Lawyers associated for justice, service, professionalism, education and leadership for our members and our community



MULTNOMAH LAWYER

January 2024 Volume 70, Number 1



Fostering Inclusive Spaces for Professional Development

by Maxine Tuan YLS President

In the ever-evolving landscape of the legal profession, the importance of creating inclusive spaces for professional development cannot be overstated. The MBA Young

Belonging is a

human need that

extends beyond

fundamental

the personal

realm into our

professional lives.

Lawyers Section (YLS) is comprised of any MBA member in practice less than six years or under the age of 36. The YLS makes up approximately one fourth of the MBA's membership. As such, the YLS plays an important role in providing a supportive environment where young and new lawyers can not only grow in their careers but also find a place to belong.

Belonging is a fundamental human need that extends beyond the personal realm into our professional lives. Young lawyers face the daunting task of finding their place within the legal community. The YLS recognizes this task, and actively works to create a space where individuals can connect, share experiences, and support each other. In other words, the YLS creates a place to belong within the legal community.

In June 2023, the YLS Board of Directors held our annual retreat. I invited JB Kim, OSB Director of Diversity & Inclusion, to speak about inclusive leadership. As leaders of the YLS, it is important that those serving on the board of directors possess the skills needed to help committee chairs create inclusive meetings and when attending YLS events, make everyone feel welcome. To lead by example. We discussed that inclusivity starts with every individual setting their own mindset to cultivate attitudes, values, and behaviors

that promote a sense of belonging for everyone. We discussed traits we observed in colleagues who we respected and who valued diversity. And the traits we listed - open-minded, empathetic, proactive - are traits we aspired to lead by.

It is not only about mindset, though, being inclusive includes learning and engaging with a specific skillset. We

discussed at the retreat that obtaining a skillset to be actively inclusive means you educate yourself about various cultures and experiences, recognize unconscious biases, challenge stereotypes, and promote inclusive language by being mindful of exclusionary or offensive language. To constantly correct and educate.

Lastly, we discussed the importance of applying our mindset and skillset to shared goals. As a group, the YLS Board listed goals we wanted to achieve. The predominant goal for the 2023-24 programming year was to create inclusive spaces for connection and togetherness as the appetite for in-person professional events returned after the pandemic.

The YLS Board then began our programming year by incorporating changes to the YLS committee charges, which describe the tasks and duties of a committee, recommended by the YLS

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Social Justice Task Force. The changes firmed up as requirements the many equity, diversity, and inclusion goals, which the charges already contained and which YLS committees already practiced when creating programming and events. For example, instead of "consider partnering with organizations that serve communities of color, refugee, and immigrant communities," we changed the language to "For at least one project day, partner with organizations that serve communities of color, refugee, and immigrant communities." Committee charges are the starting point for the work accomplished by the YLS committees. It was important to ensure that the YLS Board audited the charges to ensure diverse representation and inclusivity was not just a consideration or

The YLS is

members.

enriched by the

diversity of its

talking points but being actively implemented and equitable practices maintained.

So, what does inclusivity mean for the YLS and its members? It means YLS environments, such as board meetings, CLE seminars, pro

bono, volunteer and networking events, and an overall organizational composition, comprised of members, volunteers and committees, that welcome and value diversity, and ensure everyone feels respected and supported. As an organization, recognizing and appreciating the unique perspectives, backgrounds, and identities of individuals from various ethnicities, genders, ages, abilities, sexual orientations, and other identities. Ensuring representation, rather than marginalization. It is a continuous journey that requires reflection, education, and a commitment to change.

In 2023, the YLS Board held a Kickoff Social inviting all membership to an in-person and informal social to meet and get to know one another. The YLS Membership Committee partnered with the Immigrant and Refugee Community Organization (IRCO) for a holiday donation drive for refugees and created a family-friendly Pumpkin Patch Social for the greater MBA to attend. The YLS Service to the Public Committee hosted a book repair community service event with the Children's Book Bank to advance child literacy. The YLS Pro Bono Committee held a Wills for Heroes clinic. The YLS CLE Committee organized a CLE series about spotting multidisciplinary issues and obtaining legal professional competencies. These are just a few accomplishments amongst many others. And 2024 promises to be another year of outstanding YLS programming.

The YLS is enriched by the diversity of its members. And I hope the YLS provides that feeling of belonging. So new and young lawyers, sign up for a CLE, join us for a pro bono event, stop by a networking event, or volunteer with us. Get involved. Be a part of the YLS.

MBA 20th Annual WinterSmash

A Family Friendly Bowling Event

Saturday, February 10 10 a.m.-1 p.m. KingPins 3550 SE 92nd Avenue Portland



A Multnomah Bar Foundation Fundraiser for CourtCare, CourtConnect and CourtSupport

See page 2 for details.

Register at mbabar.org.

mba CLE

See details on p. 3. To register, visit www.mbabar.org/cle and input your OSB number to register at the member rate.

JANUARY

1.18 Thursday

Annual Probate Update

Judge Patrick Henry

Judge Susie Norby

Judge Janelle Wipper

Amy Cross-DeHaven

Jeff Petty

FEBRUARY

2.13 Tuesday **Effective Mediations**Hon. Kathleen Dailey

2.27 Tuesday
Wait. What?! Oregon Now Has
a Comprehensive Consumer
Privacy Law?
Kristen Hilton
Eva Novick

MARCH

3.1 Friday

Appellate Law Update

Judge Katharine von Ter Stegge
Cody Hoesly

Renew Your 2024 MBA Membership at www.mbabar.org



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WinterSmash to Benefit Multnomah Bar Foundation

A Family-Friendly Bowling Event
Saturday, February 10
10 a.m.-1 p.m.
KingPins
3550 SE 92nd Ave, Portland



The 20th Annual WinterSmash will be held on Saturday, February 10 from 10 a.m.-1 p.m. Lanes will be available exclusively for MBA members and their friends, colleagues and families. Bumper lanes will be available for children. The event will help fund the Multnomah Bar Foundation's CourtCare, CourtSupport and CourtConnect programs.

Multnomah CourtCare improves access to justice by making free, drop-in childcare available for families who have business at the Central Courthouse.

CourtSupport provides the Central Courthouse with a bilingual Navigator who staffs the information desk and provides a critical service to the public by answering questions about the court, connecting individuals with needed services or accommodations at the courthouse, and making the experience more welcoming and less intimidating.

CourtConnect pairs lawyers and judges to visit community groups to talk about the court system and the rule of law, and build relationships in the community.

Tickets are \$40 for adults and \$15 for kids 3-12 years old. Price includes food, drink, shoes, balls, lane time and the satisfaction of knowing you're supporting worthy programs. Prizes will be awarded for the highest and lowest individual scores, the group with the most participants in attendance and the group with the best bowling shirt. In addition, a traveling trophy will be presented to the group with the highest team score. There is also a Pin Setter registration option for \$20 per person. If you want to cheer on your team and enjoy pizza and drinks but you don't want to bowl, this one's for you! Raffle tickets will be sold at the event.

So, come enjoy the company of your colleagues, some good food, play a game you know you love and support a good cause. WinterSmash promises to be a good time; don't miss this opportunity! Register at www.mbabar.org.

Thank you, WinterSmash sponsors.

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Contact Kathy Modie at the MBA at 503.222.3275 if you'd like to add your name to the sponsor list or donate a raffle prize.

