



NEW YORK WOMEN'S BAR ASSOCIATION

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Annual Membership Reception

**Thursday, September 20, 2012
6:00 p.m. to 8:00 p.m.**

at
Skadden, Arps, Slate, Meagher & Flom LLP
4 Times Square, NYC
(42nd Street between Sixth Ave. & Broadway)

**The Annual Membership Reception
is free and is open to all current
and prospective* members. Members
should also feel free to bring friends or col-
leagues who are attorneys, judges, law students
or recent law school graduates.**

RSVP by September 17th at
www.nywba.org/MemberReception

* Attendees who join the NYWBA at the
Membership Reception as new members will receive a
welcome gift (*limited supply; first come, first serve*).

Please consider bringing one or more children's books to the Annual
Membership Reception. All books collected will be contributed to the
NYWBA's "Judge Judith S. Kaye Children's Book Club" and will be
donated to an appropriate charity.

Look inside for other events and announcements, including:

- CLE Program on *Fertility and the Law* - Nov. 6 - p. 8
- *JALBCA Annual Symposium on Breast Cancer* - Dec. 3 - p. 9
- Committee News, Meetings & Events - p. 3
- Notes on Members - p. 3

PRESIDENT'S MESSAGE SEPTEMBER 2012

Our Important Mission



Hon. Jacqueline W.
Silbermann

I am exceedingly pleased and honored to have been elected to lead the New York Women's Bar Association at this time. As I said at my induction (which is printed in this Newsletter), the issues confronting women this year make our great organization all the more important and relevant. Being a founding chapter of WBASNY, which now has 18 chapters and 3,800 members across New York State, gives the NYWBA a real voice on matters of importance to all of us.

To anyone who has said there was no longer a need for a Women's Bar Association, I would answer by saying just read the newspaper - you will see that the need for an organization such as ours is apparent and as necessary as it always has been. It is my intention to join with WBASNY and other associations to raise our voice against legislation that is disrespectful of our rights and to promote legislation that advances women's issues.

To kick off the new year, we held a meeting of NYWBA Committee Chairs on July 24, 2012 (see p. 2 for a list of Committees & Chairs). The enthusiasm and commitment in the room was palpable, and the meeting engendered a great deal of excitement over planning for this year's programs, including many for CLE credit. Fun-filled events are also being planned. All committee chairs were urged to have a full agenda, and I am certain they will.

Included among our committees is the reinvigorated Judiciary Committee, under the leadership of Deborah Rosenthal and Lois Liberman. This standing Committee ensures that our association has a voice in the selection of judges in New York County.

It is my hope that our members will actively participate in committees and that many will be able to satisfy their CLE requirements through a large variety of offerings addressed to meet their needs and interests all at little or no cost.

The excitement generated at the Committee Chairs meeting

(Continued on Page 2)

2012-2013 NYWBA COMMITTEE CHAIRS

STANDING COMMITTEES

- By-Laws and Amendments Elizabeth A. Bryson & Amy B. Goldsmith
- Cooperation with Other Bar Associations . . Hon. Kelly O'Neill Levy & Kathryn E. Salensky
- Employment and Equal Opportunity for Women . . . Felice B. Ekelman and Louis Pechman
- Judiciary Lois J. Liberman & Deborah G. Rosenthal
- Legislation Amy Saltzman, Elba Galvan, Dawn M. Cardi, Rita M. Glavin & Denise Dominguez
- Membership Michael W. Appelbaum & Elizabeth A. Bryson
- Professional Ethics and Discipline Hon. Barbara Jaffe & Sarah Diane McShea
- Programs, Events and Arrangements Diana G. Browne & Kay Marmorek; Jo Ann Douglas & Jennifer P. Brown (Annual Dinner)
- Publicity / Press. Morgan M. Fraser & Julie Hyman

