits, and a Nationwide policy with \$25,000 wage loss benefits. The Superior Court held that while he could not recover the full amounts from both policies, he could recover \$5,000 from the primary Allstate policy, and \$20,000 from the secondary Nationwide policy because 75 Pa.C.S.A. § 1717 did not prohibit him from seeking income loss benefits in an amount equal to the limit of the higher of the two policies.

In *Klatt v. State Farm* (11/22/99, PICS Case No. 99-2207), a Philadelphia County Common Pleas Court Judge denied wage loss benefits to a husband who was injured while driving his wife's vehicle, even though his wife's policy on the vehicle provided for \$15,000 in wage loss benefits. The denial was necessitated by the husband's ownership of a Ford Bronco, which did not provide for any wage loss coverage. As noted earlier, first-party benefits follow the person, and not the vehicle, and the husband who had not chosen such benefits for his own policy, could not recover them as secondary benefits under the policy of the host vehicle.

It should be noted that the judge practically asked the Superior Court for a reversal, stating that "a more expansive interpretation" should apply "when injuries are sustained in a family vehicle."

SUBSCRIBE TO THE NEW YLD LISTSERV!

A growing number of PBA committee/section members are keeping on top of the latest news through committee/section listservs, and the YLD now has its own listserv: *Yld@list.pabar.org*. Are you confused about what a listserv is, or how to subscribe to one? Here are answers to the most commonly asked questions about listservs:

What is a listserv?

A listserv is an electronic mailing list that allows subscribers to exchange information with the entire list of subscribers. Joining a listserv is like having a continuous conversation with a group of people, only all comments and responses are sent through e-mail. When you subscribe to a listserv, you are able to e-mail all listserv members via one e-mail address.

How does it work?

Any subscriber may post a question or share some information, simply by sending it to the listserv address. All subscribers will then receive the first subscriber's e-mail, and they may answer the question, or comment on the information by replying to the first subscriber's e-mail. Any responses will also be received by all the listserv's subscribers.

I'm a PBA member. Can I subscribe to any listserv I want?

No. Only members of the committee/section can subscribe to the committee/section's listserv.

How do I subscribe to the YLD listserv?

Send an e-mail to the listserv address with "-subscribe" inserted before the "@." Do not type anything in the subject line or the message body — they should both remain blank. For example, a member subscribing to the Young Lawyer's Division listserv would send an e-mail to *Yld-subscribe@list.pabar.org*.

Still have questions? Then contact Traci Klinger, Internet Coordinator, at (800) 932-0311 ext. 2255.

REPORT OF THE NOMINATING COMMITTEE FOR 2000 ELECTIONS OF OFFICERS FOR THE PBA/YLD

By Darin J. Steinberg

The Nominating Committee, consisting of Darin J. Steinberg, John McIlvaine, III and Steven Serfass, respectfully submit the following report of the Nominating Committee for the PBA/YLD elections to be held on Thursday, May 11, 2000 at the Hershey Lodge & Convention Center.

For the Office of Chair-Elect:

Seth A. Mendelsohn

For the Office of Treasurer:

Lisa J. Cappelletta

J. Alan Fuehrer

For the Office of Secretary:

open for candidates

Biographical Information on Candidates

Biographical information is based on the information supplied to the Nominating Committee by the candidates.

Chair-Elect

Seth A. Mendelsohn serves as a Deputy Attorney General in the Civil Litigation Section of the Pennsylvania Attorney General's Office in Harrisburg. He represents state agencies in the defense of civil rights and employment discrimination actions in federal and state courts. Prior to joining the Office of Attorney General, Seth worked as an assistant counsel with the Pennsylvania Board of Probation and Parole. In addition, he served as a judicial law clerk to the late Judge Donald E. Wieand of the Superior Court of Pennsylvania. Since his graduation from the Dickinson School of Law, Seth has been an active member of the Young Lawyers Division. He has been appointed to the YLD's Executive Council to serve as a Zone 3 chair by three YLD chairs. This year, Seth was appointed to a three-year term as a member of the PBA's editorial board. He is a member of the PBA's Committee on the Corrections System, which examines prison and parole regulations in Pennsylvania. He is also the editor of the Committee's newsletter, *Corrections*. Seth co-authored *Pennsylvania Civil Practice*

Darin J. Steinberg is an attorney with Jacoby Donner, P.C. and the chair of the YLD Nominating Committee.