Calendar

JANUARY

1 Monday New Year's Day - MBA Office Closed

4 Thursday Donation Drive Happy HourDetails on p. 10

8 Monday Imprint Project Volunteer Orientation

Details on p. 10

15 Monday Martin Luther King Jr. Day -MBA Office Closed

18 Thursday
Young Litigators Forum
CLE series begins with
Courtroom Nuts & Bolts
Details on p. 11

23 January MBA Solo & Small Firm Workshop Details on p. 13 31 Wednesday Oregon Minority Lawyers Association Annual Meeting www.bit.ly/omla-annual

FEBRUARY

1 Thursday Winter Kit-Making Social Details on p. 10

10 Saturday WinterSmash Details on p. 2

14 Wednesday LOVE DAY 2024 See "News from the Court," p. 8

19 Monday Presidents' Day - MBA Office Closed

29 Thursday Axe Throwing EventDetails on p. 5

Portland-Area Support Staff Compensation

by Anneke Haslett Legal Northwest



Enclosed in this issue of the *Multnomah Lawyer* is Legal Northwest's annual staff salary survey. The survey is based on our job requisitions and placements in the Portland Metropolitan area. Salary ranges vary based upon an employee's experience as well as area of law and location.

Having knowledge of current salary ranges is a good start in attracting qualified candidates. However, we find it equally important to candidates to offer a competitive benefits package. This includes not only medical benefits, and paid time off, but schedule flexibility, or hybrid options *if* your business can provide them. Employees are also seeking firms that provide opportunities to learn and grow and where there is open communication with your team.

Firms need not always be at the top of the salary range if they provide other opportunities for work-life balance, career growth, or the chance to engage in meaningful work. Those opportunities have become increasingly important in recent years.

Legal Northwest understands the specific needs of a law firm and the different functions that various positions serve in order to benefit you and your firm when hiring. In-depth interviews and verification of employment references can help ensure that someone's skills and expectations align with your practice's needs.

Legal Northwest, in partnership with the MBA, provides our annual salary survey as another resource to assist with your hiring needs. We are here even if just to have a conversation about hiring in the Portland legal market. Let us assist with skills evaluation, hiring for fill-in positions or hiring on a temporary-to-hire or direct hire basis. Legal Northwest offers discounted rates and provides hiring guarantees to all MBA members. If your firm is considering hiring, explore one of Legal Northwest's hiring options to ensure you select a good fit for your firm.

The survey results are compiled by combining the salaries paid by Portland firms, in-house counsel, and sole practitioners in the surrounding areas. These salaries do not include the value of benefit plans or bonuses. Legal Northwest is an affinity partner of the MBA.

For questions regarding hiring or salary information, please email Anna Hoone or Anneke Haslett at ahoone@legalnw.com or ahaslett@legalnw.com, or call us at 503.242.2514.



The MBA will apply for general OSB MCLE credit unless otherwise noted; Washington credit may be obtained independently. Registrants who are unable to attend will receive a link to the archived webcast and written materials. Registration fees are non-refundable.

Unless otherwise noted, all classes are held online.

Annual Probate Update

Thursday, January 18 3-5 p.m.
Standard Insurance Building Atrium, 900 SW Fifth Ave., Portland, and Online Participation

Members \$60/Non-Members \$95

The MBA presents the 2024 Annual Probate Update, featuring Judge Patrick Henry, Multnomah County; Judge Susie Norby, Clackamas County; and Judge Janelle Wipper, Washington County; as well as Jeff Petty, Oregon Judicial Department, and Amy Cross-DeHaven, Buckley Law PC. The judges will discuss current practices and procedures for each of the tri-county area probate courts. Jeff will provide legislative updates. Amy will provide an update of recent case law. This CLE seminar is a must for all probate practitioners and their staff.

For more information: Contact Jon Strauhull, Multnomah County Attorney's Office, at 503.988.3138. For registration questions, contact the MBA at mba@mbabar.org.

Effective Mediations Tuesday, February 13 12-1 p.m. Remote attendance only via Zoom

Members \$30/Non-Members \$50

The **Hon. Kathleen Dailey**, who served on the Multnomah County Circuit Court from 2004 to 2022, explains ways to make mediation more effective, including managing your client's expectations, choosing the right mediator and making the most of the mediation process, whether it is conducted in person or remotely. Judge Dailey addresses questions of how, when and why to mediate, drawing on her experience as a former judge and current mediator.

For more information: Contact Kevin McHargue, McHargue Family Law LLC, at 503.462.5469. For registration questions, contact the MBA at mba@mbabar.org.

Visit www.mbabar.org/cle to register online or scan this QR code.



Wait. What?! Oregon Now Has a Comprehensive Consumer Privacy Law?

Tuesday, February 27 12-1 p.m. Remote attendance only via Zoom

Members \$30/Non-Members \$50

Kristen Hilton, Senior Assistant Attorney General in the Consumer Protection Section of the Oregon Department of Justice, and **Eva Novick**, who leads Miller Nash's privacy & data security team, will provide an overview of the Oregon Consumer Privacy Act, including:

- What types of entities need to comply?
- What rights are consumers granted?
- What responsibilities do businesses and non-profit organizations have under the law?
- What exceptions are there?
- How does the Oregon Consumer Privacy Act compare to other state privacy laws, like those in California, Colorado, Connecticut, and Virginia?
- How will the Oregon Consumer Privacy Act be enforced?

For more information: Contact Ayla Ercin, Campaign for Equal Justice, at 503.295.8442. For registration questions, contact the MBA at mba@mbabar.org.

Appellate Law Update Friday, March 1 12-1 p.m. Remote attendance only via Zoom Members \$30/Non-Members \$50

Please join the MBA for an update on Oregon appellate decisions for civil law practitioners. Multnomah County Circuit Court **Judge Katharine von Ter Stegge** and **Cody Hoesly**, Barg Singer Hoesly, will present an overview of some key civil law decisions from the Oregon Court of Appeals and Oregon Supreme Court from 2022-23. These esteemed speakers will touch on issues relevant to nearly all practitioners.

For more information: Contact Edward Decker, Miller Nash LLP, at 503.205.2446. For registration questions, the MBA at mba@mbabar.org.

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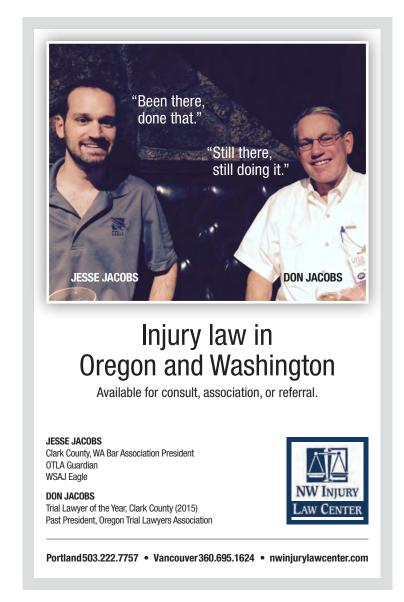
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mba ANNOUNCEMENTS

Not Receiving MBA Emails?

Members are encouraged to opt in to ensure that they successfully receive MBA email communications. Visit www.mbabar.org/opt-in to confirm your email status.

Statement of Diversity Principles Available to Sign

The MBA Equity, Diversity & Inclusion Committee invites you to sign the Statement of Diversity Principles. Read and sign the diversity statement and pledge at www.mbabar.org/diversity.

Volunteers Needed for the Children's Representation Project

The court has an ongoing need for lawyers to volunteer for the Children's Representation Project, and there is a backlog of requests. The court is seeking CLE credit for this representation. The work is rewarding and volunteers do not need to have a domestic relations practice to participate. Contact Brandy Jones (Brandy.L.Jones@ojd.state.or.us).

