



FOR PENNSYLVANIA YOUNG
LAWYERS, HERE'S WHAT'S...



AT ISSUE

A PUBLICATION BY AND FOR THE YOUNG LAWYERS DIVISION
OF THE PENNSYLVANIA BAR ASSOCIATION

GUIDING THE YOUNG ATTORNEY THROUGH CAREER AND EMPLOYMENT CHOICES: THE IMPACT OF VALUE AND PRIORITIES

By David E. Behrend, M.Ed.

In the initial years after law school graduation, most lawyers embrace a job offer, be it in the public or private sector, with little deliberation about quality of life issues or work tradeoffs. Most throw themselves wholeheartedly into the practice of law. Some believe they have reached the "promised land" in a successful urban firm or with a small-town practice. However, in a large firm or corporate law department, the work may not be as glamorous as the new lawyer envisioned, with much of their time spent in the office conducting legal research and re-writing memos, briefs, etc. And in a small firm or organization, one may have better control over work hours, types of cases assigned and the specific type of work involved.

During these "startup" years there may be some hard decisions to be made. Some are actually made for you in time, but ultimately you inevitably come to a professional fork in the road: Do you wish to continue practicing law? This decision is a very individualistic one. Just because a former classmate or fellow associate has a "passion" for the work doesn't necessarily mean that it's the right option for you. Your priorities and values as well as your needs and wants may be different — not only in practice of law, but outside it as well.

I am presently providing career counseling and coaching to a bright 26-year-old Pennsylvania-educated second-year associate with a large New York City law

firm. She made \$135,000 last year, got a \$40,000 bonus and \$12,000 deferred until the end of this year. She was told by the partner in charge that she has an excellent chance of becoming a partner. Why is she working with me? Because she is unhappy, obviously not with the compensation but with the impact the job has had on her life. Billing 2,100 hours last year left her very little time for her significant other and her multiple outside interests, talents and capabilities.

I fully anticipate that when all is said and done, she will take a position with a small firm or utilize her legal skills in another sector of the economy.

Some of you may have seen the acclaimed weekly television show, *Ed*. The show tells the story of a promising young lawyer who practiced law with a top flight city law firm only to leave his job, move to a small town, purchase and

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COURTHOUSE CAFÉ

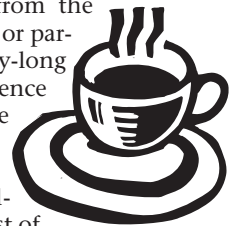
By J.J. Clark

Featuring: SCRANTON'S Courthouse Square

Picture this: you are in the middle of opening arguments, it's noon (because voir dire took *three hours!*), the judge and the jurors you finally settled on are bored and hungry and are staring at their shoes hoping that they will walk them right out of the room and take them, well, anywhere, just so they don't have to listen to you any longer. Mercifully, you wrap it up (rather dramatically, in your estimation) and the judge grants a recess until 1:00 "sharp" for lunch. Your audience flees from the jury box, opposing counsel (a local) beats them to the door and the judge has disappeared behind the bench. What now? You organize counsel table and head out of

the courthouse with your client, who assumes that you know exactly what you're doing. Where do you go with the hour (now 45 minutes) you were given for lunch?

If you aren't from the area, going to trial or participating in a day-long settlement conference at either of the courthouses in Scranton can present its challenges, not the least of which is finding somewhere to grab lunch in under an hour. Well, here are a few of the options you may want to consider.



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ARE YOU A CLOSET POET?
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COMING SOON — TURN TO PAGE 7
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WHAT'S AT ISSUE

Looking Back...

This past year as chair of the YLD, I have experienced an extraordinary series of events which will certainly have a lasting affect on me as a lawyer and as a person. As a division, we have accomplished much, and yet have so much more to do



Vigilante

and for their wonderful ability to work as a team toward a common goal. I find it amazing that 28 young lawyers from every corner of the commonwealth, with such different career paths and family obligations, can come together just a few times a year and yet accomplish so much.

The gavel, which symbolizes the leadership of this organization, passed to Seth A. Mendelsohn May 10. During the past year, as Seth planned for the coming bar year and I managed the current bar year, we have become more than colleagues. We have become friends, which is one of those wonderful by-products of being involved in the organized bar. I am certain that Seth will lead this division to new heights, and I wish him well in the coming year.

