	3
MICHIGAN SUPREME COURT	
2 Friday, May 2, 2014	
3 RECORD	11
4 CHAIRPERSON BUTZBAUGH: Welcome to a	-
5 for being here with us. My name is Al Butzba	-
6 am the chair of the Task Force on the role of	
7 State Bar of Michigan. I know it's going to	
8 little difficult for some of you to see me, k	
PUBLIC ADMINISTRATIVE HEARING 9 discussed this, and the podium for speakers i	
BEFORE THE MICHIGAN SUPREME COURT TASK FORCE ON THE 10 to block some people no matter where I sit, s	o they
ROLE OF THE STATE BAR OF MICHIGAN 11 told me just to sit.	_
Friday, May 2, 2014 - Lansing, Michigan 12 It's my understanding that this is t	
13 courtroom that the Supreme Court uses. It's	-
TASK FORCE MEMBERS: 14 understanding that this proceeding is being b	roadcast
ALFRED BUTZBAUGH, Chairperson 15 live on the website of the Supreme Court. Ap HON. MICHAEL J. RIORDAN	preciate
THOMAS W. CRANMER JOHN E. MCSORLEY	
DANIELLE M. BROWN 17 The first thing I am going to do is THOMAS C. ROMBACH	introduce
REP. JOHN WALSH 18 all the others on the Task Force who are here PETER H. ELLSWORTH	
JANET K. WELCH, Executive Director 19 will start to my far left and just ask you to VANESSA P. WILLIAMS	
20 introduce yourself.	
21 EXECUTIVE DIRECTOR WELCH: Good morr	ing. I
22 am Janet Welch.	
23 MR. ELLSWORTH: I am Peter Ellsworth	•
24 MR. WALSH: John Walsh.	
25 MR. ROMBACH: I am Tom Rombach.	
2	4
1 SPEAKERS PAGE 1 MS. BROWN: Danielle Brown.	
2 (PART 1) 2 MR. MCSORLEY: John McSorley	
3 1. ALLAN S.FALK 8 3 MR. CRANMER: Tom Cranmer. 2. ROBERT F. GILLETT 21	
3 1. ALLAN S.FALK 8 3 MR. CRANMER: Tom Cranmer. 2. ROBERT F. GILLETT 21 1 4 3. BRUCE A. COURTADE 27 4 4. DAVID M. SCHUT 31	
5 5. PATRICK LEVINE ROSE 39 5 CHAIRPERSON BUTZBAUGH: We have a fe	w members
6 (PART 2) 6 who are not here today. Colleen Pero and Joh	in Reed
7 6. BRIAN EINHORN 50 7 had obligations outside the state and could r	ot be
7. CHAD ENGELHARDT 61 8 8. JAMES SAFFELL 68 9 WILLIAM LODDE 72	ea
8 8 JAMES SAFFELL 68 8 here today. And Vanessa Williams will be her 9 WILLIAM LABRE 72 9 10. HON. THOMAS BOYD 76 9 little bit later. 11. EDWARD H. PAPPAS 84	
11.EDWARD H. PAPPAS841012.PATRICK F. GEARY9110The Task Force was established on Fe	bruary 13
11 (PART 3) 11 of this year, 2014. It wasn't very long ago.	The
1213.BRADLEY A. VAUTER9612purpose of the Task Force is set forth in the14.GREGORY L. ULRICH108	:
13 15. TRACIE D. BOYD 114 13 Administrative Order issued by the Supreme Co	urt as
16. ROBERT C. GARDELLA 118 14 17. GEORGE A. GOOGASIAN 128 14 14 Administrative Order 2014-5, and in that they	,
15 (PART 4) 15 instructed the Task Force to address a questi	on raised.
16 18. JOHN F. VANBOLT 138 16 about the appropriateness of the mandatory na	ture of
19.EDWARD HAROUTUNIAN1491720.KERRY L. MORGAN16021.KORGAN17122.KERRY L. MORGAN171	
21.KATHLEEN M. ALLEN1711822.VALERIE R. NEWMAN17718Now, the State Bar, everybody, as we	know,
19 (PART 5) 19 everybody who is a lawyer practicing in Michi	gan is
20 23. HEATHER J. GARRETSON 190 20 required to belong, and that's what's called	a
24. CARLE, SCHER 198	
24. CARL F. SCHIER 198	
24. CARLE, SCHER 198	
24.CARL F. SCHIER1982125.AUSTIN M. HIRSCHHORN20526.JAMES G. DERIAN2122227.LORI A. BUITEWEG2192227.LORI A. BUITEWEG219	ıd

	5		7
1	rights of objecting individual attorneys.	1	UNIDENTIFIED SPEAKER: I don't think so.
2	The Supreme Court went on to caution that at	2	CHAIRPERSON BUTZBAUGH: Here is Vanessa.
3	the same time the Task Force should keep in mind the	3	Vanessa, thank you for coming. We appreciate having
4	importance of protecting the public, to regulate the	4	you here, and we are just starting. And I have asked
5	profession, and how this role can be balanced with	5	everyone to introduce themselves just by their name,
6	attorneys' First Amendment rights.	6	and if you would just tell everyone your name.
7	The Supreme Court gave us a very short time	7	MS. WILLIAMS: Vanessa Williams.
8	line. Our report is due June 2, which is not very	8	CHAIRPERSON BUTZBAUGH: Thank you, Vanessa.
9	long after February 14, February 13, when the Task	9	We have set a rule of the number of minutes
10	Force was formed. All the members of the Task Force	10	that one of you can speak to us, and that's five
11	have taken this as a serious issue. Our first meeting	11	minutes. There is a timer up there. Nelson Leavitt
12	was on February 25 in person. This is now our 7th	12	is our where is Nelson? I can't see him, but
13	in-person meeting since that time. The purpose of	13	Nelson Leavitt is our recorder. Nelson has done a
14	these meetings has been to gather information to learn	14	wonderful job for us, has been very helpful, and he
15	about the issues before we begin figuring out what we	15	has set up everything here for us today.
16	are going to do. We want to make sure we have all the	16	Nelson is managing the clock, and when you
17	information in the beginning.	17	come up to speak, you will see that there is a proctor
18	The views of our members and of the public	18	with lights, and the person, you can see back here of
19	are very important to us. Early on in our process we	19	what the timing is. That will be for a speaker's
20	sent an e-blast e-mail to every member of the	20	initial comments. If the speaker is asked questions
21	State Bar. That's over, I am not sure the exact	21	and wants to respond, the five minutes doesn't count
22	number, but something over 42,000, as I recall. We	22	against that. You can feel free to answer the
23	have received many, many comments back from our	23	question however you see fit.
24	members about the Bar.	24	With that, we are ready to proceed, and the
25	And then in addition we decided to have this,	25	first speaker is Allan Falk. Mr. Falk is a practicing
	6		5
1	what we are calling the public hearing, where members	1	attorney from Okemos, Michigan. Mr. Falk, the name
2	of the Bar or members of the public can address us	2	Falk may be very familiar to many of you who are
3	personally and state to us directly what their view is		interested in this issue. Mr. Falk was a party to
4	of our task in this matter, and will give members here	4	litigation regarding the State Bar back in and the
5	on the Task Force an opportunity to question the	5	Michigan Supreme Court issued opinions in 1981 and
6	speaker as well.	6	1983. And, indeed, the Supreme Court formed one of
7	The Task Force is not here to respond to	7	the opinions in the Administrative Order establishing
8	questions. Our response will be given when we issue	8	this task force.
9	our report. So if someone who is addressing us asks	9	Mr. Falk, pleased to have you here, and you
10	us a question, we are not going to answer. Just so	10	are welcome to proceed.
11	everybody is clear.	11	MR. FALK: Thank you, Chairman Butzbaugh,
12	We have a number of speakers that are going	12	members of the committee, or Task Force. I have to
13	to go into the afternoon and, indeed, there are a	13	start off by noting that this Task Force consists of

14 couple of speakers for this afternoon who asked if 15 they could be put into the morning. We'll have to 16 wait and see how things go this morning, but we, because we want to make sure we get everything done 17 18 timely, in the morning we are not going to take a 19 break. If anybody on the Task Force wants to take a 20 short break, they will just get up and walk out and 21 come back and rejoin their seat. If any of you want 22 to take a break, do the same thing. I think that's all that I had. Does anybody 23 24 else have anything? Is there anything else that I

have. I just want to make that comment for the record and also, on behalf of the TV audience, apologize. They are probably already asleep. But, anyway, I mostly want to talk about the State Bar's lobbying program, but let me preface that by saying I don't think that the mandatory bar, there is any evidence that a mandatory bar does anything useful that a voluntary bar doesn't also do you.

only two members who aren't strongly affiliated with

the State Bar. It's kind of like showing up at an

arbitration where the other sides get to name all

three arbitrators. But we will deal with what we

missed.

25

METROPOLITAN REPORTING, INC.

14

15

16

17

18

19

20

21

22

23

24

-	9		11
1	There is voluntary bars in 13 or 14 states. We	1	your fitness as parents and, in fact, you can lose
2	explored that in some depth in previous hearings held	2	your parental rights for more than two years.
3	when I first sued the State Bar on this issue. We	3	So, again, I don't know why the State Bar
4	heard from the president of Iowa Bar Association, for	4	thinks this is bad policy or, more importantly, why
5	example. They do all the same kinds of things that	5	this affects the quality of legal services or the
6	the Michigan State Bar does or other mandatory bars.	6	delivery of legal services, which is what, according
7	And since then we have separated out the disciplinary	7	to the Keller opinion, Keller V State Bar of
8	function entirely. We now just fund it.	8	California, is supposed to be legitimate lobbying by a
9	So the State Bar's current legislation	9	mandatory bar.
10	program. I went to the website. There is quite a few	10	HB 4186, State Bar supports a bill to expand
11	bills. I couldn't possibly address them all, but I	11	the power of the judiciary to expunge criminal
12	just went through the first 15 or so and picked out a	12	convictions. To me this is a use or pay of the
13	few examples of things where I find it annoying that	13	governor's exclusive prerogative to grant pardons.
14	my dues is being used to support causes or notions	14	And, again, I don't see where that aids in the quality
15	that I find not only bad policy but poorly thought	15	of legal services or otherwise promotes the delivery
16	through.	16	of legal services.
17	For example, HB-4083, State Bar opposes a	17	HB 4583 and 4584, a pair of bills. The State
18	bill to require persons convicted of crimes to pay a	18	Bar opposes them. These bills would permit a court
19	fee of \$5 for a misdemeanor, \$10 for a felony, and	19	sentencing an offender for criminal sexual conduct or
20	that's per case. So if you are charged with ten	20	assaultive crimes to terminate grandparent visitation
21	felonies, it's still only ten bucks, to support crime	21	or parental rights. The State Bar says this is a bad
22	stopper activities. The would allow rewards for	22	idea because the judge involved in family court knows
23	reporting crimes, pay rewards for information released	23	more about the family and should decide whether to
24	to criminal prosecutions, and the State Bar's	24	terminate the rights, but who knows more about what
25	opposition is grounded on the notion that it would be	25	the particular person did committing the crime than
		[
	10		12
1	a privately administered program. In other words, the	1	the judge who presided at the conviction, whether it
2	rewards would not be by a government agency but by	2	was a trial or a guilty plea. Again, I don't see what
3	some private agency that has been approved by a local	3	this has to do with delivering legal services, the
4	government.	4	quality of legal services or anything in which a
5	I find that entirely hypocritical, since for	5	mandatory bar has had a legitimate interest.
6	20 years the State Bar funded LawPAC and aided LawPAC	6	HB 4913, State Bar opposes a bill to allow
7	by putting a line on the dues notice that you had to	7	dismissal of SLAP suits, Strategic Lawsuits Against
8	check not to pay it. The Supreme Court finally put a	8	Public Participation. No reasons given.
9	kibash on that. If that's the only concern, it must	9	CHAIRPERSON BUTZBAUGH: Just so you know,
10		10	and the second sec
1.1	be a good idea and there must be a way around it, but		your time is expired.
11	the State Bar hasn't proposed anything to get around	11	MR. FALK: Okay. I will take any questions.
12	the State Bar hasn't proposed anything to get around it. It's just critical.	11 12	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you
12 13	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill	11 12 13	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent
12 13 14	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the	11 12 13 14	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness
12 13 14 15	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit,	11 12 13 14 15	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the
12 13 14 15 16	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That	11 12 13 14 15 16	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to
12 13 14 15 16 17	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the	11 12 13 14 15 16 17	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how
12 13 14 15 16 17 18	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women.	11 12 13 14 15 16 17 18	MR. FALK: Okay. I will take any questions. MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted.
12 13 14 15 16 17 18 19	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women. Well, that's a completely separate subject. Whether	11 12 13 14 15 16 17 18 19	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted. As I listen to you this morning and actually
12 13 14 15 16 17 18 19 20	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women. Well, that's a completely separate subject. Whether children should have both parents or one parent is not	11 12 13 14 15 16 17 18 19 20	MR. FALK: Okay. I will take any questions. MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted. As I listen to you this morning and actually go back to 1979–1980 and your correspondence that you
12 13 14 15 16 17 18 19 20 21	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women. Well, that's a completely separate subject. Whether children should have both parents or one parent is not a function of whether one parent treats another parent	11 12 13 14 15 16 17 18 19 20 21	MR. FALK: Okay. I will take any questions. MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted. As I listen to you this morning and actually go back to 1979–1980 and your correspondence that you sent to the committee, it seems that you have a strong
12 13 14 15 16 17 18 19 20 21 22	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women. Well, that's a completely separate subject. Whether children should have both parents or one parent is not a function of whether one parent treats another parent badly. I won't deny that if one parent batters	11 12 13 14 15 16 17 18 19 20 21 22	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted. As I listen to you this morning and actually go back to 1979–1980 and your correspondence that you sent to the committee, it seems that you have a strong sort of generic position that the Bar should not be
12 13 14 15 16 17 18 19 20 21 22 23	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women. Well, that's a completely separate subject. Whether children should have both parents or one parent is not a function of whether one parent treats another parent badly. I won't deny that if one parent batters another parent, that parent is probably going to go to	11 12 13 14 15 16 17 18 19 20 21 22 23	MR. FALK: Okay. I will take any questions. MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted. As I listen to you this morning and actually go back to 1979–1980 and your correspondence that you sent to the committee, it seems that you have a strong sort of generic position that the Bar should not be mandatory or compulsory but should be voluntary, and
12 13 14 15 16 17 18 19 20 21 22	the State Bar hasn't proposed anything to get around it. It's just critical. Next, HB-4120. The State Bar opposes a bill creating a presumption that joint custody is in the best interest of children unless a parent is unfit, unwilling, or unable to care for the child. That doesn't seem like a terrible idea to me, but the State Bar says this does not protect battered women. Well, that's a completely separate subject. Whether children should have both parents or one parent is not a function of whether one parent treats another parent badly. I won't deny that if one parent batters	11 12 13 14 15 16 17 18 19 20 21 22	MR. FALK: Okay. I will take any questions. MR. MCSORLEY: Mr. Falk, I want to thank you on behalf of the committee for your, not just recent outspokenness, but also your historic outspokenness and observations about the management and the operation of the Bar. I think it gives us pause to reflect on how business is conducted and perhaps how business should be conducted. As I listen to you this morning and actually go back to 1979–1980 and your correspondence that you sent to the committee, it seems that you have a strong sort of generic position that the Bar should not be

METROPOLITAN REPORTING, INC.

11

	13		15
1	This is really my question to you. You have	1	So I think it may be a problem of the
2	addressed, I think, issues where you believe the Bar	2	procedure that is being followed, and I don't know
3	may have had, in your opinion, irresponsible or	3	that, without making it more cumbersome and unwieldy,
4	misplaced legislative advocacy. You mentioned family	4	that you would be able to get around that.
5	law matters, matters of criminal law, I believe. So	5	MR. MCSORLEY: This isn't something that is,
6	my question is, do you have a constructive	6	I know, fresh in your thinking. It's been there for
7	recommendation as to how the Bar might be more	7	some period of time, and you have been answering the
8	circumspect or how it might be more limiting in its	8	question that I have, but just a little bit deeper.
9	involvement in legislative advocacy with reference to	9	In that concept of the parent Bar, of the Bar as a
10	regulation, discipline, and matters involving the Bar	10	whole, it seems at least to me that your observation
11		11	
12	and involving the public?	12	and perhaps criticism is not the involvement in some
	MR. FALK: That's a very broad-based		legislative advocacy but it's the choosing and the
13	question. I will try to answer it to some degree.	13	decision making of where to have that legislative
14	MR. MCSORLEY: I was trying to compliment you	14	advocacy?
15	at the same time.	15	MR. FALK: That's not quite correct, but go
16	MR. FALK: And I appreciate that. I think	16	ahead. Go ahead and complete your question.
17	probably even one said after a flowery introduction, I	17	MR. MCSORLEY: I was going to then ask, have
18	am not sure how much of that is true, but it did me no	18	you had the opportunity to perhaps formulate your own
19	harm to hear it.	19	mind what safeguards, what screening, what perhaps
20	So let me start by saying that when it comes	20	protocol might be utilized to ensure to a greater
21	to sections of the Bar, those are in effect voluntary.	21	extent that the Bar is not treading away from the role
22	To belong to a section, you choose to belong and you	22	that it should be playing?
23	pay extra dues. So the current structure is that a	23	MR. FALK: Yeah. In general, I don't think a
24	section can't take a position on something in the	24	mandatory bar should be lobbying on anything except
25	legislature without getting the approval of the Board	25	the very limited things that Keller laid out, which
	14		10
1	14	1	16
1	of Commissioners, I think, and usually the Board of	1	would be the quality of legal service, which
2	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and	2	would be the quality of legal service, which pardon?
2 3	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line.	2 3	would be the quality of legal service, which pardon? MR. MCSORLEY: You don't have a problem with
2 3 4	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections	2 3 4	would be the quality of legal service, which pardon? MR. MCSORLEY: You don't have a problem with the Keller principles?
2 3 4 5	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a	2 3 4 5	would be the quality of legal service, which pardon? MR. MCSORLEY: You don't have a problem with the Keller principles? MR. FALK: No.
2 3 4 5 6	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can	2 3 4 5 6	would be the quality of legal service, which pardon? MR. MCSORLEY: You don't have a problem with the Keller principles? MR. FALK: No. MR. MCSORLEY: Okay.
2 3 4 5 6 7	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of	2 3 4 5 6 7	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either	2 3 4 5 6 7 8	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my	2 3 4 5 6 7 8 9	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and	2 3 4 5 6 7 8 9 10	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is.	2 3 4 5 6 7 8 9 10 11	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just	2 3 4 5 6 7 8 9 10 11 12	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things	2 3 4 5 6 7 8 9 10 11 12 13	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people	2 3 4 5 6 7 8 9 10 11 12 13 14	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no	2 3 4 5 6 7 8 9 10 11 12 13 14 15	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when the Board is considering these issues.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when the Board is considering these issues. Somebody comes up, makes a presentation, and	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when the Board is considering these issues. Somebody comes up, makes a presentation, and there is nobody, because it's not like any kind of	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when the Board is considering these issues. Somebody comes up, makes a presentation, and there is nobody, because it's not like any kind of litigation that we are used to, there is no adversary	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when the Board is considering these issues. Somebody comes up, makes a presentation, and there is nobody, because it's not like any kind of litigation that we are used to, there is no adversary there saying, Well, wait a minute, you haven't	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>would be the quality of legal service, which pardon?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	of Commissioners, I think, and usually the Board of Commissioners takes a position for the whole Bar and everybody has to tow the line. It would be more sensible to let the sections speak. They are essentially voluntary groups, so if a section says something with which I disagree, I can stop belonging to the section. That's my way of saying, You guys aren't doing a good job, and either they will do a better job if enough members follow my example, or I am the only guy that has a problem and they won't miss my \$15 or \$25, whatever it is. But when it comes to the whole Bar, I just think there is a long history of not thinking things through, and I don't think that means that people aren't trying to. They just aren't, there are just no advocates for other sides of questions it seems when the Board is considering these issues. Somebody comes up, makes a presentation, and there is nobody, because it's not like any kind of litigation that we are used to, there is no adversary	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>would be the quality of legal service, which pardon?</pre>

People go, Wait a minute, that is a problem. That's

something we have to do.

24

25

METROPOLITAN REPORTING, INC.

24

25

clear. Let's say you agreed with me and it's quality

of legal services, delivery of legal services. Those

	17		19
1	are the legitimate things. So every time you thought	1	objection, and now we would be getting into just my
2	about taking a position, you would say, okay, first of	2	view of joining bars or not joining bars, and that's
3	all, do we think it meets these criteria, and is this	3	really not a relevant question here. We currently
4	the main thing of it, or is this just an ancillary	4	have a mandatory bar. I don't know the legislature is
5	point we are using to shoehorn our way into talking	5	about to unmandatory it, so within those parameters,
6	about something else? And then when we are talking	6	let's ask ourselves, well, okay, if we are going to be
7	about this legislation, are we talking about the	7	that way, then how do we treat our members? If we
8	quality of legal service aspect of it, or are we	8	were a voluntary bar, then we would have to sell our
9	talking about some other aspect. So we are going to	9	members on what we are doing.
10	limit ourselves that way.	10	MR. CRANMER: I think you clarified my
11	And then, if you really wanted to have a good	11	question maybe better that the one I posed.
12	procedure in place, you would then put in the Bar	12	JUDGE RIORDAN: I have a quick follow-up. If
13	Journal, in the monthly Bar Journal or on the website	13	we did follow your bar, the Supreme Court's,
14	somewhere, along with e-journal, and say, okay, here	14	recommending that any public policy should be
15	is legislation. In the next month, we have got 30	15	disseminated to the membership, further input as to
16	days to weigh in and tell us whether we are fine with	16	whether or not it's Keller permissible, what if one
17	Keller if we take this position on this bill. And	17	member of the Bar could say, This is not Keller
18	then at least you will know whether somebody out there	18	permissible, I don't think you should be advocating
19	says, you know what, you guys don't have it right this	19	that, would that, would that one member of the Bar in
20	time, you know, you are way off the mark, and you can	20	your opinion have veto power? Is that majority rule?
21	rethink your position. And then, of course, under	21	These are first amendment issues we are talking about.
22	Keller there is supposed to be a Hudson protest	22	How do we protect the First Amendment rights of all of
23	mechanism as well.	23	our members?
24	MR. MCSORLEY: Your want is to get the	24	MR. FALK: Now I get to say good question to
25	information out to the Bar by way of e-journal or	25	you. Return the favor.
	18		20
1	through the website before the Bar perhaps takes that	1	Well, I only appeared in front of you once
2	position and to gain feedback with reference to	2	when you were at the Court of Appeals. And I'm sure

2 3 4 5
4
5
6
7
8
9
10
11
12
13
14
15
16
16
16 17
16 17 18
16 17 18 19
16 17 18 19 20
16 17 18 19 20 21

MR. FALK: I would have no First Amendment

when you were at the Court of Appeals. And I'm sure it's a good question if you ask me one. But anyway.

No, it's not that the filing of an objection says that you can't go forward. The filing of an objection calls to your attention, well, have you thought about how this relates to Keller, and you rethink your position as an honest member of the Board of Commissioners and say either, okay, you know what, you have convinced me, I overlooked something, or, no, you haven't convinced me and it is Keller legitimate, and then there is the Hudson proposition that says, okay, if I still dissent, if now I am a dissenting member, then I get to file an objection and somebody has to give me back two cents of my dues because I don't have to support that.

JUDGE RIORDAN: So it would still be left to the Board of Commissioners as some governing body or some committee?

MR. FALK: Right. Presumably at the end of this process the Supreme Court is going to amend Administrative Order, what is it, 2004-1 or something, to better define what it is the State Bar can and can't do. So, you know, when you have -- so if it says more directly these are things we think are

25

METROPOLITAN REPORTING, INC.

25

	21	
1	permissible under Keller, then, you know, unless I	1
2	challenge the Administrative Order, okay, that's your	2
3	guideline, and presumably you are going to try to	3
4	follow it in good faith, and if I go to the Supreme	4
5	Court and say, you know what, they are flouting it,	5
6	well, you know, then they will do what they do, which	6
7	might be nothing. It might be saying, okay, you guys	7
8	are hopeless, or getting rid of all of you and, you	8
9	know, applying a whole new board of commissioners, or	9
10	something in between.	10
11	CHAIRPERSON BUTZBAUGH: Thank you, Mr. Falk.	11
12	MR. FALK: Thank you.	12
13	CHAIRPERSON BUTZBAUGH: Robert Gillett.	13
14	Mr. Gillett is from a Legal Services of South Central	14
15	Michigan. His office is in Ann Arbor.	15
16	MR. GILLETT: Good morning, Chairman	16
17	Butzbaugh and members of the Task Force. I am coming	17
18	to express my support for a mandatory bar and to make	18
19	a couple comments about the reasons for that support.	19
20	In general, I think that there is a need for	20
21	some regulation of the legal profession, and I think	21
22	that that regulation is meant to support two main	22
23	values protection of the public and to provide a	23
24	voice to speak for the profession on issues that	24
25	affect the profession. And the current mechanism is	25

22

issue, I describe what Michigan does, and almost invariably someone would comment, yes, yes, we know, the Michigan Bar is really great on these issues.

23

24

And so I just hope that the Task Force recognizes what I didn't for quite a while, and that is that the State Bar of Michigan programs in the areas of access to justice and support of pro bono are seen as among the best in the country and, as you review the Bar operations, I urge you to see that those aspects of the Bar's work are preserved.

My comment on my experience in the Bar's decision-making process, and I would describe it as kind of a bottom-up or mid-level view. I have never been on the Board of Commissioners or a member of the Representative Assembly, but I have been involved in a lot of policy discussions that have ended up there eventually.

My impression is that the Bar has elaborate systems for developing policy and that it follows these systems fastidiously and religiously. From my point of view as co-chair of the Bar's Pro Bono Initiative, before something discussed in our committee becomes Bar policy, it's reviewed either by four, depending on which track it takes, Board of Commissioners versus Representative Assembly, by

	22	
1	the State Bar, and the question that the Task Force is	1
2	looking at is whether these functions could be	2
3	performed more efficiently or more effectively through	3
4	some different structure. And I wanted to mention two	4
5	elements of the Bar's current efforts to serve the	5
6	public, and that's access to justice and pro bono, and	6
7	I also wanted to comment on my experience in the Bar's	7
8	decision-making process.	8
9	Programs and services to assure access to	9
10	justice are critical to the public. These programs	10
11	address the ideal that all citizens should be	11
12	permitted to participate equally in our justice	12
13	system. These programs are critical also to the	13
14	judicial system. The whole credibility, if our	14
15	judicial system depends on the public's confidence	15
16	that they will have access to and be treated fairly by	16
17	that system.	17
18	I practiced in Michigan my whole career, and	18
19	because of this I think I underappreciated our	19
20	State Bar for many years. In the last 15 years or so	20
21	I have been on a number of national boards and	21
22	committees through the National Legal Aid and Defender	22
23	Association, the American Bar Association, the Legal	23
24	Services Corporation. Time after time I would be	24
25	involved in a discussion with some access to justice	25

either four or five independent sets of eyes. Something is raised at the Pro Bono Initiative. We invariably, if it's a policy issue, create a subcommittee or work group where all the hard work takes place and the issues are hashed out. The committee brings a draft back to the Pro Bono Initiative. The Pro Bono Initiative, after it reviews it and approves it, sends it on to the Committee on Justice Initiative. From there it goes on to either the Representative Assembly or the Board of Commissioners. But before it goes to the Board of Commissioners, it's reviewed by the Public Policy Committee.

So it seems to me that the Bar has sound systems in place to assure that it's complying with Keller on public policies issue, and it doesn't seem to me that the Bar ever acts rashly or impetuously on policy issues.

A couple other comments on the Bar process. In every Bar discussion the goal is to hear from as many voices as possible. Any time I have been in one of these committees, the question is who cares about this, how can we get their input, and the Bar position evolves because of this broad discussion.

The committees are very self-policing, both

1	25 at the committee level and the individual level. On	1	2' the Keller implications and some attempt to address
2	the Committee on Justice Initiatives our chairs really	2	-
3	*	3	that right up the line, committee to the Board of
4	understand Keller. You know, I know that the Bar at	4	Commissioners.
	the Commissioner's level has invalidated a number of		CHAIRPERSON BUTZBAUGH: Thank you.
5	things as Keller impermissible, but I also want to say	5	Bruce Courtade. Mr. Courtade is a lawyer who
6	that at the committee level and at the individual	6	is with Rhodes McKee in Grand Rapids, and he is the
7	level there is a great deal of policy issues that are	7	immediate past president of the State Bar. He also
8	screened out.	8	was the chair of the Representative Assembly from
9	And all of us are individuals and are	9	2000-2001.
10	advocates, and we understand how to advocate. We know	10	MR. COURTADE: Thank you, Mr. Butzbaugh.
11	what is a Bar issue, and we know what is not a Bar	11	Thank you, members of the Task Force, for the honor of
12	issue. I am a member of many organizations, several	12	being here today.
13	of which have registered lobbyists, and so it's not	13	The issue before you is very complex, very
14	like if I can't go through the Bar I can't express an	14	broad. It impacts not only the profession in which we
15	opinion on anything.	15	practice; it affects the citizens in the state of
16	So thanks again for considering my comments	16	Michigan and every member of the judiciary. It's
17	and for your work in serving on this Task Force.	17	difficult as I stand here to think of an issue more
18	MR. MCSORLEY: One quick question. Do you	18	critical to what we are doing as a profession than
19	think if the Bar had an additional screening protocol	19	what you are charged with reviewing. Therefore, to
20	or additional screening process in place in reference	20	assist you in your assigned task I would like to
21	to what seems to be the topic of discussion,	21	offer, based on my 26-year experience as a member of
22	legislative advocacy, that that would be mere	22	the Bar, my nine years as a member of the
23	duplication of what's already in place?	23	Representative Assembly excuse me, six years on the
24	MR. GILLETT: Yes. I mean, if you had asked	24	Representative Assembly, nine years with the Board of
25	me before this whole process started what my	25	Commissioners, including one year as State Bar
[
	26		2
1	recommendation is about tweaks to the Bar process, $\ensuremath{\operatorname{my}}$	1	president, my insight That was approximately 15
2	recommendation is that it's a very slow, very	2	seconds of silence.
3	deliberate process and, if anything, it tests the	3	Imagine now that you are sitting here
4	patience of its volunteers. If I am going to work on	4	wondering what my position is, do I care, do I have a
5	a Bar policy issue, I am committing myself to two	5	take, what can I offer based on my experience, my
6	years, you know. And so before this current issue	6	expertise. What do I have that I can assist you with
7	came up, my recommendation was how can we make things	7	Imagine it's a piece of legislation that's pending
8	move more quickly, how can we encourage volunteer	8	before the Michigan Legislature that's going to change
9	participation?	9	the way we practice law, that's going to change the
10	Having said that, you know, any system can be	10	shape and size of our judiciary, and the State Bar of
11	improved. My strongest urging is that we retain a	11	Michigan, which has 42,600 officers of the court,
12	mandatory bar and, if there are tweaks to the system	12	stands silent and offers no opinion, no expertise, no
13	that add screening and that make it quicker and more	13	guidance.
14	efficient, I would be in favor of that.	14	Does that really serve the purposes of the
15	As a partial response to Mr. Falk, I	15	State Bar of Michigan? Does that protect the public?
16	understand how you can read those bills and say	16	Does that serve the judiciary?
17	someone can have a different opinion of those, but if	17	When you look at what the purpose of the
18	you have been at the work group level and if this	18	State Bar is, what the appropriate role of the
19	happens all the time, that person then who takes	19	State Bar is, start out with rule one of the
20	Mr. Falk's position says that at the committee level,	20	Supreme Court rules. State Bar of Michigan shall aid
21	and then the explanation is given, and the person	21	in promoting improvements in the administration of
22	either says, Oh, I get it now, I agree, I am fine with	22	justice and advancements in jurisprudence in improving
23	this, or they say, Okay, I still disagree, but I	23	relations between the legal profession and the public
	$\ldots, \ldots, \ldots, \ldots, \ldots, \ldots, \ldots, \ldots, \ldots$		

25

in this state.

METROPOLITAN REPORTING, INC.

