

Volume 35 | Number 1

September | October 2024

CT LAWYER

National Pro Bono Month



CT Women
in the
Legal Profession

**THE CASE
FOR SLEEP**

MAKE THE SWITCH



Although Kronholm Insurance Services has a long history of experience in the insurance industry, we adamantly refuse to become complacent. We constantly strive to gain further expertise and to deliver products and services with maximum quality, flexibility and efficiency. That is why we have chosen to partner with Attorney Protective.

The Attorney Protective program offers innovative legal malpractice coverage with unrivaled risk management resources and expertise. They understand that in today's complex legal environment, knowledge is power.

To demonstrate just one of the many reasons you should join the Attorney Protective team, we would like to extend an opportunity to attend a

FREE Attorney Protective CLE webinar.

We believe that Attorney Protective is the option you'll want.

Easy to register. Easy to attend. Visit www.attorneyprotective.com/webinar



WE ARE HERE TO HELP CONNECTICUT LAWYERS.

Contact Kronholm Insurance to protect your practice.

Call John Kronholm at **(860) 665-8463** or jkronholm@bbofct.com

or Dan Flynn at **(860) 665-8426** or dflynn@bbofct.com

Scan to learn more about our offerings and services.

attorneyprotective.com

Join Us for an
Open House
*at the New Connecticut Bar
Association Headquarters*

Monday, October 21, 2024
3:00 p.m. to 5:00 p.m.

538 Preston Avenue, 3rd Floor, Meriden, CT 06450

*Get a Free Headshot Taken
Light Snacks Will Be Served*

Learn More and Register ctbar.org/OpenHouse



ctbar.org | msc@ctbar.org | (844) 469-2221

LAWPAY[®]

AN AFFINIPAY SOLUTION



Member
Benefit
Provider

“I love LawPay! I’m not sure why I waited so long to get it set up.

– Law Firm in Ohio

Trusted by 50,000 law firms, LawPay is a simple, secure solution that allows you to easily accept credit and eCheck payments online, in person, or through your favorite practice management tools.



22% increase in cash flow with online payments



Vetted and approved by all 50 state bars, 70+ local and specialty bars, the ABA, and the ALA



62% of bills sent online are paid in 24 hours

PAYMENT
RECEIVED



YOUR FIRM
LOGO HERE

Trust Payment
IOLTA Deposit

New Case Reference

**** * 9995

TOTAL: \$1,500.00

VISA



POWERED BY
LAWPAY

eCheck

DISCOVER

PAY ATTORNEY

Get started at
lawpay.com/ctbar
877-737-1297

Data based on an average of firm accounts
receivables increases using online billing solutions.

LawPay is a registered agent of Wells Fargo Bank N.A.,
Concord, CA, Synovus Bank, Columbus, GA.,
and Fifth Third Bank, N.A., Cincinnati, OH.

CT LAWYER

Volume 35 | Number 1 | September/October 2024

2024-2025 OFFICERS

President, James T. (Tim) Shearin

President-Elect, Emily A. Gianquinto

Vice President, J. Paul Vance, Jr.

Treasurer, Sharad A. Samy

Secretary, David M. Moore

Assistant Secretary-Treasurer, Sara J. O'Brien

Immediate Past President, Maggie Castinado

ADVISORY COMMITTEE

Regen O'Malley (Chair), Myles H. Alderman, Jr., Thomas Chapman, Jeffrey C. Dannenberg, Brian J. Donnell, Steven J. Errante, Theodore W. Heiser, Kyle LaBuff, Charles D. Ray, Daniel J. Roberts, Bolesh J. Skutnik, Jeffrey A. Zyjeski

CONNECTICUT LAWYER STAFF

Executive Director: Keith J. Soressi,
ksoressi@ctbar.org

Director of Communications: Alysha Adamo,
aadam@ctbar.org

Design/Production: Susan Lampe-Wilson

Advertising: advertise@ctbar.org

Copyright 2024 by the Connecticut Bar Association. All rights reserved. The copying, duplication, transferring, reproducing, reusing, or reprinting of the *CT Lawyer* is strictly prohibited without permission. Publication of advertising does not imply endorsement of products, services, or statements made concerning them. All advertising copy is subject to approval. The editor reserves the right to reject advertising. The goal of the *CT Lawyer* is to provide a forum for the free expression of ideas. The opinions and positions stated in signed articles are those of the authors and not those of the Connecticut Bar Association. The Connecticut Bar Association welcomes the submission of articles by its members. For editorial guidelines, please e-mail editor@ctbar.org.

Manuscripts accepted for publication become the property of the Connecticut Bar Association. No compensation is paid for articles published.

The *CT Lawyer* (ISSN 10572384) is published six times per year by the Connecticut Bar Association, 538 Preston Avenue, 3rd Floor, Meriden, CT 06450. CBA membership includes a subscription. Periodicals postage paid at New Britain, CT, and additional offices.

POSTMASTER: Please send address changes to *CT Lawyer*, 538 Preston Avenue, 3rd Floor, Meriden, CT 06450.

Design/Production services provided by Belvoir Media Group, 535 Connecticut Avenue, Norwalk, CT 06854. 203-857-3100. www.belvoir.com

FEATURES

14 Upcoming Survey on the Status of Connecticut Women in the Legal Profession 2024

By Judge A. Susan Peck (Ret.)

18 The Case for Sleep—Sleep and Lawyers

By Tanyee Cheung

22 Sixteen Years of Celebrating Pro Bono

COLUMNS

4 PRESIDENT'S MESSAGE

Leading Forward: Key Goals for My Term as CBA President

By James T. (Tim) Shearin

24 WELLNESS

What's Up with the Well-Being Committee

By Joan Reed Wilson

26 TIME TO GO PRO BONO

Embracing Pro Bono: A Path to Professional Growth and Community Impact

By Emily A. Gianquinto

30 DIVERSITY, EQUITY, & INCLUSION

The George W. Crawford Black Bar Association: Achieving Collective Outcomes through a Focus on Equity and Justice in Connecticut's Legal Profession

By Mallori D. Thompson

32 SUPREME DELIBERATIONS

Accidentally Failing to Sue

By Charles D. Ray

34 YOUNG LAWYERS

Leading Through Adversity

By Vianca T. Malick



DEPARTMENTS

6 CBA News & Events

7 Upcoming Education Calendar

11 Professional Discipline Digest

Cover Image Credit:
Arthobbit | GettyImages

Leading Forward: Key Goals for My Term as CBA President

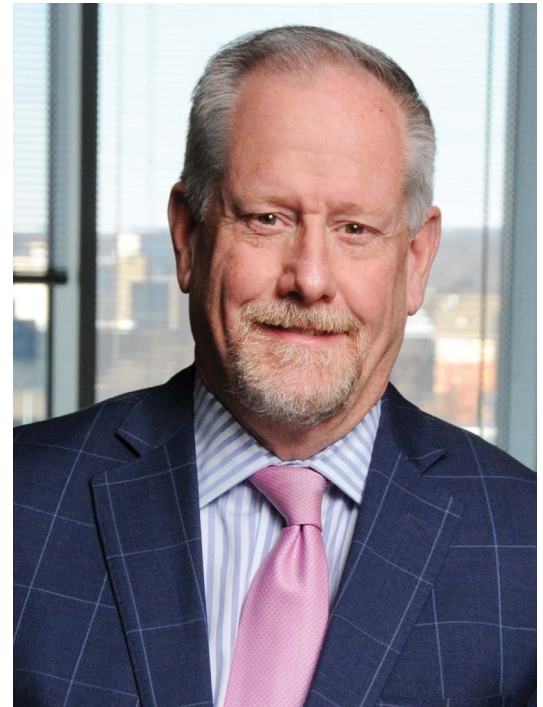
By JAMES T. (TIM) SHEARIN

The thing they do not tell you when you are selected to become vice president of the Connecticut Bar Association is that one day you will have to write six articles for *CT Lawyer* during your term as president. I open this article with that comment simply to ask for your forgiveness if somewhere along the way—perhaps even right out of the gate with this piece—I fail to write anything meaningful.

I am certain that every person who takes on this role comes to one realization very quickly and makes one promise soon thereafter. The realization is that the association is a tremendous resource for its members in particular and the profession in general. The work accomplished and the relationships formed through our committees and sections is inspiring; the number and quality of continuing legal education programs we offer is amazing; the Bar's leadership on diversity, equity, and inclusion is second to none; the membership benefits that we provide to facilitate the business of law is quite commendable; and, our commitment to fostering pro bono work is praiseworthy. Those examples are just the tip of the iceberg. The association does so much more. The promise a president makes in this job is not to mess up or undo what the previous one hundred presidents have done and what the incredible staff members we have do on a daily basis. I applaud those that have gone before me, including Maggie Castinado, our most recent president for all that they accomplished in creating such a strong and vibrant bar association.

Within the confines of not messing up, I do have some goals that I would like to

James T. (Tim) Shearin is the CBA's 101st president. Attorney Shearin is the immediate past chairman of Pullman & Comley LLC. He has wide-ranging experience in federal and state courts at both the trial and appellate levels, and before arbitration and mediation panels. He represents clients in a wide variety of litigation matters.



accomplish which hopefully will redound to the benefit of our members.

By far, the largest block of CBA members are those in solo and small firms. What we hope to do this year is roll out a year-long program offering guidance that we believe will be helpful to the operation of those firms, such as a boot camp explaining the nuts and bolts of employment law for small businesses, discussing affordable technology options for small firms, and planning for the transition of practices in retirement. The association has access to experts in these and many other areas and we intend to offer that expertise to our members.

We tried last year, and we will again this year, to secure legislation that would permit the association to offer its own healthcare insurance policy, either directly or through an affiliation with some other entity. Too many firms—small, medium, and large alike—suffer from ever increas-

ing healthcare costs, in large part because most of us do not have enough leverage to negotiate with the insurers. Without a sizable number of lives to insure, we often fall into risk pools that are not attractive to insurers. Last year, legislation was proposed that would allow associations like ours to offer insurance options much like what municipalities offer. It had strong support from non-profit groups and business associations across the state, but got caught up in politics. We hope we can change that this year, but we will need your help to make a grassroots push. Speaking of legislation, we also plan to take a leadership role in promoting business-friendly initiatives. At base, we are businesses just like any other that prospers from a robust economic climate and friendly business atmosphere. There is no reason we should not advocate our position on that front.

We intend to take a fresh look this year at our membership recruitment efforts.

Like all organizations, the CBA must constantly reinvent itself to bring value to those who practice in the profession and advertise our value so those who are not members discover how much more they can improve their practices as association

I do have one other goal and that is to make sure that the association lives up to the very first sentence in the CBA's constitution that describes our purpose: "The purposes of the Association shall be to promote the public's interest through

spects, "justice" is now defined by political rhetoric; and "liberty" has been swallowed by political agendas. In the wake of World War II, the authors of our association's constitution may have had a different view of why "justice" and "liberty" needed to be addressed. But, importantly, what they knew then and what we know now is that the "public's interest" in "advancing justice" and "protecting liberty" is what is to be "promoted." As persons, we can debate the outcome of court decisions. The First Amendment liberty ensures us that right. As lawyers, however, we should not debate our role ensuring that the process to "advance justice" and "protect liberty" for the "public's interest" through the court system is not compromised by politics. When it is, we should be the voice to change it. It is my hope that their wisdom will help shape out discussions on these topics in the months to come.

I welcome your feedback on these and any other issues you have on your mind and sincerely thank you for your continued membership. ■

By far, the largest block of CBA members are those in solo and small firms. What we hope to do this year is roll out a yearlong program offering guidance that we believe will be helpful to the operation of those firms, such as a boot camp explaining the nuts and bolts of employment law for small businesses, discussing affordable technology options for small firms, and planning for the transition of practices in retirement.

members. In many respects, you are our best salespeople. So, please let your colleagues who are not members know what they are missing. We will also be kicking the tires to figure out what else we can offer in terms of benefits. If you have any ideas of what benefits we can provide you through vendors or other third parties, please share them. We need your input.

the advancement of justice and the protection of liberty...." That sentence was first written in 1948, but its relevance to what is happening in 2024 could not be more apt. Courts, judges, and our very system of justice have fallen under direct, and often times, unjustified, attack which, in turn, has fueled public distrust of our third branch of government. In many re-

Are You a Member of a Solo/Small Firm?

The CBA Is Here to Help

This Year's Section Co-Chairs—Sylvia Ho and Scott Schwefel—Want to Hear from You!

Contact us at msc@ctbar.org



Join the Section to Get Involved
at ctbar.org/SoloSmallFirm



News & Events

High School Students Learn About Law Careers at CBA's LAW Camp

During the week of July 8-12, the CBA hosted its first in-person LAW camp since 2019 in New Haven for a group of 36 Connecticut high school students. LAW Camp exposes high school students to the legal profession and teaches them critical and analytical thinking to help them succeed in their educational and professional careers.

During the weeklong camp, the students heard presentations and participated in activities with numerous Connecticut Bar Association member attorneys and judges who volunteered to participate in the camp. The camp's events were held at the Elm City Club, New Haven Superior Courthouse, and New Haven U.S. District Courthouse as well as the New Haven offices of Shipman & Goodwin, Day Pitney, Halloran & Sage, Withers Berman, and Updike Kelly & Spellacy.

On the first day of the camp, the attending students learned about the legal profession and heard from attorneys, law students, and career advisors on how to pursue and achieve a successful career in the law and the different communities and groups, such as bar associations, that support attorneys. They also learned about the Connecticut Court System and the processes and procedures involved in court proceedings.