(Lexis 1998), a treatise examining all aspects of civil practice. Additional biographical information is available directly from the candidate at the office of the Attorney General, Litigation Section, Strawberry Square, 15th Floor, Harrisburg, Pa. 17120. Phone: (717) 787-1194. Fax: (717) 772-4526.

Treasurer

Lisa J. Cappelletta has been a solo practitioner for over four years and previously worked in general practice firms for four and a half years before establishing her own general practice.

Lisa graduated from Widener University School of Law in 1991 and served as the Treasurer of the Student Bar Association and Phi Delta Phi, a legal honor fraternity. She was also a member of Moot Court and participated on the Interscholastic Corporate Law Team. She has a Bachelor of Science in Accounting from Lehigh University. She has been a member of the Young Lawyers Division executive counsel as a Zone 9 co-chair for the past two years. She is also a member of the general practice committee of the Montgomery County Bar Association, a member of the Board of Directors of Victim Services Center, a non-profit organization, and the Philadelphia Club Executive Board of the Lehigh University Alumni Association. She also serves as a panel committee chairperson for United Way and is actively involved in AMBUCS (American Business Club), both nonprofit organizations. Additional biographical information is available directly from the candidate at 345 King Street, Second Floor, Pottstown, Pa. 19464. Phone: (610) 327-2099. Fax: (610) 327-2196.

J. Alan Fuehrer has been a very active member of the Pennsylvania Bar Association Young Lawyers Division since 1992. He currently holds the office of the treasurer for the PBA/YLD and has been treasurer since 1998. Prior to that, Alan was the secretary of the PBA/YLD from 1997-98. He was a member of the Pennsylvania Bar Association House of Delegates from 1993-95 as well as a Division Delegate to the House of Delegates from 1995-97. Alan was the Zone 6 chair for the PBA/YLD from 1992-95. Alan was also the chair of the

Statewide Job Fair in 1994-95 and has been the chair of the New Admittee Conference since 1995. In addition to the numerous positions held with the PBA/YLD, Alan is also an active member of his local bar, Washington County, including chair of the YLD from 1992 to 1993 and a member of the Executive Committee in 1995.

Secretary

At the time that this nominating report was prepared, there were no eligible candidates running for the position of Secretary. As a result, the position is open and anyone

continued on page 8

ABA/YLD Representative

The ABA/YLD District Representative position is up for election this spring. The individual serving in this position sits as a member on both the ABA/YLD and the PBA/YLD Executive Councils. The election is by written ballot sent to the chairs of all the District 5 (PA) Affiliates. In order to qualify for the position, you must 1) be a member of the ABA Division at the time of election and for at least 12 months immediately preceding the election date; 2) have attended and registered with the Division for at least one of the Affiliate Outreach Project or one annual or midyear meeting of the Association in the year immediately preceding the election date. Also, the candidate must register for and attend the annual meeting at which the term of office begins, unless the Speaker finds that exceptional circumstances exist to excuse attendance, which may only be found if the election of that person is uncontested.

Nominees for the position must have a principal office in the district to be represented at the time of the election and maintain it during the entire term. The term is two years beginning when this year's ABA/YLD Annual Meeting adjourns. If you are interested in the position, please send a biographical sketch of your background and qualifications to M. Susan Sheppard, 123 Broad Street, Suite 2080, Philadelphia, PA 19109 by April 1, 2000. If you have any questions, please feel free to contact Sue at (215) 790-1010.

NOMINATING COMMITTEE REPORT

CONTINUED FROM PAGE 7

interested in running shall conform with the rules regarding additional nominations as set forth below.

Additional nominations

Under Article IV, Sec. 4 of the PBA/YLD By-Laws, additional nominations for any office except that of Chair-Elect may be made only by means of nominating petitions prepared and submitted in accordance with the following requirements:

(a) Satisfy all qualifications under Article IV, Sec. 3 of the By-Laws.

(b) Each petition shall be endorsed by at least 15 members of the YLD.

(c) Each petition shall be accompanied by a brief biographical sketch of the background and qualifications of the candidate.

(d) Each petition must be received by the chair of the Nominating Committee (Darin J. Steinberg, Jacoby Donner, P.C., Suite 2000, 1515 Market Street, Philadelphia, PA 19102. Phone: (215) 563-2400. Fax: (215) 563-2870) at least 30 days prior to the first day of the Annual Meeting (i.e., on or before April 11, 2000). Petitions which do not fulfill the requirements of this section will not be reported out by the Nominating

Committee. If petitions are received, the chairperson of the Nominating Committee shall notify all candidates who were chosen by the Nominating Committee by letter, mailed at least 15 days prior to the first day of the Annual Meeting.