Broadway Rose Theatre Seeks Board Members

Broadway Rose Theatre is seeking lovers of musical theater for its board of directors. The Broadway Rose is Oregon's premier musical theater company since 1992 and regularly earns national recognition for its commitment to artistic excellence and the development of new works. With an attendance of over 45,000 per year, it remains committed to keeping live theater affordable and accessible to all community members. The company employs over 250 part-time and seasonal staff, artists, technicians, and educators. For information on this commitment to the arts, contact board member Aaron Kirk Douglas at 503.307.7869 or at aaronpdx@outlook.com.

Noontime Rides

Join all ages of bicycle riders for noontime hill climbs on Mondays and Thursdays. Assemble at noon at the SW corner of Pioneer Square and leave together at 12:15 p.m. Rain or shine. Frequent regroups. Mondays include rotating paceline around SW Fairmount; Thursdays go up through Forest Park. E-bikes okay. Great repeating interval workouts. Contact Ray Thomas, 503.228.5222, if you are a new rider or for additional details.

mba|EVENT

Axe Throwing

Thursday, February 29 Blade & Timber 1150 NW 17th Avenue, Portland 6-8 p.m.

Ready to channel your busy day frustrations into something FUN?

Join the MBA at Blade & Timber's Axe Throwing, located in the heart of Slabtown. We have reserved axe throwing lanes for up to 36 people so register to reserve your spot NOW! Whether you're a seasoned pro or just looking for a unique night out, Blade & Timber has everything you need for an unforgettable experience.

Never been axe throwing before? This is what you can expect...your axe throwing experience starts with personal training from an Axe Safety-certified coach. You'll learn how to keep everyone safe and help you stick that first bullseye. Participants must be at least 10 years of age in order to throw axes.

The cost is \$50 per person, which includes one spot for axe throwing for two hours, shared appetizers for your lane and "all you can drink" soda or water. A full bar is available and additional appetizers are available for purchase.



\$50 for MBA members and non-members.
Register at www.mbabar.org

Ethics Focus



In what The New York Times described as a "cringe-inducing court hearing," a New York law firm and two of its principals were sanctioned last year by a federal court in Manhattan for submitting a brief written by ChatGPT that included citations that the artificial intelligence "chatbot" simply made up. The lawyer primarily responsible for the brief conceded that he simply assumed the citations were correct and did not check them himself. The other lawyer then signed the brief without verifying the citations either. The court was not amused. It held the lawyers' firm jointly liable along with the lawyers for the monetary sanction imposed.

The court in Mata v. Avianca, Inc., 2023 WL 4114965 (S.D.N.Y. 2023), noted that "[t]echnological advances are commonplace." At the same time, the court also underscored that lawyers using technology remain responsible both for doing it competently and for the end product. In this column, we'll first discuss the duty of competence in the context of law firm technology. Because evolving law firm technology often involves the storage and transmission of client information, we'll then turn to the interplay between technology and the duty of confidentiality.

With both, we'll focus on the Rules of Professional Conduct. That said, failure to maintain necessary competence or negligently mishandling sensitive client information invites civil damage claims for legal malpractice. Oregon Uniform Civil Jury Instruction 45.04 on the standard of care for attorney negligence frames our duty this way: "An attorney has the duty to use that degree of care, skill, and diligence ordinarily used by attorneys practicing in the same or similar circumstances in the same or similar community." Similarly, statutory law beyond the RPCs potentially comes into play if client confidential information is involved in a data breach or other cybersecurity incident. ABA Formal Opinion

New Year, New Tech: Competence and Confidentiality

by Mark J. Fucile Fucile & Reising LLP

483 (2018) canvases this topic at length and is available on the ABA website.

Competence

It shouldn't be surprising that the duty of competence is the first substantive rule in the RPCs.
Oregon RPC 1.1 is patterned on its ABA Model Rule counterpart and summarizes this basic duty:

A lawyer shall provide competent representation to a client. Competent representation requires the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation.

Comment 8 to ABA Model Rule 1.1 includes staying current with any technology a lawyer uses in practice:

To maintain the requisite knowledge and skill, a lawyer should keep abreast of changes in the law and its practice, including the benefits and risks associated with relevant technology[.]

Although Oregon's RPCs do not have comments, Oregon authority is along the same lines - with, for example, OSB Formal Opinion 2011-187 (rev. 2015) on "metadata" noting that lawyers exchanging electronic documents have a responsibility under RPC 1.1 to understand the technology sufficiently to protect the inadvertent disclosure of client confidential information.

Another OSB opinion
- 2011-188 (rev. 2015) - on
cloud storage stresses that
lawyers do not necessarily
need to become experts on the
technology they use as long as
they obtain appropriate training
or consult with internal or
independent technical help to
use the technology involved
consistent with our duties as
lawyers. As the *Mata* decision
illustrates, however, using
technology without adequately
understanding it is not an excuse.

Confidentiality

Many developments in law firm technology interface with our duty of confidentiality under RPC 1.6. The two OSB opinions noted earlier are ready examples. With metadata, lawyers have a duty to protect client confidential information that may be included in electronic

subfiles - such as attorney-client communications reflected in "track changes" to a contract being negotiated - before sharing the document involved with an opposing party. With cloud computing, lawyers have a duty to take reasonable steps to protect client confidential information during both the transmission between the lawyer and the cloud and during storage in the cloud.

RPC 1.6(c), which is also based on its ABA Model Rule counterpart, is not limited to technology but speaks to it:

A lawyer shall make reasonable efforts to prevent the inadvertent or unauthorized disclosure of, or authorized access to, information relating to the representation of a client.

Comments 18 and 19 to ABA Model Rule 1.6 amplify this duty and through their section title underscore the close connection to competence: "Acting Competently to Preserve Confidentiality." Comment 18 emphasizes that our duty is to take reasonable precautions to protect client confidential information - although it counsels that a client may require additional safeguards. Comment 19 then explains that what is "reasonable" depends on the circumstances and ordinarily includes a balance between the means chosen and the sensitivity of the information. ABA Formal Opinions 99-413 (1999) on email and 477R (2017) on data transmission reflect this general approach. ABA Formal Opinions 498 (2021) and 507 (2023), in turn, apply these concepts to, respectively, "virtual" practice and office-sharing that have become increasingly common in the wake of the COVID-19 pandemic. All merit careful review - especially for lawyers or firms operating in "hybrid" or "remote" settings where the technological infrastructure found in traditional "brick and mortar" offices is often different.

Summing Up

Although the *Mata* decision we opened with involved an emerging technology, the court's analysis applies to any law practice technology: if you are using technology, you need to understand it because you are responsible for the results.

Around the Bar



Liani Reeves

Miller Nash

Miller Nash welcomes Liani **Reeves** as partner to the firm's rapidly expanding employment and litigation teams. Reeves has extensive litigation experience, having taken numerous cases to a jury trial verdict, through arbitration or to find a negotiated resolution. Throughout her career of over 20 years, Reeves has worked in the public, private and nonprofit sectors as both in-house general counsel and as outside counsel. She has represented hundreds of clients ranging from start-up businesses to the Governor of Oregon.

Reeves is often hired as an external investigator to conduct investigations into sensitive and high-profile matters, including sexual misconduct, ethics violations, harassment and discrimination and investigations under Title IX. She also provides advice and extensive training to employers on how to comply with their legal responsibilities and works with employers on how to embrace diversity, equity and inclusion values in the workplace.

