

# Inter Alia

## State Bar of Michigan Young Lawyers Section

State Bar of Michigan

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Winter 2003

### H.R. 2505 Can Help Ease the Pain of Student Loan Debt

By Jennifer S. Mistry

Many young lawyers, like other young professionals, are familiar with the experience of writing a check each month for repayment of their student loans. Usually these payments are made to the U.S. Department of Education or large private lenders, such as Sallie Mae, for federally guaranteed loans like Stafford or PLUS loans. Although appreciative that loans made higher education possible, many borrowers feel overwhelmed by the monthly payment amount. Most students understand the financial obligations that they undertook by borrowing money to advance their educations. But what borrowers often do not realize is a major restriction that federal law, via the Higher Education Act of 1965, imposes on their federal student loan debt. This restriction is unlike any that applies to other types of debt.

The Higher Education Act states that borrowers are only eligible for a consolidation loan if they have never previously consolidated their federally guaranteed loans.<sup>1</sup> This “one-time consolidation rule” is specific to federal student loans and prohibits a borrower from refinancing more than once, even if interest rates drop at a later time. Thus, borrowers are subject to the market rate at the time of consolidation. Most borrowers are not aware of this rule at the time of consolidation—it is difficult to glean from the fine print on loan documents. Even if borrowers were aware of the refinancing prohibition, most do not have a choice as to the timing of consolidation. Graduates are constructively forced to consolidate their student loans shortly after graduation (after their initial grace period for repayment expires), in order to extend their repayment period and to lower their total monthly payment. Many borrowers are promptly lured in by direct mail solicitations from various lenders who promise lower monthly payments.

The ultimate result is that many borrowers are paying unreasonably high interest rates on very large sums of money. It is not unusual for professional graduates to have student loan debt approaching or exceeding six-figures. And the interest rates are often higher than 6%, some as high as 8-9%. The rates seem usurious when you consider today’s market—people are buying new cars at 0% and paying 4-5% on a home mortgage. When the cost of financing a new car is 50-100% less than the cost of financing education, the law creating this result should be questioned.

Borrowers are not the only ones who suffer under this law, either. There are also negative consequences for society. Borrowers are unable to take underserved public interest positions or may be unable to work in their chosen professions. Personal finances must take priority and public interest positions generally cannot offer salaries sufficient to make monthly ends meet. This issue is not one of greed, but rather of basic financial need to make minimum student loan payments and meet other financial obligations. The difference between a 9% interest rate and market rates—say, for example, 4-5%—is meaningful to borrowers’ monthly incomes, especially as loan amounts drastically increase. There are also long-term effects on borrowers, in that struggling to pay student loans makes it difficult to save for retirement or the educa-



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#### Inter Alia

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## Editor's Note

By Alexandra Matish

### Free Alcohol, Naked Men and Women, and Illicit Drugs at all 2003-04 YLS Events!!!

Did I get your attention? Good. You are now reading the Editor's Note, which, admittedly, most people don't ever read. You probably all know that there won't be free alcohol, nude individuals or illegal drugs at YLS events. I can tell you, however, what there will be:

- Interesting speakers who will give you advice on how to make your life as a young lawyer more rewarding, more profitable and, shockingly enough, more fun;
- Children of all ages looking up to you because you are an "important lawyer" taking time out of your schedule to mentor them, talk to them about the law, or teach them how to mediate and resolve disputes on their own;

- Men and women who have not had the advantages of most who are eternally grateful to you because you helped draft their will or build their house;
- Other young lawyers, who are just dying to tell you, when you meet them at a Young Lawyers social function, about how Judge So-and-So raked them over the coals on motion day, and who will also commiserate with you when you regale them of stories about the relentless and slightly insane partner in your firm for whom you work.

The council members of the Young Lawyers Section try to develop and implement programs that best serve their members-- Michigan lawyers under the

age of 36 or who have been practicing less than five years. The YLS council wants to create programs that will help you in your practice, but also in your life. Programs like Alternative Careers for Young Lawyers and Financial Planning for Young Lawyers, we hope, will help you to become more successful and fully reach your capacity as new (or relatively new) members of the Bar.