Over the course of the next several days, the students participated in exercises related to conducting opening and closing statements and direct and cross-examinations; heard presentations on the specific roles of lawyers, judges, and the jury in court; and observed real court arraignments and criminal proceedings.

The students were also split into groups to prepare for the camp's culminating event, a two-round mock trial competition.

Friday began with the mock trial competition's preliminary round. The two winning groups of this round went on to present their arguments in the final round before Supreme Court Chief Justice Richard A. Robinson inside the New Haven U.S. District Courthouse. Before determining a winner, Chief Justice Robinson congratulated all the students on their performance in the competition, stating "We're trying to build pipelines and build future lawyers and future judges, and I really hope you all consider the legal profession. We could really use you. I promise you that you are all very, very good." After announcing the winning team, Chief Justice Robinson recounted his own career path from law school all the way to being appointed as the state supreme court chief justice and answered questions from the students.

The week-long camp ended with a reception, where CBA Diversity, Equity, and Inclusion Committee Co-Chair and Law Camp Chair Ronald J. Houde, Jr. presented each of the attending students and camp counselors with a certificate celebrating their participation in LAW Camp. "I absolutely loved [LAW Camp]," said one camper, Sandra. "I had a lot of fun and made many new friends. I learned so much about law and legal careers and gained so much knowledge.... [T]his opportunity was an amazing one, and I am so lucky to have this experience."



The Connecticut high school students who attended the 2024 LAW Camp gathered at the New Haven Federal Courthouse for the final round of the camp's mock trial competition.

Upcoming Education Calendar

Register at ctbar.org/CLE

OCTOBER

- 9 Strategic Planning for Law Firm Success: Building a Profitable and Sustainable Practice**
- 18 What Great Lawyers Do at Mediations**
- 23 Overcoming Addiction and Resources for Connecticut Attorneys** ♦
- 24 2024 Connecticut Bankruptcy Conference** ♦
- 25 2024 Diversity, Equity, & Inclusion Summit: The Collaborative Blueprint** ♦
- 31 Federal Practice Bench/Bar Symposium**

NOVEMBER

- 1 Ethical Marketing: Building Your Practice - Complying with Attorney Advertising Rules** ♦

6 Our House: Tips for Working Effectively with In-House Counsel

8 Workers' Compensation Medical Conference: Workplace Injuries: Treatment Tailored for a Swift Recovery

14 2024 Federal Tax Institute of New England ♦

21-22 Appellate Advocacy Institute

DECEMBER

5 2024 Professionalism Boot Camp ♦

♦ *Ethics credit available*

CLE PASS ELIGIBLE: For more information about the CLE Pass, visit ctbar.org/CLEPass.

DON'T MISS THE PREMIER EVENT FOR ESTATE PLANNING AND TAX ATTORNEYS

THURSDAY, NOVEMBER 14

SAINT CLEMENTS CASTLE
PORTLAND, CT

National speakers will present on cutting-edge tax and estate planning issues. This year's program includes a full-day track for estates and probate paralegals and a track for young lawyers.

REGISTER TODAY AT CTBAR.ORG/2024FTNE

2024

FEDERAL
Connecticut Bar Association TAX
INSTITUTE
OF NEW
ENGLAND

CBA HOSTS 2024 RULE OF LAW CONFERENCE AS PART OF THE ABA TASK FORCE ON AMERICAN DEMOCRACY LISTENING TOUR

On September 4, 2024, the CBA hosted its fifth Rule of Law Conference, and the first held in person since 2018, at the state's Legislative Office Building in Hartford. The event was hosted collaboratively with the American Bar Association (ABA) as part of the ABA Task Force on American Democracy Listening Tour, which has been composed of events across the country that discuss how to bolster confidence in American elections and officials, educate the public on American democracy and the rule of law, and suggest ideas on how to strengthen democracy and our elections. The conference consisted of an introduction from ABA Immediate Past President Mary Smith, four panel discussions on various topics related to the rule of law, and a keynote address from former United States Secretary of Homeland Security Jeh C. Johnson.

IN HER INTRODUCTION to the conference, ABA Past President Smith emphasized the importance of the ABA's listening tour and how it has encouraged the local legal communities of several states to come together to ensure free and fair elections. She noted how the ABA Task Force on American Democracy has encouraged lawyers in hundreds of associations nationwide to assist in, "...rebuilding trust in our elections, educating the public on the rule of law and how democracy and the constitution underpin what we all value in our everyday lives" and she emphasized that American lawyers, "...must now answer the clarion call to defend American democracy and the rule of law."

Following the opening remarks, ABA Past President Smith and Lawyers Defending American Democracy Executive Director and ABA Task Force for American Democracy Advisory Committee Vice Chair Lauren Stiller Rikleen participated in the panel discussion, What Lawyers Can Do to Sustain Our Democracy, moderated by CBA President James T. (Tim) Shearin. The panel began with Director Rikleen explaining the origin and mission of Lawyers Defending American Democracy, a non-partisan organization formed in 2019 in response to public calls asking for legal professionals to defend against ongoing attacks on the rule of law and the integrity of American elections. She described



(L to R) Past CBA President Monte E. Frank, ABA Immediate Past President Mary Smith, and CBA President James T. (Tim) Shearin

several projects that the organization has undertaken, including collaborations with the ABA, that inform the public about alarming restrictions of freedoms at the state and federal levels and promote American civic education. During the panel, Smith and Rikleen answered questions from various attendees on the initiatives and plans being implemented to help secure future elections and promote public civic literacy.

THE CONFERENCE'S SECOND

PANEL, The Role of Media in The Age of Misinformation/Disinformation, was moderated by attorney and host of WFSB's public affairs program, CT24, Eric Parker, and included Hartford Courant Executive Editor Helen I. Bennett, attorney and former journalist Megan Nielsen, and WTNH anchor/reporter Kathryn Hauser. The panelists discussed the challenges reporters face in accurately relaying the complex details and major takeaways of legal cases and decisions. They noted that most journalists do not have a professional background in law and therefore often lack an understanding of the norms and intricacies of specific legal procedures. The panelists argued that, while many attorneys avoid communicating with the media, doing so to provide critical context and explanations of the complexities involved in cases and issues being covered can be beneficial. They explained that such communications can prevent damaging mischaracterizations of clients as well as enhance relations with the public and the press. The panelists also discussed the increasing difficulty journalists face in covering opposing sides of political issues as extreme polarization often brings even the basic facts of an issue or event into dispute.

THE CONFERENCE'S THIRD PANEL discussion, Electoral Reforms to Increase Voter Participation, Reward Good Behavior, and Reduce Polarization, was moderated by past CBA President Monte E. Frank and included Connecticut Secretary of the State Stephanie Thomas and Unite America Executive Director Nick Troiano. The panelists answered questions from past CBA President Frank and explained how changes to electoral procedures can help to reduce nefarious behavior from politicians, increase voter participation, and lessen polarization. Secretary Thomas pointed to expanded voter registra-

tion policies and increased funding for civics education as preferred methods for increasing election turnout and engagement, while Director Troiano described the research that has led him to conclude that open primaries and ranked-choice voting would provide effective counters against the current climate of political polarization.

THE FINAL PANEL DISCUSSION of the conference, moderated by past CBA President Jonathan M. Shapiro, focused on the concept of judicial independence and included U.S. District Court for the District of Connecticut Chief Judge Michael P. Shea; Connecticut Appellate Court Chief Judge William H. Bright, Jr.; and U.S. District Court for the District of Connecticut Judge Alvin W. Thompson. Judge Shea began the panel by discussing the importance of maintaining an independent judiciary and cautioning against sudden calls for changes to the judiciary system based on a single controversial ruling. Chief Judge Bright further emphasized the importance of discerning between criticizing the outcome of a judgment and criticizing the judicial process itself. “It is fine to say there are better things we can do in the judicial process and it is fine to suggest changes. That is completely different, though, than saying, ‘I lost because the system is corrupt. I lost because the judge is biased. I lost because the judge is part of a cabal that is trying to help lawyers make money and only certain lawyers make money,’” stated Chief Judge Bright. “I’ve heard all of those publicly and some directed towards me or my colleagues and those types of comments undermine the independence of the judiciary and the perception of the bench and the work that we do.”

The Rule of Law Conference culminated with the keynote address presented by former United States Secretary of Homeland Security and co-chair of the ABA Task Force for American Democracy Jeh C. Johnson. Secretary Johnson began his keynote by speaking in favor of efforts toward bipartisanship. He highlighted how much the success and stability of the United States depends on the quality of our political officials. “We know today that our democracy is fragile. Much of our democracy is grey and depends very much on leaders who are reasonable, prudent, and responsible,” stated Secretary Johnson. While concluding his address, Johnson asserted that, “Americans do have to accept sooner or later something as truth, about who we are and our nation and what happens in this country,” and called upon the lawyers present to get involved in civics education and ensuring election integrity.

View the 2024 ABA Task Force on American Democracy Listening Tour/CBA Rule of Law Conference in full through the CBA’s YouTube Channel (@ConnecticutBarAssociationCBA).



(L to R) U.S. District Court Judge Alvin W. Thompson; Connecticut Appellate Court Chief Judge William H. Bright, Jr.; Past CBA President Jonathan M. Shapiro; U.S. District Court Chief Judge Michael P. Shea



(L to R) Helen I. Bennett, Kathryn Hauser, Eric Parker, and Megan Nielsen



(L to R) CBA Past President Monte E. Frank and Connecticut Secretary of the State Stephanie Thomas

Former United States Secretary of Homeland Security Jeh C. Johnson provided the keynote address for the conference.



YLS Leaders Attend 2024 Annual Leadership Retreat and Receive Service Awards

The Connecticut Bar Association's Young Lawyers Section (YLS) hosted its annual leadership retreat on August 9-10 at Foxwoods Casino in Ledyard. The YLS Executive Committee holds this event each summer to familiarize new members of the committee with the duties of their leadership roles and to present awards to members of the committee for their service during the previous bar year.

During the event, Connecticut Superior Court judge and past CBA President Hon. Cecil J. Thomas provided the keynote presentation *Answering the Call to Servant Leadership: 10 Lessons Learned Along the Way*. Judge Thomas shared that during his tenure in the leadership of the CBA, he committed himself to furthering diversity, equity, and inclusion efforts and initiatives within the association, making significant progress on these issues. He conveyed the major lessons he learned through his experiences, providing 10 essential tips to the attending young lawyers on how to develop and grow as effective leaders. "What I have come to appreciate is that despite the difference in our outward presentation, our leadership styles reflect a common commitment to service to others," stated Judge Thomas during his presentation. "In my own leadership journey, I have kept the idea of spreading your sunshine in mind. I have been lifted up by the kind words and affirmations of others throughout my journey and I realized that, in my own way, I could do the same for others."

In addition to the keynote speech and the various trainings held throughout the day, the event included the presentation of awards to nine YLS Executive Committee members for their service during the 2023-2024 bar year. 2023-2024 YLS Chair Sara J. O'Brien presented the recipients with their awards.

Star of the Year Award

John M. Russo, Jr. received a Star of the



(L to R) YLS Secretary Jermaine A. Brookshire, Jr.; 2023-2024 YLS Chair Sara J. O'Brien; YLS Chair-Elect Paige Vaillancourt; YLS Treasurer Sara Bonaiuto

Year Award for his work and effort as a membership director. He planned and organized the YLS's non-CLE networking events, organized the YLS Summer Softball team, and assembled a YLS team for the New Haven County Bar Association's Snowball Charity Softball Tournament.

Alison J. Toumekian received a Star of the Year Award for her work as an American Bar Association delegate. She assisted in the planning of the YLS's Northeast Regional Professional Development Conference for Young Lawyers, using her professional connections with the ABA to bring prominent national speakers to the conference.

Leadership Award

Andrew Glass and **Nicole Fluckiger** received Leadership Awards for their work as co-directors for law school outreach, notably incorporating law students into YLS events and encouraging their continued involvement with the CBA throughout their education and after their graduation.

Caroline Boisvert received a Leadership Award for her service as co-director of CLE programming. Through her provision of support to those planning

programs and her coordination with the CBA staff, the YLS Executive Committee was able to organize nearly 20 CLE programs throughout the 2023-2024 bar year.

Volunteer of the Year Award

Brittany Bisson and **Jermaine Brookshire** each received a Volunteer of the Year Award for collectively providing over 400 hours of pro bono and public service work, which significantly contributed to the section achieving its goal of providing at least 1,000 hours of pro bono services for the third year in a row.

Rookie of the Year Award

Olivia Benson received a Rookie of the Year Award for her impressive achievements during her first year on the YLS Executive Committee, which included co-chairing the CBA Bankruptcy Section and building the connection between the Bankruptcy Section and the YLS.

Angie Gadziala received a Rookie of the Year Award for her work during her first year on the YLS Executive Committee planning and hosting a well-attended, in-person event covering health law topics at UConn School of Law. ■

Professional Discipline Digest

VOLUME 33 NUMBER 3 | By JONATHAN E. FRIEDLER

Suspension ordered as reciprocal discipline where New York Grievance Committee concluded that Respondent engaged in conduct involving dishonesty, fraud, deceit or misrepresentation (New York Rule 8.4(c)); failed to inform his clients of material developments (New York Rule 1.4(a)(1)(iii)); failed to keep clients reasonably informed (New York Rule 1.4(a)(3)); failed to reasonably consult with clients (New York Rule 1.4(a)(2)); failed to promptly comply with clients' request for information (New York Rule 1.4(a)(4)); failed to comply with contingency fee agreement writing and filing requirements (New York Rule 1.5(c)); § 691.20(a)(1) of the Rules of the Appellate Division, Second Department; and failed to cooperate with investigation of the Grievance Committee (New York Rule 8.4(d) and (h)). New York's Grievance Committee issued a one-year suspension from the practice of law. Pursuant to Practice Book § 2-39, reciprocal discipline was imposed against Respondent, suspending him from the practice of law for one year in Connecticut. Ordered that Respondent is ineligible to apply for reinstatement unless and until such time as he is eligible for reinstatement in New York and must apply for reinstatement in Connecticut pursuant to Practice Book § 2-53. *Office of Chief Disciplinary Counsel v. Thomas Francis Vasti, III*, Docket No. HHD-CV23-6175485S.