During the past year I have come to know many of the leaders of this organization including our president, president-elect and vice president, as well as all of the others who serve on the Board of Governors. Having come to know those individuals, it doesn't surprise me that the Pennsylvania Supreme Court named this bar association the organization most representative of Pennsylvania lawyers. This is a group of active practitioners who face the same day-to-day issues and concerns as each one of us and our colleagues. They are large firm lawyers and small firm lawyers and government lawyers; they are older and younger and all ages in between; they are

outspoken and soft-spoken and thoughtful, careful and wise. They, too, come together just a few times a year and freely give of their time to ensure that this bar association serves its membership well. It has been my honor and privilege to serve in a position in which I have also had the opportunity to do so.

I have also had the opportunity to speak and communicate with citizens who have contacted me as a leader of this association, and who seek our help with their concerns about the justice system and its impact on their lives. Each communication from non-lawyers seeking help, which I was often not in a position to give, reminded me of our obligations as lawyers to the community: to protect and defend, and to create access to justice. I am certain that the YLD will continue its efforts in the future to serve the community in broadening the access to justice in order to help those in need.

In my first column as chair last year,

I find it amazing that ... young lawyers from every corner of the commonwealth, with such different career paths and family obligations, can come together just a few times a year and yet accomplish so much.

I described my original involvement in the YLD — as the mock trial coach for Cardinal Dougherty High School, which lasted from 1988 through 1993. Something interesting occurred earlier this year which makes me feel as though I have come full circle in the YLD. Each year the YLD hosts a New Admittee conference designed to reach out to at least one young lawyer from each of the 67 counties in the commonwealth. The New Admittee conference attendees are selected by the local county bar leaders and we do our very best to educate them about the bar and to involve them as young lawyers. This year one of the students I coached at Cardinal Dougherty (who was pictured in the photo included in my first column) was in attendance at the conference as a New Admittee. He has been recently appointed by Seth as a Zone chair and will hopefully stay involved in the division. As I said, I feel I have come full circle — as I age out of the division, young lawyers who were only high school students when I started out as a lawyer are joining our ranks and following in our footsteps. I hope that

AT ISSUE

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they continue to serve the community and work with students in the mock trial competition and law-related education so that we can carry on the strong traditions of the YLD in mentoring, as role models and in serving the community and profession. Thank you for the opportunity to have served you as the chair of the Young Lawyers Division.

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WHAT'S AT ISSUE

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Looking Ahead...

Welcome to the new and improved *At Issue*. As you can see, *At Issue*, under the editorial supervision of Jennifer "J.J." Clark (Scranton), and her able co-assistant editors, Liz Goldstein (Harrisburg) and Taryn Goldstein



Mendelsohn

practice.

With that said, let me give you an idea of what is planned for the first half of the upcoming YLD year and how you can get involved in our activities. Our opening event of the year will be the YLD summer meeting. For the first time in over 20 years, the YLD has a new location for the meeting. Formerly held in State College at the Toftrees Resort, the YLD meeting this August will be held Aug. 10-12 at the Rocky Gap Lodge and Resort in Cumberland, Md. I know what you're thinking — it sounds expensive. But rooms are available for only \$99 per night! Rocky Gap offers many great activities such as golfing, boating, swimming and beach volleyball, and the resort even has a spa! Families are welcome to attend and activities will be available during the day for children. While you're there, you can fulfill your CLE requirements by attending a variety of CLE courses such as stress management, how to better market yourself to build your client base or attend a panel discussion featuring trial and appellate judges offering courtroom tips. Interested? You can take a sneak preview of Rocky Gap at www.rocky-gapresort.com or check out the PBA Web site at www.pabar.org. A registration packet will be in the mail soon. We would love to see you there!

Following the summer meeting, the YLD will hold its annual "Day on the Hill" event in Harrisburg in the early fall. One of the most popular YLD events each year, "Day on the Hill" provides

young lawyers with the opportunity to meet and discuss important issues with their state representatives and senators. Usually, "Day on the Hill" consists of a CLE program, lunch, tours of the Capitol and a cocktail party with members of the General Assembly. This year, young lawyer John Basial, a counsel to the Senate of Pennsylvania, will be chairing the Legislative Committee that coordinates the event. If you are interested in working with John or would like more information about "Day On the Hill," you may reach him at jbasial@pasen.gov.