Reeves was recently honored with the 2023 Award of Merit presented by the OSB. The Award of Merit is the highest honor the bar can bestow. Lawyers who receive the award have made outstanding contributions to the bench, the bar and the community-at-large, and exhibit the highest standards of professionalism.

Prior to joining Miller Nash, Reeves was partner and president at an employment, labor and employee benefits firm in the Pacific Northwest. She also served as the former general counsel to the Oregon Office of the Governor where she advised on a wide range of legal issues. Prior to working for the governor, she spent almost a decade as an assistant attorney general and deputy chief trial counsel for the Oregon Department of Justice Trial Division, primarily handling employment matters. Reeves devotes significant time to issues involving women and minorities by actively engaging in organizations and associations throughout the community. She is a board member of The Immigrant Story, past president of the Oregon Asian Pacific American Bar Association and past co-chair of the Oregon Minority Lawyers

Association. Reeves also served as OSB President, the first Asian American and first woman of color to hold that position. She received her JD at Willamette University College of Law.



Jess Osborne

Miller Nash welcomes Jess **Osborne** as partner to the firm's dynamic employment law & labor relations team. Osborne represents public, private and nonprofit employers in a variety of employment and labor relations matters, including advice and litigation. She guides employers through a myriad of issues, including compliance with employment law statutes, challenges with organizational change, organized workforce questions and conducting workplace investigations.

In addition to advising employers on day-to-day workplace management and operations, Osborne represents clients during all phases of their labor relations matters, including contract negotiations and administration and negotiating collective bargaining agreements. She also represents employers in labor arbitrations and before the National Labor Relations Board. Additionally, Osborne represents clients in employment litigation matters related to wrongful discharge, wage and hour and other related areas.

Before joining Miller Nash, Osborne practiced at a boutique employment and labor firm after working as a litigator with national law firms where she represented clients in a variety of areas, including legal ethics and risk management, mass torts and complex commercial and employment law. Osborne is an active volunteer with many community and industry organizations, with a specific dedication to supporting the LGBTQIA+ communities. Osborne received her JD at Willamette University College of Law.

Tonkon Torp

The firm is pleased to welcome two new associates: Matt
Heldt, who joins the Labor &
Employment Practice Group,
and Lindsay Willson, who will
work in the Estate Planning
Practice Group.

Heldt is a 2023 magna cum laude graduate of Lewis & Clark Law School, where he was a member of the Cornelius



Matt Heldt

Honor Society, received the Dan Polkow award for excellence in admissions volunteering, and served on the Lewis & Clark Law Review as Lead Article Editor. During law school, he worked as a Summer Associate at Tonkon Torp and as a Judicial



Lindsay Willson

Extern for the Hon. Michael H. Simon at the US District Court, District of Oregon.

Willson graduated from the University of Oregon School of Law in 2023. While there, she worked at the school's Business Law Clinic and directed Oregon Law's chapter of the Native American Law Student Association. As a law student, Lindsay worked at Tonkon Torp as a 1L Diversity Fellow and Summer Associate.

The Around the Bar column reports on MBA members' moves, transitions, promotions and other honors within the profession. The submission deadline is the 10th of the month preceding publication or the prior Friday if that date falls on a weekend. All submissions are edited to fit column format and the information is used on a space-available basis in the order in which it was received. Submissions may be emailed to mba@mbabar.org.

Volunteer for the Night Clinic

Date: Every Wednesday night
Time: 6 p.m. with consults starting at 6:30 p.m.
Location: St. Andrew Legal Clinic
2950 SE Stark Street, Suite 200, Portland



Night Clinic is a critical resource in our community. Clients who have been screened for conflicts and general subject area meet one-on-one with a volunteer attorney for a 30-minute consultation to learn their rights, general court procedure and estimated costs of their family law matter.

Volunteers do not need to be a family law attorney. Volunteer attorneys are supervised by a SALC staff attorney who consults on every consultation to ensure completeness and accuracy of advice and to quote fees.

For more information: 503.281.1500 Maxine Tuan, mtuan@salcgroup.org



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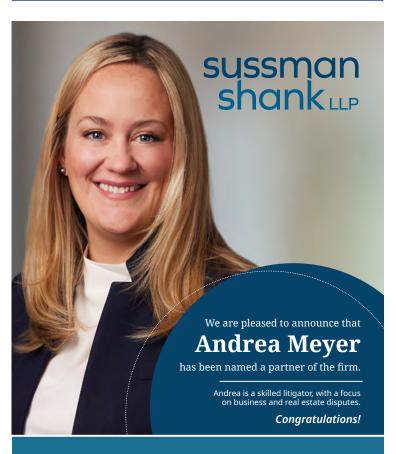


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News From the Courthouse



by Ramon Henderson MBA Court Liaison Committee

Presiding Judge's Report -Presiding Judge Judith Matarazzo

Presiding Judge Judith Matarazzo reported that while court filings are down in most criminal, civil, family, and juvenile matters in Multnomah County, trials are exceeding pre-pandemic (2018-19) levels, and some case filings such as landlord/tenant matters and serious felonies (murders in particular) have increased dramatically. Court workloads remain high.

Judge Matarazzo reiterated the court is very busy and asked that counsel provide prompt and timely communication of settlements and plea deals to the court. In addition to being a matter of courtesy, letting the court know as soon as a case resolves frees up already strained resources for other matters. On the criminal side, there is an ongoing problem with one side not alerting the other that trial is not going forward due to a plea.

The court is receiving a lot of requests for setover. If you wait until the morning of call to ask for postponement, you may be forced to go to trial. Early communication and requests are imperative. However, requests for setover may result in trial dates much further out than requested.

Criminal Court Update - Judge Cheryl Albrecht

Judge Albrecht was the Chief Criminal Judge from 2018-23. She was Judge Stephen Bushong's Chief Criminal Judge while he was the presiding judge and continued as Chief Criminal Judge for Judge Matarazzo, but due to the court's adopted governance plan the chief judge positions are term limited to six years. Now Judge Michael Greenlick is taking over as Judge Matarazzo's Chief Criminal Judge. Judge Albrecht may cover for Judge Greenlick on occasion due to trials previously assigned to Judge Greenlick.

The Chief Criminal Judge manages the "outside lanes of the court," handling day-to-day administration. Instead of overseeing trials, the Chief Criminal Judge oversees processes for arraignments, probation violations, misdemeanor dockets, grand jury selection, pre-trial matters, Measure 11 case conferences, search warrant processes, and the courtappointed attorney process, among other responsibilities.

Judge Albrecht reported that her term has been very eventful. The pandemic required a reinvention of criminal court procedures as they were traditionally understood and handled. One of the most challenging issues has been the court-appointed attorney crisis due to the shortage of criminal defense counsel. While the waitlist is still long for court-appointed counsel, there were only four people in custody in Multnomah County jails at the time of this report who were waiting for a court-appointed attorney. This is down from the Summer and Fall of 2022, when approximately 20 people on average were in custody waiting for replacement court-appointed counsel. There continue to be over five hundred people on average who are eligible for public defenders but are currently unrepresented and are out of custody in Multnomah County. People in custody without attorneys are of the greatest concern, but the court is working to find attorneys for as many unrepresented parties as possible as quickly as possible.

Another significant event in Judge Albrecht's term was implementing Senate Bill 48's changes to pretrial release and working on pretrial reform recommendations under the MacArthur Foundation Safety and Justice Challenge. The Arnold Foundation's Public Safety Assessment (PSA) has been in use since June 1, 2023, and it is being validated for our jurisdiction.

Question for the Court?