Reprimand issued by *agreement* for violation of Rules 1.1, 1.3, 1.4, 1.5, 1.15 and 8.4. *Office of Chief Disciplinary Counsel v. Andre Cayo*, Docket No. FBT-CV23-6124122S.

Disbarment ordered where Respondent, who was previously suspended and ordered to pay restitution to two clients and provide trustee with files, client information and IOLTA ac-

count information, failed and knowingly and willfully refused to comply with the court's prior disciplinary orders. *Office of Chief Disciplinary Counsel v. Leonard McDermott*, Docket No. UWY-CV23-6070729S.

Suspension ordered where Respondent failed to complete IOLTA records in violation of Rule 1.15 (b) and (j) and failed to respond to demand by Statewide Grievance Committee ("SGC") to explain IOLTA Overdraft and failed to respond to SGC's successive demands for information, including failure to comply with an order by the Reviewing Committee that Respondent submit to an audit of his IOLTA account. The court rejected the proposed stipulated order for reprimand based on Respondent's extensive disciplinary history and issued a one-year suspension and appointed a trustee to protect the interests of Respondent's clients and fiduciary accounts pursuant to Practice Book § 2-64. Respondent must apply for reinstatement in Connecticut pursuant to Practice Book § 2-53. *Office of Chief Disciplinary Counsel v. Richard Silverstein*, Docket No. NHH-CV23-6134443S.

Suspension ordered on Office of Chief Disciplinary Counsel's motion for contempt where Respondent failed to comply with the court's previously imposed orders, including failure to pay restitution in various disciplinary matters, failure to return collateral to client and failing to appear at hearing on motion for contempt. Respondent was suspended from the practice of law in Connecticut for one-year, said suspension to run consecutive to previous three-year suspension and was ordered to reimburse the Client Security Fund for any claims paid to Respondent's clients. *Office of Chief Disciplinary Counsel v. Corey A. Heiks*, Docket No. NHH-CV20-6102022S.

Prepared by CBA Professional Discipline Committee members from public information records, this digest summarizes decisions by the Statewide Grievance Committee resulting in disciplinary action taken against an attorney as a result of violations of the Rules of Professional Conduct. The reported cases cite the specific rule violations to heighten the awareness of lawyers' acts or omissions that lead to disciplinary action.

Presentments to the superior court are de novo proceedings, which may result in dismissal of the presentment by the court or the imposition of discipline, including reprimand, suspension for a period of time, disbarment, or such other discipline the court deems appropriate.

A complete reprint of each decision may be obtained by visiting jud.ct.gov/sgc-decisions. Questions may be directed to editor-in-chief, Attorney John Q. Gale, at jgale@jgglaw.com.

Suspension ordered on Office of Chief Disciplinary Counsel's Motion for Reciprocal Discipline, where Maine Supreme Judicial Court concluded that Respondent, violated Rules 8.4(c), 5(a) and 5(f) (1) of the Maine Rules of Professional Conduct by submitting proof that he had taken two live webcasts that were broadcast simultaneously in connection with his application for reinstatement from a prior suspension. The Court ordered a one-year suspension, commensurate with the discipline imposed against Respondent in Maine, and ordered that Respondent must apply for reinstatement in Connecticut pursuant to Practice Book § 2-53. *Office of Chief Disciplinary Counsel v. Jason Buckley*, Docket No. HHD-CV23-6176527S.

Reprimand issued by agreement for violation of Rule 5.5. *Karp v. Gerald E. Linden*, #21-0257.

Reprimand issued where Reviewing Committee found by clear and convincing evidence that Respondent engaged in violation of Rule 8.1(2) and Connecticut Practice Book § 2-32(a)(1) for failing to respond to the grievance complaint. The reviewing committee also determined that Respondent's failure to communicate with Complainant, failure to keep her informed as to the status of her matter and failed to work timely to close estate constituted conduct prejudicial to the administration of justice in violation of Rule 8.4(4). In addition to reprimand, Respondent was required to take six credit hours of continuing legal education in legal ethics within nine months. *Vardon v. Michael Cruz*, #21-0456.

Respondent ordered to adhere to directives of Statewide Grievance Committee's random audit report card and submit quarterly reports where reviewing committee found by clear and convincing evidence that Respondent engaged in violation of Rule 1.15(j). Additionally, Respondent was required to take two credit hours of continuing legal education in IOLTA Account Management within nine months. *Stamford-Norwalk Judicial District Grievance Panel v. Danielle DiBerardini-Albrecht*, #22-0022.

Reprimand issued by agreement for violation of Rules 1.15(b), 8.1(2) and Connecticut Practice Book § 2-27(a). *Kokorus v. James J. Schultz*, #22-0577.

Reprimand issued by agreement for violation of Rules 1.15(e), 1.15(f), 8.4(2), 8.4(3), 8.4(4) and 8.1(2). *Mayo v. James J. Schultz*, #22-0580. ■

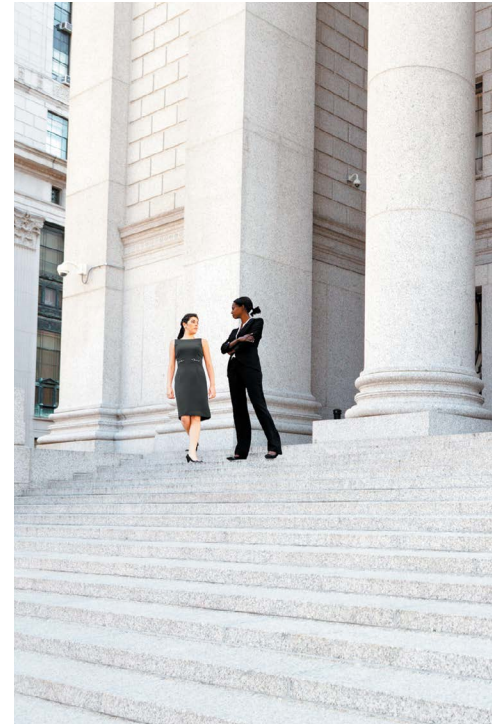


Image credit: wdstock/Getty Images

Exclusive Member Benefit

Free Paper Shredding in October

Limited to six boxes per person

October 4

9:00 AM to 12:00 PM

Commonfund Headquarters
15 Old Danbury Rd, Wilton

October 16

9:00 AM to 12:00 PM

Connecticut Bar Association
538 Preston Ave, Meriden

October 23

9:00 AM to 12:00 PM

Shipman Shaiken & Schwefel LLC
Corporate Center West
433 South Main Street,
West Hartford

Register for either event now at ctbar.org/papershredding



UNLIMITED
CLE CREDITS FOR ONLY
— \$129 —
with the CLE Pass*

Purchase Your Pass Today
at ctbar.org/CLEPass

*Exclusions apply. Visit ctbar.org/CLEPass for full terms and conditions.
The CLE Pass may only be used for programs that take place
during the 2023–2024 bar year.

Upcoming Survey on the Status of Connecticut Women in the Legal Profession 2024

By Judge A. Susan Peck (Ret.)

On September 22, 2024, the Connecticut Bar Association (CBA), and the Connecticut Bar Foundation (CBF), distributed by e-mail, to active and retired, male and female lawyer members of the CBA, a Survey on the Status of Connecticut Women in the Legal Profession. The survey may be completed by computer, tablet, or cell phone in less than 15 minutes. We hope you will support this important research effort by promptly responding to the survey.

THERE WAS A TIME WHEN FEW WOMEN were members of the legal profession in Connecticut. The very first woman, Mary Hall, was admitted to the Connecticut bar in 1882. Unlike the men who preceded her, she had to litigate the issue of her application before the Connecticut Supreme Court. See *In re Hall*, 50 Conn. 131 (1882). In 1927, Frances Roth became the first woman to become a member of the Connecticut Bar Association. Roth graduated from New York University Law School in 1914, at age 18. She was the first female prosecutor in Connecticut and a founder of Connecticut's Juvenile Court and its first administrator.

Beyond Mary Hall and Frances Roth, we have sparse records



of women in the legal profession until the 1940s and 1950s when more law schools opened their doors to women. No woman became a judge in Connecticut until the 1960s, when Margaret (Maggie) Driscoll (1960) and Frederica (Freddy) Brenneman (1968), were appointed to the Juvenile Court. It was not until the early 1970s that a handful of women were appointed as judges to the Circuit Court and the Court of Common Pleas. No woman served on the Superior Court until 1976. It took until 1978 for Ellen Ash Peters, a Yale law professor, to become the first female Associate Justice of the Connecticut Supreme Court. In the same year, Superior Court Judge Ellen Bree Burns became the first woman appointed to the United States District Court for the District of Connecticut. Then in 1984, Justice Peters became the first woman to serve as Chief Justice of the Connecticut Supreme Court.

Despite these trailblazing jurists, women did not begin to



enter the legal profession in any significant numbers until the 1970s and 1980s. By the time I became a Superior Court judge in 1996 and began swearing in new members of the bar in 1998, almost half of the new attorneys were women. Because women were latecomers to the profession, many of those who were the earliest to achieve milestone careers in the law were alive in 1998 to tell the stories of their journeys as lawyers. In 1999, the time seemed right, and the Fellows of the CBF created an oral history project of Connecticut women lawyers. This project was born of the recognition of the importance of recording the myriad stories of the singular accomplishments of women who became lawyers at a time when the path for them was unpaved and uncertain.

The CBF oral history project, created in 1999, is now known as the History of Connecticut Women in the Legal Profession (HOWLP). The name change came about when the goals of the project moved beyond creating oral histories. Today, within the

framework of this dynamic project, HOWLP continues its mission of creating a permanent video, audio, and photographic historical record reflecting the milestone achievements of women as they have become more visible and prominent in the law. Since 2000, the project has produced 63 oral history interviews, two short documentaries, and 125 photographic portraits of state and federal judges and magistrates. The portraits are currently on exhibit at the Quinnipiac University School of Law. In 2025, along with the 150th anniversary of the Connecticut Bar Association, HOWLP plans to celebrate the first 25 years of its progress and to highlight the accumulated work of the project.

1975 Survey

In 1975, Shirley Raissi Bysiewicz, former law librarian and professor of law at the University of Connecticut Law School and chair of the CBA Committee on the Status of Women, spear-

Women in the Legal Profession

headed a survey of Connecticut women in the law. The survey was sent to 200 women lawyers in Connecticut and 89 responded. The purpose of the survey was to study the status of women in the law to learn “whether the increasing acceptance of women by the law schools... [was] paralleled with an increasing acceptance of women by law firms and other employers.” Another area of interest was to study “the relationship between a professional career and the family.”¹ The results were published in the 1975 “Centennial Edition” of the *Connecticut Bar Journal*, which also included a chapter on the history of Connecticut women lawyers.

1979 and 1981 Surveys

The CBA Committee on the Status of Women conducted two additional surveys in 1979 and 1981. An article reporting on these surveys noted “nearly one-third of law school graduates were women compared to ten percent in 1970;” that of the 610 attorneys admitted to the Connecticut Bar in 1981, 194 were women; and that “women were working in all areas of the law: in private law firms, as sole practitioners, in government, and legal aid offices, for the judiciary, as corporate counsel, for public interest law firms, and as teachers.” Women were also reportedly represented in the state and federal judiciaries. Significantly, the authors reported that partners in both small and large firms were “predominantly male” and that it remained to be seen whether women who were then associates would become partners.²

Connecticut Task Force on Gender, Justice and the Courts, 1988-1991

In 1988, task force findings on women in the courts from New York, New Jersey, Rhode Island moved Chief Justice Peters to create the Connecticut Task Force on Gender, Justice and the Courts. The task force found that “gender bias is present not only among judges, attorneys and court staff, but in the structure of the culture within which we labor. While the overwhelming majority of examples brought to the attention of the task force were directed at women, the fact that gender bias also harms men cannot go unnoticed.... In short, both men and women have a special interest in ensuring that gender bias and its effect on the decision-making process in Connecticut is addressed and, if possible, eradicated.”³ Similar to task force findings in other states, in its Report to the Chief Justice, issued in 1991, the Connecticut Task Force found numerous examples of bias and discrimination in the “attitudes of attorneys, court personnel to the judicial decision-making process and underlying statutory authority” The Executive Summary defined gender bias as: “Any unjustified differential treatment of a man and a woman based on that person’s gender.” Ultimately, the task force concluded that “women are treated differently from men in the justice system and, because of it, many suffer from unfairness, embarrassment, emotional pain, professional deprivation and economic hardship.” The Task Force Report further noted: only one of the seven justices of the Connecticut Supreme Court was a woman; only one of the nine judges of the Appellate Court was a woman; only 18 of the 150 Superior Court judges were women; and only 42 of the 133 probate judges were women.⁴

CBA Survey on Gender Issues in the Legal Profession. 1993-1995

In direct response to the Task Force Report, the CBA president appointed a committee on Gender Bias in the Profession (the committee). In 1993, the committee’s Women and Employment subcommittee conducted a survey of state lawyers, which generated 1,247 responses, from 648 women and 599 men in private practice, government, corporate and miscellaneous work settings. Both the survey and an extensive report were published in the *Connecticut Bar Journal* in 1995.⁵ The “Preamble to the Attorney Survey Report,” stated what it termed “four disturbing observations” based on the survey results: “One, the persistence of sexual harassment; two, the disparity in both private practice and corporate settings between women’s and men’s compensation for the same work; three, the absence of women from decision-making positions and policy-making responsibilities; and four, the exploitation of female attorneys who are working ‘part-time’ in order to meet family responsibilities.” The survey results also reflected “a marked gulf between the perceptions of women and men as to the present status of women in the profession.”⁶ At least 63% of women in each of the [four] work settings “reported having experienced one or more harassing or sexist behaviors in the past year [1992].”⁷

Upcoming 2024 Survey

With the benefit of the knowledge gained from the 1975, 1979 and 1981 studies, we know that the landscape for women in the law changed significantly from 1975 to 1995. The 2024 survey hopes to explore how far women have progressed toward equality in the profession since the time frame of the 1995 Survey. The 1995 Survey was conceived as a benchmark against which “[f]uture studies and surveys on the status of women in Connecticut’s legal profession” could be measured.⁸ By employing a similar but updated line of inquiry, the 2024 Survey is also meant to provide a measure of the progress of women toward equality within the profession over the last 30 years. It is intended to update the 1995 survey with modifications to reflect the impacts of COVID, the 2008 recession and other significant changes in the profession. As lawyers and judges, we have had a front row seat to these changes. The 2024 Survey will inform us whether the changes we observe are simply window dressing or measurable progress. An updated survey will also provide another benchmark against which future progress can be measured.