Pages 25 to 28

and in promoting the interests of the legal profession

5-2-14TaskForce

	29		31
1	I think personally that a better way to state	1	Any attempt to silence or intimidate the Bar,
2	it is on the walls of the State Bar of Michigan	2	to silence its objective voice and its expertise is
3	written by the first president, Roberts P. Hudson. No	3	simply
4	organization of lawyers shall long survive which has	4	If you have any questions, I would be happy
5	not for its primary object the protection of the	5	to answer.
6	public.	6	CHAIRPERSON BUTZBAUGH: Any questions of
7	Now, I am concerned about our members' First	7	Mr. Courtade? Thank you, Mr. Courtade.
8	Amendment rights, and without making too little of	8	MR. COURTADE: Thank you.
9	this, I will also be trying a little bit of a Star	9	CHAIRPERSON BUTZBAUGH: David Schut.
10	Trek theme. Mr. Spock said, The needs of the many	10	Mr. Schut is an attorney from Farmington Hills.
11	outweigh the needs of the few or of the one.	11	MR. SCHUT: Good morning. Thank you for the
12	When you look at the current protections in	12	opportunity to speak. I am David Schut, P38924,
13	place under the Administrative Order, they limit the	13	licensed in 1986. I have been in solo general
14	State Bar as to what it can speak about, as to what it	14	practice for the last 20 years in the metro Detroit
15	can advocate about. There are protections currently	15	area. Prior to that I operated the state's medical
16	in place.	16	malpractice arbitration program until its repeal in
17	Responding briefly to Mr. Falk. I don't want	17	'94. I have appeared in a dozen or so circuit courts,
18	to burn through my time on all of this. There are	18	a few dozen district courts, Court of Appeals, various
19	already procedures in place where legislation has to	19	state administrative hearing forums. My clientele
20	be posted for 14 days before the State Bar can comment	20	have primarily been lower income Michigan residence.
21	on it. We have just seen a recent instance in which	21	We lawyers as a profession are in a unique
22	there was a sea change in the Court of Claims that	22	position when we regulate and license ourselves.
23	because of that very rule the State Bar was not	23	Every other licensed professional in this state has a
24	allowed to comment. I think that had the State Bar	24	board and State agency oversight. None of those
25	been allowed to comment, we had some pretty good	25	professionals are required to be members of their
	30		32
1	insight, we being the collective body of lawyers, had	1	private state professional organization as a condition
2	some pretty good insight as to why that might or might	2	of state licensure. Only us. It may be finally time
3	not be some good legislation, but we were precluded	3	for our profession to separate licensing and
4	from talking.	4	regulation from our private professional organization,
5	Mr. Garvey said that there is a cumbersome	5	and the reason is that the primary purpose of
6	process. I agree. It takes a long time to get policy	6	licensing and regulation is protection of the public,

7 through the State Bar of Michigan. Nothing is done 8 haphazardly. 9 I am going to wrap up and take questions if 10 you have them, but before I do, there is a less famous 11 quote by Roberts P. Hudson, one that's too long to put 12 on a wall, but was quoted in the Falk decision, the 13 initial Falk decision when he wrote, Your organization 14 is designed not only for the benefit and betterment of 15 its members but primarily for the public at large who require the services of the profession. It must never 16 17 be subservient to political dictation or intimidation 18 nor control from outside its membership. It cannot 19 represent the interests of any group of political 20 faith. It must not draw distinctions of color, race 21 or creed. It must not submit to politically-minded 22 leadership. It must not stand aloof from its 23 membership. It is now and must remain democratic,

independent, and representative of the best ideas of

for our profession to separate licensing and regulation from our private professional organization, and the reason is that the primary purpose of licensing and regulation is protection of the public, and the primary purpose of our private professional organization is to promote our interest, not the public's. We are simply dishonest to say there is no inherent conflict between protection of the public and promotion of lawyers' financial interests.

Our first State Bar president said something you guys have already heard this morning about protection of the public. The introductory page to our 2013 annual is our mission statement, and you have heard that also. Nowhere in our mission statement is there protection of the public as their primary object. I believe it is now time for our Bar to alter its structure to promote protection of the public as our true primary purpose, ahead of our economic self-interest and all other vested interests.

Despite this belief, I do not believe that ending the mandatory bar association membership is a correct solution. I think our Bar needs some major modernizing and a more thorough, honest

citizenship.

24

25

METROPOLITAN REPORTING, INC.

7

8

9

10

11

12

13

14

15

16

17

18

19

2.0

21

22 23

24

	33	
1	self-assessment than has been done previously. I	1
2	think we need to comprehensively survey other states	2
3	to see what is working for them. Our Bar needs basic	3
4	structural and programmic change. I believe our	4
5	Supreme Court should revisit its charge to the Bar and	5
6	mandate protection of the public as the number one	6
7	goal and purpose.	7
8	So what are my specific suggestions? First,	8
9	I would urge that we adopt mandatory CLE. Presently	9
10	48 states mandate CLE. The CLE Regulators Association	10
11	website provide information on what's done in every	11
12	state beyond ensuring that lawyers stay current,	12
13	mandatory CLE. Also gives the Bar an opportunity to	13
14	directly address all its members every year, including	14
15	all the lawyers that don't go to the annual meeting or	15
16	read the Bar Journal. I can't understand how 48	16
17	states can be wrong and we are right not to require	17
18	CLE.	18
19	Secondly, I would urge the Bar to adopt	19
20	specialty certification standards and reign back in	20
21	some of the lawyer advertising I feel is over the top.	21
22	Presently 20 states have some sort of specialty	22
23	certification standards, and we don't have to wait	23
24	until 48 of them do that for us to do that as well.	24
25	Certification clearly helps the public, and I	25

need to do the things that they do. They require insurance of 100, 200 limits. They require 15 hours of CLE each year, including ethics and other special topics. They have a special counseling and rehab function that is protected from a duty to disclose and new ethics rules. They have separate licensing and discipline from their bar association to eliminate the inherent conflict between protecting the public and advancing lawyers' interests.

35

Oregon also aggressively promotes its members in doing pro bono work. Its website is full of present opportunities for its members to take on pro bono work, detailed specifics on what pro bono work was done, et cetera. By comparison here, I feel we give it more lip service. We can do better and shame on us if we don't.

I reviewed our strategic plan. No where in there does it talk about looking at other courts or what other state bars do. And no where in there is there any talk about protection of the public as the primary object. It is a plan to maintain the status quo. I would throw it out and start over.

Long ago our society granted a few professions special status to at least partially regulate themselves. It is a social contract that I

	34		36
1	don't think the disability train TV ad has anything	1	believe we have long been reaching for our own selfish
2	legitimate to do with providing legitimate legal	2	economic interest. We are interested in prosecuting
3	services. Lawyers who advertise on TV should actually	3	unauthorized practice of law cases instead of making
4	be in courts with clients and cases and not just	4	simple legal proceedings something that the average
5	referring clients they sign up to other lawyers. We	5	college-educated person could do themselves without
6	can all be forced to give up some of our blessed First	6	hiring us. We are all for plain English in the law
7	Amendment rights if we want to be lawyers when it	7	unless it takes a fee away from us. We are still
8	helps to protect the public.	8	officers of the court, but we have forgotten who owns
9	Thirdly, I believe we need an overhaul of our	9	the courthouse.
10	present disciplinary system, at least as far as the	10	Thank you for allowing me to speak.
11	treatment of bar applicants and lawyers who	11	MS. BROWN: First of all, thank you for being
12	voluntarily seek assistance for alcohol or substance	12	so organized and succinct with your suggestions. We
13	abuse and related mental health issues. Our system	13	really appreciate that.
14	has a lack of confidentiality and our ethics rules	14	You mentioned something along, you cited the
15	have no provision for excluding certain disclosures	15	idea of a lack of confidentiality, and I am really
16	from our general duty to report lawyer misconduct.	16	curious for you to go back to that and maybe just
17	Finally, I believe that some form of	17	reiterate what you said, and I think you were alluding
18	malpractice insurance should be mandatory. Our Client	18	to there are some issues that shouldn't be reported.
19	Protection Fund paid out about \$300,000 last year.	19	I want to understand you on that.
20	That's not a lot of public protection. If that's all	20	MR. SCHUT: When Bar applicants are initially
21	the damage we caused last year, our premiums for	21	referred into a treatment process or attorneys
22	coverage should be very cheap.	22	voluntarily seek assistance, there needs to be in our
23	The State Bar of Oregon is a mandatory Bar.	23	ethics rules an ability for the people that are taking
24	I suggest we look very closely at what they do and we	24	care of those folks to not be required to report
25	reexamine our well-rehearsed reasons for why we don't	25	lawyer misconduct, otherwise there is no

	37		39
1	confidentiality in the treatment process, and it's not	1	are going to be our own regulator.
2	treatment then, it's punishment. It's not	2	MR. ROMBACH: Appreciate the insight.
3	rehabilitation, it's punishment. We need to separate	3	MR. SCHUT: Thank you very much for the
4	the two concepts. We need to treat people and try to	4	opportunity.
5	get them better and not sort of treat them but report	5	CHAIRPERSON BUTZBAUGH: Mr. Rose. Mr. Rose
6	them anyway. That's not treatment. Look at what	6	is an attorney who is practicing in East Lansing.
7	Oregon does and you will understand the difference	7	MR. ROSE: Good morning. Thank you for
8	between what we do and why it's important.	8	serving on the Task Force.
9	MS. BROWN: Thank you.	9	My name is Patrick Levine Rose, and I am a
10	MR. SCHUT: Yes, sir.	10	member of the Bar and have been a solo practitioner
11	MR. ROMBACH: It seems like you want to	11	for 22 years. I believe the State Bar should advocate
12	change the focus of the State Bar to more protection	12	to ensure the fair administration of justice in our
13	of the public as opposed to what it does now, is that	13	court system.
14	a proper characterization?	14	Why is advocacy by the legal profession
15	MR. SCHUT: Yeah, I think so.	15	essential? When lawyers are licensed, they swear an
16	MR. ROMBACH: As opposed to the order under	16	oath to uphold the Michigan and U.S. Constitution.
17	which we labor as Task Force members	17	Under the Revised Judicature Act lawyers are admitted
18	MR. SCHUT: I understand.	18	to practice law as officers of the court. That's in
19	MR. ROMBACH: you made an interesting	19	the statute. That's why the federal courts refuse to
20	comment. You said that you are willing to relinquish	20	get involved in State Bar regulation of their
21	some of our lauded First Amendment rights	21	professional practice in the courts.
22	MR. SCHUT: Absolutely.	22	Only lawyers can become judges. Only lawyers
23	MR. ROMBACH: in order to be more	23	are admitted to practice law in court. Michigan has a
24	aggressive as a profession to extend these	24	long history of acknowledging. Who knows how courts
25	protections?	25	work or do not work? It's lawyers. No other
		L	

	38		
1	MR. SCHUT: Yes, sir. I think as a condition	1	professio
2	of licensure we could all be required to waive some of	2	in the ad
3	our First Amendment rights, very simply.	3	advocate.
4	MR. ROMBACH: Just out of curiosity, because	4	governmen
5	we are, again, operating under a certain charge from	5	proper fu
6	the Court under the two Falk decisions, under Keller,	6	
7	how do you square that constitutionally if we are	7	justice m
8	calling upon lawyers to give up First Amendment rights	8	juries, o
9	and then still comport with the orders that we are	9	with one
10	trying to be compliant with?	10	professio
11	MR. SCHUT: I think that there are all sorts	11	courts sh
12	of professional circumstances under which people are	12	the polic
13	required to waive a portion of some constitutional	13	legislatu
14	right in order to obtain a privilege to practice law	14	it and ou
15	or a privilege to do something else. It's a	15	
16	trade-off, and it's a trade-off because the goals that	16	mandatory
17	are obtained in that way are more important than my	17	Bar of Mi
18	First Amendment rights as an individual.	18	justice.
19	MR. ROMBACH: So you are for the Bar	19	percent o
20	seasonably palpating perhaps more than it has up to	20	silence t
21	now, shifting the focus to primarily protection of the	21	advocacy
22	public as opposed to perhaps promoting the profession,	22	based on
23	I think that's the tension you saw now?	23	
24	MR. SCHUT: Yeah, if we are going to function	24	lawyers a
25	as our own regulator, we have to do that, yes, if we	25	including
L		L	

profession has our training, knowledge, or experience in the administration of justice. This is why we must advocate. We are part of the third branch of government. We are there to protect and safeguard its proper function.

Lawyers obviously do not agree on what justice might require. If we did, why have judges, juries, or appellate courts. Lawyers do not speak with one voice; however, it is our duty as a profession to arrive at collective judgments on how courts should function and transmit those judgments to the policymakers in the judicial branch and the legislature because they need it and the public needs it and our clients need it.

Why is collective advocacy so essential in a mandatory bar? The majority of lawyers want the State Bar of Michigan to advocate on administration of justice. I bet less than 20 percent or even 10 percent or maybe only two percent would vote to silence the Bar entirely. Take a vote. If the Bar's advocacy role is going to be silenced, it should be based on a vote of the majority of all lawyers.

In 35 or so states a mandatory bar exists and lawyers advocate as a group. In most of those cases, including in Michigan, let's leave it that way.

METROPOLITAN REPORTING, INC.

	41	
1	Third, why does advocacy by the Bar on	
2	justice fill such a great need? I worked in two small	
3	law firms prior to going into solo practice for almost	
4	22 years. The ABA says in the 2012 report 49 percent	
5	of lawyers are sole practitioners like myself.	
6	Seventy percent of private practice lawyers are in	
7	small firms like the ones I practiced in. We lack the	
8	time, the resources, and the backup to advocate for	
9	justice, and we need a mandatory bar to solve our	
10	collective action problem and to advocate to keep	
11	courts fair, functional, and accessible.	
12	There is no First Amendment right that exists	
13	to silence the bar. I clerked for Judge Collins Seitz	
14	in the 3rd circuit in '91 to '92, just after the U.S.	
15	Supreme Court decided Lehnert versus Ferris Faculty	
16	Association, 500 US 507, a case in which the question	
17	was were they honoring the Hudson opt-out rule from	
18	1986, and were they providing a way not to compel	
19	people to pay for speech with which they disagreed.	
20	The Abood-Keller cases do not give a First	
21	Amendment right to silence bar advocacy on	
22	administration of justice issues, and I do not believe	
23	the U.S. Supreme Court, Quinn V Harris, will decide to	
24	silence mandatory bars.	
25	For one thing, read the state sovereignty	
L		L_

1

2

3

4

6 7

8

10

11

12

13

14

15

16

17

18

19

2.0

21

22

23

24 25 Keller permissible necessarily will survive scrutiny. And in Knox the Court said they are looking at the possibility that an opt-in is constitutionally mandated, and if they do that, it would be impossible for the State Bar of Michigan to defend what they've called a Keller pure system with no opt-out at all.

My former forms addressed this. First, I propose allowing dissenting statements to State Bar positions. Such dissenting statements are filed with committee reports in congress, in state legislatures. They are used in other state bars. They are used in Supreme Court opinions. The Bar does not now do this, but it should. I've participated in dissenting statements in other bars. So dissenters who disagree with Keller positions can write statements to give a contrary view and they are not ghettoized or marginalized as sole dissenters. They can coalesce and form a block and state their views and advocate them simultaneously.

I ask the Task Force to propose the Bar create a process allowing up to two groups in a minority to draft written dissenting statements if other lawyers support them.

Second, I propose e-mail notice to all lawyers that the Bar may advocate on an issue. If

	42	
1	cases, including Michigan case involving the	1
2	affirmative action issues and the Obamacare case, and	2
3	the Justice Roberts decision. The U.S. Supreme Court	3
4	has refused to require states to restructure their	4
5	form of government to fit a federal law.	5
6	But let's go further. There is not even a	6
7	First Amendment policy concern at issue when the Bar	7
8	advocates on Keller issues. The Bar does not compel	8
9	any individual lawyer to speak when it votes by a	9
10	majority to take a position. No one says or thinks	10
11	the Bar speaks for every lawyer. If the State Bar	11
12	speaks, it speaks for a majority. If the Bar speaks	12
13	on a non-Keller issue, one can object.	13
14	My next point is my most important, and it	14
15	directly answers anyone who might claim their First	15
16	Amendment free speech rights justify silencing all bar	16
17	advocacy. I say again what the U.S. Supreme Court	17
18	said; namely, the remedy for speech if you don't like	18
19	it is more speech, so if you oppose a Bar position,	19
20	you should dissent.	20
21	Now, I have serious concerns about how the	21
22	Bar maps the Keller distinction. I don't think it has	22
23	a defensible position, and when I read Davenport from	23
24	2007, a U.S. Supreme Court case, and Knox from 2012, I	24
25	do not believe that the way the Bar determines what is	25

they opt in to get notices, the Bar does not now send those notices of its intent to debate, whether to advocate on Keller policy initiatives. The Bar only posts notice on a website. The Bar could easily e-mail notices with the e-news or e-journal. It should have to tell any member who wants to know when it proposes to vote and whether to take a position on a Keller justice issue.

If you are not clairvoyant and you can't anticipate what will be said in the room and you don't get the notice and you can't be heard, how can you possibly be set to have a Keller procedure to opt out of a Keller distinction that hasn't even been discussed? If you don't have a Keller procedure that's defensible and you don't have an opt-out procedure, I think you are in trouble, and I want to save the Bar's advocacy function.

Third, the Bar should ask lawyers to e-mail their views, and the Bar should have to post all lawyer statements on a website so anyone can read them. The Board of Commissioners needs to hear from as many lawyers as care to write before they take the Keller position and after. This is what the Supreme Court now does with comments it receives on proposed court rule changes.

5-2-14TaskForce

METROPOLITAN REPORTING, INC.

	45
1	Fourth and last, I propose allowing lawyers
2	to opt out of having their money used to pay for bar
3	advocacy speak. It's very nice to say we are Keller
4	pure. I don't think that's defensible. The Bar
5	currently does not allow members to opt out of paying
6	for advocacy as do other bars, like Wisconsin, and an
7	opt-out procedure would neither be onerous nor would
8	it substantially dilute the money available for the
9	advocacy function. I believe it would cause it to
10	have far greater legitimacy and an opt-out procedure
11	would avoid making lawyers feel as if their dues pay
12	for Keller advocacy and non-Keller advocacy that they
13	oppose, and I think the U.S. Supreme Court has five
14	votes to require it. Why wouldn't we do it. Give
15	lawyers a real way to opt out or have an easier way to
16	object to a Keller determination, but that's a
17	nonchargeable issue.
18	It's a small price to pay for the freedom
19	most lawyers want, to have our profession speak by a
20	majority on Keller justice issues before the judiciary
21	and the legislature, and if we adopt these four
22	reforms, bar advocacy will result in a more fair
23	process that celebrates these free speech and doesn't
24	deny it, but if the Bar is silenced, which is what is

proposed, the legislature and our clients and

that presumes that the Bar has a procedure by which it's segregated out nonchargeable. If you go back and look in the Davenport and the Knox case, you had organizations that compelled you to be a member. They compelled you to pay the money, and they had no defensible procedure to say, which they did say in each case, both in Davenport and in Knox, that we never violate your First Amendment rights, and they never gave a meaningful way for a person to know that there was money spent on non-Keller issues.

MR. MCSORLEY: That's really your concern. Your perspective is that there is currently no defensible procedure in place within the Bar to assure that it is conforming to Keller?

MR. ROSE: That's correct, and that's because the debate on the precise details that would make it Keller or non-Keller occurs at a meeting of the Board of Commissioners which you can know about only if you are looking on the website every single day, and only if you are then able to take the time and the money to come to listen to the debate, and only then if you are given an appeal, but your appeal rights have evaporated at that point. So it's an illusory procedure. The so-called Keller appeal procedure doesn't even exist, and beyond that, you can't opt out

46 48 1 especially the courts will be the biggest losers. 1 individually and say, go look at the website, I 2 Thank you. 2 dissented. My views are there, and look at how many 3 MS. WILLIAMS: Mr. Rose, are you proposing 3 lawyers joined me. That's not allowed. You can't say 4 that we either/or the opt out or send to committee or I have a huge 20 percent minority who has dissented in 4 5 both? 5 writing, as occurs in many state bars and across every 6 MR. ROSE: Both. 6 legislative process I know of. 7 MS. WILLIAMS: Thank you. 7 You can't say that, so you are compelled to 8 MR. CRANMER: Mr. Rose, this opt out, you are 8 pay. You are not given notice till you have an appeal 9 talking about opting out individually with regard to 9 period that says it's nonchargeable. You can't 10 specific positions the Bar might take, or is your 10 individually tell the Bar that you disagree so that 11 vision of an opt-out something that a lawyer might do 11 you can tell the world that you are not associated, 12 just generally when he or she pays the bar dues for 12 which if you could do that, you might change the Bar's 13 the year, that they simply don't want to be involved 13 view. You can't get a group to show that you've got 14 in any advocacy as well? 14 the right side of the issue to persuade the court that 15 MR. ROSE: Both, and I think both are that view should prevail, and so at all levels there 15 16 essential 16 is no opt out. 17 MR. MCSORLEY: How can it be both? If I am 17 MR. MCSORLEY: Mr. Rose, you heard Mr. Falk speak, right? 18 hearing you correctly, you are suggesting that when 18 19 the Bar sends out its notice for Bar payment of Bar 19 MR. ROSE: Yes. 20 dues that there be a check-off that an individual can 2.0 MR. MCSORLEY: And he was speaking of e-mail 21 opt out of a portion of their dues, they opt out, 21 notice or website. You would move in that direction 22 refrain from participating in any legislative advocacy 22 that the Bar at the very least promote and give notice 23 through their Bar dues, right? 23 of its positions through e-mail through its website 24 which went to all members which would give them an MR. ROSE: Presuming there is non-Keller 24 25 nonchargeable time that shows up on a time sheet and 25 opportunity to then at least give response or notice

45

1

2

3

4

6

7

8

10

11 12

13

14

15

16

17 18

19

20

21

22

23

24

25

25

	49	
1	of their objections or support?	1
2	MR. ROSE: I support that, because I think	2
3	that's what we are all about. We want to hear from	3
4	everybody, because that's going to change how we think	4
5	about the issues.	5
6	MR. MCSORLEY: And I believe you are not	6
7	opposing a mandatory bar; you just see that there is	7
8	some tweaking that needs to be done with reference to	8
9	the legislative advocacy involvement by the Bar?	9
10	MR. ROSE: Correct.	10
11	MR. MCSORLEY: Thank you.	11
12	MR. ROSE: Thanks.	12
13	CHAIRPERSON BUTZBAUGH: Thank you very much.	13
14		14
15		15
16		16
17		17
18		18
19		19
20		20
21		21
22		22
23		23
24		24
25		25

things that I wish the Bar had taken positions on. And I have come to appreciate how rigorous the process is when the Bar takes a position.

51

52

I do find it takes a long time and sometimes way too long and sometimes we don't take positions when we should take positions, but your task is to figure out whether the programs and activities that support, that we do, deserve to continue to be a mandatory Bar. In other words, whether our activities are within what we are supposed to do and, if so, whether it can be done in a way that will recognize the supposed First Amendment violations of expressing an opinion that Mr. Falk, for example, may not agree with or that he doesn't bother to listen to or review how to find out how we came to the conclusion.

But I can tell you that without having an association such as the State Bar of Michigan to take positions on certain things, they either wouldn't have happened or they wouldn't have happened well, and I can give you some examples. Four, five years, maybe longer, when Governor Granholm was in office she wanted to and proposed sales taxes on attorney fees and physicians fees and other fees, and the Bar organized quickly by using lobbyists and by having us as an organization talk to the various members of the

	50		
1	CHAIRPERSON BUTZBAUGH: Brian Einhorn.	1	sections
2	Brian Einhorn is with the law firm of Collins,	2	public.
3	Einhorn & Farrell in Southfield, Michigan, and he is	3	to hurt l
4	the current president of the State Bar of Michigan.	4	public.
5	MR. EINHORN: Thank you, Judge, and thank	5	they need
6	you, Panel. I am not here though on behalf of the	6	lawyers n
7	State Bar. I have my own personal views about things.	7	unimporta
8	Although before I start, and I understand Mr. Rose's	8	system, t
9	thought process and some of it wouldn't be all that	9	need a la
10	difficult to do, but we do have a procedure and it's	10	to have s
11	set forth in the Administrative Order 2004-1 that	11	them more
12	allows for challenges about positions taken, and it	12	
13	allows an appeal to the court. So that procedure is	13	having co
14	there.	14	firms in
15	I have not been a member of the Board of	15	things th
16	Commissioners for a long time. I guess eight years.	16	various p
17	And I was never a member of the Representative	17	all the p
18	Assembly. I am not a Bar groupie. I have become	18	couple ti
19	interested in how the Bar functions once I became a	19	spend the
20	member of the Board of Commissioners. I wasn't a big	20	November
21	fan of how the Bar did their things before I became	21	a mandato
22	involved in it until I learned how they went about	22	Mr. Falk
23	doing what they did and came to appreciate how they	23	response
24	did what they did. I have always had a problem as a	24	and set f
25	practitioner on positions the Bar hasn't taken on	25	perform t

sections to explain why that wasn't a benefit to the public. Had nothing to do with whether it was going to hurt lawyers. It was going to not benefit the public. It was going to cost them more money for what they needed. Most people who need lawyers need lawyers not because they are looking to do something unimportant. They have been caught into the judicial system, they don't have a lot of money, and now they need a lawyer to help them out of it. If we are going to have sales taxes on lawyers, it's going to cost them more.

Being competitive in the industry, if we are having corporate law firms having to compete with law firms in Wisconsin or Ohio, those are the types of things the Bar was able to gather together, get various people together to make the point. And so of all the programs we have -- and I have written a couple times about the subject, I am not going to spend the time to do it -- but in, I think, the November Bar Journal, I talked about the advantage of a mandatory bar and the many services we provide, and Mr. Falk is consistent in his complaints, and I sent a response to his letter complaining about my article and set forth again many programs that we at the Bar perform that we couldn't perform or probably wouldn't

METROPOLITAN REPORTING, INC.

	53
1	perform as well if we were a voluntary bar.
2	But the public advocacy thing, if we do away
3	with it, maybe we don't need the Bar, because the most
4	important thing we do is to be involved in the public
5	advocacy. The business courts probably wouldn't exist
6	without the Bar having advocated. We advocate
7	judicial salaries and increases it, we advocate for
8	the rules of law, we advocate for access, we advocate
9	for due process. We maintain the integrity of the
10	judicial process. That's what us lawyers do. It
11	wouldn't work without us. And that is what we
12	advocate. And we can't lose that.
13	So if there is a concern that somehow we are
14	not communicating our thought process quickly enough
15	so that members can have an opportunity to opt out if
16	they choose or to express their view, I am all for it.
17	I mean, if we have a process now for setting forth
18	that the Board of Commissioners met last week and we
19	talked about certain things that the public policy
20	committee had already reviewed, had made their
21	determination on Keller, so if we need to be clearer
22	about why we thought something was Keller permissible
23	and that we are going to talk about something and we

are going to express a view and this is our view and

then we communicate it to the members and they have an

meet my First Amendment rights because they are taking a position on something I disagree with, but there is a collective value in us making a statement.

55

56

MR. RIORDAN: I understand your collective value argument, but what may be good for you or you may support, somebody else may not. How do we support the issue of collectively funding positions that the whole collection may not support?

MR. EINHORN: So we don't take a position on something that three people disagree with? So the Bar is not going to take a position on access, the Bar is not going to take a position on the Court of Claims, which we didn't, which was a disaster in my view, because we couldn't, and so because two people think, oh, we will change the Court of Claims is a great idea, so we are not going to take a position? We are not doing service to the community or the public when we do that.

But if Brian Einhorn or Mike Riordan thinks that the Bar's position on the business courts, for an example, is -- I just oppose it. It's a bad idea -then so long as the Bar has a way, and I think it's there, but maybe it's not that easy. I mean, it's on the website, so people -- our meeting notices, I think, are sent out in advance and the subjects are

54 1 opportunity within a reasonable period of time, a week 1 there for people to look at. But once the public 2 to say we disagree with this, we want to dissent. 2 policy committee, usually it's the same day of the 3 When you send in your opinion tell us these 15 people, 3 meetings, and you are personally aware of that, and as 4 these hundred people disagree with it, I am okay with a lot of people are on this committee personally aware 4 5 that. If that's going to protect the First Amendment 5 of the procedures we go through, the public policy 6 rights of members, let's do it, but not do anything to 6 makes a recommendation, the Board of Commissioners 7 7 listens to it, and we vote on it. change what we have been doing. 8 I mean, you are going to look at what it is, 8 So perhaps we adopt the thought process that 9 9 and my hope is you will report the Bar is doing very Mr. Rose had that we at that point send out to the 10 fine, very nicely, thank you very much, let's not 10 members, okay, you knew that this was going to be on touch it. 11 the docket. We have taken a position. This is our 11 12 12 position. If you object to it, send us your MR. RIORDAN: Mr. Einhorn, is there any 13 failsafe way to protect the First Amendment rights of 13 objections, your reason for your objections, and when 14 those who may not have agreed with Bar positions on 14 we send in our letter to the legislature when we send 15 certain issues? our report to the court, your objections will be 15 16 MR. EINHORN: At this point I am going to 16 included. So their voice is heard, but it's an 17 rely on Bruce Courtade. That's the first time I have 17 individual voice or a group of individual voices, not 18 ever done it. 18 the big voice which needs to be, which needs to be 19 stated. I mean, there are times where we as a 19 20 collective group are going to make a statement that 2.0 So I think that protects the pure thought 21 some person I won't agree with. I mean, the business 21 process that somebody, no one should take a view and 22 courts, I am not a big fan of the business courts. I 22 express a view for me that I disagree with. I mean, 23 have been opposed to it, but the Bar took a position 23 there is a balancing act, and the balancing act is 24 on it, I understand the reason why they took a 24 very much in favor on these issues to allow us to do 25 position on it, and so I guess I could say they didn't 25 it. But if they want to be heard about what their

53

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

24

	57		
1	objection is, fine. If they want to opt out we	1	but it's p
2	used to have a procedure for that, the court actually	2	should, an
3	had one after the second Falk, and I don't know what	3	so rigorou
4	happened to it. When the order, the 2004 order was	4	is that th
5	enacted, that was taken out. So the Court has the	5	about the
6	ability to look back at what was done back '83, '84,	6	not clear
7	something like that, and put it back in there.	7	that's tru
8	Opt out, sure. Having an opportunity to	8	dark and n
9	dissent, no problem.	9	through, w
10	MR. WALSH: Just a quick question. Thank you	10	proposal o
11	for being here with your presentation. I am curious	11	voluntary
12	if you have any thoughts on the bifurcation between	12	Μ
13	Keller issues being presented on behalf of the full	13	membership
14	Bar and then non-Keller issues or non-Keller advocacy	14	dark becau
15	to more voluntary sections?	15	dark becau
16	MR. EINHORN: Well, I think that's already	16	the dark b
17	done, but the sections cannot advocate on something	17	in the dar
18	that we don't give them permission to advocate on.	18	my lawyer
19	So, I mean, I suppose if it was non-Keller permissible	19	are on the
20	and it would have the Bar's imprimatur on it, it's	20	cases. Th
21	something we probably shouldn't do either. There are	21	В
22	lots of sections of the Bar, there is lots of	22	is a big d
23	Michigan Association of Justice, Michigan Defense	23	nothing fo
24	Trial Lawyers Association, and other groups that are	24	that the B
25	independent of the Bar, and they can advocate for	25	of members

but it's protracted, it takes perhaps longer than it should, and at times becomes ineffective because it is so rigorous, but what you have also said, I believe, is that the Bar membership is seemingly in the dark about the procedures that are already in place or it's not clear enough to them what's going on, and if that's true, I assume the public is even more in the dark and not aware of the procedures that we go through, which may have been in part what led to the proposal of the Senate going to a mandatory -- a voluntary bar. How would we correct that?

59

MR. EINHORN: Well, I don't think the membership is in the dark. I mean, you are in the dark because you don't read anything. You are in the dark because you don't try to find things. You are in the dark because you don't look for things. You are in the dark because you don't care. I mean, most of my lawyer friends are trial lawyers, and most of them are on the other side of the V. from me. I defend cases. They make me money by starting lawsuits.