Also in the fall, the YLD will again launch its Mock Trial Competition for high school students across the commonwealth. Last year, nearly 250 schools with over 2,500 students participated. Each high school is assigned an attorney

There are many opportunities for young lawyers to become involved in the YLD: You can write an article for At Issue; you can join one of our many committees; or you can serve as one of our lawyers in the classroom for Law Day.

advisor who volunteers his or her time to help the team prepare for the competition in their district. The winners of each district advance to compete at the regional level, where the competition is even more fierce. Following the regional competitions, the finalists across the commonwealth converge in central Pennsylvania for the final rounds. Next year's finals will take place in March 2002. If you are interested in advising a team or participating as a juror scoring the students (a fascinating experience), contact Jane Meyer at jmeyer@dauphinc.org or Desiree Petrus at dpetrus@dem.pasen.gov.

In addition to these events, the YLD will continue its commitment to "Project KidCare." This invaluable program provides parents with fingerprints and recent photographs of their children to better equip police in the tragic event that their child is missing. Project KidCare events are already planned in Montgomery, Butler and Lackawanna Counties. If you are interested in assisting with these events, please contact Lisa

Cappolella (cappolellalaw@aol.com), Michelle "Mimi" Blackwell (mimidesq@hotmail.com), or J.J. Clark (JClark@rjglaw.com). Or, if you would like more information on how to conduct a Project KidCare event in your area, please contact me at smendelsohn@attorneygeneral.gov.

As you can see, there are many opportunities for young lawyers to become involved in the YLD: You can write an article for *At Issue*; you can join one of our many committees; or you can serve as one of our lawyers in the classroom for Law Day. I strongly encourage you to get involved with the YLD, and I welcome any questions or comments that you may have. Feel free to contact me at smendelsohn@attorneygeneral.gov.

Finally, it is indeed an honor to be the chair of this organization, and I have very large shoes to fill. I thank Immediate Past Chair Jacci Vigilante for her very productive year as chair, for showing me the ropes, and for her many years of service to the YLD.

I hope to see you at our upcoming YLD events!

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information on
meetings, activities
and much more!**

**YLD WEB PAGE:
[WWW.PABAR.ORG/
YLDHOME/SHTML](http://WWW.PABAR.ORG/YLDHOME/SHTML)**

GUIDING THE YOUNG LAWYER

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manage a bowling alley, and conduct his limited law practice right in the bowling alley! Now we might all laugh about this, but this show illustrates how financial compensation is not always the primary consideration in terms of lawyer enjoyment, satisfaction and challenge in a career.

Some of you may be agonizing about making those difficult employment or career decisions. After all, a number of you have serious loans to pay back and money is important. Hence, you may be looking for a “job change”: similar setting, more money, different address. Others may be in pursuit of a position within the legal profession using a legal background, though not necessarily practicing law, such as selling software packages to law firms, doing contract work or being a legal recruiter — some type of “career alteration.” Finally, a few of you may be exploring how and where you can utilize your legal skills, knowledge and interest outside the law altogether. I am reminded that Elizabeth Dole was successful as the CEO of The American Red Cross for years, Tony LaRusso has been a prominent major league baseball manager and Pat Quinn was a former coach of the Philadelphia Flyers hockey team — and they all had training as lawyers!

In my practice of many years I provide clients with a list of “100 things you can do with a law degree,” from management consultant to CIA/FBI agent to legal publication editor/writer. I am assisting a Pittsburgh-based lawyer who has started to make the transition into writing and editing in the legal profession. She has an outstanding writing ability along with a creative bent — talents not always useable in her work with the law firm.

Young lawyers in 2001 are blessed that there is a shortage of legal talent with law firms, government and public interest organizations such as Community Legal Services. Approximately 40,000 lawyers graduate from law school each year and at the same time many lawyers use their legal training to avail themselves of professional opportunities outside the practice of law.

This is not always an easy transition to consider, and the transition itself can be very difficult. After all, the National Association for Law Placement noted recently that the median starting salary for graduating students is \$40,000 within a two to 10-person law firm, while the median starting salary is \$97,000 for those going to a firm with 500 lawyers or more.

The challenge, of course, is that at some point one could become a “disposable resource” and be pushed out the law firm door — even as a young lawyer! Because most of us would prefer to initiate our career moves rather than have it forced upon us, lawyers need to seriously consider and continually re-assess their employment prospects even when things are going well at the office rather than waiting until things deteriorate professionally.