The CBA has provided the logistical support for the distribution of the 2024 survey. Because it will be distributed electronically, the new survey may be completed anywhere respondents can access their e-mail, whether by laptop or desktop computer, tablet or cell phone, in fifteen minutes or less. As an incentive to respond, we are offering twenty \$50.00 Amazon gift cards to be drawn from those respondents who provide their e-mail addresses, if they choose to, when prompted at the end of the survey. E-mail addresses will not be associated with responses. We have engaged Shane Gleason, an associate professor of public policy and law at Trinity College, to assist with the design and analysis of the survey. Professor Gleason has published extensively on gender issues and the law. He will be the principal investigator/data analyst of



the survey results and the principal author of the published report. The expectation is that the results will be published in the first issue of *Connecticut Bar Journal* of 2025.

Finally, it is anticipated that the results of survey will provide the basis of a symposium in October 2025, to be presented with the support and participation of the CBF, the CBA, our three Connecticut law schools, the state and federal judiciaries, and leaders of the bar generally.

After several months of research, discussion, revision and review, the 2024 Survey was sent to your e-mail inbox in September.

ber. We hope you will validate the significance of this effort by your participation. ■

Judge Peck served as a State of Connecticut Superior Court Judge from 1996-2022 and is the founder and former chair of Connecticut Bar Foundation Fellows' project now known as the History of Connecticut Women in the Legal Profession.

NOTES

- 1 Shirley Raissi Bysiewicz, Anne Isbister Ballog, Anne Cleary Dranginis, *Women Lawyers in Connecticut: A Survey*, 69 Conn. Bar J. 123, Number 2 (1975). See also Chapter 7, "Women in Connecticut Law," 69 Conn. Bar J. 360, Number 2 (1975).
- 2 Elga R. Wasserman and Barbara S. Miller, *The Changing Status of Women Attorneys in Connecticut*, 56 Conn. Bar J. 344, 348, Number 4 (1982).
- 3 *Connecticut Task Force on Gender, Justice and the Courts: Report to the Chief Justice*, September 1991. [The full report is available at the Connecticut State Library, 231 Capitol Avenue, Hartford, CT 06106, and through interlibrary loan.]
- 4 *Id.*, See Executive Summary.
- 5 See "Gender Issues in the Legal Profession," 69 Conn. Bar J. 161; Appendix I, The Survey Questionnaire," 69 Conn. Bar J. 228, Number 3 (1995).
- 6 Aldina Vazao, "Now There's Proof: Less money, less power, inflexible schedules and sexual harassment, too—a report on gender bias in the profession shows that it still treats women lawyers unfairly," *Connecticut Law Tribune*, Vol. 21, No. 7 (February 13, 1995).
- 7 69 Conn. Bar J. 169.
- 8 *Id.*, 162, 227.

Get Involved

with *CT Lawyer magazine*
and the
Connecticut Bar Journal



CT Lawyer magazine is produced six times per year and contributes to lawyers' professional growth; informs readers of important legislative changes, court decisions, and other issues arising in the legal profession; keeps members abreast of CBA activities; and helps improve law office management skills. **The Connecticut Bar Journal** features scholarly articles on numerous legal topics, and is published quarterly. Editorial board members will be involved with planning editorial content as well as writing and editing substantive articles.

Interested in joining the editorial board of either publication?
Contact editor@ctbar.org for more information.



Image credit: Rudzhan Nagiev/Getty Images

The Case for Sleep—Sleep and Lawyers

As a lawyer, you're probably no stranger to long hours, stressful deadlines, and the never-ending battle with your inbox. But there's one fight you may not even realize you're losing: the battle for good sleep. It turns out, those late nights poring over case files or getting that contract just perfect, might be doing more harm than good—not just to your health, but to your legal acumen as well. Sleep is critical and as lawyers, we should treat our bedtime as sacred as attorney-client privilege. While sleep might seem like just another item on our to-do list, it's probably the number one item that will help us accomplish our to-do-list. Why is sleep so important?

There are a few theories about why we sleep, but for lawyers, the most important ones go to how sleep affects our cognitive functions, restorative theory, information consolidation theory, and brain plasticity theory.

RESTORATIVE THEORY: Sleep forces your body to repair and restore itself. During sleep, especially deep sleep, your body undergoes critical processes like muscle growth, tissue repair, and the release of growth hormones. Your brain also gets to clear out waste products accumulated during waking hours. Without this downtime, your body and mind can't function at full capacity, making you as effective in the courtroom as a rusty gavel.

INFORMATION CONSOLIDATION THEORY: The legal equivalent of summarizing case law into a killer closing argument. During sleep, particularly REM sleep, your brain organizes and stores all the information you've absorbed during the day, making it easier to retrieve later. Studies have shown that sleep enhances memory retention, and that sleep deprivation impairs your ability to learn and remember new information. So, the next time you're cramming for a deposition or closing a deal, remember that skipping sleep might just lead to a deposition disaster or forgetting to file your UCCs!

BRAIN PLASTICITY THEORY: Building your brain muscle, this theory emphasizes sleep's role in brain plasticity—your brain's ability to adapt and change in response to new information and experiences. Sleep,

particularly REM sleep, is crucial for maintaining brain plasticity in adults.

For all these reasons, lawyers need to prioritize sleep. In fact, sleep isn't just one of the three pillars of health (alongside nutrition and exercise), it's the cornerstone that holds the other two up. Find yourself reaching for another cup of coffee or that fourth slice of pizza after a late night? Sleep deprivation might actually be the culprit. Poor sleep affects the hunger hormones ghrelin and leptin, leading to increased hunger and cravings for high-calorie, carbohydrate-rich foods. Beyond just appetite, lack of sleep can disrupt nutrient absorption and metabolic health, leading to impaired glucose metabolism, which increases the risk of developing insulin resistance and type 2 diabetes. Lack of sleep isn't just a minor inconvenience—it's a probable carcinogen according to the World Health Organization. Not getting enough sleep, or enough quality sleep, raises your risk for heart and respiratory problems, and it can wreak havoc on your metabolism and immune system.

But don't we owe our clients our sleep? I grew up in the legal world where burning the midnight oil was a badge of honor. Blankets and pillows under my desk in case I needed to take a 30-minute power nap after pulling an "all-nighter." After all, my clients expect me to give it my all, can't I sleep when I'm dead? Even if you think your clients are more important than your health, the reality is that not only is your health paying a steeper price

BY TANYEE CHEUNG

THE CASE FOR SLEEP

for your lack of sleep but your clients might be too.

History is littered with tragedies attributed to lack of sleep—Chernobyl, the Exxon Valdez oil spill, and even the Challenger Space Shuttle disaster all had sleep deprivation as a contributing factor. As lawyers, the stakes might not be as high as those catastrophes, but the consequences can still be impactful and for our clients, just as dire. Sleep deprivation can impair judgment, reduce productivity, and lead to mistakes that could cost your clients dearly. If you wouldn't want a sleep-deprived surgeon operating on you, why would you trust a sleep-deprived lawyer to handle your case?

So, how's your sleep? Are you guilty of sleep sacrifice or do you think you have mastered sleep? Look to the right of you, look to the left of you—one of the three of you aren't getting enough sleep! According to the CDC, one in three adults in the United States reports not getting enough sleep daily. The amount of sleep you need varies, but most adults require between 7-9 hours per night. Remember, there's a difference between how much sleep you get and how long you're in bed—quality matters just as much as quantity. To find out your sweet spot, consider a sleep tracker or try sleeping without an alarm (as you might on vacation) and see when your body naturally wakes up. If you're a chronic alarm snoozer, it's time to reassess your sleep habits.

If you are having problems falling asleep, be wary of the common "fixes" that should be overruled:

- **Using Alcohol as a Sleep Aid:** A nightcap might help you fall asleep faster, but it disrupts sleep later in the night, particularly REM sleep.
- **Relying on Sleep Medication Long-Term:** Sleep meds might work in the short term, but long-term use can lead to dependence, reduced effectiveness, and a host of side effects. Try to use sleep medication sparingly or in special circumstances such as overcoming jet lag.
- **Napping Late in the Day:** While a quick nap might seem like a good idea, napping too late can interfere with your nighttime sleep patterns, making it harder to fall asleep when you should. Naps can be powerful if they are short (aim for naps around twenty minutes) and early in the day (before 2 p.m.).
- **Using Screens in Bed:** You might think playing wordle or watching the news might help you sleep but the blue light from screens interferes with melatonin production, making it harder to fall asleep.
- **"Catching Up" on Sleep During Weekends:** While catching up on sleep occasionally can be beneficial, regularly doing so disrupts your sleep-wake cycle. In reality, you can't make up sleep by waiting for the weekend.

So what are some strategies that will hold up in the court of sleep hygiene:

- **Maintain a Consistent Sleep Schedule:** Going to bed and waking up at the same time every day—even on weekends—helps regulate your internal body clock. This regularity makes it easier to fall asleep and wake up refreshed,



setting you up for success both in and out of the courtroom.

- **Prioritize Exposure to Natural Light:** Spend time outdoors during the day to help regulate melatonin production and maintain a healthy sleep-wake cycle. Sunlight is like the judge's gavel—keeping everything in order.
- **Create a Relaxing Bedtime Routine:** Establish a pre-sleep routine that includes relaxation techniques, such as reading (something not related to law!), meditation, or a warm bath. This signals to your body that it's time to wind down.
- **Optimize Your Sleep Environment:** Ensure your bedroom is conducive to sleep by maintaining a comfortable temperature (between 60-67°F is ideal), minimizing noise and light, and using a comfortable mattress and pillows. Treat your bed like your office—only the best tools will do.
- **Be Mindful of Food and Drink:** Avoid large meals, caffeine, and alcohol close to bedtime, as they can interfere with sleep. Think of it as preparing your case—avoid anything that could jeopardize your success.
- **Engage in Regular Physical Activity:** Exercise during the day can help improve sleep quality, but avoid vigorous workouts too close to bedtime.
- **Manage Stress:** Practice stress-reduction techniques such as deep breathing exercises, yoga, or mindfulness meditation to promote relaxation and better sleep. Managing client expectations will help manage your stress levels and both will help ensure a smoother sleep process.

In the world of law, every detail matters. The same goes for sleep. It's not just about clocking hours—it's about ensuring those hours are restful, restorative, and sufficient to keep you at the top of your game. Sustainable, healthy sleep practices are your best defense against the demands of the legal profession. Maintain a consistent sleep schedule, create a relaxing bedtime routine, and manage stress effectively. Remember, one-third of your life is spent in bed—make sure it's time well spent. The next time you're tempted to burn the midnight oil, consider this: your best legal strategy might just be getting a good night's sleep. ■

Tanyee Cheung is a debt finance partner at Finn Dixon & Herling LLP and is chair of her firm's Wellness Committee and past chair of the Connecticut Bar Association's Wellbeing Committee. Attorney Cheung received her Master's in applied positive psychology from the University of Pennsylvania.

Image credit: Nadezhda Buravleva/Getty Images

2024
Roster



THE NATIONAL ACADEMY OF DISTINGUISHED NEUTRALS CONNECTICUT CHAPTER

WWW.CONNMEDIATORS.ORG

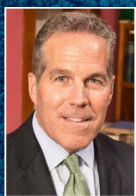
The following Chapter Members are recognized in 2024 for
Excellence in the field of Alternative Dispute Resolution



Hon. Salvatore Agati
Waterbury



Thomas Barrett
West Hartford



Thomas Cella
Hartford



Steven Certilman
Stamford



Dominic Fulco
Hartford



Joseph Garrison
New Haven



Hon. Elaine Gordon
Westbrook



Hon. Douglas Mintz
Stamford



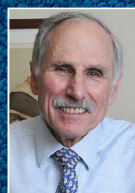
Richard Renehan
Waterbury



Hon. Antonio Robaina
Hartford



Herb Shepardson
Hartford



Hon. Jonathan Silbert
New Haven



Charles Stohler
New Haven



Eric Wiechmann
New Canaan



Hon. Terence Zemetis
Madison

FEBRUARY 2025

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

Check your preferred available dates or
schedule appointments online, directly
with Academy Members - for free.