But they have always believed, I mean, this is a big day, that the Bar sucks. The Bar does nothing for them. There is not a program involved that the Bar does that is beneficial to them, and lots of members think that. But that's because they don't

	58		60
1	non-Keller permissible things.	1	look. I mean, how do we educate somebody who chooses
2	I mean, we obviously need to be careful, and	2	to be ignorant? I mean, if you choose not to read
3	we have been very much so, much more so than I prefer	3	anything, you choose not to see what's going on, it's
4	honestly, on what is Keller permissible. We have	4	not my fault. It's theirs. I mean, there is all
5	issued, I didn't bring it up, but on everything that	5	kinds of things on the website. I am not somebody who
6	the public policy and the Board of Commissioners looks	6	goes through the computer; younger people are.
7	at, there is a box to check as to why we are	7	I think we can do a better job, and we have
8	addressing it and how it is or is not Keller	8	been doing a better job of communicating with the
9	permissible. If it doesn't get any checks, it's	9	members when things happen. We have these e-blasts
10	something we don't discuss because it's not, quote,	10	where we can send something out. When the Senate,
11	Keller permissible. It's there. It says it.	11	when this bill came in from the Senate for the
12	Maybe we need to do a better job of	12	voluntary bar, we set forth an e-mail to all the
13	communicating that to the members as to why we thought	13	members in our e-blast as to what was going on that,
14	it was Keller permissible, but it's in the materials.	14	we were going to as a because we couldn't even as a
15	I think if you go on the website you can find it. I	15	commission, we couldn't even address it for two weeks.
16	don't know how to go to the website, so I can't find	16	So we sent it out that this is what we are going to
17	it, but it's there.	17	do, this is the day we are going to do it.
18	MR. MCSORLEY: Mr. Einhorn, you personally	18	So we do communicate. Could we communicate
19	believe that the process that's in place, has been in	19	better? Yes, I think so. I don't believe that people
20	place for some period of time, in reference to the	20	are in the dark. If they are in the dark, they choose
21	Bar's involvement with legislative advocacy is	21	to be in the dark.
22	vigorous and perhaps even too cumbersome?	22	CHAIRPERSON BUTZBAUGH: Thank you,
23	MR. EINHORN: I don't know if it's	23	Mr. Einhorn.
24	cumbersome, certainly rigorous.	24	MR. EINHORN: Thank you.
25	MR. MCSORLEY: Perhaps a bad choice of words,	25	CHAIRPERSON BUTZBAUGH: Chad Engelhardt.

57

2	MR. ENGELERARDI. IIIdiik you, ML. Chall and	2	hersey, put together working groups, for example, in
3	this Task Force for allowing me the opportunity to	3	medical negligence and gross negligence standards and
4	speak today on this important issue on behalf of the	4	things of that nature, and we are able to provide them
5	Negligence Law Section of the State Bar of Michigan in	5	with our insight and our subject matter expertise.
6	support of a mandatory, unified, and effective	6	Sometimes because of the complexity and
7	State Bar.	7	nuances involved in policy decisions what the
8	The Negligence Law Section is composed of	8	State Bar will do in its Negligence Section and other
9	over 2,000 trial lawyers, negligence lawyers in our	9	sections is provide multiple experts on both sides of
10	state, from both the plaintiff and defense bar. Our	10	an issue. Typically that's providing an expert on
11	leadership council is made up of an elected governing	11	both the defense and plaintiff side of the issues and
12	council equally comprised of plaintiff and defense	12	that way we are able again to examine multiple roles
13	attorneys, and all of the decisions that are made by	13	and assist the legislature and the executive branch in
14	the leadership council are done on a consensus basis.	14	making sound policy decisions.
15	Not a simple majority, but a consensus basis. That is	15	As well, we provide educational testimony at
16	how policy issues are made, decisions taken, and after	16	public hearings, and when there is consensus on an
17	that there is an extensive system of checks and	17	issue, we submit formal, well-researched
18	balances, as Mr. Courtade and Mr. Einhorn have	18	Keller-approved position statements. In order to
19	indicated, of checks and balances to make sure there	19	submit those statements, again, there has to be a
20	is Keller permissible action being taken and views	20	consensus by both the plaintiff and defense members of
21	being taken.	21	the Bar. Herding squirrels may be an apt analogy
22	As a profession granted the exclusive right	22	there.
23	to practice law in our state, the Bar and its sections	23	And then there is the process of having that
24	recognize its obligation and our obligation to assist	24	position approved by the Board of Commissioners, and
25	our elected officials in their policy making, to	25	through our policy counsel and our Bar leadership to
1 2	inform them and educate them about the impact of policy decisions that they may have on our system of	1 2	make sure there is a permissible reason, oftentimes access to justice or regulation of our profession.
3	justice, on our profession and our state.	3	I would like to give the Task Force a couple
4	As members of this Task Force are well aware,	4	of examples where we have done that, and it's worked
5	in the judiciary we do so by filing amicus briefs and	5	out very well, not for just our profession, but I
6	by holding bench/bar conferences. I don't think there	6	think also for the policy makers and also for our
7	is any controversy over that. The work that we take	7	state. The first and more recent example is the issue
8	in the executive and legislative branches of	8	of the runners and cappers bill. The Bar became very
9	government I would submit are equally as important and	9	concerned when we learned that there were members of
10	in many ways more so. Unlike the bench, which is	10	even some of our profession and other members of the
11	filled with legal scholars in their own rights, not	11	public that were engaging in conduct that we
12	all of our legislators or executive officials are	12	considered to be spurious. They were soliciting
13	lawyers. Obviously there are some notable exceptions,	13	injured people to seek medical services. We felt that
14	as our speaker pro tem, Representative Walsh, an	14	that undermined our system of justice, and we felt
15	esteemed lawyer, but not all legislators are lawyers,	15	that that undermined our profession and the public
16	and even those that are lawyers may be asked to make	16	confidence in our profession and our system of
17	policy decisions in areas of law in which they don't	17	justice, and we worked with the Legislature to enact a
18	have background and practical experience. So what the	18	bill that criminalized some of that activity, and just
19	State Bar does through its sections and	19	last week, two weeks ago now, we had a meeting where
20	institutionally is provide subject matter experts on	20	we learned that that bill has been very effective in
21	specific policy issues, matters that may be pending	21	curtailing the concerning conduct.
22	before the executive or legislative branches.	22	Another instance, and it was mentioned by
	We do so in essentially three basic	23	both Past President Courtade and President Einhorn of
23	We do so in essentiarry enree basic		
23 24	mechanisms. The first is by working in working	24	the State Bar, was the Court of Claims issue. When

1

2

1

2

Mr. Engelhardt is with Goethel Engelhardt.

MR. ENGELHARDT: Thank you, Mr. Chair and

METROPOLITAN REPORTING, INC.

63

he was on the Judiciary Committee, Representative

Heisey, put together working groups, for example, in

1	65 Bill 652 and enacted to move the Court of Claims from	1	67
2		2	happens to be a voluntary section is of any
3	the circuit courts to the Court of Appeals, there was	3	consequence, because we are a member of the Bar itself
4	significant public concern and concern from our executive, Governor Snyder, about the	4	and fall under those purviews. CHAIRPERSON BUTZBAUGH: Thank you,
5	constitutionality of part of the provisions.	5	Mr. Engelhardt.
6	The State Bar, its Negligence Section and	6	MR. ELLSWORTH: I want to ask one question.
7		7	Whether it's a good idea for the Board of
8	Appellate Practice Section, provided subject matter	8	Commissioners to be able to tell a section that it
9	experts to a working group with the governor's office,	9	
10	with both houses of the legislature, and from both caucuses. We assisted in drafting legislation that	10	either can't lobby on a certain subject or that it can't take a certain position before legislative
11	was adopted, along with an amendment by Representative		committee.
12	Greimel, that was ultimately passed on a unanimous	12	
13			MR. ENGELHARDT: I would hesitate to speak on behalf of the section on that issue because I don't
14	basis through both houses. So both the Senate and the	14	
	House of Representatives by a unanimous vote enacted		know that we have a consensus position on that.
15	this legislation, and it prevented what we believed	15	MR. ELLSWORTH: What's your view?
16	and what many people believe was a constitutional	16 17	MR. ENGELHARDT: My personal view is that
17	crisis. Ultimately the public benefited from that,		sections should be allowed to issue policy statements
18	and, again, that is the kind of effective advocacy	18	of their own accord, just making clear that it's not a
19	that our State Bar and its sections can provide, and I		statement on behalf of the State Bar, that it's on
20	would ask the Supreme Court and this Task Force to	20	behalf of this section of the State Bar, for example
21	issue its recommendation supporting an effective and	21	the Negligence Section and its membership.
22	unified mandatory state bar. I am happy to answer any		MR. ELLSWORTH: Thank you.
23	questions.	23	MR. ENGELHARDT: Thank you.
24	MR. CRANMER: Mr. Engelhardt, thank you for	24	CHAIRPERSON BUTZBAUGH: Mr. Saffell.
25	being here, and you certainly provided some excellent	25	Mr. Saffell is an attorney from Traverse City.
	66		68
1	suggestions and examples of how effective the	1	MR. SAFFELL: Yes, thank you very much. I am
2	Negligence Section is in terms of advocating and	2	honored to be invited to speak here today. I am going
3	offering help to the Legislature and what have you,	3	to be he very brief. My name is James Saffell. I am
4	but to extend that argument, how would you respond to	4	an attorney in Traverse City. I am here on behalf of
5	the argument that, in essence, the Negligence Section	5	the Grand Traverse/Leelenaw/Antrim Bar Association. I
6	is a voluntary bar? People don't have to join it and	6	am proud to be a member of the State Bar, I want to
7	all of the benefits that you are ascribing to a	7	say that, and when this issue came before our Bar, we
8	voluntary section could be appropriate and perhaps	8	got together and discussed it, and there was
9	could be beneficial.	9	overwhelming support on our Board for a mandatory bar.
10	MR. ENGELHARDT: Well, it's true that the	10	We then polled our members, and our members
11	section memberships are voluntary, and people pay	11	overwhelmingly support a mandatory bar. So we have
12	additional dues to belong and receive additional	12	passed a resolution. I think that might be in the
13	benefits. They receive additional benefits through	13	record. We would ask that if it's not on the record
14	our continuing education seminars. There is even	14	that it be placed on the record supporting a mandatory
15	additional benefits, including some of the advocacy	15	bar for the state of Michigan.
16	work that we do, and they pay an extra portion of	16	I don't need to repeat many of the things
17	their Bar dues for that.	17	that have already been said and, frankly, I don't have
18	···	18	much experience at the State Bar level with these
1	However, even though we are a voluntary	10	
19	However, even though we are a voluntary portion of the Bar, section of the Bar, we still fall	19	-
19 20			-
	portion of the Bar, section of the Bar, we still fall	19	issues, but I would say that it's our belief that with
20	portion of the Bar, section of the Bar, we still fall underneath the umbrella of the Bar itself, and so in	19 20 21	issues, but I would say that it's our belief that with both the Supreme Court and the U.S. Supreme Court and
20 21	portion of the Bar, section of the Bar, we still fall underneath the umbrella of the Bar itself, and so in order to engage in advocacy, we still fall under the	19 20 21 22	issues, but I would say that it's our belief that with both the Supreme Court and the U.S. Supreme Court and the Michigan Supreme Court upholding the
20 21 22	portion of the Bar, section of the Bar, we still fall underneath the umbrella of the Bar itself, and so in order to engage in advocacy, we still fall under the umbrella of Keller, for example, and the Falk decision	19 20 21 22	issues, but I would say that it's our belief that with both the Supreme Court and the U.S. Supreme Court and the Michigan Supreme Court upholding the appropriateness of a mandatory bar for purposes of

METROPOLITAN REPORTING, INC.

25

I don't think the fact that our section

strong basis for continuing that. We believe that the

	69		71
1	Keller decision and the opportunities for screening	1	pro bono services are, I believe, an extremely
2	the proper role of the advocacy are in place and are	2	important function of any state bar. It was true in
3	functioning well and ought to continue.	3	Colorado. It's true here. I personally believe that
4	Hearing some of the discussion today, I	4	it ought to be mandatory and that it ought to be
5	personally believe that some of the opt-out	5	supported even more.
6	provisions, e-mailing members, you know, of ongoing	6	MR. RIORDAN: You mentioned advocacy on
7	issues, those kinds of things are reasonable to	7	behalf of what do you mean by that?
8	consider, but throwing out the system as we have it	8	MR. SAFFELL: Well, I believe that the
9	today when we believe it's functioning very well would	9	advocacy that has taken place in the state of Michigan
10	be a mistake.	10	is helpful. Like Mr. Einhorn said, I personally
11	And I am kind of struck in reading the Keller	11	believe that the Bar ought to speak out on issues
12	opinion, frankly, about the level of contentiousness	12	important to the state and issues important to the
13	of the issues the Supreme Court addressed in that	13	public.
14	case gun control, abortion, death penalty. These	14	MR. RIORDAN: Any political speech?
15	kinds of issues are obviously very contentious, and I	15	MR. SAFFELL: I think it has to be tempered
16	can understand why it rose to a Supreme Court level.	16	by the law, and I think it has been, and to the extent
17	However, I don't see the State Bar of Michigan getting	17	that the consensus is that it's political speech or
18	anywhere close to that level of issue and, as we have	18	speech that is crossing the line, the permissible
19	heard today, you know, it's very carefully thought	19	line, then no. However, I don't think that's
20	out, the procedures are in place, and we would	20	occurring and, frankly, I think that the processes
21	strongly advocate that it continue.	21	that I am hearing about, many of which I was really
22	And when balancing First Amendment rights	22	sort of unfamiliar with before today, you know, are
23	against the interest in advocating on behalf of the	23	the kind of measures that ought to be in place and
24	profession, we believe that a reasonable balance has	24	seem to be working well.
25	been drawn and that it ought to continue.	25	MR. RIORDAN: When you were out in Colorado,
[
	70		72
1	Any questions?	1	were you involved in any advocacy or involved in any
2	MR. RIORDAN: I have one, Mr. Saffell. We	2	voluntary bar association advocacy?
3	spoke outside. I know you are from Birmingham. You	3	MR. SAFFELL: No. No.
4	spent a lot of time in Colorado and you are still a	4	MR. RIORDAN: Thank you.
5	member of the Bar?	5	CHAIRPERSON BUTZBAUGH: Thank you,
6	MR. SAFFELL: I am.	6	Mr. Saffell.
7	MR. RIORDAN: It's a voluntary bar	7	Mr. LaBre. Mr. LaBre is with LaBre Law
8	association?	8	Office.
9	MR. SAFFELL: It's a voluntary bar.	9	MR. LABRE: Judge, it's a pleasure to see you
10	MR. RIORDAN: What's your feeling about that	10	again. Thank you. For all of you, good morning. My

voluntary bar association as opposed to the mandatory 11 12 bar we have here in Michigan? 13 MR. SAFFELL: I personally think that a bar 14 association, that practicing law in the state is a 15 great privilege and that it ought to be mandatory. I think it helps protect the public. I really think 16 that state bars generally and our state bar 17 18 particularly does a good job of maintaining access to 19 justice, pro bono activity. That's something that's 20 very important to me. 21 I sit on the Conflict Resolution Services 22 Board in Traverse City as well that does essentially 23 low cost or no cost mediation to folks that are going

through the court system. Most of the appointments

come directly from the court, so my point is that

again. Thank you. For all of you, good morning. My name is Bill LaBre. I am from Edwardsburg, the metropolitan hub of the midwest located just north of South Bend and Elkhardt, Indiana on the Michigan side where a marvelous village of 1,100. With our township, we are all the way up to 8,000. I have been a member of the Indiana State Bar

I have been a member of the Indiana State Bar and of the Michigan State Bar since 1977. The Indiana Bar Association is voluntary. Here it's mandatory. I have two reasons to tell you that my suggestion, strong suggestion, is that we become a voluntary bar. The two reasons are pecuniary and principled. Let me start with pecuniary.

First of all, a law firm, and a lot of lawyers in the state are. The privilege of practicing law in the state of Indiana cost me \$145 per year.

24

25

METROPOLITAN REPORTING, INC.

11

12

13

14

15

16

17

18

19

20

21

22

23

	73		75
1	That sum operates the disciplinary system and also	1	majority of lawyers do belong. They provide wonderful
2	character and fitness for admission to the Bar.	2	services.
3	Basically it's a governmental function in regard to a	3	MR. MCSORLEY: The Indiana Bar, does it fund
4	lawyer, whether he should be admitted or be allowed to	4	entirely the disciplinary service, grievance
5	continue to practice or should be disciplined or	5	procedures, or is it complemented or supplemented by
6	should be given help. Those kinds of things are	6	state subsidy?
7	operated through the Indiana Supreme Court, and that's	7	MR. LABRE: Neither. In Indiana the \$145 to
8	what the \$145 pays for.	8	the Supreme Court of Indiana takes care of the
9	The Indiana State Bar that I have also been a	9	admission and the discipline issues, what I
10	member of since '77 because I choose to provides all	10	characterize here as simply governmental functions
11	the member services, provides the collective advocacy	11	relating to the continuing practice of law. Indiana
12	that we heard so much about this morning, provides	12	State Bar deals with policy, with member benefits,
13	positioned reasoning, provides a substantial amount of	13	with all of the other collective things that we have
14	education to the Bar, and basically is extraordinarily	14	heard discussed this morning.
15	similar to what the State Bar of Michigan does.	15	So it's the Supreme Court, the short answer
16	On the level of principle, the Indiana	16	is the Supreme Court does that through the \$145 to the
17	State Bar Association avoids the Keller problems.	17	court every year.
18	It's just not there. The Indiana State Bar takes a	18	EXECUTIVE DIRECTOR WELCH: Mr. LaBre, can you
19	position on something, it's going to be because the	19	tell us what the annual dues are for the Indiana
20	members who practice law in the state of Indiana who	20	State Bar Association?
21	choose to join the Bar association believe	21	MR. LABRE: For a man my age, which is quite
22	collectively that this is what ought to occur or ought	22	up there, \$125.
23	not to occur, as the case may be.	23	EXECUTIVE DIRECTOR WELCH: And for someone
24	Those who choose not to join may do so for a	24	who is in their
25	number of reasons. Had a number of friends of mine	25	MR. LABRE: I think I paid \$75 for my son
	74		76
1	tell me, I just don't care about that. I don't want	1	when he was first admitted.
2	to become involved with it. I take care of my	2	EXECUTIVE DIRECTOR WELCH: And the maximum
3	clients. I go home to my family. I am done. That's	3	would be?
4	the right not to speak, which is equally protected by	4	MR. LABRE: Where I am, the 125 and 145 for
5	the First Amendment.	5	the Supreme Court for a total of 270 for me, which is
6	I suggest that the most effective means to do	6	still cheaper.
7	all of the marvelous things that we heard about this	7	- CHAIRPERSON BUTZBAUGH: Thank you, Mr. LaBre.
8	morning that this Bar does and yet to preserve the	8	MR. LABRE: Thank you.
9	integrity of individual freedom, which is at its core	9	- CHAIRPERSON BUTZBAUGH: Judge Thomas Boyd,
10	why we are Americans, is that our Bar be voluntary,	10	and Judge Boyd is chief judge of the 55th District.
1.1			

and I would suggest that just as I would be a member JUDGE BOYD: Good morning, Mr. Chairman, 11 of the Indiana Bar Association since 1977, as has my 12 members of the Task Force and the Representative. I son who practices law with me, I might add, since 2010 13 am going to tell you I am not a Bar guy. I have not when he was admitted, also voluntarily belongs to the 14 had a lot of experience with the Bar. I come to the Indiana Bar Association. Thank you very much. 15 Bar as first a partner and now a participant on public MR. MCSORLEY: Mr. LaBre. policy issues. I am interested in public policy and 16 MR. LABRE: Yes, sir. the Supreme Court through Canon 4 of the Michigan Code 17 MR. MCSORLEY: Thank you for appearing today 18 of Judicial Conduct tells us to be involved in public and offering your views, particularly where you have policy. It says, As a judicial officer and person 19 experience of being in both voluntary as well as 20 specifically learned in the law, a judge is in a mandatory. Are you familiar with the statistics of unique position to contribute to the improvement of 21 the Indiana voluntary bar; that is, what percentage of the law, the legal system, the administration of 22 the lawyers are actual members of the voluntary bar? 23 justice. MR. LABRE: Not a specific number, I am not. 24 It goes on to encourage that involvement to 25 I think it's around 75 percent or better, so by far a the extent that your docket permits, and it

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

specifically suggests you do that through a bar
 association, a judicial conference, or other
 organization.

I have been involved in the Michigan District Judges Association for a number of years where I currently serve as an officer, and it's really through that that I sort of bumped into the Bar. So everybody you have heard from today knows more about the Bar than I do.

77

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

78

10 What I see is the effect, and I guess that 11 brings us to our question for today, which is should 12 the State Bar of Michigan have the ability to speak 13 out on public policy issues related to the Michigan 14 system of justice? And I think it's an interesting 15 time to ask that question, because I am going to pick 16 on my good friend, Representative Walsh, because 17 during his career as a legislator the State Bar is on 18 a really good run. There has been incredible 19 successes in terms of the State Bar of Michigan 20 improving the system of justice through its advocacy. 21 Let's start with the Crossroads Commission 22 on -- excuse me, the Judicial Crossroads Task Force of 23 the Michigan State Bar. This is an organization 24 brought together -- the bench, the bar, the public --25 in a way that only the State Bar of Michigan, they

administrative support from the Supreme Court, we have regionalization of problem-solving courts. We are just going leaps and bounds forward. This is all within a relatively short period of time because the State Bar of Michigan spoke.

79

80

I am not going to go on because I am going to run out of time, but I am going to tell you about my experience, which is through the Michigan District Judges Association I was dispatched to essentially try and kill House Bill 5676 a few years back. Now, Richard McClelland (sp) wrote the bill, so I am going to be really nice about the bill, since he is sitting behind me, but it had to do with indigent defense, and the District Judges Association, Michigan Judges Association, and the Prosecuting Attorney Association of Michigan did, in fact, kill that bill. We didn't see that as a proper way to address the issue of providing indigent criminal defendants with counsel.

But the State Bar of Michigan would not let it go. And I have with me, I will leave for your reporter, copies of an excellent article by former Bar President Julie Fershtman having to do with the long history of the Bar and the court's relationship on this issue, starting back in 1975 when the Supreme Court asked the Bar to create the Defense

1 were uniquely qualified to do. The result of this 1 2 work is several recommendations. 2 3 Just to tick off a couple of those 3 4 recommendations, base the number of judges in each 4 5 trial court on accepted and reliable data for 5 6 achieving savings for potential reductions in 6 7 7 judgeships. What happened? We have now, again, with 8 a lot of help from Representative Walsh, we have had 8 9 9 two successful restructurings right sizing the 10 judiciary based on the judicial resources report 10 11 coming from the Supreme Court. That report comes out 11 12 12 every other year, and every other year it is just 13 ignored, but after the State Bar spoke, we have had 13 14 now two different bills that have passed changing the 14 15 shape of the judiciary to right size it to the needs 15 16 of the citizens. 16 17 Next recommendation, test and implement 17 methods for improving resolution of business disputes. 18 18 19 Boom, we get business courts. Use the successful 19 20 techniques of problem solving courts to better provide 20 21 service and save for the taxpayers. These are direct 21 22 quotes from the report of the task force. What do we 22 23 have? We have rapid expansion of problem-solving 23 24 courts in different areas, in different communities. 24 25 Now with the legislative support and the 25

Services Committee. So in partnership the court, the bench, and the Bar addressing the issue of what do we do to address the issues of Gidding versus Wainwright. I am not going to go into the details. We are not really good at this. This is something we have been lagging behind in the rest of the country, but we have been fighting it in the Bar. If you look at this article, ever since 1975 there has been fighting on this issue. So when we killed the House Bill 5676, the question is what happens next?

Well, Elizabeth Lyon, who was the government relations staff person for the State Bar at the time, brought together the people repeatedly. Conference calls, meetings, was not going to let it go. That process led eventually to a white paper, which led to an executive order from the governor, which led to an advisory commission, which led to legislation, which again Representative Walsh helped usher through, which we have Public Act 93 of 2013.

Have we fixed the problem? No, we have got a long way to go, but we have come a really long way because the State Bar of Michigan spoke.

So back to our question, Should the State Bar of Michigan be able to effectively speak? And the answer in my brief experience as an outsider is

	81		83
1	absolutely. We are all better off if the State Bar of	1	We were at loggerheads, and we could not fix things
2	Michigan speaks. That's all I have for you,	2	even though there was basic agreement of everybody
3	Mr. Chairman.	3	involved the court, the defense bar, the
4	CHAIRPERSON BUTZBAUGH: Thank you.	4	prosecution. There were inefficiencies that needed to
5	MR. CRANMER: We thank you very much for	5	be weeded out of the system. With leadership from a
6	being here and sharing your views. Is it your sense	6	lot of people, that initiative got going again in the
7	that if the Bar was a voluntary bar as opposed to a	7	last couple of years, and the State Bar of Michigan,
8	mandatory bar that some of these things that you	8	specifically Chairman-Elect Tom Rombach, really doing
9	talked about, like the Judicial Crossroads Task Force	9	some shuttle diplomacy with the parties, ironed out
10	and some of their recommendations, would not have come	10	all of the last details. It was the State Bar I
11	in?	11	don't know which group did it. Someone within the
12	JUDGE BOYD: Yeah, I mean, it's a question of	12	State Bar, Board of Governors or something, narrowed
13	resources, obviously. I don't live in the lofty	13	it down to five issues and, again, with
14	worlds of Supreme Court chambers. I live in district	14	President-Elect Rombach's leadership, those issues
15	court. To me everything is cause and effect. We are	15	were ironed out over a period of time and eventually
16	here because the State Bar chose to speak on a	16	that bill I wish I could tell you the governor
17	contentious political issue. It's one of the reasons	17	signed it, but it's kind of stuck. We have gone from
18	I stopped what I was doing today to come down and have	18	a situation where there was a political fight that
19	this opportunity to speak with you, because that	19	nobody could even begin to receive a vote to a
20	contentious political issue had to do with judges, had	20	situation where the bills in question I think passed
21	to do with whether or not judicial elections should	21	the house 108 to 0 and passed the senate 37 to 1,
22	continue the way they have been going or whether they	22	something like that. You know, just broad-ranging
23	should take a different path.	23	consensus based upon people talking to each other,
24	In my world of the district court of cause	24	again with leadership from the State Bar of Michigan.
25	and effect, the cause of our conversation today is	25	CHAIRPERSON BUTZBAUGH: Thank you, Judge.
	82		84
1	they said something that people didn't like, and the	1	JUDGE BOYD: Thank you.
2	effect is adversaries. People who didn't like what	2	CHAIRPERSON BUTZBAUGH: Edward Pappas.

	02	
1	they said something that people didn't like, and the	1
2	effect is adversaries. People who didn't like what	2
3	they said are trying to go after the pocketbook.	3
4	That's why we are here. So in the world of cause and	4
5	effect, if a pocketbook is cut off, less speech will	5
6	happen. We all know that.	6
7	So if there is less money available because	7
8	we have a voluntary bar instead of a mandatory bar,	8
9	there will be less robust attention to these issues.	9
10	MR. ROMBACH: Did the State Bar play a role	10
11	in the recent preliminary examination legislation?	11
12	JUDGE BOYD: That's going to be awful hard to	12
13	answer without flattering you a great deal,	13
14	Mr. Rombach. I am not sure I can do that.	14
15	For those of you not involved in the criminal	15
16	justice system, the issue of sort of some	16
17	inefficiencies developed over many decades in the	17
18	system of determining whether or not someone should be	18
19	held over for criminal trial in a felony case, which	19
20	we have a preliminary examination system in Michigan,	20
21	inefficiencies have crept up, hasn't kept up with	21
22	technology, but then the issue became overly	22
23	politicized when the attorney general, whose name I	23
24	will not say sort of like Voldemort when he	24
25	spoke on the issue and it became a political issue.	25

Mr. Pappas is with the law firm of Dickinson Wright and served as president of our State Bar 2008-2009. MR. PAPPAS: Good morning. My comments this morning will be based on my experience as the past president and board member of not only the State Bar of Michigan, but the Oakland County Bar Association, which is, I believe, the largest voluntary bar in the state. My comments will also be based on my experience as co-chair of the Judicial Crossroads Task Force, with former Judge Barry Howard, who couldn't be here today, but wanted me to convey his support for a mandatory bar. The State Bar has been a leading force for

judicial reform, access to justice, pro bono service, professionalism and ethics, and most importantly the protection of the public. Without the gravitas and resources of a mandatory bar, many of the programs supporting the ideals I just mentioned would never have been accomplished or would eventually disappear, and to best explain what I mean I would like to talk briefly about two of the programs in which I was involved, personally involved.

The Judicial Crossroads Task Force brought

1	together 125 leaders of diverse background and	1	I learned long ago that people should not
2	political alliances from the bench, bar, and wider	2	make important or drastic decisions based on a single
3	justice community to develop a plan to transform,	3	incident. The State Bar as a mandatory bar has
4	modernize and streamline our justice system for the	4	benefited our profession and the public for almost 80
5	purpose of providing justice and access to justice for	5	years, and I urge that you recommend the continuation
6	all of the people in the state of Michigan. We worked	6	of its status as a mandatory and unified bar. Thank
7	with the judicial, legislative, and executive branches	7	you.
8	of government to receive input and buy-in or our	8	MR. RIORDAN: You talk about guidelines for
9	recommendations.	9	permissible and impermissible speech by the Bar. Do
10	Many of our recommendations, some of which	10	you have any suggestions?
11	you have already heard about this morning, have	11	MR. PAPPAS: I personally believe that the
12	already been implemented, and many more are in the	12	guidelines established by Keller are very helpful as
13	implementation stage, but there is no question in my	13	they are.
14	mind that without the gravitas and resources of a	14	MR. RIORDAN: How do we implement them?
15	mandatory state bar we could have never achieved the	15	MR. PAPPAS: What do you mean how do we
16	reforms and improvements that are recommended in the	16	implement them? I think the State Bar does implement
17	task force report, which, by the way, was prepared by	17	this. I think when we make a decision on whether to
18	the State Bar staff. Nor would we have been able to	18	proceed with an issue, we first determine whether it
19	bring together so many leaders to work together on	19	is Keller permissible, and it starts with committee.
20	such an important project. In other words, the	20	I think the State Bar members are given notice.
21	State Bar was both the glue and the engine that fueled	21	Everybody participates. It does get to the board
22	this project.	22	level.
23	The second program that I would like to	23	And I will say this, that there are times
24	mention briefly is the State Bar's professionalism in	24	when it's not a clear, defined line, and I am not sure
25	action program, which I championed as State Bar	25	that you can actually get to a situation when you can
	86		88
1	86 President. This program emphasizes the importance of	1	88 clearly define what that line is, but I think it's
1 2		1 2	
	President. This program emphasizes the importance of		clearly define what that line is, but I think it's
2	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is	2	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when
2 3	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law	2 3	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had
2 3 4	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year.	2 3 4	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both
2 3 4 5	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory	2 3 4 5	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues,
2 3 4 5 6	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off	2 3 4 5 6	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time
2 3 4 5 6 7	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground.	2 3 4 5 6 7	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and
2 3 4 5 6 7 8	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve	2 3 4 5 6 7 8	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.
2 3 4 5 6 7 8 9	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a	2 3 4 5 6 7 8 9	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more
2 3 4 5 6 7 8 9 10	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the	2 3 4 5 6 7 8 9 10	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more towards procedure. You think the things are fine the
2 3 4 5 6 7 8 9 10 11	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major	2 3 4 5 6 7 8 9 10 11	clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more towards procedure. You think the things are fine the way they are?
2 3 4 5 6 7 8 9 10 11 12	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice	2 3 4 5 6 7 8 9 10 11 12	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.</pre>
2 3 4 5 6 7 8 9 10 11 12 13	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of	2 3 4 5 6 7 8 9 10 11 12 13	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that	2 3 4 5 6 7 8 9 10 11 12 13 14	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners	2 3 4 5 6 7 8 9 10 11 12 13 14 15	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners of the State Bar of Michigan that the State Bar took	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners of the State Bar of Michigan that the State Bar took its obligation to engage in Keller permissible	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more towards procedure. You think the things are fine the way they are? MR. PAPPAS: I think they are. They can be tweaked, there is no question, but I listened to a lot of people this morning, and I think the State Bar already has in process many of the things you are talking about, but you could tweak it if you thought that it would be more informative for the Bar in</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners of the State Bar of Michigan that the State Bar took its obligation to engage in Keller permissible activities very seriously. The Bar already has a	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more towards procedure. You think the things are fine the way they are? MR. PAPPAS: I think they are. They can be tweaked, there is no question, but I listened to a lot of people this morning, and I think the State Bar already has in process many of the things you are talking about, but you could tweak it if you thought that it would be more informative for the Bar in general or the public or it would help the people that</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners of the State Bar of Michigan that the State Bar took its obligation to engage in Keller permissible activities very seriously. The Bar already has a deliberative process for determining what is Keller	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Noluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners of the State Bar of Michigan that the State Bar took its obligation to engage in Keller permissible activities very seriously. The Bar already has a deliberative process for determining what is Keller permissible activity. If anyone believes that the	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more towards procedure. You think the things are fine the way they are? MR. PAPPAS: I think they are. They can be tweaked, there is no question, but I listened to a lot of people this morning, and I think the State Bar already has in process many of the things you are talking about, but you could tweak it if you thought that it would be more informative for the Bar in general or the public or it would help the people that are making the decision to make those decisions in the right way.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	President. This program emphasizes the importance of civility and ethics in the practice of law, and it is now a part of the orientation sessions of every law school in the state of Michigan every single year. Without the gravitas and resources of a mandatory state bar, this program would never have gotten off the ground. Voluntary bars, which I have served on, serve a very important purpose in this state. Without a mandatory state bar the legal profession and the judicial branch of government would lose a major player in advocating for improvements to our justice system, access to justice for all, and protection of the public. In this regard I want to point out that in my nine years serving on the Board of Commissioners of the State Bar of Michigan that the State Bar took its obligation to engage in Keller permissible activities very seriously. The Bar already has a deliberative process for determining what is Keller permissible activity. If anyone believes that the State Bar has not lived up to its obligation in this	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>clearly define what that line is, but I think it's clear enough in my experience with the State Bar when we have had these issues come up, we have always had very, very, how do I say it, animated discussion, both in committee and the board, on some of these issues, and we have been very conservative during the time that I have been there on what we proceed with and what we don't. MR. RIORDAN: I guess my question goes more towards procedure. You think the things are fine the way they are? MR. PAPPAS: I think they are. They can be tweaked, there is no question, but I listened to a lot of people this morning, and I think the State Bar already has in process many of the things you are talking about, but you could tweak it if you thought that it would be more informative for the Bar in general or the public or it would help the people that are making the decision to make those decisions in the right way. MR. RIORDAN: How do you suggest?</pre>

m a very good ed that we do or the State sat job, at least they did when I was on the board in determining what is Keller permissible.

compliance with Keller.