Importantly, considering professional opportunities that lie outside the practice of law should not be interpreted as a “failure.”

Ultimately, one must make hard decisions, sometimes with the input of family and friends, other times with the assistance of an objective and informed career counselor or coach. Importantly, considering professional opportunities that lie outside the practice of law should not be interpreted as a “failure.” Some of you may have gone to law school and in the ensuing years discovered that your heart was not in it. Self-reflection, making the tough choices, living with lifestyle changes and ultimately determining the right career path to take are things not easily done, but are necessary to provide you with a fulfilling career and professional satisfaction.

During my many years of experience counseling lawyers, I have developed seven important considerations when contemplating an employment or career move/transition. Ask yourself the following questions:

1. Is the contemplated work going to be enjoyable, challenging, gratifying and

interesting?

2. Do you have the innate ability and personality, or good ‘fit’ for the position?
3. Are there positions in sufficient numbers in this field for the years ahead?
4. Is the compensation at least satisfactory to start, with good upside potential?
5. Will I have the opportunity to grow and thrive in the work environment?
6. Will my work make a difference (which means different things to different people)?
7. What type of risk am I taking if the change doesn’t work out?

The answers to these questions can assist you in making a successful career transition decision. If you are presently on chronic “workplace overload” similar to an electrical blackout, feeling overwhelmed and on a “stress treadmill” doing the 24/7 routine, then it is definitely worth exploring your alternatives. I may ask a lawyer, “How long has it been since you took the time to contribute to your community in a meaningful way?” Do you long to get involved in the theatre again, or the arts or athletics, which you thoroughly enjoyed a short time ago while in college? Do you have a favorite hobby or avocation, but absolutely no time to enjoy it anymore? Sadly, I often see lawyers who have lost contact with the world outside their job!

It is thoroughly appropriate that an associate in their 20s to early 30s be on the “partnership track” with a small or large firm, or have an ungraded position in a corporate law department, government legal office or work for a non-profit organization. Others, however, may need to explore their career options, recognizing that their analytical reasoning abilities, presentation and communications skills or management/organizational background may be more effective in a different venue, one where they truly enjoy their professional responsibilities.

Bottom line: You need to be the managing partner or CEO of your own career. For every exit, there is another entry. The ball is in your court!



Behrend

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COURTHOUSE CAFE

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There are several restaurants, delicatessens and eateries close to both the Lackawanna County and federal courthouses that offer a variety of options. Scanlan's is across the street from the County Courthouse on Spruce Street, and serves specialty salads, fresh fruit and pasta, sandwiches and more substantial lunch platters, all in a very reasonable amount of time. Farley's, a very "Cheer's"-type bar and grill on the corner of Adams Avenue and Linden Street catty-corner from the County Courthouse, has a menu that runs the gamut. From steak and seafood to appetizers, pasta to burgers, soup and dessert, Farley's serves it. But, you need a good hour plus to enjoy your meal at Farley's.

For those of you looking for a kosher deli, Abe's is just two and a half blocks from the courthouse square on Wyoming Avenue between Linden and Spruce Streets. They always have great salads and marinated meat, not to mention the unbelievable rice pudding. Abe's even has a daily "Atkins Special" for those of you on the carbohydrate wagon. Those of you subscribing to the low-fat, high carb ideal are in luck too, because Scranton Bagel is right across from the County Courthouse on Linden Street, and Manhattan Bagel is only half a block away on N. Washington Avenue. Both have excellent bagels, but they also have other sandwich options to offer as well. And, Shooky's is right across the street from Manhattan Bagel. A local favorite, Shooky's offers more of a diner menu, but also has nice salad platters as well. Definitely meets the time constraints, too.

For the fast food fry-lovers, there is a McDonald's Express (which means that they don't have milkshakes, what's the point?) right next to the William J. Nealon Federal Building and Courthouse on North Washington Avenue. And, on the corner of Linden and North Washington, JCR Lunchbox offers a wide variety of options, but my personal favorite is the breadbowl salad with chicken salad (but you can get tuna, too, or even meatballs if you ask really nicely!).