Visit www.ConnMediators.org/dateselector

* The National Academy of Distinguished Neutrals is an invitation-only professional association of over 1000 litigator-rated mediators & arbitrators throughout the US and a proud sponsor of the AAJ and DRI. For more info, please visit www.NADN.org/about

Sixteen Years of Celebrating Pro Bono

PRO BONO WORK CAN INVOLVE some of the most meaningful work of a lawyer's career. It can also make a significant difference for an individual facing a demanding situation. To thank those who give their time and to draw attention to the need for pro bono participation, the CBA and other organizations across America participate in the National Celebration of Pro Bono every October. The ABA's Standing Committee on Pro Bono and Public Service started the National Celebration of Pro Bono in 2009 due to harsh economic times and the need for an unprecedented legal response to meet the moment.¹ That year, approximately 600 pro bono events were held nationally as part of the celebration.²

Every year since 2009, the National Celebration of Pro Bono has grown and reached more people. This year will mark the sixteenth annual National Celebration of Pro Bono. The 2024 celebration will reach its peak from October 20–26, with pro bono events throughout the month. In 2024, there will be an estimated 2,000 pro bono events around the country in connection with the National Celebration of Pro Bono. That will make it the

largest National Celebration of Pro Bono to date.³

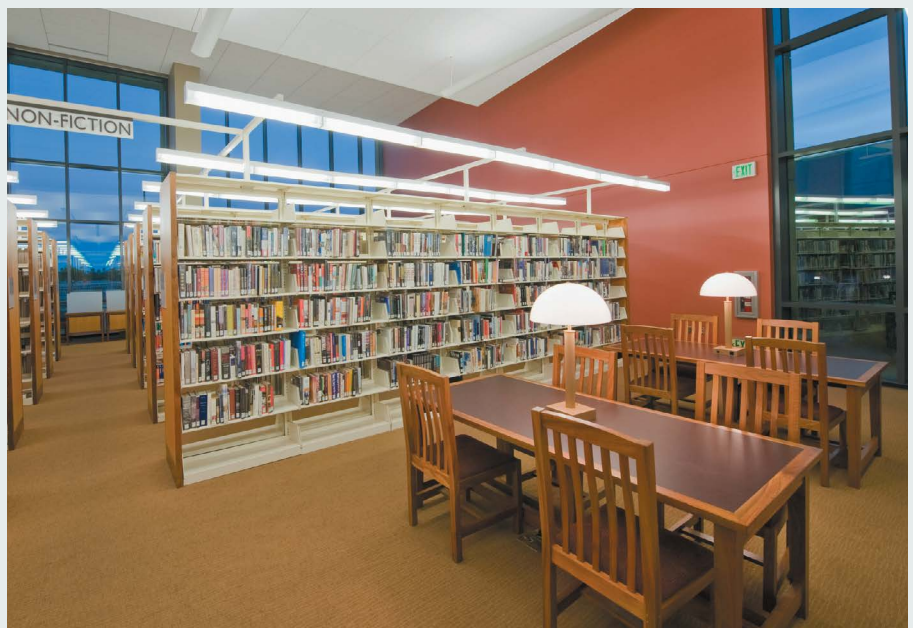
Here in Connecticut, the CBA provides pro bono opportunities throughout the year and is proud to participate every October in the National Celebration of Pro Bono. This year's CBA celebration includes numerous pro bono events to meet the growing need for pro bono services.

The CBA kicks off its October focus on pro bono by participating in Small Claims Volunteer Attorney Program events. On October 8 and October 10, volunteers from the CBA and through the Connecticut Judicial Branch will spend two hours helping self-represented individuals with small claims matters. The October 8 event is from 2:00 p.m.–4:00 p.m. in Hartford, and the October 10 event is from 2:00 p.m.–4:00 p.m. in New Haven.

Later that same day, the celebration will continue with a unique and fun pro bono event. The annual CBA Young Lawyers Section Golf and Pro Bono Fair Golf Event will be on October 10 in Cromwell. At that pro bono event, members of the Young Lawyers Section interested in doing pro bono work have a chance to meet and connect with legal aid organizations that rely on pro bono volun-

A CLOSER LOOK AT LAWYERS IN LIBRARIES

In 2020, the pandemic had affected every aspect of society. As Connecticut residents faced unprecedented challenges, the demand for pro bono services rose accordingly. Many of the offices where individuals could ordinarily seek help or guidance were closed or facing reduced staffing. But, many local libraries stayed open and continued to serve the public. Kyle LaBuff, a CBA Pro Bono Committee member, saw a chance to make a meaningful difference, and he started the CBA Lawyers in Libraries Program. Volunteer attorneys attended a two-hour event at a local library where they met with members of the public to provide brief advice about civil legal issues. The program was a hit and received glowing feedback. Local residents appreciated being able to get legal help at a location convenient for them without having to travel across the state. More and more libraries wanted to host Lawyers in Libraries events.



Now, in its fifth year, Lawyers in Libraries has expanded to hold monthly events at ten libraries around the state. But still, even this rapid growth has not been enough to meet demand. The CBA

regularly hears from local libraries that would like to be part of the program. For example, plans are in the works to expand to add a Hartford location. The sticking point, though, is the number

Image credit: iPGGutenbergUKLtd/Getty Images

teers to accomplish their missions. And, for added enjoyability, attendees have the option to enjoy a round of golf too. Attendees often find a pro bono opportunity that is a good fit for them based on their interests, experience, and availability.

Throughout the National Celebration of Pro Bono month, the CBA will hold a record nine Lawyers in Libraries events. During Lawyers in Libraries events, volunteer attorneys make themselves available at libraires throughout the state to meet with Connecticut residents and provide short legal advice and guidance about civil law matters.⁴

A culminating event during the National Celebration of Pro Bono is the CBA's Free Legal Advice Clinic. On Oct. 22 and 23, members of the public with civil law questions can register to meet with a volunteer attorney, for free, on Zoom for 30 minutes to receive legal guidance and advice. The Free Legal Advice Clinic held during the National Celebration of Pro Bono is typically the largest of the year. The CBA anticipates that over 100 Connecticut residents will register for the two-day clinic.

The CBA will close out the sixteenth Celebration of Pro Bono with a Free Legal Answers Comes to Campus event at the University of Connecticut School of Law on November 1. At that event, volunteer attorneys from the CBA will mentor and guide law students as they engage in pro bono work. Through this unique partnership, law students and attorneys collaborate to answer civil legal questions posted on the Free

Legal Answers website by Connecticut residents with low or no income.

The CBA is proud of its long tradition of promoting pro bono services. Lawyers interested in volunteering at any of the CBA's National Celebration of Pro Bono events can visit ctbar.org/volunteer or email Jenn Shukla, CBA Director of Access to Justice Initiatives, at jshukla@ctbar.org.

In the words of Supreme Court Justice Sandra Day O'Connor, the legal profession "must devote itself first to the community it is responsible to serve. I can imagine no greater duty than fulfilling this obligation. And I can imagine no greater pleasure." (78 Or. L. Rev. 385, 391 (1999)). ■

NOTES

- 1 ABA Center for Pro Bono's Celebrate Pro Bono webpage, available at www.americanbar.org/groups/center-pro-bono/celebrate-pro-bono/ (last viewed 9/17/24).
- 2 ABA Center for Pro Bono's Celebrate Pro Bono webpage, available at www.americanbar.org/groups/center-pro-bono/celebrate-pro-bono/ (last viewed 9/17/24).
- 3 ABA Center for Pro Bono's 2024 List of Pro Bono Celebration Events, available at www.americanbar.org/groups/center-pro-bono/celebrate-pro-bono/events.
- 4 See the insert "A Closer Look" to learn more about Lawyers in Libraries.
- 5 Members of the public looking to receive legal assistance at these events must register with a participating library in advance.

of volunteers. In order to bring Lawyers in Libraries to more people around the state, the CBA needs additional attorney volunteers. Volunteers in the program typically attend a single two-hour Lawyers in Libraries event at a library convenient for them once every month or two. Attorneys can volunteer alongside other friends and colleagues. Volunteering at a Lawyers in Library event can be a great team-building opportunity.

As part of the National Celebration of Pro Bono in October, the CBA has committed to hosting an ambitious nine Lawyers in Libraries events in a single month. To accomplish this feat, the CBA will need additional attorney volunteers. At Lawyers in Libraries events, the CBA sees a wide variety of civil legal questions. During a typical event, some residents want to know if they have a strong case related to a personal injury they got; others want to better understand civil procedure; a

few attendees hope to have a contract or document reviewed or explained. Mostly, attendees are looking to be heard and for some general information about the legal system or for someone to translate the dreaded so-called "legalese" to plain simple language. Volunteer attorneys do not need to have any specific experience or practice in a specific area of law, just a genuine desire to help others. Interested attorneys are invited to email jshukla@ctbar.org.⁵

In connection with the National Celebration of Pro Bono, in October, the CBA will be hosting the nine events below:

Berlin-Peck Memorial Library (Berlin)

Monday, October 28
5:30-7:30 p.m.

Newfield Library (Bridgeport)

Wednesday, October 9
6:00-8:00 p.m.

North Branch Library (Bridgeport)

Thursday, October 10
6:00-8:00 p.m.

Danbury Library (Danbury)

Thursday, October 24
5:30-7:30 p.m.

Russell Library (Middletown)

Tuesday, October 15
4:00-6:00 p.m.

New Britain Public Library (New Britain)

Wednesday, October 16
5:30-7:30 p.m.

Public Library of New London (New London)

Thursday, October 24
4:00-6:00 p.m.

Otis Library (Norwich)

Wednesday, October 30
4:00-6:00 p.m.

Ferguson Library (Stamford)

Thursday, October 31
(Note: Date may change due to Halloween)
6:00-8:00 p.m.

What's Up with the Well-Being Committee

By JOAN REED WILSON

Greetings from the Well-Being Committee! We are thrilled to share the initiatives and upcoming events of our committee, which are open to all members of the bar. The Well-Being Committee is at the forefront of a critical movement to improve the overall well-being of legal professionals within the state. This movement is part of a broader national initiative, guided by the American Bar Association's report, *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change*, which can be found on our page of the CBA website at ctbar.org/Well-Being. The report highlights the significant need to address the mental health and substance use challenges that many in the legal profession face and calls for systemic change to foster a healthier, more supportive legal environment.

The findings of the ABA's 2017 report were a wake-up call for the legal profession. High rates of depression, anxiety, substance abuse, and suicide among lawyers are not just individual issues—they are systemic problems that affect the entire profession. The Connecticut Well-Being Committee has responded by creating initiatives that address these issues directly, working to foster a culture of health, sustainability, and support.

The Mission of the Well-Being Committee

The Well-Being Committee's mission is deeply rooted in the objectives set forth by the ABA, aiming to:

1. Promote Well-Being as a Core Professional Value: The committee strives to integrate well-being into the

fabric of the legal profession. It recognizes that a lawyer's duty of competence is closely tied to their mental and physical health, advocating for a work culture where well-being is considered essential to professional performance.

2. Reduce Stigma: One of the most significant barriers to lawyer well-being is the stigma associated with seeking help for mental health or substance use issues. The committee is committed to changing this narrative by creating a culture of openness and support, where legal professionals can seek help without fear of judgment or career repercussions.

3. Educate and Empower: Education is a key component of the committee's work. Through various programs, the committee provides legal professionals with the knowledge and tools they need to maintain their well-being. This includes strat-

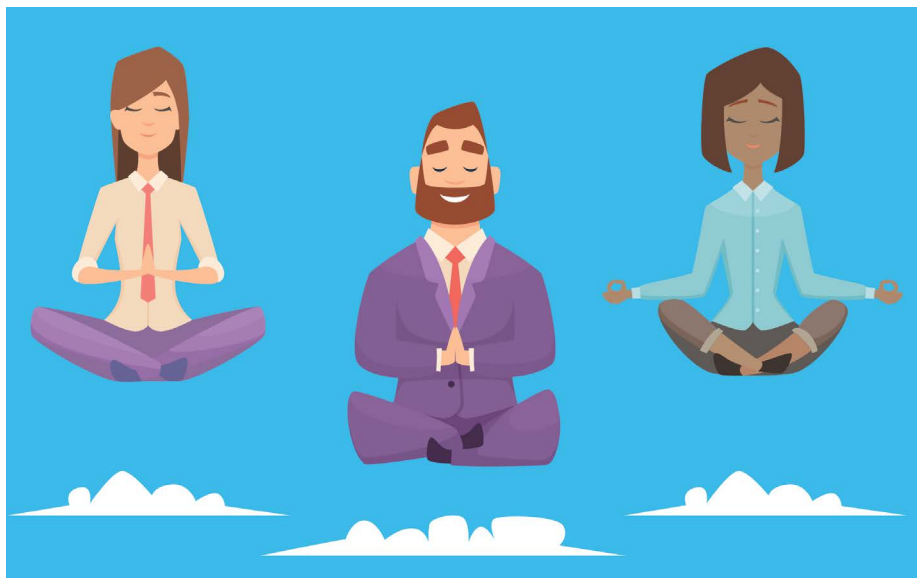
egies for managing stress, balancing work and life, and addressing mental health challenges head-on.

4. Build a Supportive Infrastructure: The committee works tirelessly to ensure that Connecticut's legal professionals have access to the resources they need. This includes lawyer assistance programs, confidential support services, and wellness initiatives that are designed to meet the unique needs of those in the legal profession.