YLS programs such as the Habitat for Humanity builds, the Imprint Mentoring programs, and the Peer Mediation program exist for a slightly different reason. We recognize the need to give back to our communities, to offer our skills and talents as young attorneys to those, other than our employers and firms' clients, who might best benefit from it.

Finally, we offer programs like Winterfest so that young attorneys have an opportunity to meet, kick back, and laugh with each other about the trials and tribulations (no pun intended) of being a young lawyer.

Keep on reading the quarterly *Inter Alia* Newsletter to find out more about the programs offered by the YLS. Additionally, look for event and program announcements on our listserv or on the SBM online calendar of events. Finally, you can learn more about the Young Lawyers by contacting any of the YLS Council members listed on front page of *Inter Alia*.

So, alas, there will be no free alcohol, drugs or scantily-dressed men and women at our events. I think, however, what we do offer at our events is far more rewarding.

*Alexandra Matish is the Vice Chair of the YLS and the Editor of Inter Alia. She serves as an Assistant General Counsel at Wayne State University.*

## The ABA Hosts the Summit on Children in Pittsburgh, Pennsylvania

By John J. Conway

There is an old saying in Ireland that a person is never so tall as when they bend to help a child. It was in this spirit that the American Bar Association's Young Lawyers Division began its fall conference as the "Summit on Children." The conference was held over the weekend of October 9-12, 2003 in Pittsburgh, Pennsylvania. The conference was well attended with a number of first time attendees. The focus of the programs offered was professional development through a commitment to public service, particularly improving the lives of children.

As the old adage suggests, accepting such work is both challenging and personally rewarding. In fact, it was readily agreed by all of the presenters that child advocacy is one of the most difficult forms of pro bono public service work. Scott Hollander, a University of Michigan Law School graduate and the real-life inspiration for the television series, *The*

*Guardian*, (sans real-life drug conviction) spoke about his life as a legal advocate for children. The program is set in Pittsburgh and based on several of Hollander's cases. Hollander now practices exclusively in the area of child advocacy following a career in his father's prominent law firm. Like the show, he found that the legal system was overtaxed with child cases, woefully underfunded, and has too few lawyers willing to share in the workload. Still, he remains undeterred.

Following Hollander's presentation, Brandon, an eighteen-year-old who had spent the majority of his life in the foster care system, stood before a packed audience and related the life struggles of a child "caught in the system." Born into a family racked by addiction and violence, he and his sister were removed from the home following the death of their mother. They spent years apart caught in the fos-

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## YLS Sponsors Holiday Dinners for the Homeless

By Angelique Strong Marks

It is that time of year again! The time when many of us begin to reflect on our lives, our goals and our accomplishments. The time when many of us say "this year I am going to make sure that I make a difference in this world." As attorneys, we do have the ability to change the world. Collectively, we are one of the most powerful groups in America with involvement in every aspect of what makes this country function from politics to business. While many of us may be slightly distracted from our pre-law school goal of changing the world by our nine-to-fives (or should I say nine-to-nines in many cases), there are still some opportunities that allow us to make a difference in the lives of people in need.

For the past several years, the State Bar of Michigan Young Lawyers Section has provided holiday dinners for those in need. For those of us who have participated, what is even more fulfilling than providing a meal to a person who might not

otherwise have a holiday dinner meal is the fact that the residences of the shelters we service realize that there are people in the legal community that care about their well-being. If you have not had a chance to assist with a holiday dinner, we urge you to participate. If you have had an opportunity to assist with a holiday dinner, we urge you to come back again. Listed below are the area dinners we conducted this year:

OAKLAND COUNTY  
December 6, 2003  
GRACE CENTER OF HOPE  
(Formerly Pontiac Rescue Mission)  
35 West Huron  
Pontiac, Michigan

Dinner Preparation: 4:00 p.m.  
Dinner Served: 6:30 p.m.  
Co-Sponsored by the  
D. Augustus Straker Bar Association

Contact: Angelique Strong Marks  
(248) 470-2616  
[strongangelique@sbcglobal.net](mailto:strongangelique@sbcglobal.net)

WAYNE COUNTY  
December 13, 2003  
HIGHLAND PARK DOORSTEPS  
224 Highland Park  
Highland Park, Michigan

Dinner Preparation: 3:00 p.m.  
Dinner Served: 5:00 p.m.