Election procedures

In accordance with Article IV, Section 7 of the PBA/YLD By-Laws, the election of officers, with the exception of the ABA/YLD Representative, shall be held at the Annual Meeting of the PBA/YLD. In order for an election to be valid, there must be at least 15 members of the YLD who are eligible to vote present at the Annual Meeting of the YLD in order to constitute a quorum for the transaction of business. In order to be binding, the election must be made by a majority vote of those eligible members present and voting, pursuant to Article VIII Section 7 of the By-Laws. Voting will be open as of the start of the YLD business meeting.

The meeting will begin at 3:30 p.m. and conclude at 5:30 p.m. on Thursday, May 11, 2000. At the YLD Business Meeting, the Nominating Committee will have a table where the Business Meeting is being conducted. At the table, we will have a computerized list of YLD members. In order to

obtain a ballot, the prospective voter must check in. If the voter's name is on the list as a current YLD member, he or she will be provided with a ballot. If the voter's name is not on the list, he or she will have to pay YLD dues immediately in order to obtain a ballot. The computerized list will determine who is a current member. If voters are uncertain of their membership status, they are encouraged to check with PBA to confirm their membership well in advance of the meeting. Unless a three-way race develops between now and the election meeting, votes will be counted at the end of Old Business. Results will be announced during New Business. If a three-way race develops between now and the election meeting, voting will end approximately one hour and 15 minutes after the start of the business meeting. This cutoff is to permit the Nominating Committee sufficient time to count (and double count) the votes and to certify the results. In the event that a runoff election is required, the two highest vote getters in the three-way race would participate in the runoff election.

The Nominating Committee of Darin J. Steinberg, Chair; John McIlvaine, III and Stephen Serfass wishes the best of luck to all of the candidates.

HIGHLIGHT: ZONE SIX

By Susan Mondik Key

At *Issue* will "highlight" each of the 12 zones in upcoming issues. This edition highlights Zone 6.

Zone 6 is located in the southwestern corner of Pennsylvania. The zone is comprised of the fabulous county of Fayette, the great county of Greene, and the wonderful counties of Washington and Westmoreland. Our neighbor to the north is Zone 12, Allegheny County.

Each of the four counties is unique. Greene is the smallest county and is located in a largely rural area. The Greene County Bar Association is comprised of approximately 30 lawyers. Next in size is Fayette County with a 114-member bar. Washington and Westmoreland, which both border Allegheny County, have the largest concentration of members with 255 and 472

Susan Mondik Key is a Zone 6 co-chair.

respectively. All four counties are PBA unit counties.

Zone 6 has a history of both involvement and leadership within the PBA. For example, three past PBA Presidents hail from Zone 6: Charles C. Keller (Washington); Ira B. Coldren Jr. (Fayette) and H. Reginald Belden (Westmoreland). H. Reginald Belden Jr., (also Westmoreland and a former YLD chair) will uphold this fine tradition as he assumes the PBA presidency in 2001. Also, J. Marie Webb, the current PBA Secretary, is from Zone 6 (Greene).

Never to be outdone, the young lawyers of Zone 6 have also displayed leadership within the PBA. PBA/YLD Treasurer Alan Fuehrer is a member of the Washington County bar and Zone 6 Governor and former PBA/YLD chair Gretchen Mundorff comes from Connellsville, Fayette County. Currently Susan M. Key (Washington) and

Margaret J. Ross (Greene) are the Zone 6 co-chairs.

Each of the following counties have an active young lawyers division. For more information contact the YLD chair:

Fayette County:
Joseph George Jr. (724) 438-2544

Washington County:
Jonathan Higie (724) 222-4520

Westmoreland County:
Jacquelyn Knupp (724) 837-3333

Finally, Zone 6 caravans have provided an opportunity for our young lawyers to come together to meet and network. Past caravans included holiday get togethers at the Century Inn in Scenery Hill, Pa. This year the PBA/YLD invites you to attend a spring fling to be held on Thursday, April 6, 2000 from 5 to 8 p.m. at the Back Porch, Interstate 70, Speers Exit, Speers, Pa. If you have any questions or to RSVP please contact Susan Key by phone at (800) 242-8897.