5. Foster Collaboration: The committee recognizes that improving lawyer well-being is a collective effort. By collaborating with law firms, bar associations, regulatory bodies, and law schools, the committee aims to create a unified approach to well-being that supports lawyers at every stage of their careers.

Key Initiatives and Programs

The Well-Being Committee's efforts are



more than just a response to a crisis—they are a proactive attempt to reshape the legal profession in Connecticut into one where well-being is prioritized. This cultural shift is vital for improving the quality of legal services, enhancing the professionalism of the bar, and ultimately benefiting society as a whole.

To that end, the committee has launched several initiatives that align with the ABA's recommendations and cater specifically to the needs of Connecticut's legal professionals. These initiatives are designed to be both impactful and accessible, ensuring that all members of the legal community can participate:

1. Well-Being Week: This annual event is a cornerstone of the committee's efforts. It falls during the first week of May each year and features workshops, seminars, and wellness activities that promote both mental and physical health. These events are designed not only to educate but also to provide practical tools that lawyers can use to maintain their well-being in the face of the profession's demands.

2. Continuing Legal Education Programs: This year, the Committee plans to offer three virtual CLE programs focused on topics such as stress management, work-life balance, and mental health awareness. These programs are an excellent opportunity for lawyers to learn new skills and strategies that can help them thrive both personally and professionally.

3. Law School Partnerships: Recognizing the importance of starting early, the committee works closely with Connecticut law schools to integrate wellness into the curriculum. By educating law students about the importance of mental health and providing them with resources, the committee is helping to set the foundation for a healthier future generation of lawyers.

4. Online Resources: The Connecticut Bar Association's website hosts a



(L to R) Co-chairs Sara Bonaiuto and Joan Reed Wilson

comprehensive section dedicated to lawyer well-being. This section includes articles, toolkits, and links to resources that can help lawyers address their well-being needs. These resources are designed to be easily accessible, ensuring that help is available whenever it is needed.

How You Can Get Involved

The success of the Well-Being Committee's initiatives depends heavily on the active participation of Connecticut's legal professionals. Participation in events like Well-Being Week and CLE programs is not just an opportunity to learn—it is a commitment to oneself and the profession. These events provide a unique space for legal professionals to connect with peers, share experiences, and build a supportive community. The Well-Being Committee encourages all Connecticut lawyers to take part in these events, not only to benefit from the resources provided but also to contribute to the ongoing effort to create a healthier legal environment.

By joining these initiatives, lawyers are making a statement that well-being matters. They are helping to break down the stigma surrounding mental health and substance use, and they are taking an active role in fostering a culture that values health and sustainability.

Finally, if you have an interest in joining our Well-Being Committee, we welcome you. Please contact Ashleigh Morelli at amorelli@ctbar.org to inquire about joining.

Upcoming Event

Our first virtual event will be on Octo-

ber 23 and will feature former federal judge, Hon. Mary Beth O'Connor, who will share her experience and knowledge of the risks of substance use disorder (SUD) in the legal profession. Participants will gain insight into the subtle and insidious progression SUD may have upon users of any substance as well as the interaction between SUD and various rules of ethics governing Connecticut attorneys. Guidance, resources, and suggestions to those interested in the recovery process will also be provided. This event has been approved for one hour of CLE in ethics and professionalism and is not to be missed! Please mark your calendars and be on the lookout for registration information.

Meet Our Co-Chairs

Sara Bonaiuto is an associate at Shipman & Goodwin LLP, where she is a member of the firm's Commercial Finance and Business and Corporate practice groups and the Cannabis Industry Team. Her practice is focused on assisting businesses and individuals with equity and debt financings, term and revolving credit facilities, entity formations, mergers and acquisitions, construction financing, real estate joint ventures and general contract matters. As part of her cannabis practice, Attorney Bonaiuto assists established and emerging cannabis companies, as well as social equity applicants, with application counseling, entity and partnership formation, financing, contract negotiations and interpretation of state and federal cannabis laws. She can be reached at sbonaiuto@goodwin.com.

Joan Reed Wilson is the managing partner of RWC, LLC, Attorneys and Counselors at Law, with offices in Middletown and Guilford, where she practices estate planning, elder law, probate, and real estate closings. She holds a certificate in Applied Positive Psychology from Penn and is a Certified Adult Chair® Coach. She can be reached at jwilson@reedwilsoncase.com. ■

Joan Reed Wilson is the managing partner of RWC, LLC, Attorneys and Counselors at Law as well as a co-chair of the CBA Well-Being Committee.

Embracing Pro Bono: A Path to Professional Growth and Community Impact

By EMILY A. GIANQUINTO

I popped in to visit at the Young Lawyers Section (YLS) retreat in early August. I wasn't on the official agenda but wanted to show up to introduce myself to the members of the executive committee to emphasize the importance of the YLS to our organization and to offer the support of the leadership team as we start out the new year. Since I have the honor of serving as co-chair of the Pro Bono Committee this year, I timed my visit to include the session led by Jenn Shukla, our Director of Access to Justice Initiatives, in which she discussed the CBA's pro bono efforts. Many attendees were already aware of our offerings, as last year the YLS Executive Committee once again met their annual goal of contributing more than 1,000 hours of pro bono and public service, which is even more impressive when you consider that the executive committee consists of just 50 members. But they were surprised to learn the answers to some pro bono trivia questions Jenn threw at them.

Readers may be familiar with the answers to most questions in large part because CBA President Tim Shearin has been talking about them at nearly every opportunity as he's worked to encourage lawyers to engage in pro bono service during his tenure as an officer, but they bear repeating because they demonstrate just how wide the access to justice gap is in Connecticut. In our state, more than 350,000 people meet the federal definition of poverty, which in a four-person household means they have an income of just \$31,200—or less than \$600 per week. We all know that amount of money doesn't even come close to meeting a family's

basic needs in this state, so those families have no money to spend on a lawyer when they are inevitably faced with a civil legal issue, which approximately 75 percent of low-income households will at least once each year. The less than 150 legal aid attorneys in this state cannot possibly handle that caseload. And they can't do anything about the legal needs of those who have incomes that are just high enough to make them ineligible for legal aid but nowhere near high enough to allow them to hire a lawyer.

All of us are needed to fill the gap reflected by these statistics. The reasons are many: Pro bono work is part of our professional obligations as lawyers and our commitment as a self-governed profession; it's necessary to preserve and advance the rule of law and to serve our community; it's the moral thing to do. But as I told the YLS Executive Committee, it's also important for the development of young lawyers, especially as their opportunities

to appear in court continue to dwindle post-COVID. I spoke from personal experience, as my first substantive litigation experience was in a pro bono matter.

In a case referred by Statewide Legal Services, I defended a single mother and her three daughters against a lawsuit brought by an insurance company seeking to recover the money it shelled out to its insured, a municipality, in connection with damage to a school caused when my then 5-year-old client accidentally started a small fire in a lost and found box in a stairwell of a school. The child and her teenage sisters were left in the stairwell by their mother for just a few minutes while she delivered coffee and donuts to her boyfriend, who was on the janitorial staff. It was a weekend morning, and he was busy waxing the floors, so the kids couldn't come down the hallway to help with the delivery. No one knew that the youngest girl had taken a book of matches from home. She started playing with them



Image credit: Rudzhan Nagiev/Getty Images

while the girls waited for their mom; the fire started, and though it was contained to the lost and found box, it set off the sprinklers in the vicinity, causing water damage. The insurance company brought multiple claims of negligence against the children and negligent supervision on the part of the mother.

This was a great case. I had a sympathetic, adorable “perpetrator;” I was up against a big company seeking recovery for what seemed to me to be exactly what insurance is for; and there were interesting legal issues, such as whether a parent and older siblings can even be held responsible for damages caused by a very young child in this situation and at what age children are competent to testify. The idea of a judgment of up to \$30,000 hanging over their heads for decades was also horrifying; I felt like I could make a real difference for them.

The experience I gained in that case was invaluable. While I had another lawyer on the matter with me, he truly limited himself to a supporting role. I took the lead in defending and taking depositions and briefing the legal issues before trial, resulting in the insurance company dropping the claims against the older girls before we went to trial. The court reserved ruling on our motion challenging the competency of our younger clients until the time of trial.

The matter was down for a bench trial in front of Judge Robaina. I cross examined the insurance company’s witnesses in the morning. After lunch, opposing counsel called our youngest client to the stand. She had just turned 7 years old, and she looked so tiny when seated in the witness box. Judge Robaina gently asked her a few questions to assess if she understood the meaning of an oath. She was terrified despite his best efforts; she just looked up at him with wide eyes and said nothing. He leaned over and told her she could go back to her mom. We moved for a directed verdict on the grounds set forth in our pretrial brief, and it was granted.

I’ve been a lawyer for 18 years now, and that case remains my favorite. Of course

I was thrilled with the win, especially because of what it meant for my clients, but that’s not the only reason I cherish those memories. It was my first taste of a courtroom, of examining witnesses, of thinking on my feet and arguing my case to a judge. It was when I fell in love with being a lawyer—and it was all while providing free legal services.

I know this experience isn’t possible for every young lawyer. I was blessed to be working for a firm that was able to support my time spent on that case and to have a mentor working with me who truly let me take the reins. But to all young lawyers and those who hire and train them: please take on pro bono matters as part of your professional development. You won’t regret it, and you don’t need to commit to a full civil litigation matter to expand your skills. There are so many pro bono opportunities that require much less of a time and resource commitment that can provide young lawyers with experience and skills that translate into their billable work, including client intake, witness interviews, and research skills. Litigation matters that proceed on shorter timelines, such as housing matters, can provide a “mini trial” experience. There are opportunities to practice before administrative agencies representing veterans, engaging in transactional practice assisting nonprofit organizations, and to spend as little as 15 or 20 minutes answering legal questions online, or doing short consultations by Zoom or in person or at your local library in connection with one of the CBA’s programs.

There is no substitute for hands-on learning, and pro bono matters provide an ideal opportunity to get that experience while doing your part to address a great public need. ■



Emily A. Gianquinto is the CBA president-elect. Attorney Gianquinto is special counsel at McCarter & English LLP, where she counsels employers on day-

to-day employment matters and represents them before federal and state courts, administrative agencies, and mediation and arbitration panels. Her experience includes litigating all manner of business disputes.

Pro Bono Trivia

1. Approximately how many individuals in Connecticut are living at or below the federal poverty line?

- a) 3,500
- b) 35,000
- c) 350,000

2. For a household of four people, such as a sole parent with three children, or two adults caring for a disabled parent and a child, what is the federal poverty line based on annual total household income?

- a) \$11,200
- b) \$31,200
- c) \$51,200
- d) \$126,000

3. Approximately what percent of low-income households experienced one or more civil legal problems in the last year?

- a) 25%
- b) 50%
- c) 75%

4. About how many legal aid attorneys are there in Connecticut?

- a) 15
- b) 150
- c) 1,500
- c) 15,000

5. What Connecticut Rule of Professional Conduct recommends that attorneys provide pro bono services?

- a) 5.5
- b) 6.1
- c) 6.5

6. In Connecticut, attorneys are allowed to represent a client for just one issue or one part of their matter.

- a) True
- b) False

7. How much volunteer time would you need to commit to make a difference for a pro bono client?

- a) 15-30 minutes
- b) 1-2 hours
- c) 5-10 hours
- d) 30 hours

(answers on page 28)

Pro Bono Trivia Answers and Notes (from page 27)

1. c) 350,000 Almost 10 percent of the Connecticut population lives in poverty; according to the US Census Bureau's Connecticut profile, 9.8 percent of the 3.6 million people living in Connecticut earn less than the federal poverty limit. (Available at <https://data.census.gov/profile/Connecticut?g=040XX00US09>).

2. b) \$31,200 When we talk about people living "in poverty," we are talking about an income level that is surprisingly low to many. For example, a sole parent living with three children can earn no more than \$31,200 annually to fall below the federal poverty guideline cutoff. That's less than \$600 per week. (Federal Poverty Guidelines, available at <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>).

\$126,000 is the Asset Limited, Income Constrained, Employed (ALICE) Household Survival Budget for a family of four in CT in 2023. In other words, \$126,000 is the minimum amount that a family of four would need for basic necessities of "housing, child-care, food, transportation, health care, and a smartphone plan, plus taxes." Thirty-nine percent of Connecticut households earn less than the ALICE survival budget. Many individuals earning above the poverty line but below the ALICE limit earn too much to be eligible for public benefits or government-funded legal assistance, but still cannot afford to pay the full rates of an attorney. See Connecticut's 2023 ALICE Report, available at https://alice.ctunitedway.org/wp-content/uploads/2023/09/23UFA_Report_Connecticut_With-Preamble.pdf.

3. c) 75% The Legal Services Corporation 2022 Justice Gap Study, available at <https://justicegap.lsc.gov/the-report>, found that 74 percent of low-income households experience one or more civil legal issues per year.

4. b) 150 There are about 150 legal aid attorneys in Connecticut (National Center for Access to Justice, Justice Index, Attorney Access, available at <https://ncaj.org/state-rankings/justice-index/attorney-access>). That's roughly one legal aid attorney per 2,356 Connecticut residents living in poverty.

5. b) 6.1 Rule 6.1 of the Connecticut Rules of Professional Conduct states that "A lawyer should render public interest legal service. A lawyer may discharge this responsibility by providing professional services at no fee or a reduced fee to persons of limited means or to public service or charitable groups or organizations...."