However, my most hearty recommendation is the Radisson Hotel at Lackawanna Station on Lackawanna Avenue. They serve a feast of a buffet lunch, all you can eat! It is very reasonable on the wallet and you serve yourself — no waiting! They have pizza, pastas, salads, two carving stations, wonderful breads and, yes, desserts. It's about a block and a half walk up Spruce Street and then right half a block on Jefferson. Warning: This place is almost too tempting for lunch in under an hour, because

My most hearty recommendation is the Radisson Hotel at Lackawanna Station on Lackawanna Avenue. They serve a feast of a buffet lunch ... pizza, pastas, salads, two carving stations, wonderful breads and, yes, desserts.

you want to sample every single thing on the buffet table! So, if you have 90 minutes for lunch and you are already in your "Sunday Best" — this is definitely the place!

That covers all the closest options, but keep in mind that just one more block further away from courthouse square opens up a whole host of other possibilities that can't possibly be covered in one article! However, at the end of the day, Tink's on Linden Street (across from the County Courthouse) or W. T. Hackett's Brewing Company on North Washington (just three-quarters of a block from courthouse square) will gladly host the post-verdict celebration or the "how did they arrive at THAT verdict" tortuous hypothetical question and answer period. If you get too crazy at Tink's or Hackett's, Flashbacks on Linden Street will be your next stop. Although they don't have a kitchen, you can sing your favorite J. Giles Band and Village People songs while admiring the yellow VW beetle resting on top of the bar!

Directions: coming north on I-81, take the Central Scranton Expressway

exit to Spruce Street. The courthouses are directly across the street from each other on North Washington Avenue. The County Courthouse will be on your right after the second light (on Adams Avenue). The Federal Courthouse is located at 235 N. Washington Avenue, which is the third light on Spruce after the exit. But, N. Washington is a one-way street to the left, so you have to go around the block! Parking is available on the street (metered) or in parking garages, such as the ones on Spruce Street (called "Electric City" between Wyoming and Penn Avenues) or on the corner of Linden Street and North Washington Avenue (closest garage).

If you are coming south on I-81, take the central Scranton expressway exit. Stay on the expressway for a few miles until you hit a light on the Mulberry Street Bridge. Go straight through the light and turn right on N. Washington Avenue (fourth light after bridge light). The courthouses are two blocks up: the County Courthouse is on the left and the Federal Courthouse is on the right (parking garage is before courthouse square on the right).



Clark

YLD UPCOMING EVENTS

August 2-6 — ABA
Annual Meeting, Chicago,
Ill.

August 10-12 — YLD
Summer Meeting, Rocky
Gap Lodge and Golf Resort,
Cumberland, Md.

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MENTORING IN THE MILLENNIUM

By Lisa Jo Fanelli-Greer

Mentoring could be considered a buzz word of the 20th and the 21st centuries. But what is mentoring and why is it important to us? This article will focus on the concept of mentoring and its relevance in an attorney's personal and professional life.

So what is mentoring? Mentoring is a relationship whereby a mentor helps or aids a protégé reach his or her potential in an area of common interest. Mentoring is not a new concept, but is a rather aged one. A craftsman mentored an apprentice for several years, teaching the apprentice not only the craft but the life surrounding the craft. A student learned in the home of a scholar. In our own profession not so many years ago, new lawyers were required to fulfill preceptorships in which the skills of lawyering were taught to the novice lawyers by experienced lawyers called preceptors. So where is mentoring now in the 21st century? It indeed is alive and well, but perhaps in a more subtle form than the examples that I have described above.

Mentoring is not matching, nor is it a "big brother" program. The basis of the mentoring relationship is experience. In other words, a more experienced person, the mentor, assists a less experienced person, the protégé, in the area in which

the mentor is experienced. This area could be law, or an area of the protégé's personal life, such as family or sports.

Although there are some excellent formal mentoring programs out there, it is my opinion that informal mentoring relationships are best. This occurs when the mentor helps or encourages the protégé in some area, and the protégé is receptive to the mentor's offering of help in that area or areas, informally establishing the mentoring relationship. This relationship can also occur by a protégé initiating the contact with the mentor, and the mentor agreeing to give the protégé direction in that area. The mentoring relationship lasts as long as it is needed. In some cases, it may be lifelong. In others, it may change from a mentoring relationship to purely a friendship. In still others, the relationship may end, and the mentor and protégé may pull apart from each other.