ZONE REPORTS

Zone 2

For anyone who is interested, Zone 2 is organizing a Caravan to the Yuengling Brewery on April 13, 2000 at 6 p.m. The more the merrier! If anyone would like to join us, please let either Steven R. Serfass or Jenny Y.C. Cheng know. For more information, you can call (610) 826-8080.

Carbon County — The YLD is coordinating the "Lawyers Go Back to School" program for Law Day 2000. Steven R. Serfass is chairing that event for the YLD. As usual, the YLD will again be organizing the annual "Stepping Out" program for the spring.

Northampton County — The Northampton County YLD held its Third Annual Holiday Party in December 1999. Members hosted the party for approximately 30 children who are subjects of dependency orders and have been placed in foster homes in Northampton County. The event included indoor miniature golf, food, donated presents and a surprise visit from Santa Claus.

Presently, the Northampton County YLD is sponsoring its annual Mock Trial program. County high school students comprise teams coached by members of the Young Lawyers Division. The teams compete before members of the Northampton County Bar Association, who serve as jurors. This annual program is designed to increase awareness of and interest in the legal process.

On May 1, 2000, the Northampton County YLD will present a Law Day Program for area high school students and senior citizens in assisted living programs. Division members will serve as attorneys and witnesses in the presentation of a fictitious trial.

Berks County — In the spring the YLD, along with members of the senior Berks County Bar, will be participating in the "Stepping Out" program in which attorneys will speak to the junior and senior classes of each of our 20 area school districts regarding issues which should concern them as upcoming adults. A booklet accompanies these sessions for the students to keep. This spring, the YLD will also be working with the senior bar coordinating the "Law Week" program for the first week of May. On the social side, we are planning a trip to see the Hershey Bears, and will once again sponsor a picnic and baseball game

with the Reading Phillies.

Schuylkill County — The Schuylkill County YLD is proud to announce the names of the seven newest admittees of the Schuylkill County Bar Association: Jason E. Krasno, Thomas J. Campion Jr., Andrew B. Zelonis, Genene Libonati-Ritz, Daniel A. McGowan, Andrew J. Serina, and Laurinda J. Voelcker.

— *Jenny Y.C. Cheng*

Zone 3

Cumberland County Young Lawyers finished out 1999 by raising over \$1,200 for charity at the Second Annual Casino Night on November 12, 1999. In December, the CCBA/YLD presented the Pre-natal and Child Health Clinics of the Greater Carlisle area with a \$1,000 check as a result of Casino Night. The rest of the proceeds went to the Young Lawyers' Scholarship Fund of the Cumberland County Bar Foundation. Lisa M. Greason was elected the Chair of the CCBA/YLD for the 2000 term. Plans for the new year include the launch of the KIDCARE program sponsored by the PBA/YLD as part of Law Day 2000 in Cumberland County.

For the third year, the Dauphin County Young Lawyers held a reception for third year law students from the Dickinson School of Law of Pennsylvania State University and the Widener University School of Law. The cocktail hour is designed to introduce students to the Young Lawyers Section and the benefits of Bar Association membership. The DCBA/YLS also sponsored the People's Law School in the fall of 1999 at Harrisburg Area Community College. The Young Lawyers also hosted the Practicum Program for newly admitted attorneys in Dauphin County.

In the new year, the DCBA/YLS will be presenting its annual Angelo Skarlatis award to Dick Placey for his individual devotion of time and effort to the Young Lawyers. Outgoing Chair Debra Denison Canton specifically requested the respectful recognition of administrative assistant Irene Cohle. Irene is retiring after 21 years of service to the Dauphin County Bar Association. Cantor wrote, "She was devoted to the Young Lawyers' Section, and she will be greatly missed."

Lancaster County recently named two new co-chairs of the Young Lawyers Division there. Lori Winger and Kim M. Carter will lead the Lancaster County Young Lawyers into the new millennium. Anyone interested in participating in the Lancaster County YLD can contact Lori at (717) 393-4001 or Kim at (717) 299-1100.

The York County Young Lawyers are in the midst of coordinating and admin-

istering the Statewide Mock Trial Competition for York, Adams and Franklin Counties. Nine schools are participating in the competitions scheduled for February 15 and 22, 2000. Additionally, the YCBA/YLD is planning its annual New Admittee Winter Social. The whole bar is invited to this event, which is designed to welcome recent admittees to the York County Bar Association. This event is expected to take place in late February. Finally, Brian P. Strong has been selected as the chair of the York County YLD for the new year.