Several other Connecticut rules also demonstrate the importance of pro bono practices in Connecticut and permit pro bono work. For example, Rule 5.5(d) of the Rules of Professional Conduct, Connecticut Practice Book Section 2.55(e), and Connecticut Practice Book Section 2.15A(c)(5) collectively allow out-of-state attorneys, retired attorneys, and in house counsel to do pro bono legal work through a legal aid organization or bar association project.

Rule 6.5 of the Connecticut Rules of Professional Conduct is also worth mentioning here. That rule makes it easier to do pro bono work by creating a relaxed conflict of interest standard for some pro bono matters. Under Rule 6.5, a lawyer providing limited legal services through a nonprofit or court program, such as the CBA's Free Legal Advice Clinics or Lawyers in Libraries Program, is not required to perform a systematic screen for conflicts of interest and instead may proceed unless the lawyer is personally aware of a conflict.

6. a) True Rule 1.2(c) of the Connecticut Rules of Professional Conduct permits lawyers to limit the scope of a representation "if the limitation is reasonable under the circumstances and the client gives informed consent." For court matters, an attorney can file a Limited Appearance Form (JD-CL-121) to let the court know which part of the matter they will be handling. Then, once the attorney handles the one legal issue they agreed to help with, they can file a Certificate of Completion of Limited Appearance (JD-CL-122). Once this form is filed, the attorney's appearance is *automatically* terminated. No hearing is required; there is no need to show good cause for withdrawing; and, the court does not have discretion to insist the attorney remain involved with the case.

7. a) As little as 15-30 minutes The CBA tries to make it as easy as possible to do pro bono work. We know that lawyers are busy and have a lot on their plates, so we've found ways attorneys can volunteer even if they can only offer 15 to 30 minutes of time. For example, CT Free Legal Answers is an online question and answer website where attorneys volunteer to confidentially answer a client's civil legal questions. Answering a question for an individual with low or no income often takes as little as 15 minutes. Similarly, through the CBA's Free Legal Advice Clinics, attorneys can volunteer to meet with a client on Zoom for just one 30-minute meeting.

For attorneys with just a little more time available, volunteering with the Lawyers in Libraries program requires only a two-hour commitment. Events are held one evening per month at local libraries around the state. During the two-hour event, volunteers meet with members of the public to answer civil legal questions.

If an attorney is willing to volunteer 5-10 hours of their time, they can make a big difference for an individual in need. The CBA works closely with a number of legal aid organizations and outside entities and can help connect attorneys with pro bono opportunities that are a good fit based on the attorney's interest, experience, and availability. For instance, in just five or ten hours, a volunteer could represent a victim of abuse in a restraining order hearing, help someone complete a citizenship application, or draft a legal will for a person with cancer.

Finally, for attorneys looking for something that feels deeply meaningful, attorneys willing to volunteer about 30 hours of time per year can directly represent a client in need in a civil legal matter. The CBA's Pro Bono Connect Program provides complimentary on-demand training for attorneys who pledge to take on at least one pro bono case for a legal aid organization. Those trainings focus on areas of critical legal need in Connecticut such as foreclosures, emergency custody orders, VA benefits, and removal hearings.



CBA Free Legal Advice Clinic: Volunteers Needed

Tuesday, October 22, 2024
10:00 a.m. - 6:00 p.m.

Wednesday, October 23, 2024
10:00 a.m. - 6:00 p.m.

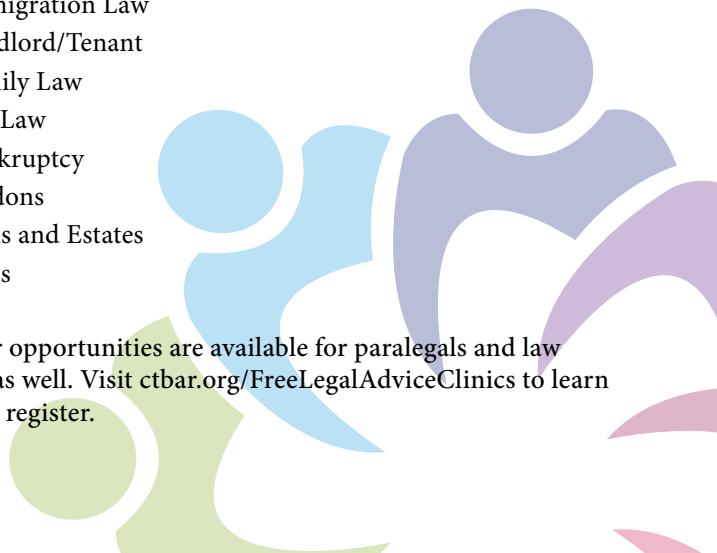


If you have 30 minutes free, you can volunteer. Volunteer attorneys will answer legal questions in their area of practice during a 30-minute remote session with a client.

Volunteers are needed in the following areas:

- Fraudulent Business/Debt Collection
- Employee Rights/Unemployment
- Immigration Law
- Landlord/Tenant
- Family Law
- Tax Law
- Bankruptcy
- Pardons
- Wills and Estates
- Torts

Volunteer opportunities are available for paralegals and law students as well. Visit ctbar.org/FreeLegalAdviceClinics to learn more and register.



Get Found by Potential Clients

Find a Lawyer CT is a publicly searchable online directory of CBA attorney members accessible at ctbar.org/find. This valuable self-search tool is a quick and easy way for the public to tap into our network of attorneys through criteria such as name, employer/firm name, location, practice area, or language(s) spoken.

Update your listing today at ctbar.org/edit.

The George W. Crawford Black Bar Association: Achieving Collective Outcomes through a Focus on Equity and Justice in Connecticut's Legal Profession

By MALLORI D. THOMPSON

The George W. Crawford Black Bar Association—known affectionately as “Crawford”—represents the collective body of Black attorneys, judges, and law students in the state of Connecticut. Crawford began as “The Greater Hartford Black Law Society” and had a primary purpose of increasing the number of Black attorneys in Connecticut. After its formation, Crawford quickly expanded its purpose to include activism, namely providing case notes and opinions on seminal civil rights cases—such as *Washington v. Davis*, 426 U.S. 229 (1976) and *California v. Bakke*, 438 U.S. 265 (1978)—and organizing reactions to important legal and political issues facing the Black community, particularly racial violence.

From Crawford’s first president, Joseph A. Moniz, to myself, the core of Crawford’s charge remains the same—to increase the number and enhance the role of Black attorneys and judges in Connecticut and to focus on legal, political, and social issues affecting the Black community. This remains the core of Crawford’s mission because, despite tremendous advancements, there is still much progress to be made towards equity



and justice in Connecticut and its legal profession.

Although the road toward actualizing Crawford’s mission is long, the strides that leaders in Connecticut’s legal profession have made towards racial equity have proved that prioritizing justice for minoritized communities is in the best interest of us all.

In September, we witnessed the term of Connecticut’s first Black chief justice come to a close. Chief Justice Robinson’s service as the leader of the judicial branch was marked by an unyielding commitment to fairness and justice while upholding the rule of law. This was evidenced by his carefully and thoroughly drafted opinions navigating the state’s most challenging issues, including decisions such as *State v.*

CRAWFORD

George W. Crawford Black Bar Association

To join Crawford, please visit georgecrawfordblackbar.org/join.

All other inquiries can be directed to president@georgecrawfordblackbar.org.



George W. Crawford

Holmes, 334 Conn. 202 (2019), which created a task force to address the effects of implicit bias and disparate impact in jury selection and to promote the selection of diverse jury panels in Connecticut's courthouses. Additionally, Chief Justice Robinson's role in overseeing Civics Academy, a program that delivers civics education to elementary-aged students, underscored the importance of engaging students early in their academic careers to sustain our democracy and the rule of law long after our time in this profession has ended. Finally, Chief Justice Robinson had a national presence in promoting diversity, equity, and inclusion, as he travelled often to provide programming on navigating implicit and unconscious biases. One of Chief Justice Robinson's programs included a message that summarizes his service as chief justice—that leaders should be at the forefront of change.

Chief Justice Robinson stood at the forefront of change throughout his entire career, and as a result, all of us in this profession and in this state are better off. He is one example of how this

state thrives when we embrace the idea that the best person for the job may look different than their predecessors. This is the underpinning of Crawford's current objective, which is to continue improving this state by providing resources for our members to succeed—through academic success programs for law students and professional development programs for attorneys—and by showing the legal profession all our members have to offer.

Crawford members are serving in the highest roles in Connecticut's firms, including on managing committees, as managing partners, as partners-in-charge, and more.

Since this bar year began in June, Crawford has held two events serving this purpose. The first event, planned by Crawford's Political Involvement Committee chair, Bryce Simmons, gathered the Connecticut Hispanic Bar Association and Crawford with the Connecticut Legislative Black and Puerto Rican Caucus to discuss issues affecting the Black and Hispanic communities, as well as to discuss navigating the judicial selection process in order to increase the number of Black and Hispanic judges in Connecticut. Aside from representation in the legal system, Crawford believes that a judiciary that represents the breadth of experiences of the people it serves is a fairer and more just judiciary.

The second event, planned by Crawford's Professional Development and Entrepreneurship Committee chair, Kar-

rol-Ann Brown, and hosted by Shipman & Goodwin LLP, gathered Black partners in private practice to provide guidance to associates and law students on navigating the path to partnership as a Black attorney. Crawford members are serving in the highest roles in Connecticut's firms, including on managing committees, as managing partners, as partners-in-charge, and more. There are some firms, however, still working towards electing a single Black attorney

to their partnerships, making events like these crucial to equipping young Black attorneys with the tools necessary to become partners and to use that power to create a more inclusive environment for the next generation.

Crawford has hundreds of immensely talented members with various experiences both outside of this profession and within it. Calling on Crawford's distinguished members to serve in leadership positions throughout the profession has served this state well, and we urge Connecticut's leaders to continue in their noteworthy strides to diversify the profession in the effort to create better outcomes for everyone in this state. ■



Mallori D. Thompson is the President of the George W. Crawford Black Bar Association and the Vice Chair of the Connecticut Bar Association's Diversity, Equity, & Inclusion Committee.

Accidentally Failing to Sue

By CHARLES D. RAY

Disagreements among judges are often triggered by real life situations that explore the limits and application of rules of both substance and procedure. The Supreme Court grappled with an oddball procedural question in *Laiuppa v. Moritz*, SC 20798. The specific question was whether Mr. Laiuppa could rely on the accidental failure of suit statute to resuscitate a civil action that had been dismissed for insufficient service of process. The

Court's majority said no. Two dissenters said yes.

Here's what happened. Mr. Laiuppa and Ms. Moritz were involved in an auto accident on June 21, 2016. On June 14 or 15, 2018, Mr. Laiuppa tried to begin a civil action related to the accident. A marshal left a copy of the summons and complaint at Ms. Moritz's last known address as shown by DMV records. The property appeared to be inhabited and the land

records as of June 18, 2018 (the date of purported service) listed Ms. Moritz as the owner. As it turns out, however, Ms. Moritz was not living at the property on June 18th and had, in fact, been hospitalized in 2017 and then moved to a nursing home following that hospital stay. In January 2018 she moved to another facility in Rhode Island. By way of a power of attorney, Ms. Moritz had sold her Connecticut home—the one where the marshal attempted abode service—in early



Image credits: Peter Stark/Getty Images

June 2018, about a week before the marshal showed up with Mr. Laiuppa's summons and complaint.

But wait, there's more! At some point, Mr. Laiuppa's counsel notified Ms. Moritz's insurance company about the pending action and forwarded to it a copy of the summons and complaint. An attorney appointed by the insurance company entered an appearance for Ms. Moritz on July 3, 2018. Ms. Vinci—who held Ms. Moritz's power of attorney—first learned of the pending lawsuit on July 13, 2018 by way of a letter dated July 5, 2018 and sent by the insurance company in an effort to reserve its rights with respect to one of the claims alleged by Mr. Laiuppa. However, Ms. Vinci did not receive a copy of the summons and complaint until July 17, 2018. Ms. Moritz moved to dismiss, alleging that service of process was not sufficient because the attempted abode service by the marshal on June 18, 2018 was defective, as Ms. Moritz no longer lived there. The trial court granted the motion.

Rather than appeal, Mr. Laiuppa filed a new action, relying on the accidental failure of suit statute. That statute, Conn. Gen. Stat. § 52-592, allows the filing of a new action in several situations, but only where the initial action was "commenced within the time limited by law...." Ms. Moritz's motion for summary judgment was granted, the trial court concluding that neither Ms. Moritz or Ms. Vinci had received effective, timely notice of the original action. The trial court also found that Ms. Moritz did not have actual notice of the writ, summons, and complaint within thirty days of the delivery of those documents to the marshal for service. Having received those documents on June 14 or 15, 2018, the marshal had, by operation of Conn. Gen. Stat. § 52-593a, until July 15th at the latest to make proper service. The uncontested facts showed that Ms. Vinci did not receive a copy of the summons or complaint until July 17,

2018. Summary judgment granted for Ms. Moritz and the Appellate Court affirmed.

As did the Supreme Court, by way of a majority opinion written by Justice Mullins and joined by Chief Justice Robinson and Justices McDonald, Alexander, and Dannehy. Justice Mullins was not writing on a clean slate. In *Rocco v. Garrison*, 268 Conn. 541 (2004), the Court held that actual, proper service was not required in order to "commence" an action for purposes of invoking the accidental failure of suit statute. Instead, "effective notice" to a defendant is sufficient. Thus, an action can be "commenced" for purposes of the accidental failure of suit statute, even if the original action failed for insufficient service of process. The question then becomes whether the defendant received "effective notice" of the underlying action within the time allotted by the applicable statute of limitations. See *Dorsey v. Garden*, 313 Conn. 516 (2014).