SPECIAL COMMITTEES

- Advance the Status of Women in the Profession Rachel J. Minter & Victoria A. Turchetti
- Alternate Dispute Resolution Andrea Vacca & Leona Beane
- Awards Allison M. Surcouf
- Business Law, Taxation, Bankruptcy & Investment Management Regulation Monique McClure, Carla P. Vogel & Allison Harlow Fumai
- Children's Rights & Issues. . Barbara J. Schaffer & Jill M. Zuccardy
- Civil Courts. Hon. Andrea Masley
- Continuing Legal Education Amy B. Goldsmith
- Criminal Law Isiris I. Isaac, Kathryn E. Salensky & Dawn M. Cardi
- Diversity Jillian L. Goorevitch, Caitlin I. Somerman & Denise Dominguez
- Domestic Violence Amanda B. Norejko & Laura A. Russell
- Elder Law & Disabilities Kim Trigoboff & TBA
- Immigration Law Annie J. Wang, Jennifer Durkin & Vanesa I. Pagan
- International Law & Practice TBA
- Litigation Kathy M. Lynch, Marni Rae Robin & Francesca A. Sabbatino
- Long Range Planning Elizabeth A. Bryson & Myra L. Freed
- Matrimonial & Family Law Virginia LoPreto, Michele Tortorelli & Hon. Lori Sattler
- Mentoring & Mentoring Circles . . Andrea Vacca, Randy L. Shapiro & Allison M. Surcouf
- Newsletter Susan J. Miller
- Real Estate Law Leo Genn & TBA
- Reproductive Rights TBA
- Solo & Small Firm Practice Deborah G. Rosenthal & Jocelyn L. Jacobson
- Students & New Lawyers . . Morgan M. Fraser & Lauren M. Friend
- Summer Program Cassandra Porter & Victoria A. Turchetti
- Technology & the Internet / Website Elizabeth A. Bryson & Theresa L. Widmann
- Trusts & Estates Leona Beane & Loretta A. Ippolito
- Working Parents Christine M. Harman, Melanie A. Chieu & Victoria A. Turchetti

Contact info for Committee Chairs and NYWBA Delegates to WBASNY Committees can be found at www.nywba.org/members/committees.shtml. To join a committee, go to www.nywba.org/committeechoice. If you would like to be considered to chair a Committee, send a note with your qualifications and contact info to President@nywba.org.

President's Message (Continued from Page 1)

was such that we already have an event scheduled on the calendar - our Annual Membership Reception. We will again be holding this reception at Skadden Arps. It will be on September 20, 2012 from 6:00 to 8:00 p.m. I look forward to seeing everyone at this wonderful event, and I hope you will bring friends and colleagues who might not be members now but may be interested in networking, enjoying a fun evening, and hearing about the many benefits of Association membership.

The Women's Bar has also been on the cutting edge in other arenas. Recently, several justices of the Appellate Division, First Department were criticized in the press for their decisions in two "stop and frisk" cases. These attacks were worded in such a manner as to incite public outrage against the members of the court and negatively impact on the independence of the judiciary. I was contacted about this in my capacity as NYWBA President. With the concurrence of WBASNY, I was asked to prepare a statement in defense of the Justices. My letter, which was quoted in the New York Law Journal and is posted on our website, supported the integrity of the judicial system and opposed such vitriolic attacks on the judiciary. I was also interviewed on this topic on Channel 1's "Inside City Hall," reiterating the opinion that personal attacks on judges are counterproductive and interfere with the independence of the judiciary.

On June 19, 2012, in my capacity as President, I also addressed the commission charged with the selection of candidates to fill the vacancy left by the retirement of Honorable Carmen B. Ciparick and others to follow in the upcoming years.

I cannot express how excited I am about this coming year. I anticipate that together with my wonderful Officers and Directors and Committee Chairs that we are going to have an event filled year and that the New York Women's Bar will continue to grow as an organization that is respected by the bench and bar and the public. It is my expectation that we will continue to be looked to for our opinion on the issues of the day.



REMINDER

It's time to RENEW your membership for 2012-2013!

It's easy ...

If you haven't renewed already, go to www.nywba.org and click on "Membership" to access our secure online membership form or contact our Executive Director (ED@nywba.org or 212-490-8202) to have a renewal form sent to you.