24

25

METROPOLITAN REPORTING, INC.

24

25

water, rather you should establish clear guidelines on

87

	89		91
1	MR. MCSORLEY: I would like to take part of	1	that landed on everyone's doorstep, but we don't have
2	that question as well. It seems at least to my ears	2	that any longer. But I suppose the internet is the
3	that every speaker we have been privileged to hear	3	way where tweaking might be done. I lost my other
4	from this morning, just about every speaker, including	4	thought.
5	Mr. Falk, and I mentioned him because of his initial	5	MR. PAPPAS: Thank you.
6	activity in bringing the litigation seeking protection	6	CHAIRPERSON BUTZBAUGH: Patrick Geary.
7	of First Amendment rights, but each person has the	7	Mr. Geary is with Smith Haughey in Grand Rapids.
8	belief or has the satisfaction that the Bar should	8	MR. GEARY: Thank you and good morning. I
9	continue with a role in legislative efficacy. Maybe	9	actually have the privilege to serve as the vice
10	it should be more limited, maybe it should be better	10	president of the Grand Rapids Bar Association, and I
11	communicated, but no one really is speaking against	11	am here to address the Task Force on its behalf. The
12	it. It's the manner of how we do it and how we get	12	Grand Rapids Bar Association is made up of members in
13	the information to the Bar.	13	and around Grand Rapids, Michigan. We have
14	My question, knowing that you are satisfied,	14	approximately 1500 members. We are not here to debate
15	but as a past president of a voluntary bar, the	15	with any other speaker which local bar association may
16	Oakland Bar, past president of the State Bar, the	16	be larger than which other local bar association. Let
17	mandatory bar, any thoughts at all on how we better	17	me just say that we are the largest local bar,
18	and more efficiently and more quickly communicate,	18	voluntary bar, outside of metropolitan Detroit.
19	understanding that legislative advocacy by its very	19	The Task Force, we believe, is aware the
20	nature has a limited amount of time to be effective.	20	Grand Rapids Bar Association submitted a letter in
21	How do we communicate better to the Bar?	21	response to the issues that you are facing. Hopefully
22	MR. PAPPAS: I actually think with what we	22	it's part of your record. That letter does express on
23	have now with the internet, websites, that	23	behalf of the board of trustees of the bar association
24	communication is immediate, and I think that, I am	24	our belief that the mandatory bar should remain in
25	pretty sure, because I take a look at the website	25	place.
r			

d of trustees of the bar association e mandatory bar should remain in 92 While I would certainly be pleased to address any of those issues with you, I think that the letter speaks for itself adequately, but one of the things it does not do is it does not specifically address the Keller issue, if I can use that term, which I know is of particular concern today to the Task Force. We don't want that to be misconstrued, the fact that it was not specifically addressed in that letter, so I am here just to very briefly bring you up to date on that particular issue and our viewpoint with respect to it.

The Task Force should know that prior to the publication of our letter we did communicate with our members carefully to ask them for their opinions about the broad issue that you are addressing for us, and we listened carefully to the responses received. Those responses led us to the letter we did write. The communication did give our members an opportunity should they have wished to do so also to communicate with us their thoughts on the specific Keller-related issues that are part of your obligation.

And I am here to report that, and this is despite perhaps the public perception that the political persuasion of the Bar members in West Michigan might have a rather narrow window. That's not really true. We are really very diverse. Even

5 indicated, there are some people that will complain 6 that no matter how you try to get the information to 7 them, they are just not interested. They are not 8 interested. They have no willingness to do anything. 9 Those people who are interested who may have 10 dissenting views, I think they are pretty informed as 11 to what's going on. 12 But I would increase the use of technology if 13 we can to get the information out. I would have some 14 guidelines on when you do get it out and how much 15 time, if it's not already there, and I don't know if 16 it is now, how much time before you actually make a 17 decision so you have an actual process, and I would 18 have exceptions, however, for those situations where 19 you might have to have a voice before that time frame 20 comes. But other than actually setting out the 21 process again for people and letting them know ahead 22 of time this is the process we are going to be 23 following and we probably are following now in letting 24 them know, that might be a helpful idea. 25 MR. MCSORLEY: We used to have newspapers

quite often, that the State Bar has information on

they do it unless it's an emergency.

almost anything it's doing well before the time that

I do agree with what Mr. Einhorn had

5-2-14TaskForce

1

2

3

4

METROPOLITAN REPORTING. INC.

90

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

	93		95
1	political conviction, we are across the spectrum, our	1	opinion. One apparently has, but I don't sense that
2	members.	2	there is any vein of concern that's been tapped here
3	That having been said and these are	3	at all.
4	members who are not reluctant, believe me, to express	4	MR. MCSORLEY: Thank you.
5	their opinions on things. That having been said, you	5	MR. GEARY: Thank you very much.
6	should know that no member upon this invitation	6	
7	expressed an opinion that the State Bar of Michigan is	7	
8	not operating within its mandate, is not operating in	8	
9	a way that makes it uncomfortable or that makes them	9	
10	feel that their rights are not being observed.	10	
11	It's a little bit like proving a negative, I	11	
12	understand, the fact that we didn't get a comment. We	12	
13	do think that's significant though, because we do make	13	
14	an effort to know our members' minds. We think that,	14	
15	frankly, this is a nonissue to the vast majority of	15	
16	our members. Whether you can extrapolate from that	16	
17	the opinions of any other lawyer in the state of	17	
18	Michigan we don't express an opinion on, but hopefully	18	
19	this additional information would clear up any	19	
20	potential concern about our letter and also convey our	20	
21	point of view.	21	
22	That's all I have to say other than to convey	22	
23	the thanks of the Grand Rapids Bar Association for	23	
24	your service.	24	
25	CHAIRPERSON BUTZBAUGH: Thank you very much.	25	
	94		96
1	MR. MCSORLEY: I am never willing ever to let	1	MR. VAUTER: Thank you, members of the Task
2	anyone go without a question. Every person who has	2	Force meeting regarding Administrative Order 2014-5.
3	appeared so far, and I believe on our agenda is a	3	My name is Brad Vauter, by way of
4	member of the Bar, but it seems the way this issue has	4	introduction. I have been an attorney since 1983. I

~ ~

0	appeared be fully and i betreve on our agenea to a	Ŭ
4	member of the Bar, but it seems the way this issue has	4
5	come forward is from a nonmember of the Bar,	5
6	specifically Senator Meekhof, who has proposed the	6
7	legislation. And so my question is, it doesn't seem	7
8	to be just a parochial issue to the Bar. It seems to	8
9	be a little bit broader than that, a more public	9
10	issue, and do you have, Mr. Geary, any feelings about	10
11	the Bar's responsibility to be more public, more open	11
12	to the public about how it conducts its business,	12
13	particularly in the field of legislative advocacy?	13
14	MR. GEARY: Well, sir, if I may be allowed	14
15	just to express a personal opinion	15
16	MR. MCSORLEY: Please.	16
17	MR. GEARY: $$ and not on behalf of the	17
18	Grand Rapids Bar, I think that the Bar does everything	18
19	it needs to do with respect to transparency. I,	19
20	frankly, have not heard one of my friends,	20
21	acquaintances, casual conversation participants ever	21
22	express a concern about how we as lawyers reach our	22
23	decisions on positions to take with respect to	23
24	legislation. I think that the public certainly in its	24

elected representatives could express a different

My name is Brad Vauter, by way of introduction. I have been an attorney since 1983. I am of the age now that when I look at the Bar Journal I look at In Memorium before I look at the discipline section, but I have also split my career between private and public, sort of do-good service, at about nine or ten years in the Detroit area, Southfield and Detroit, in a private small firm, then I did about 20 years in various legal aid, State Bar, other activities, Elder Law of Michigan. Now I am back in private practice, because I read those Kiplinger magazine articles that said if you don't want to live under a bridge you have to have 28 bucks in your checking account before you retire.

So having said that and being relatively active in a low-grade way at the State Bar, since I am the immediate past chair of the Elder Law and Disability Rights Section of the State Bar, which is, as you know, a voluntary thing, people get their checkbooks out, join that. I am here to suggest that addressing the question put out by the Task Force that we would be better served to be a voluntary bar. I don't really object to a mandatory bar, per se, in

25

METROPOLITAN REPORTING, INC.

	97
1	many of the activities and stuff they do, but I,
2	frankly, think that Falk and Keller and other things
3	sort of hamstring us, and I have been dismayed many
4	times by decisions that the State Bar has made. I am
5	probably one of the few people in the room besides
6	Mr. Falk who has made a Keller challenge to the
7	State Bar, and that was on taxation and different
8	things, and I know that sprang from an executive
9	meeting, and I have got the minutes, where there was
10	no discussion about the Keller need, et cetera, in
11	2005, and that was the spring board for the 2007
12	decision.
13	Here we had a ship at stake sinking, and we
14	had a State Bar that said, Don't tax me, and I found
15	that offensive, and I didn't think it was really
16	related to access to justice. If we thought that a
17	taxation issue was access to justice, then we should
18	fight every Social Security increase, we should fight
19	every increase in other taxes. I buy a lot of paper
20	for my office, you know. We should fight the
21	Affordable Care Act because all of these might raise

21Affordable Care Act, because all of those might raise22costs and thus access to justice.

23So I think the direction given by Keller and24Falk, as Justice Rehnquist said, it may be easy to25find in the extremes where a mandatory bar could speak

so in this state. I think it's shameful. You can take the 2012 contributions to the Access to Justice Fund, divide by the number of attorneys in Michigan, and you know what the whopping contribution is? It's around 17 bucks. You know that's a pathetic average contribution.

90

Now, obviously people are contributing in other ways. They are doing a case. They are taking on a pro bono matter, et cetera. I am visiting, when I get out of here, I am going to visit a 92-year-old lady who I am helping with for free whose niece ripped off every penny she has. So that's not reflected, but if that's our access to justice and it's roughly 17 bucks per attorney around the state, that's actually a pathetic state of affairs. New York does better by building it into the fees.

In Michigan annual fees are 305. We pay the discipline of 110, about 180 is for general membership you might say, and 15 is for client protection.

In Illinois they charge 342 a year. This is again done through the State, and they have 95 for IOLTA, seven for lawyer assessment programs, 15 for professionalism, 25 for client protection, so the thought it would be more expensive I don't think is true.

	98		100
1	readily. It's more difficult in the middle area, and	1	I think we were caught flat-footed in the
2	the middle area is a huge area that causes discontent.	2	Court of Claims issue because of the procedures we
3	I do believe we need, obviously, or maybe it shouldn't	3	have in place, and our section, the section that I am
4	be I would say it's obvious that we need	4	immediate past chair of, we were one of the few
5	discipline, we need registration, we need et cetera.	5	sections that was able to jump on it, jump on it
6	But that is done in many other states,	6	quickly, have a vote and go and testify. As we know,
7	including states I have lived in. I spent a few years	7	it didn't do much good, and the State Bar as a whole
8	in Illinois where I was executive director of the AIDS	8	didn't have a chance to really get going.
9	Legal Counsel of Chicago. I spent a couple of years	9	I see my time is up. I just wanted to say I
10	in New York where I worked with the Community Health	10	think we can be more robust as a voluntary bar. If I
11	Center, and those are both states in which the bars	11	look at the Dental Association of the state of
12	are voluntary. I belonged to bars in those areas,	12	Michigan, dentists have to be licensed. They do that
13	sometimes even just the city bar. In Chicago I	13	through the state. They have an 85 percent
14	belonged to the Chicago Bar Association. You can have	14	penetration rate, and when they go down and testify on
15	a nice room in there and get a meal and charge it to	15	bills, people don't say, well, gee, you are not
16	your dues.	16	mandatory, we are not going listen to you. I think
17	But they have, in New York, it is actually	17	they are actually listened to more.
18	cheaper to be an attorney to be registered. You pay	18	MR. ROMBACH: I am struck that you called the
19	375 every two years. Sixty of that is diverted to the	19	\$17 per attorney a contribution to access to justice,
20	fund for client protection, 50 is diverted to indigent	20	but then if there weren't a state bar with an access
21	defense, 25 to legal services, and much has been said	21	to justice fund, is there some voluntary bar out there
22	about the mandatory bar having a premier access to	22	that's doing better than \$17 per 42,000 lawyers that
23	justice thing.	23	amasses this amount of money?
24	I actually think sadly for all the ballyhoo	24	MR. VAUTER: I would be giving to NAELA. I
25	about access to justice that we do, and maybe rightly	25	donate NAELA is the National Academy of Elder Law
L		L	

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

5-2-14TaskForce

METROPOLITAN REPORTING, INC.

Pages 101 to 104

-				
		102		104
	1	People were dying very quickly. There weren't the	1	Assembly, not by the Board of Commissioners, and there
	2	medicines.	2	was no legislation in place in 2005, none whatsoever.
	3	We could get volunteer attorneys regularly	3	There was no exigent circumstances that were required.
	4	and constantly, including appeals to the Supreme Court	4	And so then in 2007 the Representative Assembly saw,
	5	for different things, for our clients, plus we had	5	oh, well, our executive committee, we have already
	6	what I call voluntary help of a very low level. Knock	6	discussed this.
	7	out a will for somebody, knock out a power of	7	So I found it a political vote really more
	8	attorney, that sort of thing. We had no difficulty	8	than an access to justice vote, and I am somebody who
	9	whatsoever, so the Chicago Bar Association was very	9	spent more than half my career working for people who
	10	active. I am assuming the record is as good or better	10	really have little or no chance in the system. And
	11	than the State Bar, and partly because the State Bar	11	just as I personally wouldn't have voted for the
	12	was so dispersed, all the way from the U.P., where I	12	business court, because to me I understand some of the
	13	once lived, down to Detroit, down to Benton Harbor and	13	purpose behind it, but to me, to the general public,
	14	everywhere in between.	14	the people I talk to, oh, well, if you can buy your
	15	MR. ROMBACH: You mentioned also you were one	15	way, you can it buy your own courthouse.
	16	of the attorneys to issue a Keller challenge. Within	16	MR. ROMBACH: You then conducted a hearing in
	17	the Bar mechanism, right?	17	front of the Board of Commissioners?
	18	MR. VAUTER: Right, I used the I sort of	18	MR. VAUTER: Right, right, I did the whole
	19	bellyached, and I made a little case, and I didn't get	19	thing. You were there, yeah.
	20	very far, and I didn't bother to appeal it, but I did	20	MR. ROMBACH: And that was, in dealing with
	21	come forward in 2007 mainly regarding the Bar taking a	21	your concerns, did you feel that that was a respectful
	22	position that they thought any services tax would be	22	hearing with regards to your concerns?
	23	an insult or would be detrimental to any sort of	23	MR. VAUTER: Not particularly. It wasn't
	24	access to justice, and I disagreed with that.	24	disrespectful, but when I went there I very much felt
	25	MR. ROMBACH: What was your challenge though,	25	it was a fait acompli, and why I say that is you can
	20	The restriction what was your charrenge chough,	20	ie wab a fait descipit, and will i bay chae ib you can

101

1

2

3

4

5

6

7

8

9

10

11

12

13

14

4 If you are thinking that the mandatory bar is 5 helping raise money, it's not obligatory that they do 6 it anyhow. So I think voluntary contributions -- I 7 don't think it could get any worse. MR. ROMBACH: How about the pro bono, 8 9 because, again, you seem to be in stark contrast to Mr. Gillett's testimony about assembling pro bono 10 11 services. Is there a voluntary bar that is doing what 12 you would consider a laudable job? I mean, you 13 mentioned the ABA, but I know that they're still a 14 (inaudible) in a whole lot of circles. Do they have 15 the same market penetration? MR. VAUTER: Sure, sure. In Chicago that I 16 17 referenced, I was the executive director of the AIDS 18 Legal Aid in Chicago where we had a few attorneys on 19 staff and a paralegal with operations in Cook County

Attorneys, that's my main field of practice, and I

probably does it good.

donate there. I think we do better. I think the ABA

1

2

3

20

21

22

23

24

25

15 16 17 18 19 Hospital, and we were right down on State Street. We 20 used the Chicago Bar Association voluntary pro bono 21 thing. Now, of course Chicago is rich in big firms 22 and medium-sized firms and, sad as it may seem, AIDS 23 was an urgent issue in '94 and '96 when I was there, 24 '92 to '94 rather, when I was executive director. 25 that the position of the Bar was unwise?

MR. VAUTER: I thought it was. I thought an issue like that really didn't go to the heart of what the Bar should comment on. I really didn't think it was an access to justice issue. I certainly don't think it was an improvement of the legal field issue, and so I challenged it as basically being more political activity in nature and knowing that Richard McClelland was on the executive committee who set forth at the executive meeting conference call on March or May 9th, 2005 and here is the entire -- when we say, by the way, we can find these things out and attorneys can find these things out, I agree an aggressive attorney can.

Here is the complete discussion in the minutes, the official record of the State Bar of how the thing got started. Tax on legal services. The committee discussed the Keller implications of tax authorization. Motion was made and second to adopt the following position statement. The State Bar of Michigan opposes the adoption of the legislation that burdens the public's access to justice, including the adoption of a tax on legal services, following discussion. The motion carried. That was done by the executive committee, not by the Representative

	105		107
1	look at the minutes of that meeting or almost any	1	the State as a section.
2	Board of Commissioners meeting or almost any	2	MR. ROMBACH: But the State Bar had no
3	Representative Assembly meeting and see unanimous or	3	involvement in that?
4	semi-unanimous vote after vote after vote. Now, maybe	4	MR. VAUTER: We actually have to run it by
5	the heavy lifting is done in the back rooms or	5	legal counsel. We have to run it by Cliff Flood or
6	committee meetings or whatever, but to me, if it is a	6	whoever. We have to run it by Lyon or Lyons,
7	real democracy and it's a unanimous vote time after	7	Elizabeth or others, and so I actually think, again,
8	time after time and all you have to do is look at your	8	going to why I think it could be a more robust system,
9	own minutes and see how often it happens, it's	9	we wouldn't be hamstrung like that, you wouldn't be
10	certainly not like a vote at the legislature.	10	hamstrung like that, none of us would, if we were a
11	MR. ROMBACH: Could that be because of the	11	voluntary bar. And I actually think our penetration
12	vetting with regards to other committees and other	12	rate would be pretty high, because I think it is in
13	groups? In other words	13	the medical society, which is voluntary; it is with
14	MR. VAUTER: Oh, it may be, because if they	14	the dental thing, and yet they are licensed by the
15	are saying it, as I said, maybe work that's done in	15	State, they are disciplined by the State. It's part
16	the back rooms or study groups or something like that	16	of our taxpayer dollars. Their licensing fees are
17	helps them form a quicker vote at the meeting, but	17	similar to ours, maybe less, more in some cases, and
18	that is the meeting. Those are the decision makers,	18	so we wouldn't even have to deal with Keller or Falk.
19	not a back room committee.	19	We could do more quickly what we wanted to do.
20	MR. ROMBACH: But do you consider your elder	20	I, frankly, as I said, I think we were caught
21	law section a back room meeting? I mean, were you	21	as a state bar with our requirements for three weeks
22	notified of the issues before the Board of	22	when the legislature and the legislature that's
23	Commissioners and do you have input into that as a	23	controlled by one party can have a vote and be done
24	chair and as a section? Aren't you notified?	24	with an issue and literally in three weeks. They can
25	MR. VAUTER: I have to clarify. I only did	25	do it this quickly if they go like rocket science.
	106		108

Г

106		108
the Keller challenge to the tax thing on my own. So I	1	And if we have a two-week requirement to even like
am	2	kick around the idea before we can comment on it, we
MR. ROMBACH: Is your Elder Law Committee	3	are going to lose, and that's probably not going to be
voluntary or not a committee, I am sorry,	4	the only time something like that that's important to
section does that help inform the consensus that's	5	us will happen.
built by the Bar? In other words, you have meetings,	6	CHAIRPERSON BUTZBAUGH: Thank you,
you have a voice, you take your concerns either to the	7	Mr. Vauter.
Assembly or to the Board of Commissioners; you are	8	Mr. Ulrich. Mr. Ulrich is with the law firm
free to do that at any moment?	9	of Ulrich Law, PLC.
MR. VAUTER: I don't know how many we bring	10	MR. ULRICH: Good morning. I wanted to pick
directly to the Board of Commissioners. Within the	11	up on a comment that was made
Keller parameters, sections have some latitude to make	12	CHAIRPERSON BUTZBAUGH: I am sorry. I should
decisions on their own if you haven't actually voted	13	mention also Mr. Ulrich was the chair of the
against it, if you haven't said no. I should say not	14	Representative Assembly 1991.
you but the Board of Commissioners. So we have some	15	MR. ULRICH: Chair of the Young Lawyers,
latitude. We have used that.	16	chair of Master Lawyers, and a few other things, which
Now, I am not really speaking for the	17	has given me maybe an historical perspective that I
section, because I am immediate past chair, which is	18	didn't seek out, but I still pay attention to over
nice to say, immediate past, but we are also one of	19	these 35 or so years.
the few sections that have actually sued the State of	20	I wanted to mention that as a follow-up to a
Michigan. We have used our own treasure to pay money	21	couple of the comments from a couple of earlier
to sue the State if they think, for instance, they are	22	speakers. The idea that the Bar is open to the public
not enforcing federally required regulations for	23	is something that is more easily answered today with
Medicaid. So some little old lady isn't going to get	24	technology, obviously, and that seems to be the answer
Medicaid by some State decision. We've actually sued	25	to the question how can we improve and accelerate

METROPOLITAN REPORTING, INC.

1 maybe some of the decision making and still get 2 feedback from members. 3 I have always looked at variation of the 4 phrase who is watching the watchers. There are 5 various derivations of that, and I have taken it to 6 mean who is watching our government? Is the press the 7 watcher of everything, or are we as citizens the ones 8 who ultimately have the responsibility to watch what's 9 going on? 10 The Bar has had a history of ups and downs in 10 terms of its outreach to the public. We have no 11 11 12 longer a public affairs or PR person. That was 12 13 Phil Spellman. The technology has replaced 13 14 journalists who would come to the Board meetings, for 14 15 instance, or the RA. We depend on all this type of 15 16 distilled communication, and I think, as John 16 17 mentioned, we don't get newspapers every day the way 17 18 we used to. I have basically no clue what goes on in 18 19 my own community except by virtue of the very local 19 20 paper that somehow picks up on things otherwise in the 20 21 metro area. Everything else has to come over the 21 22 internet or CNN. And how much of the public is even 22 23 able to access that type of information in their daily 23 24 life? 24 25 What I want to address, I quess, are some of 25

109

1

2

3

4

5

6

7

8

9

110

Other states, as I came to learn, use the term public policy. Now, I don't know what type of research capability you have. This whole process could take you literally years, not months, not by June or in the near term, but other states do use the term public policy as their operative phrase for final decision-making by their governing bodies.

That got me into a little bit of a look at what other states are doing, both voluntary and mandatory. And bar services, I hope you already have the bar services statistical compilation. This was somewhat interesting to me because I was concerned about, and I will admit it was because of chitchat at the Board meeting, I was concerned about the Representative Assembly, not because I am completely vested in it, not because I have an involvement in it and really think like a lot of lawyers you either find a niche, you find an interest or somebody asks you, and John was one of the people that asked me to get involved in the Young Lawyers.

The RA concept or a plebiscite vote or an Assembly vote or a vote by the entire membership of a state bar was something that I didn't see in the ABA's compilation. I started to do a little digging. I am not going to say I am anywhere near finished, because

1 the opportunities that come up with this task force 1 2 and the approach that Representative Meekhof 2 3 originated. This is not the first time the Bar has 3 4 had some type of an introspective look at voluntary 4 5 status. We have had it in the past. We had it in the 5 6 past in terms of policy making, and we also had it in 6 7 7 the past in terms of member service, Michigan Lawyers 8 Mutual. That was then carved out as a separate 8 9 9 entity, but it did engender some discussion about 10 having a voluntary bar. Would we have more latitude 10 11 11 in terms of service to the membership? Those 12 discussions went by the wayside. We didn't proceed 12 13 with that. We stayed the course with mandatory bar. 13 14 But policy intruded. It intruded with 14 15 Keller. It intruded with Falk 1 and 2, and Falk, to 15 16 my eyes, is more of an intention on the operation of 16 17 the Bar and the governance of the Bar. Keller is kind 17 18 of an overarching issue, but what I have come to find 18 19 in discussions with the ABA Bar Services Office and 19 20 some of the our predecessors in the Bar going back in 2.0 21 to 1972 eras, '72, '75, is that we use the term 21 22 policy. We use the term policy in terms of the final 22 23 policy-making body of the Representative Assembly, 23 policy in terms of the board's action during those 24 24 25 periods when the Assembly isn't meeting. 25

I just started this last week, but what I found was even in those bars and in the cluster of those large bars, unified bars 20,000 to 50,000 members, of which Michigan is one of them the existence of an Assembly, hundred people, 150, 80 people, is one of them. However, there is always a default to the entire membership can call a meeting with a very small percentage of them calling for a meeting. It can be an Assembly meeting. It can be at the annual meeting. Georgia I found, which has, I believe, a 20-member Board of Governors, has also the ability at its annual meeting for the members to take up any issue, any public issue, any public policy issue.

In Wisconsin, which I have some experience with over the years, I admit primarily through the ABA and the young lawyers. I was astounded. Their board of governor's consists of 51 people. I think you are inching up to a point of critical mass of inertia, but interestingly the Board there is comprised of -- \mbox{I} am sorry, I used my time. The Board is comprised of public members. It's comprised of members appointed by the Supreme Court, senior members and officers of the Bar. Can I finish with a couple of things? We are looking at a self-examination that I

think is prompted by a political process, not by a

	113	
1	requirement of our members or our court. I think our	1
2	court has reasonably reacted to the situation, but	2
3	this has to be a measured approach, and ${\tt I}$ hope what ${\tt I}$	3
4	am indicating in just what I tried to look at that the	4
5	information if you are going to look for comparison is	5
6	not going to be in black and white necessarily. You	6
7	are going to have to do some calling, you are going to	7
8	have to do some examination, and I hope that	8
9	information is available.	9
10	As far as protection of the public, that came	10
11	up at the very onset this morning. It is not in	11
12	Rule 1. It is not in Roberts P. Hudson's quote being	12
13	placed into our mission statement nor the	13
14	Representative Assembly's mission statement. I	14
15	believe it needs to be there, and I think that is	15
16	critical phrasing that is needed to support the Bar's	16
17	efforts in any type of policy making, the protection	17
18	of the public.	18
19	The other thing is, take a look at Roberts P.	19
20	Hudson's letter in which that quote is pulled out.	20
21	That was a situation when the Bar was in disrepute,	21
22	and the existence of a mandatory bar gave the	22
23	attorneys in Michigan the structure, the credibility,	23
24	and the support. And I know that the support is	24
25	what's needed. I teach a graduate law course and I	25

114

five counties that I serve need and qualify for our services.

I think it disingenuous to take the position that without a mandatory state bar magically more attorneys are going to volunteer their time and resources to provide free civil legal services to this same population. I also think it's disingenuous to think that without the mandatory state bar and our urging of pro bono and contributions financially to access to justice programs that more attorneys will magically come forward and donate so much more money to our office, to Legal Services of Eastern Michigan and the various other legal aid organizations throughout the state of Michigan.

Why would they do that? I think that it is also disingenuous to read the Keller opinion to say that the State Bar of Michigan cannot take a political position, let alone a controversial political position that all of its members may not be in agreement with, because the Keller obligations that our State Bar takes so seriously regulating our legal profession throughout the state of Michigan and improving the quality of legal services provided to all Michigan residents, not just the chosen few who can afford them, are necessarily political in nature.

ask the students about what do you know about the 1 State Bar. Some of them have been practicing for 20 2 years, and the question usually is answered by I look 3 to the services, I look to the support, I look for 4 opportunities that will make me a better lawyer, 5 better to serve my clients. That's what I want to 6 7 hear, but it's their own words. They are not being prompted. Thank you. 8 CHAIRPERSON BUTZBAUGH: Tracie D. Boyd. 9 Ms. Boyd is an attorney for Lakeshore Legal Aid, 10 11 practices in Port Huron. MS. BOYD: Good morning, and thank you 12 members of the Task Force for allowing me to speak 13 this morning. 14 I am a legal aid attorney. I am one of three 15 legal aid attorneys to serve five counties. Five 16 counties of people living at or below poverty level, 17 the majority of which are seniors. 18 We have a sister organization, Legal Services 19 of Eastern Michigan, who has one attorney to serve 20 those same five counties. Obviously we are not in 21 competition. There is no way that four attorneys can 22 serve five counties worth of people that live at or 23 below poverty level with all of their civil legal 24

needs, yet the majority of the population of those

Now, my position may be unpopular and my position may be considered radical, but the majority of citizens and residents within the state of Michigan cannot afford a lawyer. Our working middle class, when they come to the unusual position where they need to access justice, to go to the legal system struggle to be able to hire a lawyer that is qualified and has the knowledge base that they do not possess to help them navigate that system. I think that it is unrealistic to think that the disbanding of a mandatory state bar association would better serve the legal needs of the population of the state of Michigan.

The mandatory State Bar of Michigan has taken positions that I personally don't agree with. I think its safe to say that my political views personally do not match up with the majority of the attorneys that practice in the five counties that I serve. I serve a largely rural area. I think it's safe to say that the overwhelming majority of the attorneys in the area that I serve, my brethren do not agree with my personal political views, but every attorney that I have spoken with on this issue since we were first sent that e-mail by the Task Force asking all of us to express our opinion on the importance of a centralized

5-2-14TaskForce

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

METROPOLITAN REPORTING, INC.

25

	117
1	mandatory state bar have unanimously told me
2	individually during our conversations that they are in
3	support of the continuation of a mandatory state bar.
4	The members of the judiciary and court system
5	that I have spoken with are also unanimously in
6	support of the continuation of the mandatory
7	State Bar, because not only does this organization
8	serve the public, which is important, because what is
9	the legal profession but a public service profession,
10	but it provides an invaluable service to our court
11	system.
12	The number of pro se litigants is staggering.
13	It creates a great bottleneck for the court system.
14	We have a court system that is underfunded and
15	understaffed in almost every single county that we
16	have in the state of Michigan. All 83 counties are so
17	diverse in the resource levels but also in the
18	economic levels of the litigants that are served by
19	those resources that without a centralized system to
20	help regulate our legal profession, to help educate
21	our legal profession, and also to help educate and
22	provide services to the public that we serve, the
23	system would collapse. Thank you very much for
24	allowing me to comment today.
25	CHAIRPERSON BUTZBAUGH: Thank you very much

First of all, I wanted to point out I am the former chairperson of the Representative Assembly. I have also sat on the Board of Commissioners during my time as an officer of the Representative Assembly.

And I will start from the beginning and say that I am a proud member of the mandatory Bar. I want it to stay that way. I am a good lawyer because we have a mandatory bar in Michigan and because we also have the Institute of Continuing Legal Education in Ann Arbor, two absolutely extremely valuable institutions that we have, and I think that sometimes we don't get the message out as to what we do and how we do it well enough. But I am strongly in favor of keeping the State Bar of Michigan as a mandatory bar association.

The State Bar of Michigan, including all of its current operations, is a stabilizing force in our justice system. It's an information sharing tool for all attorneys. It's also a powerful education source for lawyers and the general public and is overall a jewel for our system of government.