The chairs of Zone 3 congratulate the new local Young Lawyer chairs. We encourage your continued involvement in the new year, and remind you that we are available to help your groups whenever needed. Thanks for your hard work.

— *Mary Kollas Kennedy*

Zone 4

On January 10, 2000, the Lycoming Law Association held its annual meeting and elected Carl E. Barlett to be the new president. After the meeting, approximately 70 people attended the Lycoming Law Association's Annual Banquet, which was held at the Ross Club in Williamsport.

— *Andrea J. Myers*

Zone 9

Montgomery County lawyers planned a Happy Hour for the month of February.

Also scheduled on Feb. 29 and March 2 was the annual mock trial competition, in which 14 schools participated. The teacher training session was held the week of Jan. 24, which served to assist the teachers with implementing the contest. Fourteen Montgomery County Court of Common Pleas judges participated in the event. A reception/awards program was held at the conclusion of the March 2 competition. The Young Lawyers are very excited at the continued success and involvement of the judges in this program.

The Day on the Hill is a newly implemented program in which new admittees to the Montgomery County Bar Association are given a tour of the courthouse and are able to meet some of the personnel. This is scheduled to help acclimate them to the system and to the courthouse. This program was a big success last year and is presently scheduled to be held sometime in April. The Young Lawyers are also trying to plan a trip to see the Phantoms in March. The doctor/lawyer program continues to proceed.

— *Lisa J. Cappelletta*

THE VERDICT IS IN:

The PBA needs YOU to go back to school



Please join PBA members statewide as we
"Celebrate Students:
Judges & Lawyers Go Back to School"

The PBA is asking its members to go back to school for one hour during the week of May 1-5, 2000, to help students learn about the law. Easy-to-use lessons for every grade level already have been prepared. Bring your knowledge and enthusiasm about the law to students.

It's a gift worth sharing!

**For more information, call the Law Day 2000
toll-free hotline at 1-877-329-7621**

EDITOR'S COMMENT

In this column in the last installment of *At Issue*, I spent the better part of the comment extolling the virtues of the life-balance theme, which has been courageously put on the table by current PBA President Louis N. Teti. In that comment, it was my hope that the issues raised by Mr. Teti would be seriously considered by the Bar and specifically employers of young lawyers. I truly believe the profession will benefit considerably if life-balance issues are addressed by lawyers and become the subject of serious consideration. More recent published articles I have read and conversations I've had with other lawyers, however, lead me to believe that the life-balance revolution, regardless of its merits, will not soon succeed.

A few weeks ago, I spoke to a colleague (YLD'er) who works for a large, national law firm. He indicated to me that, in the past week, he did not arrive home before 11 p.m. and most nights was at the office until 1:30 or 2 a.m. This schedule included weekends. It was his opinion that the firm never even considered that they may need to hire another attorney or paralegal to reduce this time. In fact, he believed that the firm saw nothing unusual about the hours he worked. After all, he was well compensated (or so the argument goes). This associate's story is not an aberration or exceptional case.

Subsequent to that conversation, I read two articles in the January/February edition of the *Pennsylvania Lawyer* about associate attrition and hiring. Ironically, the two articles provided examples of how life-balance issues are creeping into the profession and how to hire associates for the long term. The articles, however, seemed to be very ideologically based and not evident of a trend in the profession. The example described above and the articles lead me to believe that the life-balance revolution may go the way of the metric system revolution, soccer becoming a widely watched national sport and the "trend" away from billable hour invoicing. In other words, regardless of its fervent supporters, it isn't going to happen.

The fact is that many law firms do not particularly care about whether or

not their associates have any quality of life. They pay the associates large amounts of money to ensure this. Nora C. Porter's article in the *Pennsylvania Lawyer* describes the problem that many firms are having in retaining associates. As a result, a few (emphasizing few) firms are providing Alternative Work Arrangements (AWAs) for mostly female associates to provide more job flexibility. I applaud the efforts by law firms in enacting AWAs but my skeptical side tells me that they are token gestures motivated by factors other than quality of life for associates.

The reality is that firms have always planned on high associate attrition because associates (and paralegals) are the profit-making departments of the firm. Most firms do not want all of its associates becoming partners because there is not enough equity in the firms to go around. By way of example, one result of the large hiring boom in the late '80s and early '90s is being borne out with the relatively new designation of non-equity partner. These are highly qualified people who have paid their dues but, because there are too many people and too little equity, they cannot take advantage of one of the biggest benefits of partnership.