As young lawyers, I would encourage you to have mentors in law as well as in other areas of your personal and professional lives. Why is mentoring necessary? In today's society, we often live hundreds or even thousands of miles from our extended family members. The mentoring that was available to our parents and grandparents from their

extended family members is often not available to us today simply because of the great distances that separate us. We also live in a highly technological age. We have e-mail, voicemail, electronic transactions, the Internet, etc. We don't have to talk to anyone if we really don't want to. Although technology makes life easier for us in many ways, it can also impede the building of relationships if we let it. Mentoring relationships are important because through them we are able to build the relationships that we need to reach our potential.

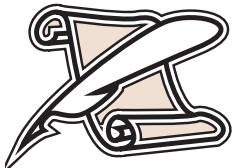
Mentoring results in change and change (despite what some may tell you) is good. The mentoring relationship affects both the mentor and the protégé. The protégé has been encouraged and has developed some valuable skills. The protégé has benefited from the experience and success of the mentor and has implemented the mentor's suggestions. The mentor too has changed. Because of his or her relationship with the protégé, he or she is different, better, more alive. Perhaps the mentor has helped the protégé avoid the mistakes the mentor himself made. Both have grown in the process.

I would encourage you to become involved in a mentoring relationship (or more than one) in the new millennium. If you don't, you will never know what you may have missed.

Lisa Jo Fanelli-Greer is assistant chief counsel with the Pennsylvania Human Relations Commission in Harrisburg.

POETIC JUSTICE

Wallace Stevens, one of the greatest American poets of the 21st century, was in-house counsel for an insurance company. Stevens allegedly composed some of his finest poetry while at work. The Young Lawyers Division is sponsoring a poetry contest, so send us your best poems — whether written on or off the clock. Your poems may cover any subject. One poem will be selected to run in the winter edition of *At Issue*. The author of the poem selected will win a \$100 gift certificate to Barnes and Noble.



Here are the rules:

Eligibility. You must be a lawyer admitted to practice in Pennsylvania and a PBA YLD member in good standing. (PBA officers and our editors are not eligible.)

Number of Entries. No more than three poems per person.

Length. One poem may be no longer than one page.

Rights. The poem must not be previously published. *At Issue* will have first publication rights to the poems selected for publication.

Format. Entries must be formatted for 8-1/2 x 11 paper.

Deadline. Entries must be postmarked or e-mailed no later than August 30, 2001 (We'll send you an acknowledgment that your entry has been received.).

Finality. The judge's selection of the winning poem is final.

Prize. The author of the winning poem will win a \$100 gift certificate to Barnes and Noble.

Reservation. The PBA YLD reserves the right not to select any poem for publication.

Please send the following information on a separate piece of paper or a separate attachment to: Lisa Granite, Pennsylvania Bar Association, P.O. Box 186, Harrisburg, PA 17108, or e-mail your poems and information to: Lisa.Granite@pabar.org

Information required: Name, Employer, Address, Telephone, E-mail, Poem Titles.

ABA ANNUAL MEETING TO BE HELD AUG. 2-6

By Edith A. Pearce

The American Bar Association's Annual Meeting will take place Aug. 2-6 in Chicago, Ill. The ABA Young Lawyers Division will hold its meetings at and be taking residence in the Chicago Marriott Downtown. Many fabulous events are being planned, including the ABA/YLD Fellows Dinner Dance Aug. 3 from 7 to 12 p.m. at the Crystal Navy Pier, a formal/semi-formal event. Also, the ABA will be holding its annual Federal Emergency Management Association training on Aug. 2.

Edith A. Pearce serves as the ABA/YLD District Representative.

The ABA/YLD also will offer many CLE courses, which are free to all attendees with registration for the meeting. CLE topics will include "The Top 10 Things Every Lawyer Should Know About Employment Law"; "Life Management for Lawyers"; and "What Do E-commerce Clients Expect from Their Attorneys." The ABA will also offer a wide variety of CLE programs throughout the annual meeting.

The ABA/YLD Assembly will vote on many important issues and decide on whether the ABA/YLD should support proposed positions on important social and legal issues that have national attention. The issues that the assembly will

consider have not been decided as of the date of this publication, however, they will be posted along with the finalized schedule for the annual meeting online at www.abanet.org.

The ABA has much to offer the Pennsylvania practitioner, especially since today's practice of law crosses many jurisdictional lines. In addition to CLE programs, the ABA also offers a host of different committees for almost every area of practice. It is an invaluable resource that many practitioners fail to tap. I hope that many will take advantage of these resources in Chicago!