WELCOME NEW MEMBERS

Amanda K. Ambrose
Rebecca L. Avrutin
Nikolette A. Baniewicz
Emily Barile
Hon. Arlene P. Bluth
Kalisha M. Crawford
Katherine Z. Czech
Brielle Danko
Samantha J. Duplantis
Laura Esposito
Morgan M. Fraser
Lesley A. Friedland
Allana Golovko-Rosen
Denise Mortner Kranz

Jennifer N. Levy
Mina MacFarlane
Amber R. McReynolds
Maya N. Menendez
Nicole Noonan
Nana E. Oppong-Lloyd
Jennifer S. Raguso
Kavita B. Ramakrishnan
Roshni Sesai
Cheryl Stein
Kelly A. Taddonio
Carla Varriale
Lindsay Zahradka

SUSTAINING MEMBERS

With their generous contributions, our sustaining members make it possible for us to accomplish so much more. We honor and thank them for their support.

Elkan Abramowitz
Michael W. Appelbaum
Jenette A. Barrow-Bosshart
Laurie Berke-Weiss
Elizabeth A. Bryson
Dawn M. Cardi
Harriet Newman Cohen
Janet I. Cord
Felice B. Ekelman
Hon. Betty Weinberg Ellerin
Myrna Felder
Catherine M. Foti
Myra L. Freed
Anthony H. Gair
Martha E. Gifford
Amy B. Goldsmith
Patricia Ann Grant
Ilene H. Guralnick
Adria S. Hillman

Julie Hyman
Michele A. Katz
Robert M. Kaufman
Hon. Judith S. Kaye
Gary Roy Klein
Susan J. Kohlmann
Denise Mortner Kranz
Lois J. Liberman
Kay Marmorek
Karen Greve Milton
Rita M. Molesworth
Jonathan Newman
Maria L. Palmese
Carol A. Schragar
Hon. Felice K. Shea
R. Ellen Sigal
Hon. Jacqueline W. Silbermann
Laura M. Twomey

NOTES ON MEMBERS

Warm wishes to NYWBA Treasurer **Ann Gittleman** and her husband Matthew Walier on the arrival of their new baby son, Nathan Matthew Walier, on June 30, 2012. We wish them every happiness.

Congratulations to the members who have been selected to serve as Chairs of NYWBA Committees. (See full list of Committee Chairs on page 2.)

Has something noteworthy happened to you or another member? Send your news to newsletter@nywba.org.



"What it is REALLY Like to Practice Law as a Woman" - NYWBA Thanks Summer Program Speakers & Sponsors!

NYWBA held its annual program on *"What it is REALLY Like to Practice Law as a Woman"* on July 12, 2012, co-sponsored by the New York City Bar. This program provides guidance and insights for law students, summer associates and interns, law school graduates awaiting admission, and lawyers in their first few years of practice.

Kudos to our distinguished speakers, who shared their experiences and insights:

*Tamara J. Britt
Adrienne Logan
Sarah S. Normand
Danitra T. Spencer
Carroll Welch (Moderator)*

Many thanks as well to the following sponsors for their generous support to help make this event such a success:

PLATINUM SPONSORS:

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Patterson Belknap Webb & Tyler LLP
Skadden, Arps, Slate, Meagher & Flom LLP*

GOLD SPONSOR:

Kasowitz Benson Torres & Friedman LLP

COMMITTEE NEWS

The **Litigation Committee**, co-chaired by Kathy Lynch, Marni Robin, and Francesca Sabbatino, will hold its first meeting for 2012-2013 on Monday, September 24, 2012. Check the NYWBA calendar (www.nywba.org/calendar) for the time and location.

Meetings of the **Matrimonial and Family Law Committee**, co-chaired by Virginia LoPreto, Michele Tortorelli and Hon. Lori Sattler, will be held in 2012-2013 on the first Wednesday of the month, beginning on October 3, 2012. All meetings will include a program and will be held at Blank Rome, LLP, 405 Lexington Ave., NYC (42nd St. btw Lex & Third). The Committee thanks Blank Rome for hosting and providing light refreshments.

Note: Many other Committees are actively planning their fall meeting & event schedules (including CLEs) as the September Newsletter goes to publication. Check the NYWBA online calendar (www.nywba.org/calendar) for the latest info on dates, times and locations.

Check out job postings on the NYWBA website:

http://new.nywba.org/job_postings/.
To post a job opening, please contact
info@nywba.org.

Incoming President Hon. Jacqueline W. Silbermann Sets Goals and Inspires All at her Induction

Justice Jacqueline W. Silbermann gave a rousing and inspirational speech to members and guests at the 2012 Annual Awards and Installation Dinner when she accepted her installation as NYWBA President for 2012-2013. So many people have inquired about the speech that we are reprinting it here in its entirety.