I am very much opposed to the Senate bill that's pending. My own personal opinion is I think the Senate bill is sending a message to the Bar. I don't think it has a chance for passage in my own

118 1 for coming here. 1 2 MR. MCSORLEY: Ms. Boyd? 2 3 MS. BOYD: Yes. 3 MR. MCSORLEY: Thank you for appearing, and I 4 4 am assuming you also responded to the written inquiry 5 5 6 that we made to all members of the Bar as well? 6 7 MS. BOYD: I did. 7 8 MR. MCSORLEY: And you have been about the 8 9 business of speaking with the judiciary as well as 9 10 members of the Bar in the five counties that you are 10 11 servicing for legal aid services. My question, this 11 12 bill that prompted the existence of the Task Force was 12 13 sponsored by Senator Arlan Meekhof. Have you written 13 14 to Senator Meekhof about your views? 14 15 MS. BOYD: I have not. 15 MR. MCSORLEY: Do you intend to? 16 16 17 MS. BOYD: At your suggestion, I do intend 17 18 to, and it's my oversight for not so doing. 18 19 MR. MCSORLEY: Thank you. 19 20 MS. BOYD: Thank you very much. 20 CHAIRPERSON BUTZBAUGH: Robert Gardella. 21 21 22 22 Mr. Gardella is practicing law in Brighton. 23 23 MR. GARDELLA: Good morning members of the 24 Task Force. Thank you for your patience going through 24 25 all the thoughtful remarks this morning. 25

personal opinion, but I take it seriously, because someone else took it seriously enough as a legislator to present it and sponsor it and possibly advocate for its approval. I think that it's a valuable lesson for us as lawyers to reevaluate where we are at and how we do business.

The State Bar of Michigan does have very, very thoughtful organizations in terms of the Board of Commissioners and the Representative Assembly. The Representative Assembly is the final policy-making body for the State Bar. For example, if the Board of Commissioners takes a position on something and a large number of members of the State Bar don't like that particular position, the Representative Assembly can consider a proposal to undo what the Board of Commissioners has done.

What are the duties of the Representative Assembly and the Board of Commissioners? Those are established by bylaws and other orders. First of all, the Board of Commissioners implements policy adopted by the Assembly and establishes policy for the State Bar between Assembly meetings. The Board of Commissioners also establishes and prescribes functions and organization of the committees of the sections and also manages the State Bar staff, adopts

METROPOLITAN REPORTING, INC.

1

2

3

4

5

6

7

8

10 11

12

13

14

15

16 17

18

19

20 21

22

23

24 25

	121	
1	a budget, publishes the Michigan Bar Journal, conducts	1
2	litigation, and there are other duties that they have.	2
3	The Representative Assembly, on the other	3
4	hand, is a body that considers all of the issues that	4
5	are Keller permissible, and we take the Keller	5
6	permissible position very seriously. When I was an	6
7	officer of the Representative Assembly I took that	7
8	very seriously, worked in conjunction with the	8
9	State Bar staff, the executive director, and also the	9
10	legal counsel to make sure that things were in place	10
11	and that we didn't step over the line.	11
12	But I believe that there is a fix-it to	12
13	address any concerns that our Bar members have and	13
14	members of the general public. The mechanical,	14
15	quote-unquote, fix-it that I would suggest to address	15
16	any Keller concerns that many members of the Bar or	16
17	the legislature might have, I would give credit to	17
18	Ed Haroutunian, who is going to be one of the speakers	18
19	here today. He and I have talked at length on this,	19
20	and I am strongly in support of his idea. I don't	20
21	want to take credit for his idea, but I strongly	21
22	support it.	22
23	It's a proposal which would add a measure to	23
24	the bylaws where we would have a rule where before we	24
25	consider anything in a Board of Commissioner meeting	25

122 1 or a Representative Assembly meeting we would take a Keller vote. The Keller vote would mandate that 2 3 before we could consider the advancement of a proposal or a debate on the proposal that there has to be a 75 4 5 percent approval that it is Keller permissible. That 6 would be a threshold vote. 7 Then after the vote has been approved and we 8 have surpassed that 75 percent concept, then we would 9 have debate and voting on the actual meat and potatoes 10 of the issue that's before either the Representative 11 Assembly or the Board of Commissioners. 12 I think our intentions are good. Sometimes 13 it's a feel-good issue that might come before the 14 various bodies, but I think that that threshold vote 15 is important and that way we are dealing with all the 16 requirements of the Keller case and also 17 Administrative Order 2004-1. So I think that that is 18 an excellent step in the right direction to, I guess, 19 address the concerns that members of the general 20 public might have had or most importantly members of 21 our profession. 22 Also, I think that the State Bar staff has to 23 give more effort into doing an analysis of some of 24 these issues. Sometimes they don't have a lot of 25 time, and, you know, they do such an excellent job in

so many other areas, but I think when we have the proposals come forward we have to have the State Bar staff, particularly the legal counsel, give an opinion on Keller permissibility, and then also have the various bodies give a vote, a threshold vote on that first.

So overall I think the Bar is doing an excellent job, and I would definitely support wholeheartedly the continuation of a mandatory bar. I think a voluntary bar would be an awful mistake. It would be a disaster for the general public. Our job is to protect the general public. The State Bar does that in so many different ways, and so I would end my remarks on that note.

CHAIRPERSON BUTZBAUGH: Thank you, Mr. Gardella.

MR. RIORDAN: Mr. Gardella, what is the absolute about the proceedings between the RA and the Board of Commissioners, the procedures and responsibilities?

MR. GARDELLA: They do have, in terms of public policy making, or the policy positions I should say for the State Bar, the Representative Assembly has the ultimate final say on all of the decision-making regarding the policy decisions, but the Board of

124

123

Commissioners meets more frequently than the Representative Assembly, but there have been some years where the Representative Assembly has met, I believe, four times early on.

I was on the Representative Assembly for approximately nine years, and so I know they can sometimes only meet two times a year, sometimes they can meet four or five times a year, but the Board of Commissioners deals with their policy committee on the legislative activity that comes quickly, and I think, as Mr. McSorley said before, sometimes you don't have very much time.

I used to be a legislative aide in the State Senate for two different senators years ago, and things move fast. Sometimes things are gone within five days, and you have to act quickly.

The Board of Commissioners can sometimes take a quick look at that and come up with a position. Sometimes they won't be able to meet the deadline. But I agree with one of the other commentaries that the Representative Assembly can possibly take a look in the future for using technology, the internet, to possibly engage in some votes and use that as, or at least a debating tool before a vote is taken so we can expedite things, and I think we can probably use

METROPOLITAN REPORTING, INC.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

2.0

21

22

23

24

	125	
1	technology a little bit more in that regard or at	1
2	least for dispersing information. The Bar has made a	2
3	lot of great efforts in that regard, but we can always	3
4	do a better job and brainstorm as to how we can be	4
5	more creative there.	5
6	MR. RIORDAN: I have heard, and I am sure you	6
7	have heard all these things, people commenting,	7
8	questioning maybe the Bar has one too many	8
9	policy-making bodies. How would you respond to that?	9
10	MR. GARDELLA: I strongly disagree. The	10
11	Representative Assembly has 150 members, and it'sin	11
12	fact, I often tell people that there is no better	12
13	group to analyze an issue that confronts the legal	13
14	profession than the Representative Assembly. The	14
15	diversity is so excellent there. You have government	15
16	attorneys, private attorneys, large law firm	16
17	attorneys, mid-size lawyers, people who are lawyers	17
18	but may not practice, and you have public interest	18
19	attorneys, law school professors. Every time I go to	19
20	a Representative Assembly meeting, I walk out of there	20
21	saying, wow, I never even thought of that issue.	21
22	The Representative Assembly in my opinion is	22
23	the better deliberative body to analyze an issue and	23
24	hear all of the points of view and then also take the	24
25	pulse of the profession.	25

that the Representative Assembly has concluded, but the Representative Assembly is the deliberative policy-making body in debating society, if you want to call it that, and it should remain the same.

Also, the Representative Assembly, it's so large with 150 members. We put links in every corner of the state of Michigan and bring people in to our Bar. The Board of Commissioners doesn't do that. The Board of Commissioner may have a limited number of members in a particular region of the state, but the Representative Assembly has people in every circuit and all the way up in Ironwood, Michigan and in Sault Ste. Marie and all the other border areas of the state, and they have an active, important role in the Assembly and nothing can replace that. The Board of Commissioners cannot replace that.

And the Representative Assembly is so important also as a feeder for getting people involved in sections, the sections of the Bar, and also volunteering for the Bar. The Representative Assembly is probably the best concept that we have ever had in the State Bar to bring the voice of the regular practitioners out there into the Bar, and to change that or take the voice away or take the power away of the Representative Assembly as the final policy-making

	126		12
1	The Board of Commissioners cannot take the	1	body would be a humongous mistake.
2	pulse of the profession on policy issues anywhere near	2	CHAIRMAN BUTZBAUGH: Thank you, Mr. Gardella
3	the magnitude that the Representative Assembly can	3	MR. GARDELLA: Thank you.
4	because of the diversity.	4	CHAIRPERSON BUTZBAUGH: George Googasian.
5	The Board of Commissioners is a smaller	5	Mr. Googasian is with Googasian Law Firm in
6	group. A lot of times you find members on the Board	6	Bloomfield Hills. He was president of the State Bar
7	of Commissioners from larger law firms who can afford	7	from '92 to '93.
8	to go to all of those meetings. The Representative	8	MR. GOOGASIAN: My notes say good morning,
9	Assembly, okay, those are a lot of solo practitioners	9	Mr. Chairman. I find my notes are outdated.
10	and people from more medium-sized firms and other	10	Good afternoon, Chairman Butzbaugh, members
11	areas, because there is less of a time commitment for	11	of the Task Force. I thank you for this opportunity,
12	the Representative Assembly, somewhere between two and	12	because you have generated through this task force
13	four meetings a year, and so it's a better reading of	13	thought and focus in the Bar, and that is important,
14	the pulse, and it should, the Representative Assembly	14	because the lawyers of Michigan need to be aware.
15	should not be changed at all in my opinion. It's	15	They need to know what is going on, because there is
16	exactly the way it should be except for that 75	16	something enormously valuable at risk here, something
17	percent threshold on the Keller issue. I think both	17	enormously at risk here. In the time I have today \ensuremath{I}
18	the Board of Commissioners before they vote on a	18	would like to respond to the question posed in
19	public policy issue and the Representative Assembly	19	Administrative Order 2004-5. I want to do so before
20	should do the threshold vote, credit to	20	Mr. McSorley asks me a question.
21	Mr. Haroutunian's idea, and I think that the structure	21	Now, the question posed by the court is
22	should remain the same.	22	whether the State Bar of Michigan's current programs
23	The Board of Commissioners has more of a	23	and activities support its status as a mandatory bar.
24	function for implementing things in terms of	24	In my view the question is important and appropriate
25	administrative issues and implementing the concepts	25	because I think what the court is saying, tell us

	129	
1	about your current programs and activities and justify	
2	what you are doing as a bar to the people of the state	
3	of Michigan and to your profession.	
4	Some would and, as I have heard today, do	
5	argue that in order to discharge its duty to protect	
6	and inform the public and protect the profession the	
7	Bar should do more. Some argue it should do less, and	
8	I guess I have heard that some argue the mandatory bar	
9	shouldn't be at all, that it should be abolished.	
10	However, the first thing that I need to point	
11	out, at least in my review of this, is the State Bar	
12	doesn't make up the rules of advocacy under Keller.	
13	The State Bar didn't do that. We can't do that. It's	
14	not our job. The Supreme Court of the state of	
15	Michigan has both inherent and constitutional	
16	authority over the State Bar of Michigan, and in its	
17	order that brings us here today it states that the	
18	court has that authority. So the ultimate test is	
19	what is in the administrative order of the court or if	
20	there are changes to be made how do we amend the	
21	administrative order of the court? That should really	
22	be the focus.	
23	Keller was decided in 1990, and obviously in	
24	1990 when the U.S. Supreme Court made that case it	
25	represented a perditious change in how Michigan did	

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

1

2

3

4

5

6

7

8

9

130 1 business and other state bars did business in terms of 2 advocacy, and the Michigan Bar and the Michigan 3 Supreme Court immediately responded to Keller with 1991.3, Administrative Order 1991.3. And in that 4 5 administrative order the procedure was that the Bar 6 was to make a calculation of those activities that it 7 engaged in that were outside, that were not Keller 8 permissible, make a computation of that and an 9 objecting member would then be able to get a deduction 10 from dues for the Keller advocacy. 10 One individual, my very good friend Falk, 11 11 12 challenged that. We had a hearing at the State Bar on 12 13 Mr. Falk's challenge, and the result was that the Bar 13 14 had complied with the Supreme Court's administrative 14 15 order. 15 16 There have been a number of Supreme Court 16 17 administrative orders since 1991. The current one is 17 18 the administrative order entitled 2.004-1, or at least 18 19 that's the one that has been in effect for the past 19

ten years, and those who have, or at least some by way

of being critical, but some who have criticized the

should read the order. It's a five-page order. It

gives details as to what the Bar can do, how the Bar

can do it, when the Bar can do it, what votes have to

Bar ought to do this and the Bar ought to do that

be taken, when the votes have to be taken and then how they can advocate, how they have to relate to their sections. It's all in this order.

Now, what I think, the task is to review this order and look at changes. For example, the Bar can't act for 14 days. Well, if that's meaningless, okay, but, hey, somebody could change the whole court system in 14 days. Believe it? It can happen in Michigan. It can happen. So some changes have to be made in the rule to allow the Bar to be responsive.

Well, I want to talk about the membership, because 2004-1 has been in effect for ten years. In that ten-year -- and there is a complaint process. There is an appeal process. During that ten-year time frame from 2004 to 2014, one, one, one lawyer complained about State Bar advocacy.

My reaction is, Why? 43,000 lawyers, and one complains about State Bar advocacy. That is hardly an argument for fundamental change in the structure of the Bar or its advocacy. On the contrary, it demonstrates strong support for the conclusion that the basic programs and activities do support our status as a mandatory bar. It becomes difficult to comprehend the consideration of changing State Bar advocacy or structure when one member has objected to

State Bar advocacy in ten years. That history doesn't exactly jump out as representing something that's broken that needs to be fixed.

And that objector was here today. He spoke. I wasn't going to name his name, but he was here. He spoke. You heard him talk. It was a tax issue. He didn't like the position the State Bar took on a tax issue. He objected. They ruled against him. He didn't appeal.

The order provides a direct appeal to the Michigan Supreme Court. Who else can, through one little complaint, one piece of paper -- all lawyers can read and write. I know they can file complaints. Write a letter to the State Bar, they get -- all you have to do is appeal directly to the Supreme Court. Who else can do that? Maybe the governor, but nobody else can do that, but you can do that under this order. So there are protections in place for our members, and the members, 43,000 strong, one objects in ten years, that doesn't sound like something that needs a lot of change.

They talk about privatization. In 1990 I was there at the table. Privatization was an active point of discussion among the membership of the State Bar. Mike Franck, the executive director of the State Bar,

20

21

22

23

24

25

METROPOLITAN REPORTING. INC.

2.0

21

22

23

24

25

	133	
1	there was active discussion about privatization. The	1
2	conclusion was then, the conclusion is now,	2
3	privatization is a bad idea, and it should be	3
4	rejected.	4
5	We examined it carefully in the '90s. There	5
6	are complicated issues of ownership and control of	6
7	State Bar assets, State Bar buildings, Foundation	7
8	assets. There is a lot of money somewhere. Who does	8
9	it belong to, how is it going to be determined, and	9
10	the abandonment of the State Bar's traditional service	10
11	to the public, to giving it a private corporation for	11
12	private objectives.	12
13	Our conclusion was you create more problems	13
14	than you solve, because in Michigan you have today an	14
15	80-year history of a unified Bar and lawyers who	15
16	support a unified Bar. So those who want	16
17	privatization, be careful what you ask for. The	17
18	Supreme Court has no control over private	18
19	corporations.	19
20	Judge Boyd pointed out, Ed Pappas pointed	20
21	out, Tracie Boyd pointed out the sum of the things	21
22	that the State Bar does that absolutely justify its	22
23	position with the Supreme Court and the advocacy and	23
24	the things that we do why we should continue as a	24
25	State Bar.	25
	134	
1	In Michigan and I will conclude with these	1
2	observations the main objective of the State Bar	2
		1

state believe that the State Bar runs the disciplinary process, which obviously it does not. I would be interested in your view with respect to whether the State Bar ought to have a larger role in the disciplinary process and, if so, in what manner.

MR. GOOGASIAN: Well, I have served for about 30 years as a chair of a panel for the attorney discipline system. I don't charge for that. Nobody charges for that. Attorneys of the state of Michigan volunteer as judges in all of those panels. So there is involvement of the State Bar of Michigan on a volunteer basis, pro bono basis, in that system.

And, you know, in regard to what goes on with the Discipline Board, I would defer to John VanBolt who is the retired chair, and I see he is on the speaker's list here shortly after I am. As soon as Mr. McSorley gets done asking his questions, he is going to come up.

So I don't have any issue with the Supreme Court's control of the discipline system. I served on the Board of Law Examiners for five years. I have chaired the Character and Fitness Committee. simply don't have any issue with that separation. I don't think it in any way inhibits what we do as a bar in terms of what is important to the people of the

1 state. 2 3 has to been to protect the public. The State Bar 3 alone is organized to capture the disparate 4 4 5 experiences and the competing viewpoints of lawyers 5 Apparently maybe not. 6 across the state and across practice areas. The 6 7 lawyers in the 37 sections of the State Bar are 7 8 uniquely equipped to present objective, competent 8 9 views on legislation. There is no other entity or 9 10 service, nor can there be, that provides what the 10 11 11 State Bar of Michigan brings to the legislature and 12 provides to the public. There is no question in my 12 13 mind that the best and only structure to discharge the 13 14 profession's duty to protect and inform the public is part needs to be overhauled. 14 15 a unified bar. That's who we have been for 80 years, 15 16 a public body, corporate, dedicated to the protection 16 17 of the public. That's what we stand for, that's who 17 MR. MCSORLEY: But, Mr. Googasian, you 18 we are, who we must continue to be. Thank you. 18 19 MR. ELLSWORTH: Mr. Googasian, I would like 19 20 to ask you about something a little different. The 20 21 state's bar, the organized bar no longer has much of a 21 22 role to play in the disciplinary process. One of the 22 23 things that I think we have been surprised about, at 23 24 least a number of us on this Task Force, is written 24 particular in mind? 25 comments that come in, a lot of lawyers around the 25

100

136

135

MR. ELLSWORTH: Does the Bar itself, the State Bar of Michigan, should it be playing any kind of larger role in that system than it does now?

MR. GOOGASIAN: This is just on a personal note. I frequently feel that, you know, the rules kind of restrict what as a discipline board we are able to do to lawyers who I think should lose their licenses forever and ever, because you see some of the practices that they do. So I would like to have us have a voice in that, but I don't really have any major fault with the system that tells me that that

> MR. MCSORLEY: I don't want to disappoint. CHAIRPERSON BUTZBAUGH: I knew you wouldn't.

identified that a road map is in place and speaking of Administrative Order 2004-1 and then provides for appeal. I think I have done that correctly. But I thought I heard you tick off that maybe within that administrative order there is an opportunity for some tweaking, for some adjustment. Did you have something

MR. GOOGASIAN: Let me answer you this way,

	137		139
1	Mr. McSorley. My reading of your charge, my reading,	1	and as members of the profession, but it gave me an
2	maybe not yours, is that's your job. Look at the	2	opportunity to observe things like the way in with
3	order, make suggestions to the court, and so the	3	which other states do integrate the functions of the
4	answer to your question is yes, and one those	4	court and the bar, whether it's voluntary or not, in
5	suggestions from my point of view is eliminate the	5	dealing with the protection of the public issues that
6	14-day requirement. Give the Bar an opportunity to	6	we have been talking about today. It's also given me
7	respond to stuff timely.	7	a chance to look at how the Michigan system in
8	If there are other safeguards that have to be	8	particular stacks up compared to those systems and how
9	built in you know, if you read this, it's not	9	the State Bar of Michigan in particular, to me at
10	simple to get stuff through. People think the Bar	10	least, seems to excel in the work that it does,
11	simply takes a position and runs off. That's not the	11	largely by virtue of the resources that it has and
12	way this works. It's very carefully thought through.	12	that are only available to a mandatory bar.
13	The Supreme Court, I assume, wrote it. It's very	13	The annual budget of the attorney discipline
14	thoughtfully drafted, and if it needs some tweaking,	14	system in Michigan is just shy of \$5 million, and the
15	sobeit. It shouldn't change who we are, what we do.	15	purpose of that \$5 million is expressed directly in
16	MR. MCSORLEY: Thank you.	16	fact, this is a direct quote from the Michigan Court
17	CHAIRPERSON BUTZBAUGH: Okay.	17	Rules is primarily to protect the public.
18		18	There was a mention earlier of the words of
19		19	first Bar president, no legal organization can long
20		20	survive which has not as its primary purpose the
21		21	protection of the public. This is not mere
22		22	coincidence, and these are not just words, although in
23		23	the case of Bar they are, in fact, engraved in brass
24		24	on a marble wall. But it seems to me that the notion
25		25	that these two similar mission statements are

138 1 CHAIRPERSON BUTZBAUGH: We lost one of our 1 2 members, Representative Walsh just had to leave. You 2 3 have got the rest of us here. 3 Our first speaker this afternoon is 4 4 5 John VanBolt. 5 6 MR. VANBOLT: Thank you, Mr. Butzbaugh, 6 7 7 members of the Task Force. I am impressed that you 8 are all back, and I am also glad that you took the 8 9 break when you did. I didn't have to go to any 9 10 advocacy training to figure out that being the person 10 11 to follow George Googasian and the one obstacle 11 between you and lunch was not a road map to success as 12 12 13 a speaker. 13 14 I do want to -- and if you will bear with me, 14 15 I will get to it -- follow up on one the points that 15 Mr. Googasian made and also I think touched on by 16 16 17 Mr. Ellsworth's question. 17 18 From 1980 to 1986 I was employed by the 18 19 Attorney Grievance Commission in the discipline system 19 20 that we have talked about here today. From '86 until 20 21 last October, I was the director of the Attorney 21 Discipline Board. That gave me an opportunity to 22 22 23 observe a number of things, not just the foibles of my 23 24 fellow attorneys, but also the heights to which my 24 25 25 fellow attorneys can rise as members of hearing panels

coincidental or that the relationship between the organized bar and the discipline system is simply to collect the dues and perform a few administrative services misses the mark.

Let me tell you about some of the activities of the State Bar of Michigan that I personally have engaged in with members of the staff and volunteers of the Bar. These include the Character and Fitness Committee, which is not paid for out of Bar dues. Well, it's not paid for out of the discipline dues, I am sorry.

The professional program that Ed Pappas mentioned of the professionalism program that the Bar conducts with law schools, I have participated in a couple of those, and they really do work.

The Lawyers and Judges Assistance Program, the Ethics Hotline, the publication of ethic opinions. The Tips and Tools, what we used to call ethics school, that's put on for disciplined and nondisciplined lawyers. The trust account notification requirement seminars that are conducted by the State Bar, the Practice Management Resource Center that helps keep lawyers on top of changing technology and office practices, the prosecution of unauthorized practice of law, the administration of

METROPOLITAN REPORTING, INC.

METROPOLITAN REPORTING, INC.

ZI	heip in their office management issues if that seems	21	ethics, professionalism and discipline is going to be
22	to be the core of the problem. Law firm audits have	22	an enormous task. It's going to cost money. It is
23	been ordered by PMRC. Referral to the Tips and Tools	23	not going to protect the public, and it is not going
24	sessions are ordered. They are part of the discipline	24	to serve the public of the state of Michigan or the
25	order by a branch of the Michigan Supreme Court	25	Supreme Court for that matter. Thank you.
	142		144
1	referred to the State Bar of Michigan, which is not	1	CHAIRPERSON BUTZBAUGH: Just a moment. Any
2	paid for out of the discipline portion of the dues.	2	questions?
3	The trust account notification seminars. All	3	MR. RIORDAN: Mr. VanBolt, you have an
4	of these are part of, I guess, what you could call a	4	historical perspective of the disciplinary system here
5	fabric of maintaining protection of the public from	5	in Michigan, at least better than mine.
6	the time a person is in law school until they leave	6	MR. VANBOLT: Because I am old.
7	the profession.	7	MR. RIORDAN: Older than me. But I know at
8	Let me just say this has given me, and I	8	one time the State Bar had more of a role in
9	have already gone over. Let me just give you two sort	9	discipline than it does now.
10	of aphorisms or two things I have learned.	10	MR. VANBOLT: Uh-huh.
11	One is there is no perfect system. I have	11	MR. RIORDAN: Do you think it's possible that
12	had personal dealings with any kind of system there is	12	the State Bar could maybe go back and assume the role
13	in the country, whether it's one like ours or part,	13	that it had before and take the burden off the
14	it's funded by the bar but supervised by the court.	14	Supreme Court? We are charged with looking into
15	Some that are all part of the court structure, I mean	15	discipline too, as well as the State Bar, but I would
16	literally in the court building, some that are all	16	appreciate your thoughts.
17	part of the Bar, not anything to do with the court	17	MR. VANBOLT: The simple answer, is it
18	other than ultimate supervision. There is no perfect	18	possible? Sure, because other states do it. Would it
19	system, but Michigan's system, which is certainly not	19	be a simple process to figure out who does what and
20	the only one of its kind, works extremely well.	20	who pays for what? Maybe not so much. But if there
21	The other part is there is no free lunch, and	21	continues to be a mandatory bar, then I am not sure
22	by that I mean there have been some references to	22	how difficult would it be. If it was a voluntary bar,
23	other states Colorado, Indiana. First you should	23	then I think the problems would be enormous. It would
24	bear in mind, and I think probably the Bar has these	24	be like saying, Oakland County Bar, here, you take
25	figures, that the mandatory fee paid in the 18 states	25	care of discipline.

141

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

2 Membership registration which, by the way, 3 is, in fact, a function that somebody has got to do. 4 People in the public need to know is the person who 5 says he or she is a lawyer actually a lawyer and are they in good standing. And the Bar Journal, which is, 6 7 in fact, the means by which members of the Bar are 8 informed of developments, educational activities, 9 opportunities. 10 Of these, these are not just feel-good things

the client protection fund.

1

that may or may not make a difference. I can tell you 11 12 that in terms of the relationship between the 13 discipline system and these functions, the Discipline Board, of which I was the director, in its orders 14 15 routinely requires people to seek assistance from 16 Lawyers and Judges Assistance, and they also receive 17 evaluations from Lawyers and Judges Assistance as part 18 of both the investigative process of the Grievance 19 Commission and the discipline process of the Board. 20 Lawyers are referred specifically to PMRC for

21 help in their office management issues if that seems that have a voluntary bar in every one of those states is more than the discipline portion of the dues that is paid in Michigan, in some cases significantly more.

All of the things that I just mentioned, so, for instance, the speaker from Indiana who mentioned that the Supreme Court of Indiana takes care of admissions and discipline. Well, either Indiana is not doing any of those other things that I mentioned or somebody is. It's either the Supreme Court, it's either some kind of registration fee, but somewhere or how, some way or another those things need to get done, they are being done, and somebody is paying for them, and the idea that a magic wand would separate the dues function of the Bar in collecting the dues for the discipline system, and the discipline system would do just discipline and that's all we need is just not going to work.

I think the sheer mechanics of separating out a system that has now been in place for 30 or 40 years in terms of dealing with all these disparate parts of ethics, professionalism and discipline is going to be

	145		147
1	145 MR. RIORDAN: Right now the State Bar handles	1	147 would defend our budgets. That was the primary
2	the administrative functions of the disciplinary	2	change.
3	system.	3	The only other change really was that prior
4	MR. VANBOLT: Right.	4	to '90 or '92 the Grievance Administrator was
5	MR. RIORDAN: And for whatever reason, I	5	appointed by the Grievance Commission. Since then he
6	think sometime back in the '80s	6	or she has been appointed by the Court.
7	MR. VANBOLT: Early '90s	7	MR. ELLSWORTH: Which of the offices is
8	MR. RIORDAN: Early '90s things were	8	filled by the Supreme Court now?
9	separated where the State Bar no longer had the	9	MR. VANBOLT: The director of the Attorney
10	oversight of the disciplinary process.	10	Grievance Commission, the other one, not the one I
11		11	
	MR. VANBOLT: The financial oversight, that's		worked for. The prosecutor.
12	correct, uh-huh. And let me tell you, I personally	12	MR. ELLSWORTH: You were appointed in by
13	never had any problems with the Bar. I would appear	13	what, the Discipline Board?
14	on behalf of the Board in front of the fiscal	14	MR. VANBOLT: The Discipline Board. I was
15	committee, and things went well. Sometimes better	15	their general counsel. I reported to them.
16	than they went with the court.	16	MR. ELLSWORTH: Let me ask you the same
17	MR. ELLSWORTH: What did the State Bar do	17	question I asked of Mr. Googasian, but not very
18	before the Supreme Court assumed the oversight of the	18	artfully. Do you see any way that the organized bar,
19	discipline system?	19	the State Bar itself, should be playing a greater role
20	MR. VANBOLT: Let me be clear, the court, and	20	with any aspect of the disciplinary system than it
21	this is true in every state, the Supreme Court always	21	does now by collecting dues and things?
22	maintains the ultimate authority over the system. The	22	MR. VANBOLT: Greater? Well, the reality is
23	difference was primarily in the financial aspect. As	23	that administratively the discipline agency is a part
24	I said, up until about '92 the Discipline Board and	24	of the Bar. I mean, we are served by, under the Bar's
25	the Grievance Commission would each propose a budget.	25	direction.
	146		148
1	Their executive person would come to the Bar building,	1	MR. ELLSWORTH: Volunteers and things?
2	appear before the fiscal committee, just like a	2	MR. VANBOLT: Oh, that part.
3	department head at the Bar. The fiscal committee	3	Administratively we are effectively part of the Bar.
4	would make a recommendation. It would go to the Bar.	4	The system, again, you can there is one state that
5	The Board of Commissioners would approve it. In my	5	has a professional, full-time state discipline board,
6	tenure no budget proposed by the Board, the	6	and that's California. Costs an enormous amount of
7	Commission, was not approved by the Bar.	7	money. Every other state, pretty much the actual
8	The fear was that the body that holds the	8	adjudication part, which is where the volunteers in
9	purse strings could exercise some undue authority.	9	Michigan fit in, the 400 and so volunteers, they are
10	Part of it had to do with a particular case involving	10	either volunteers, who are very good in Michigan by
11	a particular former president of the State Bar and how	11	the way, or the adjudication is done by the court
12	that particular investigation was handled, and there	12	itself. That works in some smaller states.
13	were some questions raised as to the appearance of	13	So for instance I believe in Indiana, for
14	whether or not no one ever said that it did, but	14	instance, the cases, every single case is brought
15	whether there could be undue influence by the Bar, for	15	before the Supreme Court for either approval or rubber
16	instance, if you don't do thus and so we are going to	16	stamping or de novo hearing of some kind. The
17	cut your budget. That never, in fact, happened nor	17	disadvantage there is it takes up the court's time,

18 and the court may or may not have the stomach to deal 19 with those cases on a regular basis. But for almost any kind of system you can 20 21 think of, there is a model somewhere in the country. 22 If you want discipline cases to go to a jury, look at to the chief justice, it would go to the justices. If 23

Texas. That's a terrible system, but if you wanted to do it, there is a system that does it.

So is Michigan's system perfect? No. I said

theory.

was the threat ever exercised, but that was the

you remember, for a period there were public

administrative hearings in this very room, and we

So the financial oversight went directly to

the Court, so after '92 the budget would be submitted

to the fiscal director of the Supreme Court, then go

18

19

20

21

22

23 24

25

METROPOLITAN REPORTING, INC.