EDITOR'S COMMENT

DON'T BURN YOUR BRIDGES

By Elizabeth J. Goldstein

In today's increasingly fluid legal market, the axiom that everyone will have three careers in their lifetime is becoming a reality. When you leave an employer, it is wise to maintain a positive impression.

Why?

- *You may want to return to the employer at a later point in your career.* In fact, you may be able to return to your previous employer at a better position than if you had stayed with the employer. If this seems unlikely, remember that the management structure at the law firm may change in the future. Keeping up a good relationship with your former firm in the interim will only enhance the positive opinions many people in the organization may already hold of you.
- *You may want to receive referrals from your former colleagues.* If this is reciprocated, it can lead to a mutually beneficial referral network. Remember to keep your former colleagues aware of new specialties you are developing.
- *You may want appointments or positions in outside organizations in which your former colleagues are involved.* In fact, your affiliation with a different firm or organ-

ization may alleviate concerns about diversity of affiliation with regard to such appointments.

- *A positive reputation can always enhance your legal career.* Word-of-mouth referrals by your fellow attorneys remain among the best ways to generate business.

Leaving a first employer need not be traumatic. Keep the big picture of your career in mind and take full advantage of the positive aspects of your first job when moving to the next one.

How can you leave your employer while still maintaining a positive impression?

- *Confer with your present employer to reach a mutually agreeable end-date.* Try to finish major projects before leaving if at all possible.
- *Work hard until your end-date.* This will leave the soon-to-be-former employer with a lasting good impression.
- *Resist the urge to tell your present or future*

employer about the flaws you perceive in your former employer's organization. Such criticisms are unlikely to generate positive change, and can only reflect badly upon your character.

- *Keep in touch with your former Goldstein colleagues.* You never know whose help may be valuable in the future. Besides, friendship should transcend purely professional concerns.
- *Refer cases to your former employer.* This will generate reciprocal referrals and good will all around.

Leaving a first employer need not be traumatic. Keep the big picture of your career in mind and take full advantage of the positive aspects of your first job when moving to the next one. Taking the high road in these situations will enhance your reputation in the profession and, more important, leave you feeling good about yourself.



Elizabeth J. Goldstein focuses on business and corporate services, health care law, and estate planning and administration at Keefer, Wood, Allen & Rahal's Camp Hill office. She is also an assistant co-editor of At Issue and a YLD Zone 3 chair.

BOOK REVIEW

THE FIRST COUNSEL

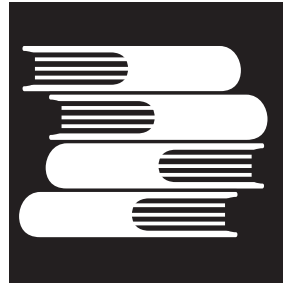
By Taryn F. Goldstein

If you are a fan of the hit TV show *The West Wing*, you will be captivated by the White House goings on in Brad Meltzer's new novel, *The First Counsel*. The novel takes readers behind the scenes of White House operations and into the mind and heart of White House lawyer Michael Garrick. Michael is a White House deputy counsel who loves his job — and who wouldn't? However, when Michael begins dating Nora Hartson, the President's daughter, he becomes embroiled in a murder plot that could implicate members of Washington's inner circle and may reach all the way up to the White House.

Suddenly, Michael trusts no one, not even Nora — who has secrets Michael can't even begin to guess at — and finds himself in the inexorable position of having to defend himself and even his life. Meltzer's dialogue is fast-paced and his plotting is heart-thumping. He takes his reader on a roller-coaster ride inside the White House to a startlingly surprising ending (which I won't give away here). My only criticism of this legal thriller, a la Grisham, is that the characterization seems weak and cliché at times. Nora and Michael never seem to leap off the page in full life-size color, and, consequently, never seemed entirely sympathetic characters. That aside,

this novel is a surprisingly good read, especially for all of you aspiring White House counsel out there who are addicted to *The West Wing*. Thumbs up.

Still not sure? Brad Meltzer has a Web site where you can read the first chapter of this novel: www.bradmeltzer.com. If you have a long drive to work, the book is even available on audio, or you can download either the e-book or the audio from the computer (links on the Meltzer Web site).



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