I'd like to thank Judge Ciparick for that gracious introduction and to thank her for her admirable service to the people of the State as Senior Associate Judge on the Court of Appeals.

It is, of course, a great honor to be selected President of the New York Women's Bar Association and to serve with such a stellar group of officers and directors. When I first learned this was to be in my future, I thought having selected someone with my seniority in the organization would be an opportunity for us to take a look back at our achievements. I thought we would focus on programs both for CLE credit as well as others, and I still plan to do that and then take time to reflect on how together with our colleagues in the many other bar associations we would continue pursuing our legislative agenda and our momentum in shattering the glass ceiling. This would be a fairly easy task, even somewhat routine, as I assumed the tough issues for which we fought so assiduously over the years were seemingly well settled.

In New York County, we have seen the judiciary become more representative. Women have been elected and are 50% of the Civil Court and Supreme Court Judges. The Criminal Court and Family Court also have representative numbers of women.

For too many years, the Appellate Division, First Department had no woman on that bench, and then only Justice Betty Ellerin as the sole woman on that bench for years. Now there are seven women sitting on that court.

Similarly, the Court of Appeals evolved from seating no women, to a few years ago when women became the majority, including as Chief Judge, our own Hon. Judith S. Kaye. Now there are three women on that bench - our honoree, Judge Carmen Ciparick, and Judges Read and Graffeo.

Looking at the court system, there have been so many significant improvements, including women in many leadership positions, including the Chief Administrative Judge Hon. A. Gail Prudenti, the Citywide Administrator Hon. Fern Fisher, and many others.

Together with our sister chapters and the leadership of WBASNY, we have played a significant role in promoting legislation of importance to women including matrimonial reform laws, laws protecting victims of domestic violence, the private clubs anti-discrimination bill, to cite a few.

By 1988, WBASNY's legislative activity had expanded so much that the Association had to hire a professional to work part-time to liaise with the state legislature. This not only increased WBASNY's access to legislative leaders, but recognized that working together we were a significant force for legislative change.

With so much accomplished, I calculated the year would be a routine one consisting of joining with other bar associations to promote legislation important to our mission and provide interesting programs, including many for CLE credit.

While this will still be a focus of my presidency, the emphasis has changed, and having a laser focus on legislation and working together with other bar associations has become a critical issue.

From the time of my nomination to now, there has been a major assault on women, and "major" doesn't even begin to describe the assault on women that is currently taking place in the political arena. From the not so subtle degradation of women by ignorant talk show hosts, to the far more serious legislative efforts to invade a women's body, there suddenly seems to be what has been called a "war on women." It is hard to see it as anything else. The war for privacy we thought we won in the 60's with Griswold, and the pro choice ruling we thought was obtained in the 80's with Roe v. Wade is being rapidly eroded.

Our goal of improving the status of women in society educating women lawyers and assisting them in professional development and advancement and promoting the fair and equal administration of justice does not specifically refer to these indignities, but they are in my opinion surely encompassed in our essential mission and something we owe to the future generation, such as my granddaughter, who is with me tonight.

The issue of equal pay for equal work still remains an important agenda item. Congress passed the Equal Pay Act in 1963, making it illegal for employers to pay a woman less than a man performing the same work. In 1964, they passed Title VII of the Civil Rights Act, forbidding discrimination in employment on the basis of race and sex. In 1978, they passed the Pregnancy Discrimination Act, making it illegal for businesses to fire or deny promotion to a woman because she is or may become pregnant.

In April 2011, both houses of Congress introduced the Paycheck Fairness Act, which addresses disparities in the Equal Pay Act. We must dedicate ourselves to see the legislation passed.

We must also continue to secure reproductive and health care rights for women.

- In 2011 and 2012, eight states passed laws mandating medically unnecessary vaginal ultrasounds for women seeking an abortion.
- Nine states have "wrongful birth laws," where a doctor is allowed to withhold information they think could lead to an abortion and not be sued as a result, even if the mother might die while giving birth.

(Continued on Page 8)

Members and Guests Celebrate at 2012 NYWBA Annual Dinner

By Susan J. Miller

On June 12, 2012, the New York Women's Bar Association held its Annual Gala Awards and Installation Dinner. The elegant surroundings of Capitale, located in the resurgent Bowery area of Manhattan, created a fitting venue for the evening, which culminated in an inspiring speech from the newly installed NYWBA President, the Hon. Jacqueline W. Silbermann.