Contact: Angelique Strong Marks  
(248) 470-2616  
[strongangelique@sbcglobal.net](mailto:strongangelique@sbcglobal.net)

*Angelique Strong Marks is the Chairperson Elect of the Young Lawyers Section of the State Bar of Michigan.*

## Mentor a High School Aged Youth

By Kathy Day

The 'Imprint' Mentoring Program is designed to pair young lawyers with high school students. These pairs act as pen pals over the course of a two to three month time period, reading one book and alternating weekly letters in which they correspond with each other about the particular literary work. One core goal of this program is to cultivate mentor/student relationships between attorneys and students. The program also hopes to give students and young lawyers from diverse backgrounds an opportunity to get to know each other on a personal level.

The program, which began in Spring of 1999 in the Detroit Metro area at Southfield High School, has been well

received and won a first place award in the 2000 ABA/YLD Awards of Achievement in its division. 'Imprint' has expanded and is now held in Southfield, Lansing and Ann Arbor.

The Detroit Metro area sessions of the program will conclude in the 8-10 week timeframe with an informal luncheon held at the hosting school. The program is open to all young lawyers throughout the state. If you would like to volunteer to participate in the Detroit Metro area program, please contact Michelle Johnson at 248-740-7505 or [mjohnson@hallrender.com](mailto:mjohnson@hallrender.com), or Jenice Mitchell at 313-442-6408 or [jmitchell@folelylaw.com](mailto:jmitchell@folelylaw.com).

The Lansing session of Imprint will begin the first week of February. The program will go for 8 to 10 weeks and will conclude with a luncheon at Lansing Everett High School in April. The program is open to all young lawyers and law students throughout the state. If you are interested in participating, contact Alexandra Matish at 313-577-0535 or [amatish@wayne.edu](mailto:amatish@wayne.edu).

The Ann Arbor session will also begin in the new year. If interested, please contact LG Almeda at 734-302-6019 or [lalmeda@brinkhofer.com](mailto:lalmeda@brinkhofer.com).

*Kathryn Day is Chair Ex-Officio of the YLS and is president of Lawquest, Inc. in Lathrup Village.*

### INTER ALIA Seeks Contributors

*Inter Alia* is looking for articles of interest to the Young Lawyer membership. Articles may address both substantive and procedural areas of law, professional and life issues involving young lawyers, as well as book and movie reviews, etc. Articles may be of any length and any form and may already have been printed elsewhere.

For more information, please contact Alexandra Matish, at 313-577-0535 or [amatish@wayne.edu](mailto:amatish@wayne.edu).

# The Sage

## What I Learned in Law School and Cannot Apply in Practice

By Jon Kingsepp

How my legalistic juices flowed when in law school we discussed *Marberry v Madison*; Queen Caroline's case; *Pennoyer v Neff*; *Palsgraf v Long Island RR* and *Erie v Thompkins*, just to name a few cases. Armed with scathing logic from these decisions, the innovative arguments, the spice in the repartee of opposing counsel, I graduated from law school ready to make my mark in the professional world of law.

So starting with the preeminent firm of Tigerclaws and Wolfdog, a modest 55-lawyer firm in the midwest, I began my quest to conquer the courtroom. But wait?

How do I do the motion to compel? What? I'm to do a memo on the statute of frauds, particularly concentrating on subclauses (a) and (c) and present that to a senior attorney in four hours? What are the facts? I am to prepare a deposition outline in a file that I know nothing about? And, what the heck is a deposition summary? I am to call a client to seek confirmation of the facts in a case I know nothing about, and I am to prepare that witness for a deposition?

Excuse me, did I learn this in law school?

Did I know how to deal with abrasive or impatient judges, the rantings of an opposing counsel seeking to intimidate me because of my age and inexperience, and court clerks who are impatient on a motion day when I seek the answer to a simple question? How also did I know how to deal with the lack of information provided to me by a senior lawyer on a motion I am told to argue when he knows I will lose? This is the practice of law?