If you have a question for the court or would like to share feedback about court practices through the Court Liaison Committee, please send your questions or comments to Pamela Hubbs, pamela@mbabar.org, with "Question for the court" in the subject line.

Other projects included revamping the Warrant Handbook for judges, and developing processes for new legislation that significantly broadened eligibility for expungements and fees and fine waivers.

The Ninth Circuit recently

stayed Judge McShane's order creating a statewide injunction impacting unrepresented criminal defendants in custody. Even if the order hadn't been stayed, it would not have applied to anyone currently in custody in Multnomah County. The order makes an exception for people in custody who had a prior attorney but were granted a substitution based on breakdown of communication with that attorney. All of the four unrepresented individuals in custody in Multnomah County fall within the exception to the injunction's application. Judge Albrecht meets with the Oregon Defense Service Commission weekly to review unrepresented defendants and to procure court-appointed counsel where possible.

At this time, Judge Albrecht said they have been able to find defense attorneys for most serious person-crime cases, and if they cannot be appointed immediately, they have been appointed in a very short period of time. They are not keeping people in custody who do not have counsel. Judge Albrecht said there are no writs of mandamus or lawsuits applying to Multnomah County regarding the appointment process.

Judge Albrecht will be keeping her responsibilities over misdemeanors for at least one more year. While this is traditionally the Chief Criminal Judge's responsibility, Judge Albrecht assisted with creating new misdemeanor rules and she will continue overseeing this for another year while the changes are implemented.

Judge Albrecht said there has been some difficulty with state funding related to treatment courts and justice reinvestment, with cuts across multiple counties. Judge Matarazzo has assigned Judge Albrecht to help streamline the process with treatment courts and improve timeliness after she is no longer the Chief Criminal Judge. This will be one of her priorities for 2024.

Civil Weddings Event - Judge Chanpone Sinlapasai

The court is planning LOVE DAY 2024. The mission statement reads: "On February 14, 2024, from 3-5 p.m., the Judges at the Multnomah County Courthouse will generously volunteer their time to officiate free wedding ceremonies for couples from diverse backgrounds with socioeconomic hardships. The aim of this celebration is to support Access to Justice and highlight the importance of ensuring all individuals, regardless of their socio-economic status or cultural heritage, have equal opportunities to participate in marriage ceremonies recognized and protected by the law. This event is in collaboration with the Multnomah County Circuit Court, Multnomah County Commissioners, City of Portland Commissioners, Community Based Organizations, Oregon Affinity Bar Organizations, Oregon Women Lawyers, the Multnomah Bar Association and the Multnomah Bar Foundation."

All county and court fees will be waived for all approved couples. The court will be working with county commissioners and the department of Vital Records and Vital Statistics to have the associated fees waived. Oregon Women Lawyers is looking for volunteers to assist the couples in getting paperwork completed and to assist judges with the weddings. We are also looking for donations to help make the day unforgettable for the couples; these may include monetary gifts, small gifts for the couples, and items to help commemorate the day for the newlyweds. The community-based organizations are working with the community to recruit and register couples with the court. Interpreters and translators will be provided for people in need of those services. The Immigrant and Refugee Community Organization (IRCO) and Oregon Legal Aid are taking the lead on this.

Questions about volunteers and donations can be directed to Linda Tomassi (executivedirector@ oregonwomenslawyers.org). Questions about registering the couples can be directed to Sokho Eath (sokhoE@irco.org) or Diane Nguyen (diane.nguyen@lasoregon.org). For all other questions, please contact Judge Chanpone Sinlapasai at 971.274.0662.

Courthouse Update -Barbara Marcille, Trial Court Administrator

Barbara Marcille praised Judge Albrecht for the incredible work she has done as Chief Criminal Judge. She highlighted the enormity of the tasks and lauded Judge Albrecht for her leadership through these difficult and unprecedented challenges.

Multnomah CourtCareInformation for Parents and Guardians

Your clients may benefit from the use of CourtCare, the MBF's free, drop-in childcare program for parents and legal guardians who are actively conducting business at the Multnomah County Central Courthouse, Federal Courthouse, or Justice Center in downtown Portland.

Reservations are encouraged, but not required. Parents and guardians are invited to stop by CourtCare or contact Volunteers of America Oregon (503.988.4334, courtcaredropin@voaor.org) to reserve a spot for their child.

CourtCare could not operate without the generous support of the legal community, the OCF Joseph E. Weston Public Foundation, the Oregon Judicial Department, Multnomah County, the State of Oregon, and the US District Court, District of Oregon Attorney Admissions Fund.

For more information, contact Pamela Hubbs (503.854.5237, pamela@mbabar.org).

CourtCare
Central Courthouse (downtown)
1200 SW First Avenue, Suite 1500, Portland
Monday - Friday, 8:30 a.m.-4 p.m.
For children six weeks to 12 years of age





The Honorable Adrienne Nelson Judicial Profile

by Robert Parker MBA Court Liaison Committee

When the Honorable Adrienne Nelson was asked to talk to the Multnomah Lawyer for a profile article, her first question - in her usual humble fashion - was whether there was enough new to say about her since she had been profiled before. Of course, there is no shortage of things to say about Judge Nelson. Even before taking the bench last year as the first African American woman to serve as a judge for the US District of Oregon, Judge Nelson had already been a trial judge for 12 years, an Oregon Supreme Court justice, a litigator, and an adjunct professor.

Judge Nelson has been passionate about many facets of the Portland community, legal or otherwise, since she first moved here from Arkansas three decades ago. She has received significant recognition for her community involvement, including the state bar's President's Public Service Award, the Mercedes Deiz Award for her accomplishments in promoting minorities in the legal profession, and of course, Judge Nelson is the namesake

of Adrienne C. Nelson High School in Happy Valley. Judge Nelson rightly takes pride in her reputation - indeed, some of the inspiration for returning to the trial bench after being elevated to the supreme court was that she liked the idea of being a "known quantity" for lawyers appearing before her at trial. She states, "it makes me feel like I'm doing what I'm supposed to," giving her a sense of belonging that the appellate division can be too detached to provide.

That's not to say, of course, that Judge Nelson didn't enjoy her time as a justice. Judge Nelson has a particular passion for writing and deliberation, something that isn't always part of the job as a state-level judge, and which was available in abundance at the supreme court level. She also enjoyed dealing with challenging, complex cases. But on occasion, as she was going through her stack of appellate briefs, she would occasionally hear trial-level lawyers in the building, talking and interacting with each other in a way that

doesn't happen at the appellate level, and she came to realize that it was part of being a circuit court judge that she really missed. When Judge Michael Mosman announced that he would be taking senior status, Judge Nelson decided that the federal judgeship was an opportunity worth exploring. Though the federal appointment process has faced political barricades nationwide, making appointments difficult, Judge Nelson was confirmed on February 15, 2023, and took the bench a week later.

As soon as she took the new role, Judge Nelson was eager to take advantage of everything the new position offered. She volunteered to preside over Oregon's new citizen naturalization ceremony as soon as she could upon taking the bench, an occasion she found so rewarding she presided over the ceremony again that November. She recalls appreciating how much pride everyone in that ceremony had in being a part of the United States - not just the new citizens, but other Americans, including attendees and even lawyers, whom she could see were inspired by the ceremony. She sensed that even long-time and naturally born Americans at the ceremonies had perhaps not spent a lot of time reflecting on how much they value this country and its system of law, and she appreciates how

the naturalization ceremony, in reminding them of this value, was meaningful to them as well as to the new citizens.