The dinner began with hundreds of members and friends of the Association enjoying delicious hors d'oeuvres and drinks while perusing the fabulous silent auction and raffle items available during the evening. Dinner Co-Chair Jo Ann Douglas made introductory remarks, graciously welcoming all. She gave special mention to members of the Judiciary who were in attendance, including but not limited to the Hon. A. Gail Prudenti, Chief Administrative Judge of the Courts of New York State; Hon. Victoria A. Graffeo and Hon. Robert S. Smith of the Court of Appeals; Hon. Luis A. Gonzalez, Hon. Rosalyn H. Richter, and Hon. Anita R. Florio, Justices of the First and Second Department Appellate Divisions; and many other illustrious members of the bench.

Following the introductions, immediate Past President Patricia Ann Grant spoke eloquently of her tenure as President and introduced special guest Hon. Victoria A. Graffeo, who presented the President's Special Award to the Hon. Carmen Beauchamp Ciparick, Senior Associate Justice of the Court of Appeals.

Judge Graffeo enumerated Judge Ciparick's many extraordinary achievements and noted that perhaps her greatest accomplishments were her commitment to justice and to the access of legal services by all members of society. Judge Graffeo pointed out that Judge Ciparick is a role model for all female attorneys, mentioning the little known fact that Judge Ciparick worked as a teacher to pay her way through law school. Judge Graffeo highlighted Judge Ciparick's longstanding commitment to fighting barriers that confront women in the legal system, and she noted that her colleagues on the Court of Appeals will miss Judge Ciparick's leadership and guidance when she takes mandatory retirement in December of this year.

In accepting the President's Special Award, Judge Ciparick captivated the room as she spoke about her pride in having been a part of the struggle to gain full equality for women. She said she has been blessed to positively impact the lives of women and to help secure gender equality in the legal system and in society.

Following the acceptance of her award, Judge Ciparick installed the new slate of New York Women's Bar Association Officers and Directors. Vice-Presidents Julie Hyman and Amy Saltzman are trial and appellate attorneys specializing in matrimonial law, and both have spent many years supporting the work of the Association in various capacities. Vice President Yacine Berry serves as Special Counsel for Housing Court initiatives with the New York State Courts Access to Justice Program. Treasurer Ann E. Gittleman is a Director in the Forensic and Dispute Analysis Unit at Kinetic Partners LLP. Recording Secretary Jennifer P. Brown is the principal of Jennifer P. Brown PLLC, a matrimonial and family firm. Corresponding Secretary Deborah G. Rosenthal is the principal of Rosenthal, Attorneys at Law P.C. concentrating on probate and estate issues, corporate and contract law, real estate and closely held corporations. After the installation of the officers at the dais, members of the Board of Directors were asked to stand and recite their oaths of

office. Among those installed as Directors was Michael W. Appelbaum, who becomes the first man to serve on the NYWBA Board.

One of the highlights of the evening was the speech by Hon. Jacqueline W. Silbermann after she was sworn in as President of the Association. After speaking about her 40 years of friendship with honoree Judge Carmen Ciparick, Judge Silbermann began her remarks by noting the progression of women onto the benches of various courts in the state during that same 40 years.

Judge Silbermann stated that her mission as President will be to focus on legislation and advocacy to help defeat the major assault on women taking place in the political arena, including specifically various legislative and political efforts to invade women's bodies, prevent them from asserting their rights when they are abused, and the denigration of women by commentators on TV and in other media.

Judge Silbermann stated that the pro-choice ruling we thought we had attained is threatened with being eroded. Judge Silbermann proposed to lead a path to insure reproductive and healthcare rights for all women, and to protect victims of domestic violence in New York State and elsewhere. She promised to work to pass the Paycheck Fairness Act, introduced in the New York legislature in April 2011, and to work to reauthorize the federal Violence Against Women Act. Judge Silbermann received a standing ovation at the end of her remarks and was received with enthusiastic support from all the members and guests in attendance.