Well it need not be, at least to some extent. Unfortunately, our profession, a pressure cooker, to say the least, is sometimes delinquent in our mentoring efforts to the young lawyer who is just starting out. In a large firm you can be ignored. In a small firm, it can be assumed that you know it all. But, we all started out on that same track. Some had a slightly more advantageous situation such as I who clerked for a fantastic trial judge. From that experience, I learned what not to do in a courtroom. I learned the deportment that is important



and effective and I knew the procedure and the rules of evidence.

If you did not have my advantages, you can still learn the same way by going to court on a motion day. Just observe. Sit in different courtrooms in different counties and notice the varying demeanor of the judge. See the effective approach of advocacy in one lawyer and the lack of persuasiveness and talent in another. Try to find a lawyer close in age but more experienced and ask questions. Get involved in YLS and trade stories at social functions. This profession, in some regard, is still characteristic of law learned in the 19<sup>th</sup> Century. Observation is critical and learning by being with a skilled lawyer and "reading the law" is still part of the practice.

It is very easy to get ahead in this profession. The difficulty lies in making the time to find out how to do so.

*Jon Kingsepp is a partner at Howard and Howard, in Bloomfield Hills.*

## Market As Though Your Very Life Depends Upon It

By Tim Batdorf

As a young lawyer, you already have enough on your plate. The last thing you want to do is market yourself. Unfortunately, being a good marketer is critically important for young attorneys. If you are an associate or a new partner in a firm, you already know that "rainmakers" receive special status; if you are a solo practitioner, you absolutely have to get clients to put bread on the table; and if you are unhappy with your current job, marketing (and having a client base) may hold the key for you to leave your job or negotiate something better.

Here are five tips to help get you started:

**1. Identify the Need.** Where are you stuck? Do you have trouble making contact with potential clients? Do you follow-up with potential clients? Do you know what to say when you meet a potential client? Do you turn potential clients into actual clients? Focus on the area that needs the most attention. If you haven't done any marketing, focus on making contact with potential clients.

**2. Set a Goal.** Take a realistic look at where you are now. How many clients do you generate each month? How many clients do you *really* want to generate? Set a

realistic goal. The goal could be the number of clients you want to generate or "dollars in the door." Set a reasonable time limit for achieving your goal.

**3. Define Your Strategy.** There are literally hundreds of marketing strategies. Your particular strategy will depend upon your identified need and goal. *The most important aspect of selecting a strategy is to find one that will be enjoyable for you to pursue. That way, you'll naturally want to market yourself.* Examples of marketing strategies include networking, referral building, public speaking, writing, publicity, promo-

Continued on page 6.

# Handling a claim for benefits under ERISA

By Andy Portinga

Mention ERISA to the typical litigator, and her eyes will glaze over. For most litigators, ERISA is solely the domain of employee benefits lawyers—those quirky individuals who seem to speak a language of their own. The general practitioner, however, should have a basic understanding of ERISA, because it potentially impacts many cases that a general practitioner could handle. This article will highlight the basics of a typical ERISA claim.

## When does ERISA apply?

Anytime a client is seeking benefits provided under an employer-sponsored benefit plan, ERISA will probably apply. Perhaps the most common ERISA claim is a claim for benefits under an employer's disability plan. An employer will commonly purchase long-term disability coverage for its employees from an insurance company. Whenever an employee files a claim for such benefits, ERISA will most likely apply.

ERISA will apply even if the employee pays for a portion of the premiums for her benefits. ERISA applies to employer-sponsored benefit plans. It is not limited to employer-provided welfare plans. Thus, the fact that the employee bears some of the cost of the benefit does not mean that ERISA is inapplicable.

## What causes of action are available?

ERISA pre-empts state law causes of action. As a result, it is improper to plead common law breach of contract or the Michigan Consumer Protection Act in a claim for benefits that is governed by ERISA. Rather, ERISA provides for only one cause of action—a claim for benefits under ERISA. This cause of action is set forth at 29 USC 1132(a)(1)(B). While this is a federal cause of action, state courts and federal courts have concurrent jurisdiction over claims for benefits under ERISA. As a practical matter, however, most ERISA that are not filed in federal court are removed to federal court by the defendant.