Indeed, civic education and appreciation is one of Judge Nelson's most deeply-held personal values. "Democracy is something we should think about every day," she reflects. "We need to explain to people the viability of living in a democracy." Judge Nelson often takes leadership roles in organizations devoted to championing democracy in the United States and the rule of law, particularly in organizations focused on members of underserved communities, such as the Multnomah Bar Foundation, the Oregon State Bar Foundation Board, and presently, the American Bar Association's Cornerstone of Democracy Commission, a national initiative dedicated to promoting the "Three Cs" civics, civility, and collaboration - to restore and preserve confidence in the American legal and judicial system.

In addition to contributing to these high-level efforts, Judge Nelson also makes it a mission to preserve faith and confidence in the system on a day-to-day basis. She notes, for example, that one of the most common ways that people directly experience the system is when they are called to jury duty - not necessarily something most people relish



Hon. Adrienne Nelson

the opportunity to do. But Judge Nelson sees this as an opportunity for them to see the system at work. Judge Nelson hopes that, however a trial proceeds, that the jurors themselves always walk away thinking that, if nothing else, "if I ever end up in court, I will be fairly represented."

Regardless of whether Judge Nelson meets these lofty goals, and there are many who would enthusiastically confirm that she does, she is definitely enjoying her new job. She has to admit that her new post as a federal trial judge is the best of both worlds - federal cases tend to involve more of that writing and deep thinking that she loves, but now she also gets to be more personally involved with cases, helping the attorneys resolve disputes, get to the facts, and move a case to resolution.

PSU's Explore the Law Program (ETL) is seeking attorney mentor volunteers for next year's cohort. The program has roughly 50 students, most of whom come from non-traditional or underserved backgrounds and would greatly benefit



from attorney mentorship. This mentorship aspect is critical to the program's success and has been described by the students as the most rewarding part of the experience. **Please complete the survey at www.bit.ly/etl-survey-24 to express your interest in this volunteer opportunity.** Thank you to past attorney mentors and newly interested volunteers!

Mentorship FAQ:

1. What is the time commitment?

The program asks that you meet with the student mentee at least twice per school term (i.e., 4 times between January to June), whether in person or over Zoom.

2. Do I need to appear for any program sessions?

No. However, the program will have an end-of-year celebration in early June that attorney mentors are asked to attend in celebration with their mentees for completing the program.

${\bf 3. \ \, How \, does \, the \, program \, match \, the \, mentor/mentees?}$

The program bases pairings on each participant's lived experience and interests including practice areas and extracurricular activities. An email confirming mentor/mentee pairings will be sent in January.

4. Are there enough students to match with mentors?

The program typically receives more attorney volunteers than student applicants, but we keep a mentor email list for future requests.

5. What can I do if I am not matched but still want to help?

The program frequently seeks volunteer time for future program sessions (e.g., speaker panels, informational interviews, etc.) and campus-wide presentations. These are good options for attorneys interested in volunteering on a more limited basis.

6. Can I forward this email and interest form to other Oregon attorneys?

Yes, please! Volunteers familiar with criminal and immigration law are sought in particular.

7. What if I live out of state?

The program's preference is for an in-person or local experience as we encourage our students to visit law firms and attend court hearings. Even so, the program appreciates attorney volunteers for other opportunities like phone or Zoom informational interviews.

8. How does the program capture the ETL program's success?

The program surveys the students before and after the program. Information about the program's history, participant demographics, and impact can be found at www.bit.ly/etl-history.

Sign up at www.bit.ly/etl-survey-24
Questions? Contact explorethelaw@pdx.edu



Friday, January 19, 8 a.m.-4 p.m.
Oregon State Bar Conference Center
16037 SW Upper Boones Ferry Road, Tigard

Oregon Consumer Justice (OCJ) is committed to supporting the legal community with education opportunities like CLEs being just one way. Join us in January for our first CLE event and networking hour! At this completely free event, attendees will learn from experts in consumer justice while earning 3 CLE credits and deepening their relationships with others devoted to protecting consumers in our state!

Breakfast and lunch will be provided. The networking reception will feature drinks and light snacks.

For a full agenda and to secure your seat, visit www.ocj.org/cle

Questions? Contact events@ocj.org



Young Lawyers Section

What is the YLS?

An inclusive section of the bar, comprised of any MBA member in practice less than six years or under the age of 36. The YLS provides leadership, networking, professional development and service opportunities. And we have fun!

Winter Kit Donation Drive

by Noam Amir-Brownstein and Alex Hutchinson YLS Service to the Public Committee

The YLS Service to the Public Committee is assembling Winter Care Kits for local nonprofit Blanchet House. You are invited to donate essential relief items and jackets/coats, as well as to join the committee for a kitmaking event and social on Thursday, February 1.

Winter Care Kits contain essential relief items for people living homeless. Things like clean socks, a rain poncho, a hand warmer or gloves, bath wipes, and snacks offer comfort to someone living outdoors in difficult conditions. Jacket and coat donations are welcome as well - adult sizes only and preferably male/unisex.

Donate

Purchase from the list of needed items for the Winter Care Kit and deposit your donation at the drop-off site below:

Wyse Kadish LLP c/o Noam Amir-Brownstein 900 SW Fifth Avenue, Suite 2000 Portland, OR 97204

Or purchase online and have your donation mailed to: Miller Nash LLP c/o Alex Hutchinson 111 SW Fifth Avenue, Suite 3400

Portland, OR 97204



To make a monetary donation instead, visit www.blanchethouse.org/donate.

Participate in the Kit-Making Social

Thursday, February 1 5-7 p.m. Kells Irish Restaurant & Pub, 112 SW 2nd Avenue Portland, OR 97204

Using the donated goods, we will be assembling individual Winter Care Kits for delivery to Blanchet House, followed by a social hour. Hors d'oeuvres and drink tickets included. A representative from Blanchet House will be onsite to discuss its programs and impact in the community.

Send your RSVP for the social to

Alex.Hutchinson@MillerNash.com and Noam@WyseKadish.com.

This event is open to all MBA members. Thank you to Miller Nash LLP for sponsoring this



Maggie Powers and MPD Community Law Division Pro Bono Spotlight

by Cole Downey YLS Pro Bono Committee

Metropolitan Public Defender, according to their website, is the largest single provider of trial level public defense services in the state of Oregon. Their focus is the representation of defendants against criminal prosecution.

Nestled inside this organization, however, is the Community Law Division (CLD). A team of approximately 27 individuals who focus on three areas of the law: immigration, housing, and what they define as "barrier reduction, or collateral consequence legal services." These "barrier reduction" legal services cover a wide swath of legal issues. The core mission is defined on their website further: "We help undo the damage done by an imbalanced criminal justice system by reducing social stigma, increasing economic and housing opportunities, and stabilizing families."

In addressing the issue that is barrier reduction, over the past seven years the team has expanded their skillset to accommodate the evolving needs of the clients that require their assistance. CLD's practice includes expungement, felony reduction motions, Senate Bill 819 applications, sex offender registration relief, probation modifications, the waiving of fines and fees, eviction defense and expungement, the reinstatement of a driver's license, name and

gender marker changes, civil debt negotiation, denial appeals for housing, DACA renewals, BIA appeals, immigration removal defense and much more. These services are provided to clients free of charge.

The state, which funds public defense for the criminal and juvenile division of the Metropolitan Public Defender, does not contribute to the funding of the CLD team. Instead, the entirety of the budget for CLD is funded by grants and contracts from county, city and local community-based organizations such as Home Forward, Mental Health Addiction Association of Oregon, Easterseals, the Portland Housing Bureau, as well as others. The core base of the clientele that use these services are individuals referred to CLD by these organizations.