Concluding remarks were made by Dinner Co-Chair Jennifer P. Brown. The evening would not have been a success without the hard work of Dinner Co-Chairs Jo Ann Douglas and Jennifer P. Brown, and the entire Dinner Committee. In addition, kudos go to Michael W. Appelbaum and Virginia A. LoPreto, Co-Chairs of the Auction Committee. The Auction Committee extends its thanks to everyone who contributed items for the annual auction to benefit the New York Women's Bar Association Foundation's Hon. Betty Weinberg Ellerin Fellowships. Last, but not least, the success of the evening was also due of course to the hard work of NYWBA Executive Director Karen Lu, and her team.

Susan J. Miller is Principal Court Attorney to Justice Thomas Farber, sitting in the Supreme Court, New York County. Ms. Miller was recently selected to serve as the Chair of the Newsletter Committee for 2012-2013.



Special President's Award Recipient Hon. Carmen Beauchamp Ciparick, Outgoing President Patricia Ann Grant, and Incoming President Hon. Jacqueline W. Silbermann

NYWBA Annual Awards and Installation Gala - June 12, 2012



Hon. Carmen Beauchamp Ciparick (foreground) installing new NYWBA Officers - Corresponding Secretary Deborah G. Rosenthal, Recording Secretary Jennifer P. Brown, Treasurer Ann E. Gittleman, Vice President Yacine Barry, Vice President Amy Saltzman, and Vice President Julie Hyman (l-r)



2011-2012 President Patricia Ann Grant, with Dinner Auction Chair & Co-Chair of the Membership Committee Michael W. Appelbaum. During the Dinner, Mr. Appelbaum was also installed as the first male member of the NYWBA Board of Directors.



Judge Ciparick installing new NYWBA President Hon. Jacqueline W. Silbermann



NYWBA Annual Awards and Installation Gala - June 12, 2012



Silbermann (Continued from Page 4)

- Women's health in New York is threatened by outdated laws that are over 40 years old. The Reproductive Health Act before the New York State Legislature, if passed, will guarantee a woman's right to control her reproductive health, ensure that a woman will be able to have an abortion if her health is endangered, treat the regulation of abortion as an issue of public health and medical practice, rather than as a potential crime, and guarantees everyone the right to use or refuse contraception.

Similarly, we must ensure protection for all victims of domestic violence. In New York State, it was legal to rape your wife until 1984, when the outcome of People v. Liberta eliminated the marital rape exemption by case law, holding that the exemption was an unconstitutional denial of equal protection.

Congress enacted, in 1994, the Violence Against Women Act and reauthorized it in 2000 and 2005. Congress has refused to reauthorize this act in 2012, because it has been broadened to include immigrant women and LGBT, and it authorizes tribal authorities to prosecute non-native Americans for crimes committed against women on tribal land. The Violence Against Women Act should be reauthorized.

These are but a few examples of legislation important to all of us.

Equal pay is not worth it if accompanied by an invasive procedure when one needs to terminate a pregnancy, equal rights are undermined totally when the rules for voter registration cause hardships that are sometimes impossible to overcome in certain sectors of society, and the entire concept of equality turns to dust when domestic violence and women's health take a back seat to the resurgence of an anti-feminist, indeed anti-woman philosophy of recent years.

So instead of this year and probably years after being devoted to consolidating our gains, we are faced again with the urgent need for activism. There is no question that together we are equal to the task, and together we will fight for legislation that promotes our health needs, our economic needs and protects our bodies from domination by any group.

Assemblywoman Carolyn Maloney wears a button that says, "Where are the women?" Together we must answer, "We are the women."



Save the Date!

Tuesday, November 6, 2012

CLE Program on Fertility and the Law

Mark your calendars now
so you don't miss out.

Presenting Organizations:
LawLine

New York Women's Bar Association

Mark Your Calendars!

JUDGES AND LAWYERS BREAST
CANCER ALERT and
The Post-Treatment Resource Program of
Memorial Sloan Kettering Cancer Center

Present

THE SEVENTEENTH ANNUAL ELLEN P. HERMANSON MEMORIAL SYMPOSIUM

Every year, JALBCA presents this Symposium, in conjunction with NYWBA and WBASNY, featuring doctors, judges and lawyers speaking on a topic of interest to cancer victims, their friend and families, in the area of new treatments, research, regulatory concerns, insurance industry considerations, or related legal issues. The details for this year's program are being finalized, but we want everyone to "Save the Date" so you don't miss this important event.