## What procedures govern an ERISA case?

A unique set of procedures govern a claim for benefits under ERISA. In the Sixth Circuit, a claim for benefits is essentially an appeal from the decision of the claims administrator. The claims

administrator is often the insurance company from which the employer has purchased the insurance policy that provides the benefits at issue, such as long-term disability.

Because the claim for benefits is essentially an appeal, there is no right to a jury trial, and discovery is generally not allowed. *Wilkins v Baptist Healthcare*, 150 F.3d 609 (6<sup>th</sup> Cir. 1998). Nor is it proper to file a motion for summary judgment on an ERISA claim for benefits. *Id.* Rather, the Sixth Circuit has dictated that claims for benefits under ERISA must be decided on "cross-motions for judgment." *Id.* That is, the ERISA case is decided by the court on briefs on appeal.

## What is the standard of review?

Because the ERISA case is essentially an appeal, a lawyer should consider the standard of review that the court will apply to the claims administrator's decision. What standard of review applies depends on the language of the insurance policy or benefit plan that provides the benefit at issue. An employer can

chose to vest the claims administrator with the discretion to administer the plan, adjudicate claims, and interpret the terms of the plan or policy.

If the employer vests the administrator with such discretion, the claim's administrator's decision can only be reviewed by the court for an abuse of discretion. In such a circumstance, the court will only overturn the claims administrator's decision if it is arbitrary and capricious. If the employer has not vested the claims administrator with discretion, then the court will review the claims administrator's decision to grant or deny benefits *de novo*.

While perhaps initially daunting, ERISA is fairly simple as far as it applies to claims for benefits. The key to handling the claim for benefits case is realizing that the case is essentially an appeal. As a result, a lawyer needs to forget about the normal procedure for handling a case in the trial court, and instead approach the case as if it were an appeal.

*Andy Portinga is an attorney at Miller, Johnson, Snell & Cumiskey, P.L.C. in Grand Rapids, Michigan. He focuses on commercial litigation and appellate litigation. He is also the chair of the YLS.*

## YLS Council Vacancies

The Young Lawyers Section Executive Council is looking for new members in the following districts:

**District 2** (Oakland County): three vacancies

**District 1** (Wayne and Macomb Counties): two vacancies

There are currently no vacancies in District 3 (outstate Michigan).

If you are interested in becoming a council member, please contact Andy Portinga at [portingaa@mjsc.com](mailto:portingaa@mjsc.com). Council members are required to attend YLS meetings and plan at least one program per year.

**H.R. 2505 . . . Loan Debt**

Continued from page 1

tion of their children. Additionally, since approximately 70% of students borrow money to pay for higher education, there is a negative impact on our economy as a whole. Furthermore, profits made on the higher interest rates are benefiting private companies, not taxpayers, when the lender is a private entity like Sallie Mae. Finally, the burden of the refinancing prohibition is imposed largely on those least able to afford it: students from low-income and working-class families whose parents could not as easily save money for college.

But there is light at the end of the tunnel regarding the one-time consolidation rule. Congresswoman Rosa DeLauro (D-Connecticut) introduced a bill on June 18, 2003, known as the College Loan Assistance Act of 2003, or H.R. 2505. Currently, H.R. 2505 has 38 co-sponsors, none of whom are Michigan congressional leaders. There was also a similar bill, H.R. 2504, introduced on June 18, 2003, but H.R. 2505 has more public and congressional support. You might also visit [www.collegeloanassistanceact.org](http://www.collegeloanassistanceact.org), which includes an electronic petition, sample letters to legislators, background on the legislation, and links to contact information for congressional leaders. If nothing else, visit the site for its fun link to Schoolhouse Rock. There is also a link to Thomas legislative information, where you can read the full text of H.R. 2505.

**ABA Hosts**

Continued from page 2

ter system until a dedicated child lawyer took on his case. It was naturally apparent that Brandon is an extremely bright and thoughtful young man. He told the gathering of young lawyers of how his attorney's positive legal approach translated into benefits of which he once only dreamed. His lawyer found a legal way to bring about a living environment that permitted him to earn a high school diploma, enroll in college, get a job, and begin living on his own with the goal of bringing his younger sister back into his life. He and his attorney made a strong case for at least attempting to accept one of these cases.