CLD works from a holistic and client-centered approach by identifying the legal services which the prospective client both identifies as most important to their success, and also what they are eligible for. The attorney and the client, and oftentimes the case manager who referred the client, then create an action plan to address these issues and hopefully reduce barriers. While some of these issues will involve representation in a legal matter, many others require assistance in navigating complex bureaucracy.

Maggie Powers, for example, specializes in Senate Bill 819 applications, a bill which became effective in January 2022. The bill allows Oregonians to petition the court - in collaboration with the district attorney - for dismissal or resentencing of an otherwise inexpungeable felony (with some exceptions), if the sentence no longer advances the interests of justice. The bill provides the court with great freedom in handling such petitions, and Maggie assists clients in creating a compelling and effective petition.

Maggie has been working with CLD since August 2021, and during that time, has assisted with no less than 30 SB 819 applications. Five of the applications have resulted in clients' non-expungeable felony convictions being vacated, four more were set to be vacated by the end of 2023. The vast majority of the remaining applications are still under review. The impact of successful applications includes clients being able to volunteer at their children's schools, pursue newly available careers, and access housing without the hurdle of a felony conviction.

Maggie also helped develop the internship program for the division, which, in 2022, provided four law students with a 10-week program that contributed to both the advancement of CLD's clients, as well as the students' own curriculum.

In choosing to address an issue as large as "barrier reduction," CLD set a tenacious goal when aiming to improve the criminal justice system. As they grow and evolve, however, their contribution to the state of Oregon grows with them.

2024 Imprint Project Now **Seeking Volunteers**

by Sarah Coates YLS Service to the Public Committee

This popular program is sponsored by the YLS Service to the Public Committee and is a way for Parkrose High School students to connect with attorneys and judges in their community. The program also provides an opportunity for the students to develop written and analytical skills. Each student in the participating classes will be paired with a volunteer, and both will be assigned to read the same novel over a two- to three-month period.

Volunteers will be assigned one of the following novels, based on the selection of their student match:

A Time to Dance, by Padma Venkatraman Bamboo People, by Mitali

Perkins Black Boy White School, by Brian F. Walker

Diamond Boy, by Michael Williams

I'll Give You the Sun, by Jandy Nelson *Life of Pi*, by Yann Martel Sanctuary, by Paola Mendoza and Abby Sher

Speak, by Laurie Halse Anderson

The Alchemist, by Paulo Chelho The Last Leaves Falling, by Sarah Benwell The Samurai's Garden, by

Gail Tsukiyama The Vanishing Half, by Brit Bennett

Where the Crawdads Sing, by Delia Owens

The student and attorney will write approximately three letters each, discussing their lives and interests, as well as discussing the portion of the novel that was read that week. By the end of the program, the student and attorney will have developed a mentoring relationship. By January 19, prior to reading and discussing the book via letter, volunteers will send an introductory letter to students introducing themselves.

Virtual Orientation & Training for Volunteers - Monday, January 8, 5-5:30 p.m.

Volunteers will be invited to join Parkrose High School teacher Nerissa Ediza on Zoom to learn what to expect during this year's

Program-End Celebration -Friday, May 17

An in-person party at Parkrose High School will celebrate the program's conclusion and allow volunteers and students to meet. Volunteers will join their students from 10:50-11:45 a.m. or 1-1:45 p.m. depending on their assigned student's schedule.

Questions?

Please contact committee members Nick Ball (nball@barran.com), Sarah Coates (scoates@sussmanshank.com) or Thomas Ybarra (thomas.ybarra@grmfamilylaw.com) for additional details. To participate, visit www.mbabar.org/imprint and complete the volunteer sign-up form.

Ready to volunteer? Complete the sign-up form at: www.mbabar.org/imprint

mba yls|EVENT

IRCO Holiday Donation Drive Social

Thursday, January 4 5-7 p.m.

Fox Tower Green Room, Suite 2540 805 SW Broadway, Portland

Attendance is free - register to attend at www.mbabar.org

Join the Oregon Asian Pacific American Bar Association and the YLS for a Holiday Drive Happy Hour. Bring a new, unwrapped gift to be donated to the Immigrant and Refugee Community Organization or purchase a gift through Amazon (www.mbabar.org/donate-irco).

Refreshments will be provided. We hope to see you there!



Register to attend at www.mbabar.org

Blanchet House Recap

by Noam Amir-Brownstein YLS Service to the Public Committee

On the Saturday following Thanksgiving, the Service to the Public committee organized a heartwarming event at Blanchet House, showcasing our community's dedication to service. Blanchet House's mission to serve anyone who walks through their doors without judgment. During the event, volunteers served nearly

400 meals to individuals facing challenging circumstances. The event not only addressed the immediate needs of the community but also reinforced the values of empathy and generosity the STP Committee seeks to instill. Thank you to all the volunteers who joined the committee (not all are pictured) on this impactful evening.



Young Litigators Forum

Winter CLE Series begins January 18

The YLS CLE Committee presents a nine-part CLE series on basic litigation issues intended for newer attorneys. Nine hours of Practical Skills and one hour of Ethics OSB MCLE credit will be applied for in total. Series registration \$150 for members, \$250 for non-members. Seminars held remotely via Zoom.

Register to attend at www.mbabar.org/cle

Courtroom Nuts & Bolts

Thursday, January 18 12-2 p.m.

Judge Adrian Brown and Judge Melvin Oden-Orr, Multnomah County Circuit Court

Complaints, Answers & Pre-Answer Motions

Thursday January 25 12-1 p.m. Trish Walsh, Farleigh Wada Witt

Mediation, Settlement & Judicial Settlement Conferences

Thursday, February 1 12-1 p.m.

Judge James Edmonds, Marion County Circuit Court

Discovery

Thursday, February 8 12-1 p.m. **David Ryan**, Bullivant Houser Bailey PC

Depositions

Thursday, February 15 12-1 p.m. Laura Salerno Owens. Markowitz Herbold PC

Arbitration

Thursday, February 22 12-1 p.m. Kevin Eike, Eike Law PC

Summary Judgment

Thursday, February 29 12-1 p.m. Josh Stump, Dunn Carney LLP

Trial and Post-Trial Matters

Thursday, March 7 12-1 p.m. Sandra Gustitus, Chenoweth Law Group PC

Professionalism and Ethics

(Note: One hour of ethics OSB MCLE credit will be applied for) Thursday, March 14 12-1 p.m.

Nellie Barnard, Schwabe Williamson & Wyatt PC

Please Congratulate Our New Shareholder



Adele Ridenour

Adele is an amazing trial lawyer and a champion for both her clients and community. We're bursting with pride to officially welcome her to our shareholder ranks.



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- Portland (Panelist) American Arbitration
- Association (Employment Law Panelist)



503-545-0304 baldwinresolve@gmail.com

Pro Bono Volunteers

Thank you to the following lawyers who recently donated their pro bono services to the Volunteer Lawyers Project at Legal Aid Services of Oregon.

Visit www.mbabar.org/probono to discover pro bono opportunities in Multnomah County.