DATE: Monday, December 3, 2012

TIME: 6:00 - 8:30 p.m.

PLACE: New York City Bar Association

Presenting Organizations:
Judges and Lawyers Breast Cancer Alert (JALBCA)
Women's Bar Association of the State of New York
New York Women's Bar Association

Open to public without charge.

For information about JALBCA, go to www.JALBCA.org

ANNUAL "SUMMER PROGRAM" A HUGE SUCCESS

By Victoria Turchetti

The importance of career planning, mentoring and networking were the focus of discussion at this year's annual program on "What It's REALLY Like to Practice Law as a Woman." The event was held on July 12, 2012 at the New York City Bar Association and was co-sponsored by the New York Women's Bar Association and the New York City Bar Association. The "Summer Program", as it is affectionately called, is designed to provide guidance and insight for law students, summer associates, interns, law graduates awaiting admission, and lawyers in their first year of practice.

Approximately 250 women attended the event. After initial introductions by program co-chair Victoria A. Turchetti, City Bar President Carey Dunne spoke of the benefits of joining the City Bar and encouraged the attendees to commit to *pro bono* work. NYWBA Vice President Julie Hyman then noted the advantages of joining the NYWBA, with its more than 650 members and 30 Committees, and its focus on promoting the advancement of women in the profession. She also emphasized that the NYWBA believes in mentoring newer attorneys and regularly places them in leadership positions within the organization. Julie then introduced the night's moderator, Carroll Welch, who in turn introduced the evening's featured speakers.

The panelists included: **Sarah Normand**, the Chief Appellate Attorney for the Civil Division of the U.S. Attorney's Office for the Southern District of New York; **Adrienne Logan**, Vice President and Associate General Counsel at Godiva Chocolatier, Inc.; **Danitra Spencer**, Managing Director and Associate General Counsel at Teach For America, Inc.; and **Tamara Britt**, an associate at Cleary Gottlieb Steen & Hamilton LLP. Moderator **Carroll Welch** is the Associate Director of Pace Law School's re-entry program, New Directions for Attorneys, where she supports attorneys in their efforts to return either to legal practice or an alternative legal career.

The panelists shared both their personal histories and career anecdotes when imparting advice to the attendees. They detailed their own individual efforts to develop their career plans, as well as their struggles along the way. In advancing your career, the panelists recommend, first and foremost, performing excellent work, which will encourage people to take notice of you as well as to forgive you if you make a mistake; having "common sense" as well as the "emotional intelligence" to understand what the person to whom you are reporting and/or delivering work really wants; continually taking stock of and improving the skills in your own personal "toolbox"; and being flexible and open to new options, including practice areas and legal environments you may not have previously considered. The themes of "having it all" and "work-life balance" were also explored.

The panelists also emphasized the importance of mentoring and networking in helping to advance your career. Mentoring advice included how and where to cultivate a mentor, how to be a good protégé, "paying it forward" by serving as a mentor, and being open to both female and male mentors from "all walks of life," including those who "may not look like you." With respect to networking, the panelists conceded that women often are less comfortable networking than men are, and they therefore recom-

mended finding the networking techniques that work best for you. They also warned against relying on social media networks as replacements for in-person networking.

Following the panel discussion, a wine and cheese networking reception was held to allow attendees to engage more personally with the panel and moderator as well as with experienced attorneys from the NYWBA (including members of the Board of Directors and Committee Chairs) and from the City Bar. Lively discussions were abundant, and the feedback from attendees was extremely positive. Several spoke of how inspired and encouraged they were by the panel (particularly in the current economic climate), and they expressed great interest in returning for next year's program and joining the NYWBA.

Thank you to my Co-Chair, Cassandra Porter, and the entire Summer Program Committee; to panelists Sarah, Adrienne, Danitra and Tamara, as well as to our moderator Carroll; and to our co-sponsors at the City Bar. We also express our special thanks for the following firms whose underwriting sponsorships made the program possible - Platinum level donors: Davis Polk & Wardwell LLP, Patterson Belknap Webb & Tyler, LLP, and Skadden, Arps, Slate, Meagher & Flom LLP; and Gold level donor: Kasowitz, Benson Torres & Friedman LLP.