If you are concerned about this issue, you should contact your congressional representatives and urge them to support and pass this bill. Involvement of individuals is critical for this issue to be at the legislative forefront: the private student loan industry is a powerful lobbying entity and special interest group.<sup>2</sup> It spends millions in campaign contributions, and Sallie Mae, according to U.S. News, ranks third within the credit industry on lobbying expenditures.<sup>3</sup> H.R. 2505 is important to restoring fairness in higher education financing, promoting competition in the student loan industry, and ending the practice of penalizing persons who have self-financed their educations.

*Jennifer Spreeman Mistry is an associate with Cooper & Walinski, LPA, in Toledo, Ohio. She practices civil litigation.*

*Please note that this article was chosen because of its potential relevance to YLS members. The State Bar of Michigan and the Young Lawyers Section are not responsible for the views expressed in this article.*

**Endnotes**

- <sup>1</sup> See 20 U.S.C. 1078-3(a)(3).
- <sup>2</sup> "Big Money on Campus," *U.S. News & World Report*, October 27, 2003.
- <sup>3</sup> *Id.*

To bring the ideas of the summit into reality, the ABA is sponsoring a public service project entitled, "One Child, One Lawyer." The program seeks to encourage young attorneys to serve as guardians ad litem, increase the number of attorneys who will accept pro bono adoptions and guardianships, and also encourage the creation of school-based legal clinics for high school and junior high students. There is a solid commitment of support for these programs reinforced by personal assistance from ABA attorneys for any young lawyers attempting to get involved, or through grants provided to affiliate local bar associations that provide financial support. Success stories in handling

**Market**

Continued from page 4

tional events and advertising. Brainstorm additional strategies. Pick one to three that feel right to you.

**4. Fill the Void.** More than likely, you will be missing some key ingredients that will limit your ability to pursue your strategy. For example, if public speaking is your strategy, you'll need to prepare your presentation, find a forum, invite guests, etc. Make a list of your missing ingredients. Determine when you will finish each ingredient to pursue your overall strategy. Your timetable should be in keeping with the overall marketing goal you have set.

**5. Hire a Legal Consultant/Coach.** If you have a marketing budget or account, use it to hire a legal consultant/coach rather than spending it on meals with friends or other "marketing" activities that lead nowhere. A legal coach will help you acquire skills, define goals, brainstorm ideas and develop strategies while holding you accountable to the things you say you are going to do. Most importantly, a legal coach will continually hold the "Big Picture" for you.

Your legal career depends upon how effectively you market. If you market well, you will be able to do whatever you want in the law—the way *you* want to do it. Otherwise, you'll forever be subject to the whims and caprices of attorneys who do market well.

Now get out there and market!

*Timothy D. Batdorf, JD, LL.M. is the founder of LawMentor, Inc. Tim is a legal consultant/coach who inspires lawyers to play a bigger game. For a limited time, Tim is offering free, sample coaching sessions. Tim is also a solo practitioner who practices in the estate and business planning areas. He may be reached at [timbatdorf@comcast.net](mailto:timbatdorf@comcast.net) or 248.585.3043.*

cases through the "One Child, One Lawyer" program will be the focus of the ABA mid-year conference taking place in San Antonio in February of 2004.

*John J. Conway practices civil litigation in Detroit. He currently serves as Michigan's District Representative to the ABA Young Lawyers Division.*

# WCBA YLS at Work for Its Members and the Community

The Young Lawyers Section (YLS) of the Washtenaw County Bar Association (WCBA) is pleased to report that we had a very busy year in 2003. In previous years, YLS was governed under various leaderships by two members and often encountered periods of inactivity. But in 2003 a new leadership burst onto the scene, recruiting a highly dedicated group of young lawyers, reinstating a board of directors, establishing monthly meetings, and putting numerous plans into action. In 2003 alone, WCBA YLS:

- Organized a very successful Law Day 2003 on May 1, garnering media attention when we coordinated 28 volunteer attorneys who dispensed free legal advice to 129 people in Ann Arbor;
- Created and implemented a Mentoring Program, where new attorneys are paired up with experienced attorneys, fostering associations in our community and advancing the excellence of our local bar;
- Entertained five different judges with our meet-the-judges monthly Happy Hour, an event open to all of our bar, where many attorneys have come to relax and socialize after a long day in the courtroom or in the office;
- Provided continuing legal education by sponsoring seminars in the practice areas of education law, family law, criminal law, and also sponsored a panel discussion on bias in the education system for WCBA's Bias Awareness Week;
- Continued its tradition of administering two mass swearing-in ceremonies and receptions, along with sponsoring private swearing-in ceremonies throughout the year; and
- Created a YLS column in the WCBA's newsletter, the *Res Ipsa Loquitur*, which is written by one of our young lawyers and is often very humorous!

Whew! Although we're already at Mach 3, YLS has plans to double its efforts in 2004 and is ready for Mach 4! We will not only continue to provide great CLE programming in many areas of practice,

we are organizing a Bowl-A-Thon charity event for the early spring, expanding our Law Day event to two locations (Ann Arbor and Ypsilanti), examining ways to educate the public on drunk driving and domestic violence, and are investigating partnerships for a mock trial program. We are also especially excited to announce that we will be hosting Michigan Supreme Court Chief Justice Maura Corrigan for our March Happy Hour.

Special recognition must be given to our very energetic and dedicated Board of Directors, Matthew Jane (Vice-President), Patti Smith (Secretary), Marla Linderman (Treasurer), Julie Kruze (Director-at-

Large), Dan Troyka (Director-at-Large), and newcomer Senia Pickering.

If you are interested in joining WCBA's Young Lawyers, you must be a member of the WCBA and either have less than 5 years of practice, or be under the age of 36, whichever occurs last. Our meetings are held the first Monday of each month. For more information, please contact Erika Julien at [esjulien@umich.edu](mailto:esjulien@umich.edu) or (734) 763-9920.

We look forward to serving you in 2004!

Erika S. Julien  
President, Young Lawyers Section  
Washtenaw County Bar Association

## Attention New Employment/Labor Lawyers

The Labor & Employment Law Section and the Young Lawyers Section of the State Bar are holding a special seminar to address the needs of attorneys new to the employment/labor law area. It will take place prior to the mid-winter meeting at the Ypsilanti Marriott on **JANUARY 30, 2004**, from **3:30 pm to 5:00 pm**. This will be a great opportunity to get practical tips on handling cases and to meet fellow attorneys and members of the LELS Council. Hold the date!

### New Attorney Seminar

Labor and Employment Council  
State Bar of Michigan  
Friday, January 30, 2004, 3:30 to 5:00  
Ypsilanti Marriott at Eagle Crest,  
Ypsilanti, MI

#### 3:30 – 3:45 Introduction to the Section

David Khorey, Chair, *Varnum, Riddering, Schmidt & Howlett, LLP*

#### 3:45 – 4:45 Practical Tips for Attorneys New to Employment/Labor Law:

Handling an Employment Case:

*For Plaintiffs:* Deborah L. Gordon, *Deborah L. Gordon, PLC*

*For Employers:* Daniel J. Bretz, *Brady, Hathaway, Brady & Bretz, PC*

Handling a Labor Relations Case:

*For Unions:* Michael K. Lee, *Amberg, Firestone & Lee, PC*

*For Employers:* Stanley C. Moore, *Plunkett & Cooney, PC*

#### 4:45 – 5:00 Q & A With Speakers

#### 5:30 Reception

Join members of the Council and the Section for a cocktail reception after the program in conjunction with the Labor and Employment Law Section Mid-winter Meeting.

# YLS Upcoming Events

- Brown v Board of Education anniversary panel  
(contact John Conway at 313-961-6525 or [johnjconwaypc@aol.com](mailto:johnjconwaypc@aol.com))
- New Lawyers Seminar on Arbitration  
(contact Robert Fergan at 734-302-6036 or [rfergan@brinkshofer.com](mailto:rfergan@brinkshofer.com))
- Alternative Careers for Lawyers  
(contact Roxanne Medina Solomon at 248-651-3552 or [rmsolomon@women-philanthropy.org](mailto:rmsolomon@women-philanthropy.org))
- Winterfest  
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