There is no indication that the hiring practices of law firms are changing. Large numbers of associates are still hired each year at large salaries. The high attrition rate is relied upon because firms are not able to make all of the new associates partners. High billable hours are one way to achieve the high attrition rate. If you make working conditions unbearable, people will leave and do leave. It is hypocritical of firms to now complain that there is too high an attrition rate. My guess, however, is that most firms do not see this as such a great problem.

Before I believe that life-balance issues are truly important to the legal profession, there will need to be a massive change in philosophy about how to hire new associates. If a firm hires three associates per year with a plan and commitment that each of these associates will be a partner, then the commitment to those people will become apparent. To do this, a firm should more thoroughly evaluate the associates to see if they are not only capable of doing the work, (i.e., academically and with the right aptitude), but whether or not they will fit in with the firm's culture and personality. (See "The Importance of Hiring 'Emotionally Intelligent' Associates" in Jan./Feb. *Pennsylvania Lawyer* by Dr. Lawrence R. Richard). The reason that firms do not do this is not because they

do not see it as a valid concept. The reason is that it is too big a time commitment during the hiring process to achieve a result which they do not particularly desire. In other words, the process whereby one associate out of eight hired makes partner works itself out, and, in the end the firm benefits from the "attritioned" associates profit making work. As long as this hiring philosophy is in place, it is hard to believe that firms are committed to the success of their young lawyers.

I hope I am wrong. I hope that firms are changing and becoming more concerned with the fact that their associates have obligations outside of the office which are becoming more demanding with the increase in two working parent homes. Evidence suggests, however, that the massive philosophic and systematic changes that must take place to effectuate this change may prove to be too great a force for the life-balance revolution to fight.

ZONE REPORTS

CONTINUED FROM PAGE 9

Zone 12

Zone 12, Allegheny County, has had an active few months. We successfully completed our annual Homeless Children's Christmas Party, with lots of help from the local paralegal association. Our Stepping Out Program was revised, with much greater success this year. Over 1500 high school students took part in the program this past October and November. There was also a training session in January for new volunteer speakers to carry out VIP presentations (our educational program for the elderly). Our Members Services Committee is actively working on programs for the coming year, including creation of a young lawyers Web site. We are also compiling a listserv for local young lawyers, and we have instituted a bimonthly young lawyers newsletter, which is being sent to local law schools. Our Practicum for new admittees took place in February, as well as our CLE program, "Morning in Court." A successful "Lunch with the Judges" program took place in December, and a further installment of that program is being planned. We are currently soliciting nominations for our "Outstanding Young Lawyer" award, and our officer and council member elections for 2000-01 will be underway soon.

— John W. McIlvaine

Jonathan G. Higie practices with Peacock Keller in Washington. He is co-editor of At Issue and YLD Zone Six co-chair.

YLD CALENDAR OF EVENTS

Event	Date	Location
PBA Annual Meeting	May 10-12	The Hershey Lodge & Convention Center Hershey, Pa.
YLD Summer Meeting	July 21-23	Toftrees Resort State College, Pa.

Above is a list of YLD events scheduled for 2000 so far. For more information on these events, call Susan B. Donmoyer, ext. 2223, at (800) 932-0311.

We have the clients...

You have the expertise

Join the PBA Lawyer Referral
Service today!
It's a win-win situation.

For additional information, call
ext. 2209 at (800) 932-0311 in PA.

Don't miss the

YLD AWARDS LUNCHEON MAY 11, 2000

(PBA ANNUAL MEETING)

**THE ANNUAL YLD AWARDS LUNCHEON WILL
BE HELD MAY 11 FROM 12:30 - 2 P.M. AT THE
HERSHEY LODGE & CONVENTION CENTER.**

PBA ANNUAL MEETING
MAY 10-12, 2000
THE HERSHEY LODGE & CONVENTION CENTER, HERSHEY
PBA ANNUAL MEETING

A newsletter published by the Pennsylvania Bar Association Young Lawyers Division, P.O. Box 186, Harrisburg, Pa. 17108-0186
Jonathan G. Higie, M. Susan Sheppard, Paul C. Troy, Co-Editors

NON-PROFIT ORG.
U.S. Postage
PAID
HARRISBURG, PA
Permit No. 472

Address Service Requested