Victoria Turchetti is an associate at Condon & Forsyth LLP whose practice focuses on all aspects of aviation, insurance law, litigation and appeals. She is a Co-Chair of the Summer Program, the Working Parents Committee, and the Committee to Advance the Status of Women in the Profession.



Summer Program Co-Chair Victoria Turchetti with speakers Tamara Britt, Adrienne Logan, moderator Carroll Welch, and speakers Danitra Spencer and Sarah Normand (l-r).



Director and Committee Chair Kathryn E. Salensky (far left), Vice President Julie Hyman (center) and Past President Lisa A. Sokoloff (second from right) join two of the more than 250 law students and junior lawyers who attended this year's Summer Program.

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Call me today at (646) 964.9470




Michael Salmon
New York Women's Bar
Association Financial Advisor

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The Retirement Wild Card: Planning for your future healthcare costs

By Michael B. Salmon

Planning financially for retirement is becoming an increasingly complex task, and the rising cost of health-care isn't helping matters. Household and national budgets are pinched in part thanks to more expensive care, a population with longer life expectancies and growing healthcare debt. Add to this an aging boomer population that's expected to experience an uptick in their need for healthcare services with each passing year, and it's easy to see that costs will likely continue to soar. All told, it's apparent that Americans need to be prepared for significant healthcare spending in their golden years and adjust their retirement plans (and expectations) accordingly.

Are you overwhelmed yet? There is a great deal to know, so spend some time researching and finding answers to your questions well in advance of retirement. Whether you plan to retire in the near future or much further down the road, it's important to understand how leaving the work force will affect your healthcare options and your wallet.

The following discussion provides an overview of what to consider, and may help you determine how best to manage your medical costs in retirement.

Understand Your Medicare Benefits. In 1965, the United States implemented Medicare, a government-subsidized health-care program designed to provide affordable healthcare to older and disabled Americans. One common misunderstanding about Medicare is the notion that it provides total coverage for retirees. Participant costs - including premiums and co-insurance - do vary, but middle- and high-income families can expect to contribute significantly to their healthcare costs in retirement.

Medicare includes several parts and can be tricky to understand. Part A is hospital insurance, Part B is medical insurance and Part D provides prescription drug coverage. Then there are supplemental plans, which include Medicare Advantage plans (formerly called Medicare Part C) and Medigap plans. These optional plans are designed to help cover deductibles and copays; they may include provisions for prescription drugs, vision and dental care. Many retirees opt to pay a premium for supplemental plan coverage to avoid spikes in their monthly expenses.

Medicare eligibility starts at age 65, or sooner if you have a qualifying disability. If you're nearing retirement age, pay close attention to enrollment timelines and requirements to ensure eligibility.

Evaluate your need for long-term care insurance. Like all forms of insurance, long-term care insurance is a way of protecting yourself against an adverse event that could possibly never occur, but there's a good chance you would make use of a policy. Cost and eligibility are tied to age and overall health, so this type of policy is not practical for everyone. Also, these plans are not standardized, so compare options before you buy.

Incorporate healthcare cost planning into your overall financial plan. While it's valuable to understand how healthcare costs play out in retirement in a general sense, it's even more useful to apply this information to your unique set of circumstances. A financial advisor can help you examine your family's situation, project your costs to the extent possible, and recommend strategies to help you enhance your savings options and potentially reduce expenses in retirement.

For example, if you or your spouse *have not* paid Medicare taxes over the course of ten years while working, your retirement plan should reflect an allocation for the monthly premium attached to the benefit of Medicare Part A, which others will receive free and clear. If you have a chronic condition, you can expect to incur more out-of-pocket costs. Your circumstances may also be different if you have a generous pension plan or if your former employer offers insurance coverage into retirement.

Will you be able to retire early? Some people may have dreams of leaving fulltime employment before Medicare kicks in at age 65. The Affordable Care Act includes a provision to encourage employers to maintain retirement insurance coverage for early retirees through the Early Retiree Reinsurance Program. Find out if your employer participates and think carefully about the pros and cons of leaving the workforce early.

Keep in mind that our healthcare system may seem "unwell" at the moment, but just like our bodies, there is tremendous potential for healing if each of us takes responsibility where we can by finding ways to improve our health and spend our healthcare dollars wisely.



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