24

	149		151
1	no system is perfect. I personally think it's better	1	restraint upon the Bar. The leadership of the
2	than the other systems that I have looked at, and it's	2	Representative Assembly and the Board of Commissioners
3	not the only one like it. We are virtually identical	3	is responsible for following the Strategic Plan and
4	to Massachusetts, Louisiana. I could name four or	4	the restraint set forth in the Supreme Court's
5	five others probably.	5	Administrative Order. To assist in accomplishing that
6	MR. ELLSWORTH: Thank you.	6	goal, I suggest the following:
7	CHAIRPERSON BUTZBAUGH: Mr. VanBolt, thank	7	First, with respect to any issue presented
8	you very much.	8	before either the Representative Assembly or the Board
9	MR. VANBOLT: Thank you.	9	of Commissioners, that counsel for the State Bar give
10	CHAIRPERSON BUTZBAUGH: Next speaker is	10	an opinion as to the Keller applicability, along with
11	Edward Haroutunian. Mr. Haroutunian practices law in	11	a detailed analysis of the reasons underlying that
12	Bingham Farms and he was the chair of the	12	opinion.
13	Representative Assembly 2006-2007.	13	Second, the Representative Assembly or the
14	MR. HAROUTUNIAN: Thank you, Chair Butzbaugh,	14	Board of Commissioners, as the case may be, then vote
15	and good afternoon, ladies and gentlemen. My name is	15	on whether the specific issue is Keller permissible
16	Ed Haroutunian. I am a former chair of the	16	with a required super majority of 75 percent of those
17	Representative Assembly of the State Bar of Michigan	17	present and voting.
18	and currently a member of the Board of Commissioners.	18	Third, if the Keller vote passes by the 75
19	With respect to the issue that has been put	19	percent, then the issue to be voted upon by the
20	before you of whether the State Bar's current programs	20	Representative Assembly or the Board of Commissioners,
21	and activities support its status as a mandatory bar	21	as the case may be, prevails with a simple majority of
22	and the potential to make recommendations regarding	22	those present and voting.
23	changes to state bar activities, let me say I am in	23	With these suggestions, I believe the
24	favor of a mandatory bar with the continuation of the	24	restraint required by Keller and Administrative Order
25	current structure of the Representative Assembly and	25	2004-01 for a mandatory bar is more likely to be
	150		152
1	the Board of Commissioners; however, I have some	1	achieved.
2	additional comments to make in that regard.	2	Thank you for the opportunity to express my
3	The Representative Assembly came into	3	views on these issues, and I want to thank

3	The Representative Assembly came into	3
4	existence in about 1972 when the then 23 members of	4
5	the Board of Commissioners recommended to the Michigan	5
6	Supreme Court that a Representative Assembly should be	6
7	formed to better express the views of the then	7
8	approximately 12,000 lawyers in the Michigan State Bar	8
9	and that a larger body than the Board of Commissioners	9
10	was needed to fully represent the members of the	10
11	State Bar and that this body would be the final	11
12	policy-making body of the State Bar of Michigan. The	12
13	Supreme Court agreed with the Board of Commissioners.	13
14	Today we have in excess of 43,000 lawyers in	14
15	the State Bar, and it appears clear to me that the	15
16	need that was expressed in 1972 for the creation of	16
17	the Representative Assembly is even more pressing	17
18	today.	18
19	The Representative Assembly and the Board of	19
20	Commissioners approved the Strategic Plan for the	20
21	State Bar, which focused upon those areas that are of	21
22	priority to the Bar. The members' dues in a mandatory	22
23	bar are to be used only for matters that relate to our	23
24	Supreme Court's Administrative Order 2004-01, which	24

mirrors the Keller decision and which acts as a

views on these issues, and I want to thank Chairman Butzbaugh for all of his courtesies throughout this process, and, as a wise man once said, my remaining time I give back to the chair.

CHAIRPERSON BUTZBAUGH: I am not going to take it.

MS. WILLIAMS: Mr. Haroutunian, I do have a question. As to the super majority vote as to whether it's Keller permissible, are you saying either the Representative Assembly or Board of Commissioners or both prior to either body making a decision on an issue?

MR. HAROUTUNIAN: In effect the latter, meaning that if an issue comes in front of the Board of Commissioners, then the opinion of counsel would come with the rationale behind that opinion, and then the Board of Commissioners would vote on that issue, and the threshold would be the 75 percent of those present and voting would have to agree that, in fact, it was Keller permissible.

On the other hand, if an issue came before the Representative Assembly, any issue, opinion of counsel again would have to come before the RA and

25

	153		155
1	indicating whether it was Keller permissible and with	1	attorney general's opinion, sometimes somebody will
2	the rationale this is important with the	2	say, well, that's just one lawyer's opinion, until it
3	rationale as to why it's Keller permissible or not.	3	gets to another body. Well, in this case the counsel
4	And then the membership of the Representative Assembly	4	for the Bar is giving the members of that group
5	would then vote. You would need 75 percent in order	5	Board of Commissioners, Representative Assembly his
6	to make it a reality, and then you move on from there.	6	or her opinion and the rationale for his or her
7	Did I answer your question?	7	opinion. The members may disagree with that opinion,
8	MS. WILLIAMS: Yes, thank you.	8	and I believe that it's appropriate that the members
9	MR. ELLSWORTH: Why not stick with the	9	have the opportunity to express that disagreement one
10	existing system? Is there something wrong with it?	10	way or the other.
11	MR. HAROUTUNIAN: The answer is the existing	11	MR. ROMBACH: Mr. Haroutunian, you believe
12	system does not do a couple of things. The existing	12	that there has been a distinct role for both the Board
13	system sometimes does not take seriously the Keller	13	of Commissioners and the Representative Assembly
14	side in my experience, and I think that using this	14	within the State Bar, that they can play well together
15	procedural kind of tool that I am suggesting would	15	and coexist?
16	make that something that was taken more seriously by	16	MR. HAROUTUNIAN: Mr. Rombach, you well know,
17	the Representative Assembly and by the Board of	17	having been on the Representative Assembly as its
18	Commissioners.	18	chair and also as a member of the Board of
19	MR. ELLSWORTH: How do you feel about the	19	Commissioners and the president-elect of the Bar, that
20	suggestion that has come from some that the Bar	20	in fact the past history, the past history of the
21	itself, as distinguished from the sections, should	21	Representative Assembly and the State Bar and the
22	refrain from any legislative activity?	22	Board of Commissioners is clear that they have played
23	MR. HAROUTUNIAN: I think that I	23	well together. The fact that the Representative
24	understand the rationale for that, but I am not in	24	Assembly is the final policy-making body of the Bar,
25	favor of that. I think that the Bar has a role to	25	it's a very interesting kind of thing, and in many
	154		156
1	play, recognizing that the Bar represents everybody	1	respects it acts as a check and balance on the entire
2	that's in the Bar. The section only represents the	2	Bar. And that's the reason why I believe that to be
3	folks who are in that voluntary section.	3	sure the core structure of the Board of Commissioners
4	I think that if you allow for keeping the	4	and the core structure of the Representative Assembly
5	issues that are Keller permissible and under the	5	should not be changed. Does that answer your
6	administrative order, if you stick to those, then you	6	question?

MR. ROMBACH: It certainly does.

CHAIRPERSON BUTZBAUGH: Thank you.

MR. MCSORLEY: Mr. Haroutunian, if the vote, 75 percent majority fails, I assume that same issue could then go to a section of the State Bar, because it would not be handcuffed or --

MR. HAROUTUNIAN: Yes.

MR. MCSORLEY: -- corralled by Keller requirements?

MR. HAROUTUNIAN: I think the answer would be clear that that could certainly be the outcome, and a section then could go forward and, you know, do as it thought it could, yes.

MR. MCSORLEY: And the 75 percent majority,
that's of those present, so we are kind of
anticipating that we are having strong attendance at
either the Representative Assembly meeting or at the
Board of Commissioners meeting?

carries more weight with the people who are going to 9 be influenced than if it's just a section. 10 CHAIRMAN BUTZBAUGH: If the counsel opinion 11 says it's not Keller permissible, what happens? 12 MR. HAROUTUNIAN: A vote, in my judgment, my 13 suggestion is that that issue -- again, before the 14 body. If the counsel says, in my opinion based on 15 these reasons 1, 2, 3, 4, I do not believe that the 16 issue is Keller permissible, the matter comes in front 17 of the body, whether the body is the Board of 18 Commissioners or whether the body is the 19 Representative Assembly, and a vote is taken. 20

end up with a bar, mandatory bar, that ends up

speaking for the entire group, and in my judgment that

CHAIRPERSON BUTZBAUGH: So it does not

require that counsel for the Bar support it because -

and I liken that, frankly, to, you know, sometimes an

MR. HAROUTUNIAN: That's correct, it does not

require that counsel support it?

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

METROPOLITAN REPORTING, INC.

21

22

23

24

25

7

	157		159
1	will give you an example of that, by the way. A	1	Commissioners does, I don't know what a member of the
2	recent vote of the Board of Commissioners was taken,	2	Representative Assembly does, and, by the way, I don't
3	and there were 31 members who voted, and of the 31 who	3	know what the State Bar does, however you define
4	voted, eight voted saying that this issue was not	4	State Bar.
5	Keller permissible and it should not go forward. If	5	So my point is that I agree with you. I
6	the rule that I am espousing here had been in place,	6	think that that encouragement should be there. I
7	that issue would have come to an end at that moment.	7	think that people should turn around and be able to
8	Why? Because the 23 would not be, it was close, but	8	speak with their representatives, whether at the BOC $\!\!\!$
9	23 would not be 75 percent of the 31, and in that	9	level or at the RA level, so that people can come to
10	instance that issue would have come to an end.	10	the meetings and say, you know, people called me. I
11	Now, that's I mean, I give you that as an	11	talked to people.
12	example that took place within the last two weeks.	12	The only way that happens is if we tell
13	Any other questions?	13	lawyers who the members are of the Board of
14	MR. CRANMER: I have one.	14	Commissioners and we tell lawyers who the members are
15	MR. HAROUTUNIAN: Yes.	15	of the Representative Assembly and we say to them,
16	MR. CRANMER: Mr. Haroutunian, we've heard	16	look, here is an issue that's going to come up. You
17	from a number of people today that perhaps Keller	17	have a point of view on this, God love you. Talk to
18	permissibility ought to be polled to all the lawyers,	18	these folks. Talk to these folks. Let them express
19	that we ought to publicize issues that the Bar might	19	themselves, because they will. Most lawyers I have
20	take a position on to let the individual members voice	20	found in my experience are not shy. They will tell
21	their view that a particular position might not be	21	you what they think.
22	Keller permissible. That doesn't seem to be part of	22	So I agree with you. I think that's exactly
23	your proposal. Am I correct in that and, if so, what	23	what should happen, and I think that's an aspect, and
24	is your view about the idea of publicizing	24	I think it's a great opportunity here, it's an aspect
25	possibilities in advance to give people the	25	of this process that we ought to take advantage of to
	158		160
1	opportunity, individual lawyers the opportunity to	1	be able to suggest to members of the Bar to get more
2	weigh in on Keller permissibility.	2	active in all phases.
3	MR. HAROUTUNIAN: Mr. Cranmer, I think that	3	CHAIRPERSON BUTZBAUGH: Thank you,
4	that's an excellent question. The answer is that I	4	Mr. Haroutunian.
5	have not addressed it. However, let me be clear on	5	MR. HAROUTUNIAN: Thank you, Mr. Butzbaugh.
6	that, and that is I don't think that it's always	6	CHAIRPERSON BUTZBAUGH: Next speaker is Kerry
7	appropriate to go to the membership and say to the	7	Morgan.
8	membership, What do you think about this? However, to	8	MR. MORGAN: Thank you. Good afternoon. My
9	be able to go to the membership and indicate, Here are	9	name is Kerry Morgan. I am an attorney. I am
10	the members of your Board of Commissioners. Here are	10	licensed in Michigan, District of Columbia, and
11	the members of your Representative Assembly. If you	11	Virginia, as well as the D.C. and 6th circuit and
12	have a thought on this issue, if you would like to	12	Supreme Court. I was first admitted to practice law
13	express a thought, go to these folks and you give	13	in 1981. Just having heard a few of the comments
14	and, frankly, we have the technology to make this	14	today, I fear my comments might sound like they are
15	happen. I don't know that it has happened, but we	14	from Mars today, but nevertheless, we will sally
16		16	forth.
17	have the technology to make it happen. And you turn around and you encourage people you know, we	17	I am not here to debate the intricacies of
18	encourage the public in ordinary elections, state	18	the current system. To me that is not the significant

the current system. To me that is not the significant and controlling principle. My testimony, therefore, is fairly simple. It states certain propositions, which I would draw to your attention.

The first is this: To compel an attorney to join a state bar organization that advances opinions or promotes goals or programs to which he objects is a violation of his right to freely associate. His right

reps, state senate, you got an issue, go to the people

who represent you. They will take the issue forward.

So I agree with you that that should be

lawyers say I don't know what a member of the Board of

This is no different, only our group happens to be

encouraged, because too many times, that's true,

lawyers as opposed to the public at large.

19

20

21

22

23

24

25

METROPOLITAN REPORTING, INC.

19

20

21

22

23

	101		103
1	to freely associate is, as a matter of fact, one which	1	but for the reasons stated here, attorneys also have
2	is voluntary, but the Bar makes it mandatory as a	2	the right to freely associate or not associate in the
3	matter of law. This is inconsistent. Voluntary	3	first instance and to subsidize or refuse to subsidize
4	association is by definition voluntary. It should not	4	any organization of their choice or no organization at
5	be subject to compulsion.	5	all. Let's not forget that Keller sets the floor, not
6	Compulsory association also has harmful and	6	the ceiling.
7	needless secondary effects. The attorney who refuses	7	Michigan Constitution provides greater
8	to comply with such a compulsory measure is denied the	8	protection than the federal one. Article 1,
9	freedom to labor, to put bread on the table for his	9	Section 23 exists for this very reason. Yet,
10	family. He has acquired certain abilities through	10	Administrative Order 2014-5 seems not to notice our
11	study, through labor, through skill. Refusal to pay	11	own constitution. It makes the federal constitution
12	the dues or to associate denies him the ability to	12	the rule.
13	earn his living. These gifts and abilities did not	13	I would also suggest that the Bar is not
14	come from the Bar. Attorneys are not subject to the	14	justified nearly as a convenient auxiliary of the
15	Bar in terms of their skills and abilities. They	15	Supreme Court. If it were, its objects would be
16	aren't owing to it.	16	subsidized from that body's budget through a
17	When the Bar says to a lawyer, Look, if you	17	legislative appropriation to that end to pursue those
18	don't pay your dues, you are out. What it does is it	18	objects which the Supreme Court believes are within
19	deprives him of the ability to use those skills. It	19	its core regulatory functions. The use of compulsion
20	effectively constitutes a statewide, lifetime	20	to join, the extraction of dues, not be necessary to
21	noncompete. It's not in the public interest to tell	21	achieve those objectives.
22	attorneys or tell anyone they may not be employed in	22	Perhaps there are many that predict the
23	their profession. We would never ever permit that in	23	downfall of justice itself were the Bar to be
24	a court under the statute, noncompete agreements in	24	disestablished, but is the use of force and coercion
25	the statute. Here we make it a matter of our rule.	25	against Michigan attorneys consonant with justice or
	162		164
1	162 Suppose, on the other hand, an attorney	1	164 contrary to justice? I would suggest that a diversity
1 2		1 2	
	Suppose, on the other hand, an attorney		contrary to justice? I would suggest that a diversity
2	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest	2	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer
2 3	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's	2 3	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public
2 3 4	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other	2 3 4	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization
2 3 4 5	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to	2 3 4 5	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be.
2 3 4 5 6	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and	2 3 4 5 6	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police
2 3 4 5 6 7	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own	2 3 4 5 6 7	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of
2 3 4 5 6 7 8	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless,	2 3 4 5 6 7 8	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate
2 3 4 5 6 7 8 9	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of	2 3 4 5 6 7 8 9	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power.
2 3 4 5 6 7 8 9 10	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those	2 3 4 5 6 7 8 9 10	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you
2 3 4 5 6 7 8 9 10 11	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own.	2 3 4 5 6 7 8 9 10 11	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the
2 3 4 5 6 7 8 9 10 11 12	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and	2 3 4 5 6 7 8 9 10 11 12	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are
2 3 4 5 6 7 8 9 10 11 12 13	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with	2 3 4 5 6 7 8 9 10 11 12 13	<pre>contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this	2 3 4 5 6 7 8 9 10 11 12 13 14	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue
2 3 4 5 6 7 8 9 10 11 12 13 14 15	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to	2 3 4 5 6 7 8 9 10 11 12 13 14 15	<pre>contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to </pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to advance those organizational views which one agrees	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	<pre>contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to rearrange the current system, make adjustments, minor </pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to advance those organizational views which one agrees with. Every man is denied, every woman is denied that	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	<pre>contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to rearrange the current system, make adjustments, minor adjustments in the current system still runs contrary</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to advance those organizational views which one agrees with. Every man is denied, every woman is denied that right, even if they believe the Bar is doing a worthy,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to rearrange the current system, make adjustments, minor adjustments in the current system still runs contrary to those principles. Thank you for your indulgence.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to advance those organizational views which one agrees with. Every man is denied, every woman is denied that right, even if they believe the Bar is doing a worthy, admirable, and desirable object. They are	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to rearrange the current system, make adjustments, minor adjustments in the current system still runs contrary to those principles. Thank you for your indulgence. Any questions?
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to advance those organizational views which one agrees with. Every man is denied, every woman is denied that right, even if they believe the Bar is doing a worthy, admirable, and desirable object. They are nevertheless denied of the liberty of freely giving.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to rearrange the current system still runs contrary to those principles. Thank you for your indulgence. Any questions? MR. ELLSWORTH: Mr. Morgan, I was having a </pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Suppose, on the other hand, an attorney thinks the State Bar of Michigan is the greatest organization. It's just. It's goals are just. It's rationale and purpose are superior to all other organizations. Even here to compel an attorney to join that organization or subsidize those goals and rationales, views or programs, even those of his own liking, even those with which he agrees, nevertheless, deprives that attorney of the comfortable liberty of freely giving and of freely associating with those organizations whose views he would make his own. I think that the debate about association and whether a man should be compelled to associate with organizations with which he disagrees misses this element, the element of freely associating, even to advance those organizational views which one agrees with. Every man is denied, every woman is denied that right, even if they believe the Bar is doing a worthy, admirable, and desirable object. They are nevertheless denied of the liberty of freely giving. There has been some discussion about Keller.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>contrary to justice? I would suggest that a diversity of private voluntary bar organizations is a far surer guide to advancing justice and protecting the public than a single, mandatory, compulsory bar organization could ever be. The Supreme Court has power enough to police the practice of law. It does not need a system of coercion that suppresses the right to freely associate or compels financial support to exercise that power. If you have been paying attention, you probably get a sense that I do not really support the Bar and it's integrated mandatory sentence. There are other options more consistent with the freedoms that we all enjoy, or should enjoy, and that to continue the current system is contrary to that. Trying to rearrange the current system, make adjustments, minor adjustments in the current system still runs contrary to those principles. Thank you for your indulgence. Any questions? MR. ELLSWORTH: Mr. Morgan, I was having a little bit of trouble hearing you at the beginning,</pre>

25

METROPOLITAN REPORTING, INC.

161

5-2-14TaskForce

MR. MORGAN: District of Columbia Bar. MR. ELLSWORTH: Are you currently an active

-		-	
	165		167
1	member of both those?	1	with Keller or maybe we don't comply with Keller, but
2	MR. MORGAN: Yes.	2	that's not the rule. That's not the guide. Here we
3	MR. ELLSWORTH: Virginia is a mandatory bar,	3	have a greater principle, a greater concept, this idea
4	correct?	4	of freedom of association.
5	MR. MORGAN: Correct.	5	MR. ELLSWORTH: Why does Article 1,
6	MR. ELLSWORTH: Are you a full member of the	6	Section 23 of the Michigan Constitution provide more
7	Virginia Bar or an associate member?	7	protection than the First Amendment of the U.S.
8	MR. MORGAN: No, I am a full member of all.	8	Constitution?
9	MR. ELLSWORTH: Of all. I am curious then,	9	MR. MORGAN: I believe it does, absolutely.
10	you are not in favor of a mandatory bar, but you	10	MR. ELLSWORTH: Why? Can you articulate?
11	maintain your bar memberships in D.C. and Virginia.	11	MR. MORGAN: As a matter of law. I mean,
12	Is that because you are practicing in those states, or	12	Michigan, just in terms of constitutional law, state
13	why did you maintain membership?	13	constitutions, amendments can provide greater
14	MR. MORGAN: Yeah, I maintain my membership	14	protection. I mean, we just had a case come down from
15	in Virginia because I lived there one time when I was	15	the Supreme Court, Schuette versus Coalition. We have
16	working for the United States in the Commission on	16	a constitutional amendment. Our constitutional
17	Civil Rights. And also the same in D.C., and we may	17	amendment can create greater protections in terms of
18	return to Virginia. Can't practice law, you can't	18	equality than the federal constitution. So, you know,
19	make a living without being at least a licensed member	19	that's been the whole amendment to our Proposal 2 on
20	of these Bars, so, you know, I have to consider my own	20	equality, banning affirmative action, you know, and
21	financial well-being.	21	now we have the next amendment going up on marriage,
22	MR. ELLSWORTH: But you are a full, active	22	all being, you know, struck down by federal courts.
23	member?	23	Yet Michigan, as a state don't forget the
24	MR. MORGAN: Yes.	24	states were in the system before the federal
25	MR. ELLSWORTH: As opposed to an associate	25	government even existed. It was the states that
	166		168
1	member?	1	signed the Declaration of Independence, not any

1	member?	1	signed the Dec
2	MR. MORGAN: No, I am not an associate or an	2	federal govern
3	emeritus or on the bad list.	3	until many yea
4	MR. ELLSWORTH: My second question, you	4	State
5	mentioned, you said the Michigan Constitution is more	5	country. The
6	protective than the federal constitution. Then you	6	know, induced
7	cited, I think, Article 1, Section 23. What does that	7	or we call fur
8	say?	8	bribes, giving
9	MR. MORGAN: That's the clause that states	9	change the cor
10	that just simply because there are enumeration of	10	MR. H
11	rights in this constitution doesn't mean there aren't	11	CHAIN
12	others that are retained by the people. It's the	12	Mr. Morgan. I
13	equivalent of the 9th Amendment, except it's even	13	EXECU
14	stronger. Of course we are talking like the amendment	14	suggested the
15	isn't really part of the constitution. It doesn't get	15	bar, and, of o
16	any favor. It doesn't get any opinions. It doesn't	16	another option
17	get any respect, but that's not because it wasn't	17	annual licens:
18	written that way. That's because the courts refuse to	18	quality of law
19	enforce it. So to here. We have a great	19	have other opt
20	constitution, and it provides for these rights. Ought	20	MR. M
21	not to be ignored. Ought to be examined. Ought to be	21	admitted to p
22	looked at.	22	law, and we co
23	You know, we've made Keller, again, the	23	call it licens
24	landmark, the guide, the rule, and really that's a	24	dues, because
25	minimum one. We are all very happy that we comply	25	are evaluated
L		1	

signed the Declaration of Independence, not any federal government. They didn't come into existence until many years later.

States are the residual sovereignty in this country. The fact they have been co-opted and, you know, induced to receive bribes to give up their money or we call funding or gifts. Jefferson uses the term bribes, giving and taking of bribes, but that doesn't change the constitutional basis of states.

MR. ELLSWORTH: Thank you.

CHAIRPERSON BUTZBAUGH: Thank you,

Mr. Morgan. Do you have a question?

EXECUTIVE DIRECTOR WELCH: Mr. Morgan, you suggested there were other options to the mandatory bar, and, of course, we know the voluntary bar is another option. I am curious whether you support annual licensing of lawyers and a system to ensure the quality of lawyers within that system or whether you have other options as well.

MR. MORGAN: Well, you know, when you are admitted to practice law, you are admitted to practice law, and we come up with this system of annual, you call it licensing. It's really the annual payment of dues, because there is no other criteria by which you are evaluated in the one-page form. What sections do

	169		171
1	you want to join? What Bars are you a member of?	1	bars and let the Supreme Court do what it's going to
2	There is no substance here. This is just a bill. The	2	do as a licensing entity.
3	dues statement is a bill, okay. Tell us whether you	3	The courts are open for malpractice, the
4	have malpractice insurance. So it's not a true	4	courts are open for theft and fraud lawyers commit
5	licensing of any kind. It's just an automatic renewal	5	upon their clients. The criminal courts are open for
6	if you pay your dues, because there is no substantive	6	lawyers that commit crimes. So you have some remedies
7	evaluation of the lawyer. Matter of fact, there is	7	already there.
8	never any substantive evaluation of the lawyer, unless	8	CHAIRPERSON BUTZBAUGH: Thank you,
9	or until he gets in trouble or commits malpractice or	9	Mr. Morgan.
10	someone files a complaint against him. When we talk	10	MR. MORGAN: Yeah, sure. Thanks.
11	about annual licensing, I mean, we shouldn't kid	11	CHAIRPERSON BUTZBAUGH: Kathleen Allen.
12	ourselves. We call it a license, but you are just	12	Ms. Allen is the current Representative Assembly
13	paying the fee.	13	chair, and she is with Legal Aid of Western Michigan.
14	EXECUTIVE DIRECTOR WELCH: I am sorry, I	14	MS. ALLEN: Good afternoon. I am
15	didn't make my question clear. Do you support, in	15	Kathleen Allen. I am this year's Representative
16	lieu of a mandatory bar association, the state	16	Assembly chairperson. I would like to thank the Task
17	licensing lawyers on an annual basis and having some	17	Force for the opportunity to speak to the issues
18	sort of a disciplinary process for violation?	18	covered by Administrative Order 2014-07.
19	MR. MORGAN: Well, Supreme Court certainly	19	As the RA chairperson, I and the RA believe
20	have oversight over those that are admitted to	20	the RA advances the concerns raised in the order
21	practice before the courts in this state. The problem	21	performing key functions that support a mandatory bar
22	has been that its kept growing. It's grown through	22	in a way that lessens the intrusions on Michigan
23	the Bar, it's grown through the Court. It wasn't that	23	lawyers' First amendment rights.
24	number of years ago that the Bar proposed to	24	As many of you know, the Assembly was created
25	discipline a lawyer who was a member of an	25	in 1972 because the State Bar membership had increased
	170		172
1	organization that promoted hate crimes. Of course,	1	significantly since 1935. The Board of Commissioners
1 -	organización chac pronotea nate crimes. Or course,	1 [±]	Significancity since 1999. The Doard of Commissioners

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

organization that promoted hate crimes. Of course,
 the effect was that if you attended a church which
 taught that sodomy was a sin, you could be subject to
 discipline. It's these kinds of offensive rules that
 were proposed and discussed that I think really
 discredited the Bar.

7 But, yes, the Supreme Court has authority, 8 and if it chooses to set up an annual licensing scheme 9 so I can get a new card, that's fine. But when the 10 Bar goes in and starts to give opinions on legislation 11 or promote diversity of its own type and it hasn't 12 been the diversity of Jennifer Gratz, and it hasn't 13 been the diversity of Barbara Bruder, and it hasn't 14 been the diversity of Eric Russell, who were all my 15 clients, then you see this is not an objective organization. 16

17 There can be a bar, don't get me wrong, but 18 it should be voluntary. If everybody thinks the Bar 19 is a great thing, let the Bar persuade those who wish 20 to contribute money to it to join it. But right now 21 the Bar doesn't have to do any persuasion. Right now 22 the Bar is in the business of force and coercion. You 23 are not persuading anybody to join the Bar. You either pay or you are out. I think if you want an 24 25 alternative, then you promote a system of voluntary

significantly since 1935. The Board of Commissioners requested the Supreme Court create a Representative Assembly to increase the proportion of members who could actively participate in policy-making decisions to ensure the State Bar policy was governed by a body that was more reasonably representative of its membership. Since 1972, the Assembly has grown from 127 to 150 members. State Bar membership has more than tripled, growing to over 43,000 members as of March 2014.

Two basic First Amendment rights are affected by the mandatory bar, freedom of association and freedom of speech. Freedom of association is protected by the State Bar's adherence to Keller. Keller limits a mandatory state bar's activities to issues germane to the goals that are related to the regulation of the legal profession and improving the quality of legal services.

Protecting freedom of speech is a little harder to describe. The State Bar protects freedom of speech by assuring that its policy positions represent only those broadly held by Michigan lawyers that is within Administrative Order 2004-01, Keller.

Looking back, it seems the Supreme Court of 1972 could foretell the future. The policy decisions

	173
1	of a large mandatory organization with diverse
2	membership necessarily cannot reflect the beliefs of
3	every one of its member, but the best, least intrusive
4	organizations that are set up so that policy decisions
5	are made after deliberation that considers, hears, and
6	reflects the diverse interests of its members. The
7	Assembly over the years has confirmed the wisdom of
8	its creators, to uphold its broad demographics and
9	geographic diversity. The Assembly's composition and
10	diversity of members' opinions, viewpoints, and
11	experiences fairly reflect the diversity of the
12	State Bar membership.
13	The 1972 Supreme Court also showed its wisdom
14	by structuring the Assembly as a deliberative body.
15	Through these qualities, the Assembly makes our Bar
16	association fairer and stronger.
17	At its April 26 meeting the RA affirmed its
18	belief that the State Bar functions properly,
19	supported its status as a mandatory Bar. The RA
20	directed that its members' comments be summarized and
21	provided to the Task Force at a later point. We
22	couldn't do it so quickly for today.
23	The order, though, challenges the State Bar
24	to demonstrate its fidelity to its proper Keller
25	purposes carried out that are even less intrusive on

1 the First Amendment rights of Michigan lawyers. One 1 way, although that the suggestions were discussed, the 2 2 3 RA did not clearly discuss a consensus of adopting 3 those changes. I was looking at the process, and 4 4 5 there was quite a bit of discussion, and so one way of 5 6 being able to implement being less intrusive on the 6 7 First Amendment rights would possibly be a joint Board 7 8 of Commissioner/RA policy committee. 8 9 9 Those purposes of this committee would be to 10 identify policies that are of interest to Michigan 10 11 lawyers within the Administrative Order 2014-01, and 11 12 obtain counsel's written opinion on whether policy 12 13 issues might be addressed fit within the mandates of 13 14 Keller or Falk. The committee could also sort policy 14 15 issues for action. 15 The RA continues to believe its role as the 16 16 17 State Bar's final policy-making body best protects 17 18 Michigan lawyers' First Amendment rights as a diverse, 18 19 transparent, deliberative body that often moves slowly 19 20 but also moves with greater certainty of consensus. 2.0 21 21 The RA could meet more often, perhaps quarterly, to 22 address policy issues. RA members overwhelmingly 22 23 support more frequent meetings, and through 23 24 technology, which was discussed here today, the RA 24

could better solicit the views of individual lawyers.

Communication seems to be the key thing for most in our proud membership. E-mails to individual lawyers could discuss the policy issues and include e-mail links directly to the lawyer's representative. Policies about which the broad consensus could be addressed by electronic vote with the super majority required for passage. Work with the State Bar for creating RA with commissioner district issues to enhance targeted member distribution.

There was also discussion at the RA with regard to include the budget process. Currently the RA has authority to address revenue by raising dues. Consideration should be given to providing RA with more involvement, with knowledge of the budget and process. Familiarity and awareness of the budget process could help assure State Bar activities address Michigan lawyers' needs in meeting important State Bar goals.

The standard of State Bar policy success and failure possibly could be recalculated. If the best government is government that governs the least, perhaps the best State Bar policy is that which speaks less often but speaks clearly and with great force.

(Inaudible) could be given at RA functions providing input about the opinions and beliefs of

176

175

Michigan lawyers on issues involving administration of justice, advancement of jurisprudence, improving relations between the legal profession and public and promote the interest of legal profession.

Again, at its April 26 meeting, the RA firmly believes the State Bar functions properly support the status of the mandatory bar. The RA directed that its members' comments be summarized and presented to this committee. On behalf of myself, the RA, its members, I thank the Task Force for this opportunity to address the concerns of the RA, identify some possible structural changes that might enhance protection of Michigan lawyers' First Amendment rights, but I want to raise first the fact that the RA believes in its current structure as a transparent, diverse, deliberative, final State Bar policy-making body already provides ample protection for the First Amendment rights of Michigan lawyers.

I want to say something separate from the RA. I also work for Legal Aid, and there were some questions earlier with regard to the access to justice and that particular part of the mandatory bar. I think that program, as for myself, is a phenomenal program. What we need is to be able to meet the needs of our members and the community. That program has

25

METROPOLITAN REPORTING, INC.