In terms of Mr. Laiuppa, the majority rejected his claim that § 52-592 "operates to save an action in which a good faith attempt at service of process has been made within the limitation period." Such a reading, according to Justice Mullins, "would effectively eliminate any requirement that the action be 'commenced'...." And based on a review of prior cases, the majority made clear that "effective notice" mandated that a defendant receive the summons and complaint within the statutory limitations period, "even if they were received through improper means."

Turning to specifics, the majority concluded that Mr. Laiuppa's first action had not been "commenced" within the limitations period. First, the Marshal's attempt at abode service was not sufficient, because it was undisputed that Ms. Moritz no longer owned or lived at the property. Second, Ms. Moritz failed to establish that Ms. Vinci received a copy of the summons and complaint in a timely fashion. Although Ms. Vinci learned of the original action on July 13, 2018—two days prior to the statutory deadline—there was no record evidence of her having received a

copy of the summons and complaint prior to July 15th. Without any such evidence, the majority affirmed the award of summary judgment to Ms. Moritz.

The dissent—Justice Ecker, joined by Justice D'Auria—wasn't having it. Justice Ecker begins with "one stubborn fact," the appearance filed on behalf of Ms. Moritz on July 3, 2018 by the lawyer appointed by her insurance company to represent her in the underlying action. For the dissent, there were three reasons why that appearance demonstrated that the initial action had been "commenced" for purposes of the accidental failure of suit statute. First, the attorney owed Ms. Moritz a duty of exclusive loyalty and entered an appearance on her behalf eleven days before the limitations period ran. Second, information learned by an agent, within the scope of the agency, is attributable as notice to the principal—i.e., Ms. Moritz. Third, the accidental failure of suit statute is remedial in nature and should be construed liberally to serve the public policy of having court actions determined on their merits. To the dissent, an appearance by an attorney on her behalf fulfilled the requirement of actual or effective notice to Ms. Moritz. The majority rejects this conclusion, but solely on the basis of its own conclusion that actual receipt of the summons and complaint by the defendant is necessary for an action to have been commenced for purposes of the accidental failure of suit statute.

In the end, *Laiuppa* establishes, without doubt, that there is a lot of play in the word "commence" as used in § 52-592. Without further guidance from the legislature, however, neither the majority nor the dissent can be called out for having wrongly decided the issue. Opinions differ and votes count. ■



Charles D. Ray is a partner at *McCarter & English LLP*, in Hartford. He clerked for Justice David M. Shea during the Supreme Court's 1989–

1990 term and appears before the Court on a regular basis.

■ Any views expressed herein are the personal views of the author.

Leading through Adversity

By VIANCA T. MALICK

It is no secret that these are trying times both in our country and in the world. As chair of the Young Lawyers Section, I decided to devote my theme this bar year to discussing the adversity we face and how, as lawyers, we have the unique opportunity to promote justice, advocate for the misrepresented, and help those in need. For my first article in *CT Lawyer* magazine, however, I wish to focus on the specific adversity we young lawyers face as we begin our careers.

In addition to the adversity we see around us, young lawyers are faced with a certain level of adversity because of our age and level of experience. Whether it's the client who will not accept our recommendations unless delivered by an older lawyer at our firm, opposing counsel who will not give us the same level of respect as a senior practitioner, or the senior partner who will not provide us the legal experience needed to advance in our careers—young lawyers often wonder how best to handle these challenges.

As I prepared to write this article, I searched “leading through adversity” to better understand what advice was given from other industry professionals. Much of the advice I found was given from a management perspective on how best to lead a team through adversity. However, I believe a lot of the concepts recommended to manage a team through adversity can help young lawyers overcome the challenges they face every day.

1. Be Resilient and Embrace the Challenge: I urge young lawyers to be confident in their convictions. Understand

Vianca T. Malick is chair of the CBA Young Lawyers Section for the 2024-2025 bar year. She is an Assistant Attorney General in the Infrastructure and Economic Development Section of the Connecticut Office of the Attorney General where she primarily handles defensive litigation on behalf of several state agencies.



that any challenge is temporary and can be overcome. Do not let any difficult situation lessen your drive to succeed. “Resilience is not about bouncing back; it's about bouncing forward. It's the ability to adapt, learn, and grow from setbacks, emerging stronger than before.”¹

2. Honestly and Objectively Assess the Challenge: This requires us as young lawyers to control our emotions, which I admit was something I often had difficulty doing earlier in my career and still sometimes do. How can we not take things personally when we are being questioned because of our age? However, emotions can often complicate things and stop us from being able to rationally assess a situation. “Be clear on the difference between true facts (not open to interpretation,) perceived facts (influenced by biases,) and assumptions (not necessarily based on facts.) These set up your conclusions, choices and actions.”²

3. Choose Your Path Forward: After assessing the situation, determine how

best to proceed. This might mean seeking support from other attorneys (and probably more senior attorneys) when needed. However, maintain control over the situation. If it is a difficult client you are dealing with, bring a more senior attorney to your meeting with the client, but keep control of the narrative. If you are dealing with difficult opposing counsel, earn their respect by continuing to be professional and not diminish yourself or your abilities by taking anything personally or “stooping to their level.” If you want to be assigned cases with more difficult or complex legal issues, schedule a meeting with the senior partner at your firm. Be open and honest about your needs and the importance such cases will have in advancing your skills and abilities which will benefit the firm. All of these situations will require you to practice effective communication. Be transparent and foster open dialogue. “Choices follow conclusions. Distinguish between what you can and cannot change. Then focus on pragmatically optimistic outcomes....”³



"You can't change how people treat you or what they say about you. All you can do is change how you react to it."
— Mahatma Gandhi

As chair of the Young Lawyers Section this year, I hope to remind young lawyers to feel empowered in their status as "young lawyers." As young lawyers, we are the future of the legal profession and there-

fore have the power to shape the legal culture for future generations. Part of the Young Lawyers Section's mission is to help shape the policies and priorities that affect young lawyers and the legal culture in which we practice. I hope the Executive Committee of the YLS will advance this mission

by focusing our section's educational efforts towards areas we feel are important to the young lawyer community; organizing social and networking events to help foster close relationships between young lawyers in our state; and use the relationships we secure with leaders of the bar, the judiciary, and up and coming leaders of the CBA to assist in the change we wish to see in our legal community.

As young lawyers we are often told the challenges we face should be expected and are a "necessary evil" we must overcome. Although I agree adversity can make us more resilient and difficult experiences can strengthen our resolve, I question whether such adversity is really something we must all face to advance in our careers. I urge both older young lawyers and senior members of the bar to challenge this status quo by embracing young lawyers and creating a more supportive environment for the future of the legal community in Connecticut. We should all be advocates for each other in times of adversity.

I also urge all young lawyers to take advantage of their membership in the Young Lawyers Section. Attend a YLS Executive Committee meeting, come to a networking event or attend one of our CLEs. Being a member of the Young Lawyers Section provides new practitioners with a net-

Continued on page 36 —



Serving the Needs of the Connecticut Legal Community

Lawyers Concerned for Lawyers – Connecticut, Inc. ("LCL-CT") is a Connecticut non-profit corporation created to provide assistance to Connecticut lawyers, judges and law students who experience substance use disorders, mental health issues, stress, age-related problems or other distress that impacts the individual's ability to function personally and professionally.

LCL services are available at no cost to all attorneys, judges and law students in the State of Connecticut.

All LCL services are strictly confidential and protected under C.G.S. §51-81d(a), as amended.

Visit our website: www.lclct.org

**Contact LCL today for FREE, CONFIDENTIAL support
HOTLINE: 1-800-497-1422**

ALAN BUDKOFISKY

BUDKOFISKY APPRAISAL CO.

Certified General Real Estate Appraiser

RESIDENTIAL • COMMERCIAL • EXPERT WITNESS

ONE REGENCY DRIVE, SUITE 109, BLOOMFIELD, CT 06002

E-Mail Budappraisal@hotmail.com

Phone 860-243-0007

www.BudkofskyAppraisal.com

Young Lawyers *Continued from page 35*

work of similarly situated colleagues who can serve as a support system in times of adversity. ■

NOTES

- 1 Hari Sholinghur, *Leading Through Adversity*, LINKEDIN (June 27, 2023), <https://www.linkedin.com/pulse/leading-through-adversity-hari-sholinghur>.
- 2 George Bradt, *Three Essentials In Leading Through Adversity – Especially In A New Role*, FORBES (Nov. 10, 2020, 07:00 AM), <https://www.forbes.com/sites/georgebradt/2020/11/10/the-three-key-steps-to-leading-through-adversity/?sh=7900657036ea>.
- 3 *Id.*

CLASSIFIED

Law offices for rent. 122 Main Street, New Britain, CT.

Located on the second floor. Conference room, with furniture, waiting area, and three separate offices. Ideal for a two to three lawyers' boutique. More space available in the building. Heat and electricity are included in the rent. High speed internet connection negotiable. Offices are totally renovated, previously occupied by retired lawyers. Walking distance (5 minutes) to New Britain Court House. \$1,900 per month. Total space 1100 square feet. 3-4 parking spaces on premises included. Call Jay, Property Manager, at 860-306-1069.

CT LAWYER

Did You Know?

CBA members have access to the digital edition of CT Lawyer magazine online. Download the latest issue to your tablet or phone and read it anywhere you go.

View the most recent issue or explore our archive at ctbar.org/ctlawyer.



PREMIER SOLUTIONS for Connecticut Attorneys



WHY ATTPRO?

We have chosen to partner with Attorney Protective because their program offers innovative legal malpractice coverage with unrivaled risk management resources and expertise.

A TRUSTED NAME

The Attorney Protective program is underwritten by a member of the Berkshire Hathaway group of insurance companies, the epitome of financial strength and smart financial management, with each company having earned an A++ A.M. Best financial strength rating. Attorney Protective has the experience, expertise and financial staying power to protect your reputation, your practice and your assets.

PROGRAM HIGHLIGHTS

- Supplementary payments of up to \$150,000 per policy period (in addition to the policy limits), including:
 - Loss of earnings payments of up to \$500 a day, \$10,000 per claim and \$50,000 in aggregate, for your attendance at a trial, hearing or arbitration at our request
 - Disciplinary proceedings coverage of up to \$25,000 per proceeding and \$100,000 in aggregate
 - Privacy incident expenses reimbursement of up to \$25,000 in aggregate
 - Crisis event expenses reimbursement of up to \$25,000 in aggregate
- **\$25,000 of claims expenses paid per claim in every covered claim before the deductible applies**
- Four ways to reduce the amount a firm pays on its deductible by 50% (not to exceed \$25,000)
- Subpoena & pre-claim assistance
- Bar association discounts

UNMATCHED RISK MANAGEMENT RESOURCES

- Free CLE webinars
- Quarterly newsletters and client email alerts
- Risk Management Hotline staffed by claim attorneys
- Online tools including our exclusive Best Practices Database



WE ARE HERE TO HELP CONNECTICUT LAWYERS.

Contact Kronholm Insurance to protect your practice.

Call John Kronholm at (860) 665-8463 or jkronholm@bbofct.com
or Dan Flynn at (860) 665-8426 or dflynn@bbofct.com

Visit our website or scan to learn more about our offerings and services.



SCAN ME

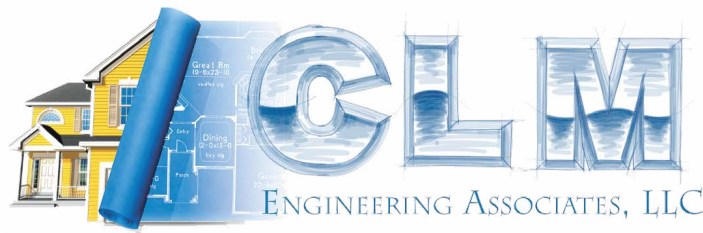


55 Capital Blvd, Rocky Hill, CT 06067

A.M. Best rating as of June 30, 2021. Attorney Protective is a MedPro Group/Berkshire Hathaway company that protects the reputations and assets of attorneys across the nation. All insurance products are administered by Attorney Protective and underwritten by National Liability & Fire Insurance Company, AttPro RRG Reciprocal Risk Retention Group or National Fire & Marine Insurance Company – each of which has earned an A++ financial strength rating from A.M. Best. Product availability is based upon business and/or regulatory approval and may differ among companies. © 2021 Attorney Protective. All Rights Reserved.

Member of
NATIONAL SOCIETY
OF PROFESSIONAL
ENGINEERS (NSPE)

CONNECTICUT SOCIETY OF
PROFESSIONAL ENGINEERS
(CTSPE)



CONSULTING ENGINEERS and EXPERTS IN:

- Construction Accident Investigations
- Construction Defect Claims
- Construction Management
- Standard of Care for Engineers and Contractors
- Slips/Trips and Falls
- ADA compliance
- Variance and Land Boundary Issues
- Electrocution Matters
- Vehicular Accident Reconstruction
- Water Intrusion Cases
and more

866•432•4677
203•658•3910

PO Box 4532
Stamford, CT 06907

PO Box 394
Montvale, NJ 07645

FORENSIC ENGINEERING CONSTRUCTION MANAGEMENT INSPECTIONS

www.clmpe.com

*Serving clients throughout
the State of Connecticut*



Maintain an active case-load of working
with plaintiff and defense firms

Hundreds of investigations performed
and reports generated

Experience testifying in court along with
providing deposition testimony

Assisted in the settlement of
numerous cases

Craig L. Moskowitz, MBA, MS, PE, CME

Direct: 917•270•8822

clmprofessionalengineer@gmail.com