Alan Aldous Derek Ashton Thomas Chow Paul Duden Jeannine Ferguson Sarah Flanagan Gina Goddard Zoe Habekost Nate Haberman Holly Hayman Kasey Hemphill Aaron Hewitt Theressa Hollis Philip Hornik Taylor Hurwitz Trevor Jones Samuel Justice

Christopher Kane John Koch William Kwitman Linda J. Larkin Elizabeth Lemoine Sarah Liljefelt Colleen Lowry John "Jack" Lundeen Sarah Malik Riley Makin David Malcolm Thomas McAvity Jessica Nomie Richard Parker Gerald Pederson Susan Rossiter Lyndon Ruhnke Radhika Shah Richard Slottee Julie Stevens John Sutter Evans Van Buren Mary VanderWeele **Emery Wang** Laura Zaro Aaron Varhola





KELSEY BENEDICKPartner

Kelsey is a highly-talented and client-centered litigator whose practice focuses on commercial, property, and securities disputes. Committed to helping her clients navigate the legal process with confidence, Kelsey prioritizes creative problem solving, open communication, and adaptability to shifting client concerns and case developments. She is an active member of the Oregon legal community, serving as a board member of the U.S. District Court of Oregon Historical Society, a Co-Chair of the MBA YLS Pro Bono Committee, a board member for Lawyers for Literacy, a member of Lewis & Clark's Joyce Anne Harpole Committee, and a mentor to local law students.

Hopi is a strategic thinker with experience in many areas of civil litigation, including securities, real estate matters, and business disputes; she represents individuals, large corporations, and everyone in between. She joined the firm in the spring of 2018 after clerking on the Tenth Circuit and practicing in a large firm in New York City. No matter the case, Hopi particularly enjoys the human connection—with her clients, her colleagues, and opposing counsel. Hopi loves to be on her feet, whether in trial, in depositions, arguing motions, or chasing her two toddlers around.



HOPI COSTELLO RUPLIN Partner



DAVID SAMUELSPartner

Drawing on nearly a decade of government and private practice, Dave brings a wealth of experience to complex civil litigation. As a specialist in environmental law, his approach blends a comprehensive understanding of legal and regulatory intricacies with a sophisticated technical grasp of forensics and industrial operations. Recognized among his peers as a smart, creative, and driven professional, he brings a similar depth of insight to antitrust cases, tradesecrets disputes, and general commercial litigation. Outside the legal arena, he serves on the board of a small nonprofit and volunteers his time to community causes.

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Senior Judge Julie E. Frantz



503.701.0582 frantzmediation@gmail.com





Stoll Berne



We are pleased to announce that Kevin Flannery has joined our team.

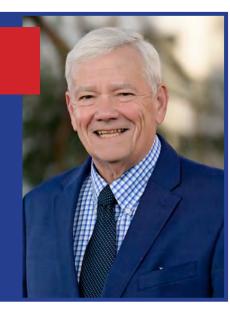
Kevin is an associate in the firm's litigation group where he focuses on complex litigation matters.

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Solo & Small Firm Committee Presents

THE FINANCIALS OF THE BUSINESS OF LAW

Tuesday, January 23 12-1 p.m. Remote attendance only via Zoom

The Financials of the Business of Law will provide you with the latest information regarding banking, insurance, and business wealth. As owners of legal businesses, our needs are unique. Building relationships with financial partners allows one to focus on practicing law. The right partner in financial relationships can help your business run smoothly and efficiently. Working with bankers who are seasoned in IOLTAs and SBA loans, and insurance agents who are knowledgeable about what it means to run a law office and who can provide insurance coverage both for liability exposures and to protect your business and personal assets, is essential. As small business owners, having financial planners to help grow our business and personal assets is also optimal.

This workshop will cover topics relevant to current and future small legal business owners, presented by professionals who are experts in assisting law offices and lawyers. Paul Gilbertson is the Senior Vice President at First Citizens Bank; he specializes in working with small businesses and helping them obtain the funds to grow and be successful. David Grossnicklaus is the owner of Pacific Hometown Insurance; he has been in the insurance industry for over 30 years and will share with you how to insure what you have built (your assets and business). Matthew A. Tabor is a Financial Representative with WestPac Wealth Partners, LLC; he'll talk about entity selection/formation (should you be an LLC, PC, DBA, etc.?) and the importance of cash flow allocation to maximize personal and professional growth.

Cost: Free for members; \$30 for non-members The MBA will apply for 1 hour of General OSB MCLE credit

Register at www.mbabar.org.



Classifieds

Positions

Disability Rights Oregon -Multiple Positions Available

Imagine for a moment, a world where every person feels equal to another and a sense of belonging in their communities and places of work

At Disability Rights Oregon, (DRO) this is more than just a dream. This is our life's work. We envision a world in which people with disabilities have equal opportunity, full participation in our communities, and the ability to exercise meaningful choice. Every day, we strive to make

Oregon a more welcoming place for people with disabilities.

We are seeking candidates for openings in the following roles:

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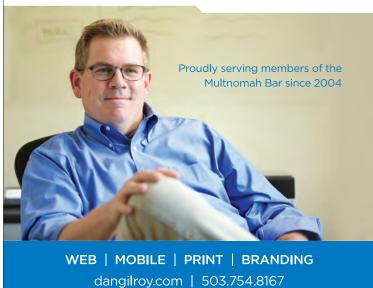
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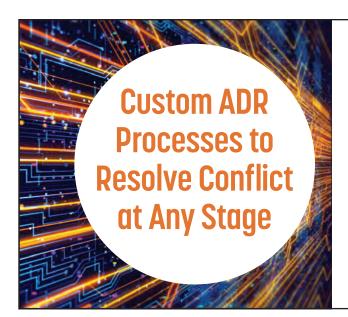
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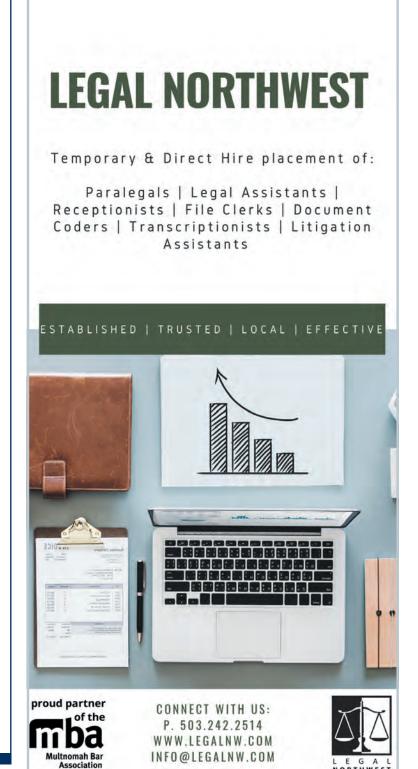
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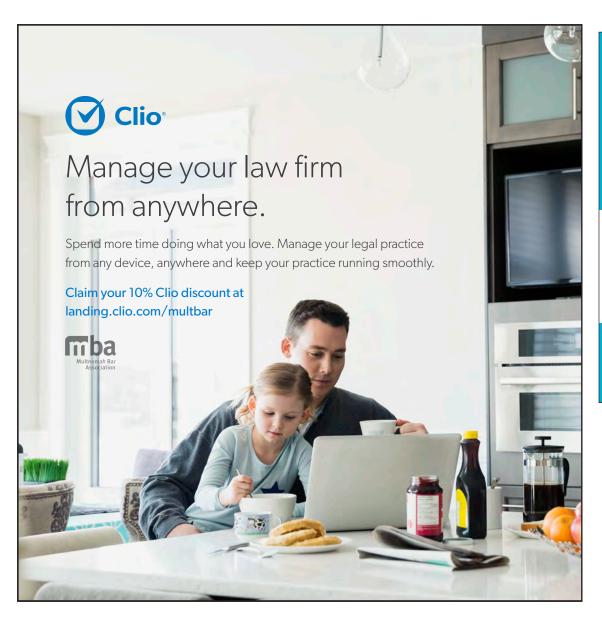
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