25

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

		177		179
	1	collaborated with the community, attorneys, and	1	the way.
	2	reaches parts of the state. I had worked with the	2	And I want to speak in particular to two
	3	Legal Assistant Center in Grand Rapids, and I have	3	projects. I have been involved in a lot in the
	4	never seen such a collaborative work that is	4	State Bar. I have presented to the Representative
	5	incredible and has reached and met the goals also of	5	Assembly. I have had things go up to the Board of
	6	the State Bar by protecting its people.	6	Commissioners. I have interacted in many different
	7	Any questions?	7	ways and in different State Bar, and I have chaired
	8	CHAIRPERSON BUTZBAUGH: Thank you, Ms. Allen.	8	committees, but two things I think of particular
	9	MS. ALLEN: Thank you.	9	importance for what we are talking about here today in
	10	CHAIRPERSON BUTZBAUGH: Valerie Newman.	10	terms of resources and inclusion and transparency are
	11	Ms. Newman works for the State Appellate Defender	11	two task forces that I co-chaired, both with
	12	Office.	12	Nancy Diehl, and for those of you who don't know
	13	MS. NEWMAN: Good afternoon. There is a	13	Nancy, she is a former State Bar president, as well as
	14	little bit of ringing from the microphone. I tend not	14	at the time of the first task force was head of the
	15	to need it, so if you want me to use it, I will. If	15	Wayne County Prosecutor's Office, Trial Division. At
	16	it's okay, I am going to step to the side. If you	16	the time of the second task force she was retired.
	17	can't hear me, let me know.	17	For those of you who don't know my background, I am a
	18	MR. MCSORLEY: I will raise my hand.	18	criminal defense attorney.
	19	MS. NEWMAN: Excellent.	19	So it was Nancy and I well, proposals were
	20	I want to thank Chairman Butzbaugh, of	20	submitted to the Representative Assembly, and they
	21	course, and everyone for being here.	21	were passed. And so for the first task force the
	22	I think I have somewhat of a unique	22	charge was to look at issues involving custodial
	23	perspective. I personally feel completely muzzled by	23	interrogations, and we had a wide charge to, you know,
	24	Keller. As someone who's been involved with the Bar	24	suggest court rule reforms, legislation, you know,
	25	for over 20 years, I guess I have the opinion that the	25	basically anything that we thought could better the
r				
		178		180

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 Bar really adheres to Keller in a very significant and 2 proper manner. Despite the fact that I personally 3 would like to do more, I am often told no, and I am often told that my creative approaches to Keller are 4 5 just not going to fly. 6 So I speak as one. For those of you who 7 don't know me, I have been involved with the Bar for 8 20 years. I started out on a committee that no longer 9 exists, which is Defender Systems and Services. We 10 heard from an earlier speaker, I think it was 11 Judge Boyd, the decades that we have been working on 12 indigent defense and the fight within the Bar, and it 13 was our committee actually, even before I got on it, 14 when Norris Thomas was leading it, that decades and 15 decades ago started working towards reform on indigent 16 defense. 17 I think without the resources that a 18 mandatory bar has, something, whatever you think of 19 the Michigan Indigent Defense Commission legislation, 20 I don't think it would happen, I don't think those 21 reforms would have happened without the steady hand, 22 the consistent, steady hand of the State Bar moving 23 the project forward. If we were a voluntary and the resources weren't there, I think it's a project that 24

easily could have been dismissed at any point along

process. And one of the reasons I undertook this project is because from what I see in my work that there is a lot of problems in the criminal justice system with the lack of transparency when suspects are interrogated, and in doing research, there is a lot of states that already either had legislation or by court rule had adopted procedures to make the process more transparent. And you will hear that word a lot from me, because that's sort of my mantra, and that's one of the reasons I love the State Bar and working with the State Bar, because I think transparency is critical, and I think the State Bar is very transparent.

I will diverge for a second. To the people who say there is not enough information, should we be sending more e-mails, should we be involving people more? I don't know about the rest of you, but I am on every list serve that the State Bar has. I get a lot of e-mails. Do I always have time to read them? No, but the information is so easily accessible and in front of you about everything that's going on and the positions that groups have taken and the statements and how many people on the committee, how many voted in favor, how many opposed, how many abstained, what the Keller permissible reason is for moving forward.

25

METROPOLITAN REPORTING. INC.

	181		183
1	So personally I don't know how there could be	1	and it wound up being a real you know, you want to
2	more information, at least maybe I am not that smart.	2	talk about consensus and that kind of a group, it was,
3	I couldn't absorb more information, I don't think,	3	for me, it was a real learning experience in dealing
4	than is already available. Maybe other people can,	4	with a wide variety of people who are coming from
5	but I think that the Bar does a really wonderful job	5	insulated perspectives but yet everyone was willing to
6	of conveying what's going on. And the committee	6	sit at the same table, listen respectfully to what
7	structure is a wonderful way for people to get	7	people had to say, and a lot of people moved in that
8	involved as well, and I can tell you as head of a	8	room in different directions to reach that consensus.
9	committee, it's realty difficult to get people	9	And I think we wound up with a really
10	involved. I love everyone who is here today, but	10	spectacular piece of legislation, and my time is up,
11	where are all the people when you are trying to	11	so I won't bore you with the second task force, but I
12	populate these committees and you are sending out	12	think it's evident that I am in favor of the mandatory
13	notices, and I don't know about other people, but I	13	bar. I think the Bar works exceptionally well. With
14	talk to people how great it is to work with the	14	the things that we have in place now, could things be
15	State Bar, why don't you volunteer? You often get I	15	better? Things can always be better. They could also
16	don't have time or I can't make the commitment kind of	16	be worse.
17	thing. So I think it's important to keep all that in	17	So over my using the Bar, I have certainly
18	mind.	18	seen stronger and stronger adherence to Keller, and
19	Again, I think the Bar does a really	19	under Janet I think, like I started out saying, it's
20	wonderful job of trying to bring lawyers in by	20	an immovable line. It either fits and we can go
21	notifying them of opportunities to get involved and to	21	forward or doesn't fit and you have got to find
22	make their opinions heard in a meaningful manner, and	22	another way outside of the State Bar to try and do
23	so no one is on the First Amendment grounds, I	23	whatever advocacy you want to do.
24	don't see it. I just don't see it. There is so much	24	So are there any questions?
25	opportunity to express your voice whether you agree	25	MR. MCSORLEY: I do. Ms. Newman, you have
	182		184
1	with something or disagree with something or want to	1	clearly told us that you fully and unquestionably and

	182		184
1	with something or disagree with something or want to	1	clearly told us that you fully and unquestionably and
2	get involved so you can be involved in a more	2	unhesitatively making up a new word there
3	meaningful manner. It's all there for anybody who	3	embrace the mandatory, compulsory bar as it exists in
4	wants to do it.	4	the state of Michigan, correct?
5	So getting back to the task forces. So the	5	MS. NEWMAN: Yes, absolutely.
6	task force, the first one was on custodial	6	MR. MCSORLEY: You were here, you have been
7	interrogations. Ultimately legislation was passed,	7	here this afternoon and know that not everyone shares
8	but it's, sort of echoing Bob Gillett's comments from	8	that view?
9	before, sometimes it takes a long time. Took us seven	9	MS. NEWMAN: Yes.
10	years of what was supposed to be a one-year task force	10	MR. MCSORLEY: There are some members of the
11	that kept getting renewed, but we were making great	11	State Bar who believe we would operate just as
12	progress, and it took a long time, because we wanted	12	effectively, perhaps more effectively and perhaps more
13	to do it right, and to do it right means you get all	13	responsibly at times if we were either a single
14	the stakeholders involved. We had prosecutors, we had	14	voluntary or a number of voluntary associations. I
15	judges, we had criminal defense attorneys, and we had	15	don't want to put you on the spot, but I am. How do
16	police officers, because they are the ones doing the	16	you respond to that?
17	work. So we reached out that's the other thing I	17	MS. NEWMAN: I would just say that I disagree
18	wanted to make note of is we reached outside of	18	with that. I mean
19	lawyers to bring other stakeholders into the process	19	MR. MCSORLEY: That's a good start.
20	so that we would have everyone at the table that was a	20	MS. NEWMAN: I argue here a lot. I have
21	stakeholder in this issue.	21	learned to answer questions directly.
22	And, you know, it's really unprecedented, and	22	The reason for that is well, there is a
23	Nancy and I spoke to the Michigan Association of	23	number of reasons for that, but I think the primary
24	Chiefs of Police and presented on the topic. We had	24	reason for that is resources. So I have seen myself,
25	complete buy-in from that organization to our project,	25	when you work through, let's say the Criminal Law

METROPOLITAN REPORTING, INC.

н				
	1	Section or a section, any of the sections that operate	1	
	2	somewhat independently from the Bar, you can do	2	
	3	certain things, but there is not there is not the	3	
	4	overarching follow-through. I mean for me, the key	4	
	5	reason that myself and Nancy were successful with the	5	
	6	task forces and some of the other work that's been	6	
	7	very successful through the Bar is because of the	7	
	8	resources that the Bar is able to put behind these	8	
	9	efforts, and if I were doing this individually or	9	
	10	let's say as part of Criminal Law Section, because	10	
	11	that would be the logical place for me to be, I would	11	
	12	say unequivocally it wouldn't have happened.	12	
	13	Even as passionate as I was about the issue	13	
	14	and driving as I was about the issue, because we	14	
	15	needed those resources. There is no way that as the	15	
	16	Criminal Law Section we were going to reach out to the	16	
	17	Michigan Association of Chiefs of Police and the	17	
	18	Sheriff's Association and these types of groups with	18	
	19	the credibility that the Bar brings to the table, and,	19	
	20	in fact, this is the State Bar of Michigan. That's	20	
	21	why those groups were willing to participate, because	21	
	22	it was the State Bar of Michigan.	22	
	23	So I think it's a I mean, I understand as	23	
	24	is a noncompulsory bar there would still be resources	24	
	25	to do some things, I understand that, because people	25	
L			L	

increased value of the Bar being in a position or developing a format, a protocol, a resolution of some sort that would have the information out there before the Bar takes a position?

MS. NEWMAN: I don't see any problem with that. I was here all morning, so I was listening to the different suggestions that people had, and I don't think there is any -- the only thing I would urge is that if any reforms are undertaken that they not slow down the process even more or the Bar won't be able to respond in a meaningful manner to virtually anything. But I think that, for example, I co-chair a criminal issues initiative with my co-chair who is going to speak after me. If we take a position and it goes to the Bar, I don't think it would hurt to have a mechanism where the Bar then could post these groups have taken a position on these legislative items maybe before it goes to the Board of Commissioners so other people would have an opportunity to see what's going on and weigh in.

If we are saying it's Keller permissible for this reason and Allan Falk wants to say, Well, I vehemently disagree with you, it's not Keller permissible for the reason you stated and it's not Keller permissible for any reason, then sure, make it

186 188 1 would, many people like me would voluntarily pay the 1 available. Personally, you know, we are lawyers. I 2 extra money, but the resources would not be sufficient 2 3 I don't think, and I am no expert like some of the 3 think the more input the happier the Board of other folks that have talked about bars. I haven't Commissioners and people would be because that's the 4 4 point, right? We want to speak on behalf of 5 don in-depth research into anything. But from what I 5 6 have read, resources would not be sufficient for us to 6 everybody, even if everybody doesn't agree with us. 7 7 be able to do task force type work of that caliber and The more input the better. 8 that length, and I can tell you it would not have come 8 MR. RIORDAN: I am going to, Ms. Newman, need 9 9 to fruition without the State Bar folks. I mean, they your microphone. 10 sent out letters and they helped us contact people and MS. NEWMAN: I can repeat the question if you 10 11 they helped us find things and we got some interns to 11 like. 12 do research. I mean, the resources that were given to 12 MR. RIORDAN: You said early on that perhaps 13 us were significant. And the credibility of it coming 13 the Bar doesn't even go far enough in some of its 14 from the State Bar made a significant difference. advocacy, if I heard you correctly. 14 15 MR. MCSORLEY: One other question. And you MS. NEWMAN: Personally speaking. 15 MR. RIORDAN: What other things do you think 16 mentioned that there is no dearth of information. You 16 17 have plenty of information coming across the internet, 17 the Bar should be involved in? more than perhaps you are able to keep up with, I MS. NEWMAN: I guess it all depends on your 18 18 definition of access to justice. I have I think a 19 think you said. But your comment with reference to 19 20 positions by the Bar as to legislative advocacy, at 2.0 very broad definition of access to justice that 21 least I heard it to -- you were speaking of after the 21 doesn't necessarily match with a very strict interpretation of Keller. If you are going to ask me 22 fact, after the Bar's reporting positions it has 22 23 23 for something specific, I would have -- I should have taken. 24 MS. NEWMAN: Right. 24 come prepared with an example, but I don't have one 25 MR. MCSORLEY: Do you think there is an 25 off the top of my head.

185

	189		191
1	MR. RIORDAN: That's all right.	1	As you well know, the Bar is permitted to use
2	MS. NEWMAN: I know I have been shot down	2	its dues to take positions on activities that include
3	many, many times, and if I had to go through my file,	3	activities that are reasonably related to the
4	I could probably find numerous examples. Does that	4	improvement of the functioning of the courts and the
5	help?	5	availability of legal services. These things. The
6	MR. RIORDAN: That's fine.	6	functioning of the courts and access to them are
7	CHAIRPERSON BUTZBAUGH: Thank you,	7	matters of justice.
8	Ms. Newman.	8	Every single person who is a member of the
9	CHAIRPERSON BUTZBAUGH: Ms. Garretson.	9	State Bar who talked to you today promised when they
10	Ms. Garretson is a professor at Cooley Law School.	10	took the Michigan oath that they will never reject the
11	MS. GARRETSON: Good afternoon. William	11	cause of the defenseless. That was an individual
12	Shakespeare's lines are often taken out of context.	12	promise by every lawyer in Michigan. It's the seventh
13	He did not say, for example, first let's kill the	13	promise in our oath. The Bar took a position on that
14	lawyers. That line was uttered by Dick the Butcher,	14	too, and the Bar spoke in a unified voice in defending
15	who was a follower of the anarchist, Jack Cole, who	15	the defenseless, and as a result of our unified voice
16	sought to overthrow the government, and Dick the	16	Governor Snyder signed legislation that will overhaul
17	Butcher knew that the first thing any potential tyrant	17	Michigan's indigent defense system.
18	has to do to eliminate freedom from a society was to	18	The Bar's position on indigent defense was
19	kill the lawyers.	19	the result of vibrant discussion among its members. I
20	This is a compliment to our profession. A	20	was in those meetings with criminal defense attorneys,
21	profession that at its core advocates for freedom and	21	and they did not uniformly approve of that
22	for justice. But we should not take advocating for	22	legislation. And there were prosecutors in those
23	justice, as many have taken Shakespeare, out of	23	meetings who rejected a lot of that legislation too.
24	context.	24	But the Bar's position was a makeup of all of those
25	Every single person who has taken the oath in	25	voices, and it reflected a bar membership that knows
	190		192
1	Michigan to practice law has promised to advocate for	1	that it is just to improve the functioning of the
2	justice. When we put up our hand and we swear that we	2	courts and the availability of legal services.
3	will uphold the constitution, Michigan's Constitution,	3	Now, can some aspects of justice look
4	we promise to uphold the right of every single	4	differently to individual members of the Bar? Of
5	individual. We promise that no one will be deprived	5	course. I as a former federal prosecutor who was then
6	of life, liberty, or property without the due process	6	a criminal defense attorney understand very well that
7	of law. And that's fairness. And you know what the	7	standing on different hills casts different shadows in
8	definition of justice is in Black's Law? Fairness.	8	the valley. But no matter the view from where you are
9	We all as lawyers make a promise to advocate for	9	standing, you can see what is fair. A shadow does not

10 justice. 11 And the State Bar has a constitutionally 12 recognized right to take part in activities that 13 relate to the very specific areas of justice that have 14 been defined and outlined in Keller. We should not 15 take this right out of context. This right, which is not to use dues for activities of an ideological 16 nature but to provide positions in Keller specific 17 18 areas only, is an effective and important rule for the 19 Bar. 20 Why a unified voice? Because ideological

21 positions advance one agenda, but a position from a 22 unified bar includes those agendas and adds more, and 23 it adds more from an expertise of lawyers all across the state. And the Bar's position is stronger for 24 25 that.

obscure what is just. Improving the functioning of the courts is just. Making legal services available is just. And as the great trial lawyer, Daniel

Webster, said, Justice is the greatest concern of man on earth. The Bar has a constitutional right to take

part in activities that relate to the very specific areas of justice that we can all see no matter where you are standing and that are outlined for us in Keller. And denying the Bar the right to take positions on the basic issues of how the courts work and who has access to them denies justice, and I am afraid that doing so will replace our force voice with a cacophony of special interests only.

MR. RIORDAN: Professor.

MS. GARRETSON: Judge.

METROPOLITAN REPORTING, INC.

10

11

12

13

14

15

16

17

18

19

20

21

22

23

	193		195
1	MR. RIORDAN: Very funny. I notice that you	1	MR. RIORDAN: I notice that your e-mail to
2	graduated from law school in Nebraska?	2	Chairman Butzbaugh, that by calling the Keller
3	MS. GARRETSON: I did.	3	guidelines, we forgot the Bar took positions
4	MR. RIORDAN: You have been at Cooley a long,	4	politically, so the Bar improved the system for
5	long time. Do you still keep in touch with your	5	everyone. I was sure that those guidelines are
6	friends out in Nebraska, assuming you had friends when	6	actually followed. That's why we are here today,
7	you were in law school?	7	because there has been a blurring and there have been
8	MS. GARRETSON: My constitutional law	8	instances where there is a perception people crossed
9	professor, Professor Fenner, for whose brother I	9	those guidelines. In your opinion how do we
10	clerked at the Western District in Kansas City, is now	10	accomplish that? Nebraska on one end and maybe
11	the president of their hot mess of a voluntary bar.	11	Michigan over on this end, how do we strike some kind
12	MR. RIORDAN: That's what I was going to ask	12	of balance?
13	you about. What's your opinion on what's going on in	13	MS. GARRETSON: For two points. One, that
14	Nebraska?	14	might be the perception, but perception is not always
15	MS. GARRETSON: From what I know from people	15	reality. And it is not necessarily a political
16	who I know, I don't think that anybody has an opinion	16	opinion if you just simply disagree with it. We have
17	right now except that it is in tremendous flux. I	17	ways to reflect dissent on the committees I am on, on
18	still get their Bar magazine. I am actually an	18	the sections that I am on. We tell the whole world
19	inactive member, and when I left and came back to	19	less comes out of the committees because we can't come
20	Michigan seven years ago from Kansas City, I	20	to a decision than actually moves forward. So if
21	maintained my inactive membership there, so I still	21	Keller needs to be implemented differently, I think,
22	get some of the stuff. They are very unsure as to	22	you know, okay.
23	what will happen and they are very unsure about what	23	MR. RIORDAN: What suggestions do you have
24	to do, and they are very unsure about what their	24	for us?
25	mission statement will look like in a year.	25	MS. GARRETSON: I am involved at a pretty low
	194		196
1	MR. RIORDAN: So administratively it's in a	1	level at the Bar. I get a lot of we can't do that
2	state of flux. I read a letter today from the	2	because that's not Keller permissible. So I don't
3	executive director there, but their supreme court has	3	know that I have any ideas as to transparency, one,
4	to make a decision, and you talk a little bit about	4	I think is important, but also explaining the reasons
5	justice, I think it was Justice Oliver Wendell Holmes	5	why no I think is important. And to the extent that,
6	said it's not their job to do justice. It's got to	6	as the Representative Assembly president offered
7	follow the law, and it looks like the Supreme Court in	7	earlier, letting the entire Bar know about positions
8	Nebraska tried to follow the law, the First Amendment,	8	before they are taken, positions by the Bar, I mean,
9	and seeing how political the arena. Maybe that's an	9	more active transparency of that would certainly be
10	extreme, but is that something that we should be	10	helpful.
11	looking at as a Bar here to ensure that the Bar stays	11	MR. RIORDAN: My apologies using you as an
12	out of politics?	12	example.
13	MS. GARRETSON: Well, I think so. I think	13	MS. GARRETSON: Oh, no. You know me well
14	absolutely, and I think already right now when Keller	14	enough It takes more than that Thank you

14 absolutely, and I think already right now when Keller 14 15 prohibits us from using our Bar dues to promote an 15 16 ideological advancement, absolutely. And if that 16 needs to be more clarified, if Allan needs to be told 17 17 18 no more, you know. But there is a difference. There 18 19 is a difference in saying it's an ideological 19 20 advancement and advancing access to the courts. I 20 mean, that is not political. That is justice. Those 21 21 22 are things we promise as lawyers to do, and does there 22 have to be a line drawn? Absolutely, and it was drawn 23 23 in Keller. And do there have to be tweaks as to how 24 24 25 25 Keller is applied? Maybe.

MS. GARRETSON: Oh, no. You know me well enough. It takes more than that. Thank you.

MR. ELLSWORTH: I have one question. You referred several times to the availability of legal services or access to legal services, but the wording in Keller is improving the quality of legal services. Isn't there a difference between availability and quality?

MS. GARRETSON: Sure. Improving the functioning of the courts though must include access to the courts. I mean, if there are some people who simply can't get in, then those courts don't function. MR. ELLSWORTH: So that's the distinction

	197		199
1	that you would make?	1	The second is the Bar should actively promote
2	MS. GARRETSON: Yeah, but we would include,	2	the rule of law, and we all know what that is, but
3	right, the quality of services. I am sorry. I am not	3	that subject was addressed in a symposium whose
4	disagreeing that it includes the quality of services	4	contents were reproduced in the February 1961 edition
5	and improving the functioning of the court, which	5	of the Michigan Law Review. That's available and is
6	includes access to the court.	6	still fresh today.
7	MR. ROMBACH: I think what we may be getting	7	I would also add the following as being
8	at is the difference between Administrative Order	8	properly within the scope of the Bar's attention. The
9	2004-1 and actually what's coming from Keller. I	9	well-being of public institutions in a time of extreme
10	think you are quoting the Administrative Order as	10	partisanship. That's under attack by the legislature
11	defined by the Supreme Court's direction to the State	11	in an attempt to weaken the Bar, and that's the
12	Bar, right?	12	subject. I know it's political, and I would disagree
13	MS. GARRETSON: That's right, and thank you.	13	that we can't have some content that bears on politics
14	MR. ELLSWORTH: Thank you.	14	and yet remains within the integrity of the profession
15	CHAIRPERSON BUTZBAUGH: Anything else?	15	and the law, but when the Bar is attacked and it's a
16	Thank you very much.	16	public institution, which it is, then that should be
17	Danielle Burza. Is Danielle Burza here?	17	responded to.
18	Danielle Burza.	18	Another is widespread hostility to government
19	Carl Schier.	19	under law, and the last is a rampant misconduct and
20	MR. SCHIER: Good afternoon. My name is	20	disregard of the law and the financial affairs of the
21	Carl Schier. I am a lawyer. It's my view that the	21	public and private sectors. These are all legitimate
22	State Bar of Michigan should remain an integrated bar	22	subjects of attention by the organized Bar and the
23	association.	23	public interest.
24	In the first Falk decision Justice Williams	24	Recent Law Review article suggests that all
25	declared that the state, and by state he meant the	25	lawyer speech, and this was surprising to me when I
	198		200
1	Bar, has a compelling interest in promoting	1	read this, recent Law Review article suggests that all
2	improvements in the administration of justice and	2	lawyer speech should have First Amendment protection.
3	advancing the size of jurisprudence in order to	3	That's Tarkington. It's in 45 U.C. Davis Law Review

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

fulfill its function of protecting the health, safety, 4 and welfare of citizens. The state may employ 5 6 activities which are germane to this compelling state 7 interest. That's Schier's preference, but the law is 8 in Keller, and the standard there is the guiding 9 standard must be whether the challenge expenditures 10 are necessarily or reasonably incurred for the purpose 11 of regulating the legal profession or improving the 12 quality of legal service available to the people of 13 the state. 14 Now, I think it's important to expand that

15 notion, because I think it's far too narrow, and I think that the Bar can properly identify and announce 16 17 functions that fall within regulating the legal 18 profession or improving the quality of legal service. 19 Number one, and it's been talked about 20 briefly, but number one is enlarging access to the law 21 in the broadest sense of access. I am not talking 22 about access to courts or access to justice. I mean 23 access to the law in the broadest way that you can achieve that, and I will talk about an example of that 24 25 in just a minute.

2011. It's a very interesting article.

That approach, together with a reasoning in Citizens United, in my view provides a different framework for analysis of Falk-type claims arising in the future. Obviously Keller is the law, but the law in Michigan is also the second Falk opinion, and I think that the legal landscape for First Amendment freedom of speech has changed dramatically since the last Falk opinion, so that you have to have that in mind as you proceed.

Earlier this year the Supreme Court solicited comments and conducted a hearing on proposed new rules 2E001 et seq. These are rules governing electronic case management and filing. The proposal drew a comment from the State Bar of Michigan over the signature of its executive director and drew comments from various Bar committees in writing. Correctly adopted and developed, the electronic case filing, electronic file and case management will greatly expand access and provide a trove of information about the operation of courts. Mismanaged spiraling costs will reduce access substantially. The organized Bar

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

has a prominent role in the proper development and
 application of this service.

3 This is what I mean about access. Number 4 one, the current pilot programs are activities that 5 deserve the attention of the Bar, because as currently 6 constituted, it's simply revenue streams for counties 7 who have adopted programs. There is no attempt to 8 have a unified statewide program, and I know they are 9 called pilot projects and I know it could be argued 10 that the pilot projects will lead to a uniform 11 standard, but currently they are simply revenue 12 sources, and that's unconstitutional.

13 The second and more important thing is that a 14 proper program would provide a trove of information 15 about the operation of the courts. I have come to 16 learn at the end of my career how important numbers 17 are everywhere, and they are important in the practice 18 of law and the administration of justice as well is in 19 the medical profession or in economics or wherever. 20 But we don't have numbers, but you can get them if you 21 have a uniform system and you have data coming in in 22 streams to you about decisions and how cases are 23 decided and how judges are deciding cases and how many 24 cases are decided on summary disposition and how many 25 plaintiffs cases are resolved against them and how

made a promise about toward the end of your practice.
I hope it's not too soon.

MR. SCHIER: What else am I going to do?

MR. MCSORLEY: Right. The question that I asked Valerie previously was you began your comments that you are in support of the mandatory bar and you referenced the fact that it has a 79-year history, but recognizing that not everyone shares that perspective, how would you respond to those who are just as fervent about voluntary bars as opposed to a compulsory mandatory bar?

MR. SCHIER: I looked at the history of the Bar and I looked at the Inns of Court, and unfortunately I didn't have time to look as far as I would have liked to look, but they date back to the 15th century, and they were first, as I understand it, designed to educate lawyers because there weren't a lot of books, and so lawyers came together to read law and to understand law, but they did it in groups because there weren't enough books. And Inns of Court have continued, and as best I can find they are all now controlled by legislation in Great Britain, but I think it's compulsory, and I think everyone has to join, but don't quote me. I am not absolutely certain.

202 204 1 many defendants cases are resolved in their favor by 1 There are 22 states in the United States who summary disposition. All of this information is have a mandatory bar, and a bar association, joining a 2 2 3 access, and this is what I mean by access in its 3 mandatory bar doesn't mean you are compromised in some 4 broadest sense. fashion by having to join a bar. What it means is 4 5 Thus, the scope of neutral Bar activity, and 5 that the Bar has said it's important enough to the 6 I say neutral with my tongue in cheek. I know I am 6 public interest of the people of the state that we all talking about politics. The scope of neutral bar 7 7 be together in one organization and support one 8 activity which is of compelling state interest greatly 8 another. The bar is saying this to its members. If 9 exceeds but has been acknowledged by an existing 9 the bar is saying that to its members and the bar 10 judicial opinion. How such activity will fare in the 10 feels that this is the way it should be, and 22 states 11 balance of competing First Amendment claims remains to 11 have done it that way, then members of the bar should 12 12 appreciate the fact that together they speak with one be seen. 13 The Michigan Supreme Court has asked whether 13 voice about many issues and about some of the things 14 the State Bar's duties and functions can be 14 they can dispute if they wish, but it's one 15 accomplished my means less intrusive upon the First organization, it's institutional, and it is active in 15 Amendment rights of objecting individual attorneys. 16 16 the public interest. Because what is the practice of 17 My response is Michigan has had an integrated bar for 17 law if not something done in the public interest? 18 79 years. It has survived the Falk suits. The second 18 So I don't know whether that's a satisfactory 19 Falk opinion affords an adequate framework to address 19 answer to the question, but I think that a unified 20 First Amendment challenges from aggrieved attorneys. 2.0 integrated bar represents something to the public that 21 I would let future claims play out on a case-by-case 21 a voluntary bar doesn't, and for that reason I think 22 basis. Thank you. 22 it can be supported. 23 CHAIRPERSON BUTZBAUGH: Any questions. 23 MR. MCSORLEY: Thank you very much. 24 MR. MCSORLEY: I will ask a quick question. CHAIRPERSON BUTZBAUGH: Any other questions 24 25 We are delighted that you came to join us today. You 25 for Mr. Schier? Thank you, sir.

METROPOLITAN REPORTING, INC.

1	205		207
1	MR. SCHIER: Thank you.	1	broken have been addressed and are being fixed and are
2	CHAIRPERSON BUTZBAUGH: Austin Hirschhorn	2	being dealt with on a fine basis. That's about all I
3	MR. HIRSCHHORN: Good afternoon. I did	3	have to say. If anyone has any questions, I will be
4	something a little different to prepare for talking to		happy to try to answer them.
5	you this afternoon. I have spent the last several	5	CHAIRPERSON BUTZBAUGH: Any questions?
6	weeks talking to as many lawyers, judges and lay	6	MR. HIRSCHHORN: One thought I will share
7	people as I could about this issue.	7	with you today, today I was at a pre-trial this
8	It's interesting, because every lawyer I have		morning. That's why I didn't get here earlier. I was
9	spoken to and every judge I have spoken to seems to	9	in the 36th District Court. It involved a case where
10	favor the mandatory bar for two reasons. First, the	10	the plaintiffs did not show up for a mandatory
11	protection of the public. Second, the rigorous	11	pre-trial, and I was talking with the judge who
12	investigations that the State Bar does in the	12	dismissed the case when they didn't show up. I had
13	admission process and in the regulatory process of	13	called the plaintiffs in the case. I was representing
14	dealing with lawyers who take advantage of clients.	14	a corporate defendant. It had been filed as a small
15	Now, I have been a lawyer since December of	15	claims case and got transferred into the general
16	1960. Early in my career I was a lawyer who	16	jurisdiction because my client was a corporation,
17	represented the Client Security Fund and the	17	et-cetera, et cetera, and I called the plaintiffs, and
18	collection from the lawyers who caused claims to be	18	they said to me that when the judge told them at the
19	filed with the State and paid by the State. I am	19	last pre-trial that they needed a lawyer to represent
20	proud to say that I was successful in catching up with	20	them and they told me that they weren't coming to
21	many of these thieves and recovering the money that	21	court because they couldn't afford to hire a lawyer.
22	the State had paid.	22	Now, my heart went out to them, but the judge
23	I am also a lawyer who did a lot of work for	23	made me sit around for about 45 minutes to see if they
24	the State Bar of Michigan in connection with the	24	would show up and then dismissed the case without
25	unauthorized practice of law. I am also proud to say	25	prejudice. So they are going to have the right to
	206		208
1	I may have won the only case the State Bar ever won in		file again. They can get back in the system if they
2	the unauthorized practice of law litigation. That	2	want to. I don't believe they will.
3	involved the Christian Memorial Cultural Center that	3	But this is and then I had a discussion
4	Judge Hilda Gage, when she was on the Oakland County	4	with the judge. I told him I was coming to Lansing, I
5	bench issued a permanent injunction against preventing	5	would appreciate him getting me out of there
6	them from, as part of their cemetery lot sales	6	reasonably quickly, and he said that the 36th District
7	process, providing free estate planning to the	7	Court is facing a very interesting dilemma with the
8	purchasers of the cemetery lots.	8	landlord/tenant practice and the foreclosure practice.
9	But I also have many good friends. In fact,	9	There are a, as he quoted, advisers, who are
10	college roommate, brother, his brother who are lawyers		distributing 35-page memorandums that they are selling
11	in Illinois Illinois does not have a mandatory bar.	11	to litigants and promising litigants that filing these
12	They have a voluntary bar association. There are	12	35-page memorandums will prevent the foreclosure
13	weaknesses in voluntary bar associations, I think,	13	action, will prevent the landlord/tenant action and
14	that do not have the regulatory activity that we have,	14	will protect them, and they are charging a lot of
15	and I think that's important to maintain the client	15	money for it. And he is saying, he was saying that if
16	confidence in what we are doing. And the people that	16	this practice continues, what are we going to do? How
17	I have talked to, they all have stories about lawyers,	17	are we going to deal with it with these hoards of
18	and they paid the lawyers money and they didn't get	18	people who have paid money for this horrible advice
19	what they bargained for. There are others who say	19	and will get nothing for it, and what shall we do
20	every lawyer they have ever worked with has been great	20	about it.
21	and done everything I expected and more.	21	MR. MCSORLEY: I know what we are going to
22	T think that at least personally I think the	22	de we are going to call Austin Mirschhorn, because he

I think that at least personally I think the system works. I have been proud to be part of it. I think it works. I don't see any reason to fix it if it isn't broken. And I think the areas where it's MR. MCSORLEY: I know what we are going to do, we are going to call Austin Hirschhorn, because he has already won the case in front of Judge Hilda Gage. MR. HIRSCHHORN: That was a little different

case. I know that within the federal system where I

METROPOLITAN REPORTING, INC.

22

23

24

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

do quite a bit of practice, and I have be 2 federal panel for more than 50 years, so I am not 3 talking to you from a totally plaintiff's position. 4 have done all sorts of legal work. In fact, many 5 lawyers who I would refer to as clients of mine 6 because they trust me to do things that they can't do 7 themselves, and they will hire me to do things for 8 them.

1

9 But in the federal system, in the bankruptcy 10 courts at least, they were finding that with the 2005 11 amendment to the bankruptcy code that permitted 12 advisors or practitioners to file bankruptcy petitions 13 on behalf of people, petition preparers, they have 14 instituted criminal procedures to prevent these people 15 from filing them, referring matters to the U.S. 16 Attorney's Office when they continue to file after 17 having been barred from filing them, and they are 18 dealing with it. And one of the answers to some of 19 the problems that exist within the system is using 20 more of the criminal procedure. 21 One of the programs I attended this week

22 involved an attorney lawyer confrontation or exchange 23 that was part of the State Bar general practice 24 section. It was a meeting at Amdiano's Monday night. 25 They had a Macomb County circuit judge who does family difference between the young lawyers today and the lawyers that were around when there was a 15,000 member bar. The courts and the lawyers all knew who the bad guys were, the guys' whose word you could not trust.

Today many lawyers complain because perhaps 25 percent of their time is spent documenting what they are doing because they cannot rely on the word or the things that another lawyer says to them. That's one of the sad things that is going on in the Bar, and I think one of the things that, one of the recommendations that should probably be made is that there be mandatory ethics courses within all of the law schools, and I am sort of a proponent for some mandatory continuing legal education for the Bar, which has never worked in this Bar, because the people who need it would never show up for the classes. But I still think it's a good idea. Thank you.

CHAIRPERSON BUTZBAUGH: Thank you. James Derian.

MR. DERIAN: Good afternoon Mr. Chairman, members of the Task Force. I don't know if I am more relieved to finally stand up before you or get off those hard wooden benches. Either way, it's good to he here.

210 1 law, Judge Switalski. They had Connie Kelley, a Wayne 1 County family law judge. They had John O'Brien, who 2 2 3 is an Oakland County general practice judge. They had 3 4 Ed Sosnick, a retired Oakland County circuit judge, 4 5 who was a mediator. And then they had an assistant 5 6 U.S. attorney, John O'Brien. They had Dan McGinnis, a 6 7 7 family law practitioner in Oakland County, and they 8 had the new chief of the Macomb County Homicide 8 9 Division, a fellow who has done a lot of defense work 9 10 in his lifetime and is now prosecuting murder cases 10 11 for Macomb County. And it was very fascinating, 11 12 because all of them seemed to think that an organized 12 13 mandatory bar was very helpful to their practices, 13 14 first in sanction issues that come before them very 14 15 frequently, and in regulatory provisions that, 15 16 practices that come before them frequently. My 16 17 position is let's go with the mandatory bar. I think 17 18 it works. 18 19 MR. RIORDAN: You think because the Bar is 19 20 good for lawyers it should be a mandatory bar? 20 21 MR. HIRSCHHORN: Absolutely. 21 22 I will share one other thought with you. A 22 23 week ago I talked with a contemporary that I have 23 24 known for more than 50 years who practices law, a very 24 25 good trial lawyer, and we were discussing the 25

While I am an inhouse attorney with Delphi Corporation in Troy, I am here primarily as president of the Oakland County Bar Association.

When I and other members of our association received the invitation from this Task Force to offer our input, I immediately instructed our executive director to send out an e-mail blast to all our members urging them to respond because it was much needed for this group to hear all voices. And after a unanimous board of directors vote, the OCBA also sent a letter to you folks, and this letter essentially affirmed our opposition to Senate Bill 743, which proposes to turn the State Bar into a voluntary organization, and we also affirmed our conviction that the State Bar has stayed within the bounds of Keller and Administrative Order 2004-01. And this is more anecdotal evidence, a la Austin Hirschhorn, but I can tell you I personally and our staff have received a flood of approving e-mail and phone calls for that letter that we sent, and we have not received a single negative reply, and we have 3,100 members, the largest voluntary bar association in the state of Michigan.

So the State Bar, more importantly, I think has not violated Keller, and this is really the main thing I want to stress our view on this. I mean, all

5-2-14TaskForce

METROPOLITAN REPORTING. INC.

	213
1	the legislative activity I have heard mentioned today,
2	this is all activity, this is all activity that
3	affects the delivery of legal services, the
4	effectiveness of legal services, the quality. I
5	understand people can be unhappy about the outcome,
6	and I would like to talk a little bit about perhaps
7	improving processes, so we have less of that and more
8	inclusiveness, but I haven't heard anything, any
9	evidence that the State Bar has violated Keller,
10	engaged in activities that aren't Keller permissible.
11	The one big piece of evidence that I have
12	heard of and has been brought to our attention is the
13	September 11, 2013 letter that was sent by the
14	State Bar to Secretary of State Johnson regarding
15	taking another look and perhaps updating an
16	administrative ruling over the issue ad exception to
17	the Michigan Election Law, and this was done, I
18	understand, after great review from the Representative
19	Assembly level on to the Board of Commissioners, and
20	they have a very broad, diverse body, and they did
21	their Keller review and they sent their letter, and I
22	must say, you know, from our perspective, this letter
23	raised legitimate due process concerns about the
24	delivery of justice, the delivery of legal services,
25	and it was based on U.S. Supreme Court cases.

judicial elections. For the Michigan Supreme Court races alone, over \$19 million was spent. Of that 19 million, 14 million, or fully 75 percent, was dark money, unaccountable and no one knew where it came from. That put Michigan by a factor of four as the most expensive judicial elections in the United States. The closest state was North Carolina.

215

So we are an outlier on this, a serious outlier, and I can speak for Oakland County as well. It threw a complete shock through the entire legal community in Oakland County when it turned out that \$2 million in dark money was spent in behalf of two candidates in hatcheting a couple incumbent judges.

Now, It turned out that the incumbents weren't turned out of office for various reasons, but I can tell you from my personal acquaintanceship with judges of all political, they are all scared and all disturbed by this, and it I didn't see any partisan views with respect to this issue, this issue ad exception.

So it's an equal opportunity victimizer, and I think that's how the State Bar approached it. So we think it was perfectly legitimate for the State Bar to raise concerns about the due process implications of this, lack of transparency in judicial elections, but

	214		216
1	So we view this as strictly a question	1	we do think the State Bar's processes for better
2	regarding the delivery or the effectiveness of the	2	assuring Keller compliance could be improved, and that
3	delivery of legal services in the state of Michigan,	3	would be to promote more inclusiveness and more
4	the lack of transparency and the inability for lawyers	4	transparency. I don't think we can ever get enough of
5	to determine which judge might have been unduly	5	that, and we have heard some good suggestions today.
6	influenced by a vastly disproportionate campaign	6	And I hasten to add, I don't think that this
7	contribution.	7	updating of these processes because the State Bar has
8	And there are examples. I mean, the U.S.	8	violated Keller or the Administrative Order governing
9	Supreme Court case the State Bar cited was a shocking	9	it presently, but rather because it would be good
10	case. U.S. Supreme Court forced this West Virginia	10	policy. And some of the suggestions I heard today I
11	justice to recuse himself.	11	think would be perfectly agreeable to our members.
12	But these may be unusual circumstances, but	12	Taking advantage of information technology to
13	nonetheless they affect delivery of services, and they	13	communicate more rapidly with members, sending e-mail
14	affect the public's view of the integrity of the	14	blasts to all members regarding upcoming legislative
15	judicial process, which is equally important.	15	advocacy questions, and this would not be to conduct a
16	So we viewed this letter, this	16	plebiscite on the issue but to inform the
17	September 11th, 2013 letter as not political activity	17	Representative Assembly members or Board of
18	at all but actually an attempt to de-politicize the	18	Commissioners members. They would take that
19	judicial process, and Secretary of State Johnson	19	information and they would use it as they should in
20	herself expressed herself publicly late last year	20	their deliberations.
21	stating that the abuse of this issue ad exception	21	And I also like the idea of the super
22	victimized all candidates of all political	22	majority threshold vote. I don't think there is
23	persuasions, and I think it's clear that this is not a	23	anything wrong with that. It's just one more
24	trivial concern.	24	safeguard to assure that the process is being
25	All you have to do is look at the 2012	25	respected. And beyond that, I like the idea about

213

1

2

3

4

5

6

7

8

9

10

11 12

13

14 15

16

17

18

19

20 21

22

23

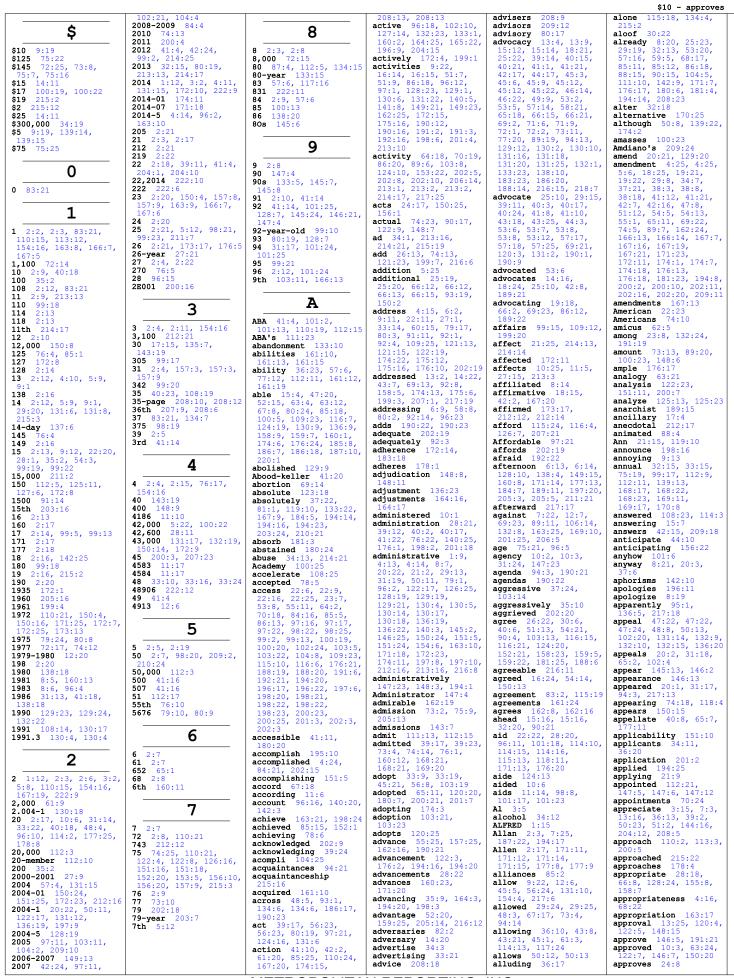
24

25

1	217	1	219
1	publishing immediately on the website these decisions	1	of the State Bar of Michigan
2	and also publishing any dissenting views. Why not? I	2	MR. MCSORLEY: Your name.
3	mean, I think the whole purpose here is for as many	3	MS. BUITEWEG: Lori Buiteweg.
4	voices to be heard, because there is value in that.	4	MR. MCSORLEY: What's your position again?
5	It helps us to make better decisions.	5	MS. BUITEWEG: Vice president of the
6	So I think these reforms could actually allow		State Bar of Michigan, former chair of the
7	the shortening of the current two-week waiting period,	7	Representative Assembly, former president of the
8	notice period, because we would be giving people	8	Washtenaw County Bar Association.
9	instant notice, and this would bring them more into	9	In terms of I think what you are all looking
10	the process, and I wouldn't have said this but for the		for is recommendations on what we think might be
11	fact that the Court of Claims bill last year was	11	helpful in terms of potential change. I really like
12	rocketed through the legislature in less than two	12	the idea of having a memorandum, a Keller memorandum
13	weeks, and it appeared to be deliberately done, if you	13	that goes with each position that we take for us to
14	have a suspicious mind, but whatever the intention, it	14	review before we take it. I don't so much like the
15	managed to avoid a comment by the State Bar, and I	15	idea of having a super majority vote or any type of
16	think it would have been helpful, because immediately	16	vote on whether a matter is Keller permissible,
17	afterward there was a rushed attempt to try to fix up	17	because I think we turn over the issue from somebody
18	some of the deficiencies, and apparently they were	18	who would be an expert in the field to people, to
19	addressed, but what would have been the harm of	19	attorneys who don't specialize in that, and that we
20	sending it to the judiciary committee, letting it go	20	run the risk of nefarious attorneys who might not want
21	through the normal process?	21	a position to be taken on an issue, would vote that
22	So, in summary, we think we need more speech,	22	it's Keller impermissible, just so a position doesn't
23	more points of view, not less speech, and that's why	23	get taken. And I know that sounds shrewd or skeptical
24	we favor a unified bar with Keller permissible	24	or untrusting, but as the one gentleman said, maybe
25	legislative activity. We think a unified bar offers	25	the practice isn't what it once was in terms of being
	21.0		220
1	218 the best value to lawyers and the public and it would	1	220 able to trust all of our membership and knowing who we
1	the best value to lawyers and the public, and it would		able to trust all of our membership and knowing who we
2	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal	2	able to trust all of our membership and knowing who we can trust.
2 3	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a	2 3	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by
2 3 4	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with	2 3 4	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along
2 3 4 5	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency	2 3 4 5	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the
2 3 4 5 6	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller	2 3 4 5 6	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on
2 3 4 5 6 7	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you.	2 3 4 5 6 7	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible.
2 3 4 5 6 7 8	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank	2 3 4 5 6 7 8	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot
2 3 4 5 6 7 8 9	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you.	2 3 4 5 6 7 8 9	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we
2 3 4 5 6 7 8 9 10	the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody.	2 3 4 5 6 7 8 9 10	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail
2 3 4 5 6 7 8 9 10 11	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the</pre>	2 3 4 5 6 7 8 9 10 11	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign
2 3 4 5 6 7 8 9 10 11 12	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here,</pre>	2 3 4 5 6 7 8 9 10 11 12	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I
2 3 4 5 6 7 8 9 10 11 12 13	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let</pre>	2 3 4 5 6 7 8 9 10 11 12 13	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and
2 3 4 5 6 7 8 9 10 11 12 13 14	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe.
2 3 4 5 6 7 8 9 10 11 12 13 14 15	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules. CHAIRPERSON BUTZBAUGH: Did you want to say</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting. We ask all of our sections and committees to
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules. CHAIRPERSON BUTZBAUGH: Did you want to say something? It's up to you.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting. We ask all of our sections and committees to comment on things. So we do vet. I think we do a
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules. CHAIRPERSON BUTZBAUGH: Did you want to say something? It's up to you. MS. BUITEWEG: Sure, I will say something,</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting. We ask all of our sections and committees to comment on things. So we do vet. I think we do a really good job of vetting issues before we vote on
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules. CHAIRPERSON BUTZBAUGH: Did you want to say something? It's up to you. MS. BUITEWEG: Sure, I will say something, because I am a lawyer.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting. We ask all of our sections and committees to comment on things. So we do vet. I think we do a really good job of vetting issues before we vote on them. And I think we do a really good job of making
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules. CHAIRPERSON BUTZBAUGH: Did you want to say something? It's up to you. MS. BUITEWEG: Sure, I will say something, because I am a lawyer. CHAIRPERSON BUTZBAUGH: You were the first</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting. We ask all of our sections and committees to comment on things. So we do vet. I think we do a really good job of vetting issues before we vote on them. And I think we do a really good job of making information available to the general membership to
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>the best value to lawyers and the public, and it would promote the best practices in the delivery of legal services, but we are certainly in favor of giving a larger voice to dissenters and catching up with information technology to promote more transparency and more inclusiveness in the State Bar's Keller permissible advocacy. Thank you. CHAIRPERSON BUTZBAUGH: Any questions? Thank you. MR. DERIAN: Thank you, everybody. CHAIRPERSON BUTZBAUGH: We have reached the end of our speakers. Those of you who are still here, thank you very much for coming and participating. Let the record reflect, somebody has been here all day without saying anything, unless you want to say something. MS. BUITEWEG: I am not on the list, so I don't want to break any rules. CHAIRPERSON BUTZBAUGH: Did you want to say something? It's up to you. MS. BUITEWEG: Sure, I will say something, because I am a lawyer.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	able to trust all of our membership and knowing who we can trust. So I like the idea of a memorandum written by counsel who is knowledgeable in Keller to go along with each before we vote, but I don't so much like the idea of leaving it up to the membership to vote on whether something is Keller permissible. We do, as all of you know, I think, do a lot of publicizing of public policy issues well before we take votes on them. We have our public policy e-mail blast, which everybody in the Bar is invited to sign up for and has to I think unsubscribe from it. I think at some point we sent it out to everybody and you have to unsubscribe. I read that thing thoroughly every single week. Click on each court rule change, each bill that's out there and think is this going to show up in my packet when I go to the public policy meeting. We ask all of our sections and committees to comment on things. So we do vet. I think we do a really good job of vetting issues before we vote on them. And I think we do a really good job of making

	221
1	It's there for them. We can't make them go. We can't
2	make them subscribe to the public policy blast that
3	comes out weekly. We can't make them read it or give
4	us their opinions. But it is there for them. And
5	sometimes we send stuff out for comment, and we get
6	nothing back and, you know, sometimes there just isn't
7	interest in it.
8	That's really all I have. I would be happy
9	to answer any of your questions. You are all probably
10	catatonic at this point. I am going to feel really
11	bad if you don't ask me a question.
12	MR. MCSORLEY: You are saying that the e-mail
13	blast goes out before the vote is taken?
14	CHAIRPERSON BUTZBAUGH: Well, when the e-mail
15	blast is not it's not going out saying, hey, we are
16	going to take a vote on this. It's a public policy,
17	yeah, and it shows us everything that gets introduced
18	from SCAO or from the legislature, and then it gets
19	introduced, of course, before we take a position on
20	it. So any time anything gets introduced, it's out
21	there, and then eventually, you know, it goes through
22	our system, internal system, to decide whether it's
23	Keller permissible and gets presented as something we
24	may want to take a position on.
25	Thank you for the opportunity.
L	
	222
1	CUATEDED CON DUMERDALICU. There's you

	222
1	CHAIRPERSON BUTZBAUGH: Thank you.
2	(Hearing concluded.)
3	STATE OF MICHIGAN
4	COUNTY OF CLINTON)
5	I certify that this transcript, consisting
6	of 222 pages, is a true and correct transcript of the
7	proceedings and testimony stenographically recorded by
8	myself from an electronic recording of the proceedings had
9	in this matter on Friday, May 2, 2014.
10 11	June 22,2014 Connie S. Coon, CSR-2709 831 North Washington Avenue Lansing, Michigan 48906
12	Lansing, Michigan 48906
13	
14 15	
15	
10	
18	
18 19	
19 20	
20	
21	
23	
24	
25	



5-2-14TaskForce

approving - Brian 22:23, 23:3, 23:6, 23:9, 23:18, 23:23, 24:14, 24:17, 24:19, 24:20, 24:23, 25:3, 25:11, 25:11, 25:14, 25:19, 26:1, 26:5, 26:12, 27:7, 27:22, 27:25, 28:10, 28:15, 28:18, 28:19, 28:20, 29:23, 29:14, 29:20, 29:23, 29:24, 30:7, 31:1, 32:12, 32:18, 32:52, 33:13, 33:16, 119:24, 169:2, 169:3, 212:12, 217:11, 220:16 01118 9:11, 11:17, 212:22, 212:23, 213:9 213:14, 214:9, 215:22 215:23, 216:7, 217:15 217:24, 217:25, 219:1 219:6, 219:8, 220:11 approving 185:18, 197:23, 204:2 206:12, 212:3, 212:4, 212:22, 219:8 119:24, 120:7, 120:13, 120:22, 120:25, 121:1, approximately 28:1, 91:14, 124:6, 150:8 April 173:17, 176:5 ..., 217:11, 220:1 bills 9:11, 11:17, 11:18, 18:10, 26:16, 78:14, 83:20, 100:15 Bingham 149:12 Birmingham 70:3 bit 4:9, 15:8, 16:12, 29:9, 93:11, 94:9, 111:8, 125:1, 164:21, 174:5, 177:14, 194:4, 209:1, 213:6 black's 190:8 blact C. 121:9, associations 184:14, 121:13, 121:16, 122:22, 123:2, 123:9, 123:10, 123:23, 125:2, associations 184:14, 206:13 assume 59:7, 137:13, 144:12, 156:10 assumed 145:18 assuming 102:10, 118:5, 193:6 assure 22:9, 24:15, 47:13, 175:16, 216:24 assuring 172:21, 216:2 astuched 112:16 attack 199:10 217:24, 217:25, 219:1, 219:6, 219:8, 220:11 **bar's** 4:23, 8:22, 9:9, 9:24, 16:11, 22:5, 22:7, 23:10, 23:11, 23:21, 40:20, 44:17, 48:12, 55:20, 57:20, 50:21, 57:20, 57:20, 63 apt 63:21 arbitration 8:16, 123.7 arbitration 8:16, 31:16 arbitrators 8:17 Arbor 21:15, 119:10 areas 23:7, 62:17, 78:24, 98:12, 123:1, 126:11, 127:13, 134:6, 150:21, 190:13, 134:6, 190:18, 192:17, 206:25 aren't 8:14, 14:8, 14:15, 14:15, 105:24, 161:16, 166:11, 213:10 argue 194:9 argued 194:9 argued 129:5, 129:7, 129:8, 184:20 arguent 14:22, 55:5, 66:4, 66:5, 131:19 arising 200:7 Arlan 118:13 arrive 40:10 artiuly 147:18 125:8, 127:8, 127:19, 127:20, 127:22, 127:23, 128:6, 128:13, 128:22, , 129:7, 128:23, 129:2, 129:7, 129:8, 129:11, 129:13, 129:16, 130:2, 130:5, 58:21, 85:24, 94 113:16, 133:10, 147:24, 149:20, 94:11 32:22, 32:24, 33:3, 33:5, 33:13, 33:16, 33:19, 34:11, 34:23, 34:22, 35:7, 36:20, 39:11, 39:20, 40:16, 40:17, 40:20, 40:23, 41:1, 41:9, 41:13, 41:21, 42:7, 42:8, 42:11, 42:11, 42:12, 42:6, 42:19, 42:22, 130:12, 130:13, 130:22, 130:22, 130:24, 130:24, 172:14, 172:15, 174:17, 186:22, 190:24, 191:18, Black's 190:8 blast 212:7, 220:11, 221:2, 221:13, 221:15 astounded 112:16 attack 199:10 attacked 199:15 attempt 27:1, 31:1, 199:11, 201:7, 214:18, 217:17 blasts 216:14 blessed 34:6 block 3:10, 43:18 Bloomfield 128:6 130:25, 131:5, 131:10, 131:16, 131:18, 131:20, 131:23, 191:24, 199:8, 202:14, 216:1, 218:6 Barbara 170:13 131:20, 131:22, 131:20, 131:22, 132:14, 132:24, 132:14, 132:24, 132:124, 132:24, 133:15, 133:16, 133:22, 133:25, 134:2, 134:15, 134:21, 134:15, 134:21, 134:21, 135:11, 135:4, 135:11, 135:24, 136:2, 136:3, 137:6, 137:10, 139:4, 139:9, 139:12, 139:4, 139:9, 139:12, 139:4, 139:9, 139:12, 139:14, 139:9, 140:12, 140:6, 140:8, 140:9, 140:13, 140:22, 141:6, 141:7, 142:14, 142:14, 143:14, 144:8, 144:12, 217:17 attendance 156:22 attended 170:2, 209:21 attention 20:6, 82:9, bargained 206:19 barred 209:17 Barry 84:12 bars 9:1, 9:6, 19:2, 19:2, 35:19, 41:24, 43:11, 43:14, 45:6, 48:5, 70:17, 86:8, 98:11, 98:12, 112:2, 112:3, 112:3, 130:1, 164:23, 165:20, 169:1, 171:1, 186:4, 203:10 base 78:4, 116:8 basic 33:3, 62:23, 83:2, 131:22, 172:11, 192:20 basically, 73:3, 73:14. bargained 206:19 Bloomileid 128:6 blurring 195:7 board 13:25, 14:1, 14:17, 20:8, 20:18 21:9, 23:14, 23:24 24:10, 24:11, 27:2 attention 20:6, 82:9, 108:18, 160:21, 201:5, 213:12 attorney 8:1, 31:10, 39:6, 51:22, 67:25, 68:4, 79:15, 82:23, 96:4, 98:18, 99:14, 100:19, 102:8, 103:14, 114:10, 114:15, 114:20, 116:22, 135:7, 138:19, 138:21,
 12:16, 42:19, 42:12,

 42:16, 42:19, 42:22,

 42:25, 43:50, 43:25,

 44:18, 44:19, 45:2,

 45:4, 45:22, 45:24,

 46:10, 46:12, 46:19,

 46:10, 46:12, 46:19,

 46:10, 46:12, 46:19,

 46:10, 46:12, 46:19,

 46:10, 46:12, 46:19,

 46:19, 46:12, 46:19,

 46:19, 46:12, 46:19,

 46:19, 50:21, 50:25,

 51:1, 51:3, 51:9,

 51:17, 51:23, 52:15,

 52:20, 52:21, 52:24,

 53:1, 53:3, 53:6,

 54:9, 54:14, 55:22,

 51:1, 57:22, 57:24, 60:12,

 61:5, 61:7, 61:10,

 61:23, 62:19, 63:8,

 63:21, 63:25, 64:8,

 64:24, 65:6, 65:19,

 65:22, 66:6, 66:17,

 66:19, 66:10,

 65:20, 66:17, 70:10,

 61:2, 66:11, 68:15,

 68:16, 66:17,

 68:9, 68:11, 68:15,

 68:18, 66:22, 69:17,

 70:5, 70:7, 70:9,

 70:17, 71:2, 71:11,

 72:2, 72:16, 72:17,

 73:18, 73:21,

 74:18, 74:10, 74:12,

 74:12, 74:12,

 74:12, 74:12,</ 20:18, 23:24, 24:10, 24:11, 27:2, 27:24, 31:24, 44:21, 47:17, 50:15, 50:20, 53:18, 56:6, 58:6, 63:24, 67:7, 68:9, 70:22, 83:12, 84:7, 86:15, 87:21, 88:5, 88:24, 91:23, 97:11, 104:17, 105:2 105:22, 106:8, 106:1 106:15, 109:14, 111:14. 112:11. artfully 147:18 artfully 147:18 article 52:23, 79:21, 80:8, 163:8, 166:7, 167:5, 199:24, 200:1, articles 96:14 114:20, 116:22, 135:7, 138:19, 138:21, 139:13, 147:9, 155:1, 160:9, 160:22, 161:7, 162:1, 162:5, 162:9, 210:6, 212:1 Attorney's 209:16 attorney 5:1, 5:6, 36:21, 61:13, 99:3, 101:1, 101:18, 102:3, 102:16, 103:13, 113:23, 114:16, 114:22, 115:5, 115:10, articulas 96:14 articulate 167:10 ascribing 66:7 asking 116:24, 135:17 asks 6:9, 111:18, 128:20 asleep 8:20 aspect 17:8, 17:9, 145:23, 147:20 106:11 basically 73:3, 73:14, 142:17, 142:24, 143:1, 143:14, 144:8, 144:12, 144:15, 144:21, 144:22, 144:24, 145:17, 145:9, 145:13, 145:17, 146:1, 146:3, 146:4, 146:7, 146:11, 146:15, 147:18, 147:19, 147:24, 148:3, 149:17, 149:21, 149:23, 149:24, 150:8, 150:11, 100:13, 103:14, 111:14, 112:11, 112:16, 112:19, 112:20, 119:3, 120:8, 120:11, 120:15, 120:18, 120:20, 120:22, 121:25, 120:21, 122:10 103:7, 109:18, 179:25 bath 86:23 battered 10:18 batters 10:12 bear 138:14, 142:24 bears 199:13 became 50:19, 50:21, 145:23, 147:20, 159:23, 159:24 120:22, 121:25, 122:11, 123:19, 123:25, 124:8, 124:17, 126:11, 126:5, 126:6, 126:18, 126:23, 127:8, 127:9, 127:15, 135:14, 135:21, 136:8, 138:22, 141:14, 141:19, 145:14, 145:24, 146:5, 146:6, 147:13, 147:14, 148:5, 149:18, 150:1, 150:5, 150:9, 150:13, 150:19, 151:2, 151:6, 151:14, 151:20, bears 199:15 became 50:19, 50:21, 64:8, 82:22, 82:25 become 39:22, 50:18, 72:20, 74:2 becomes 23:23, 59:2, 23:10, 192:3 7e 11:20 ng 101:10 aspects assaultive assembling 113:23, 114:16, 114:22, 115:5, 115:10, 116:17, 116:20, 119:19, 125:16, 125:16, 125:17, 125:19, 135:9, 138:24, 138:25, 161:14, 161:22, 162:22, 163:1, 163:25, 177:1, 182:15, 191:20, 202:16, 202:20, 219:19, 219:20 audience 8:19 1.0.21, 149:23, 149:24, 150:8, 150:11, 150:12, 150:15, 150:21, 150:22, 150:23, 151:1 Assembly 23:11 24:10, 27:8, 2 27:24, 50:18, 23:15, 23:25, 7:8, 27:23, 0:18, 104:1, 24:10, 27:8, 27:23, 27:24, 50:18, 104:1, 104:4, 105:3, 106:8, 104:2, 105:3, 106:8, 110:25, 111:15, 111:22, 112:4, 112:9, 119:2, 119:4, 120:9, 120:10, 120:14, 120:18, 120:21, 120:22, 121:3, 121:7, 122:22, 121:3, 121:7, 122:22, 121:3, 121:7, 124:21, 125:11, 125:14, 125:20, 124:22, 126:3, 126:9, 126:12, 126:14, 125:22, 126:3, 126:9, 126:12, 126:14, 127:15, 127:11, 127:2, 127:15, 127:11, 127:2, 127:25, 149:13, 149:17, 149:25, 150:3, 151:20, 152:12, 151:13, 151:20, 152:12, 151:13, 151:20, 152:12, 155:24, 156:4, 156:23, 155:17, 159:21, 159:15, 171:124, 172:3, 172:7, 173:74, 173:14, 173:15, 179:5, 179:20, 196:6, 213:19, 216:17, 219:7 150:21, 150:22, 150:23, 151:1, 151:9, 151:25, 153:20, 153:25, 154:1, 154:2, 154:7, 154:7, 154:2, 155:4, 155:14, 155:19, 155:21, 155:24, 156:2, 155:41, 157:19, 159:3, 159:4, 160:1, 160:23, 161:2, 161:14, 161:15, 161:2, 161:14, 161:15, 163:23, 164:2, 164:4, 164:12, 164:24, 165:3, 165:7, 165:10, 165:11, 31:23 rin 5:15, 83:19 begin beginning 5:17, 119:5, 164:21 **behalf** 8:19, 12:13, 50:6, 57:13, 61:4, 67:13, 67:19, 67:20, 30.07, 97.137, 01.47, 67:13, 67:19, 67:20, 88:4, 69:23, 71:7, 91:11, 91:23, 94:17, 145:14, 176:9, 188:5, 209:13, 215:12 behind 79:13, 80:6, 104:13, 152:18, 185:8 belief 32:22, 68:19, 89:8, 91:24, 173:18 beliefs 173:2, 175:25 believed 59:21, 65:15 believed 59:21, 65:15 believes 18:3, 86:20, 163:18, 176:6, 176:14 belong 4:20, 13:22, 13:22, 66:12, 75:1, 133:9 151:14, 151:20, audience 8:19 audis 141:22 Austin 2:21, 205:2, 208:22, 212:17 authority 129:16, 129:18, 145:22, 146:9, 170:7, 175:12 152:12, 152:16 152:12, 152:16, 152:19, 153:17, 154:18, 155:5, 155:12, 155:18, 155:22, 156:3, 156:24, 157:2, 158:10, 158:25, 159:13, 172:1, 165:7, 165:10, 165:11, 168:15, 168:15, 169:16, 169:23, 174:7, 179:5, 187:18, 188:3, 212:10, 213:19 216:17 authorization 103:19 automatic 169:5 auxiliary 163:14 board's 110:24 boards 22:21 169:24, 170:6, 170:10, 170:17, 170:18, 170:19, 170:21, auxillary 165:14 availability 191:5, 192:2, 196:16, 196:19 available 45:8, 82:7, 113:9, 139:12, 181:4, 188:1, 192:11, 198:12, boards 22:22 Bob 182:8 BOC 159:8 170:22, 170:23. BOC 159:8 bodies 111:7, 122:14, 123:5, 125:9 body 20:18, 30:1, 110:23, 120:11, 121:4 125:23, 127:3, 128:1, 134:16, 146:8, 150:9, 150:11, 150:12, 152:13, 154:15, 154:18, 154:18, 154:19, 155:3, 155:24 170:22, 170:23, 171:21, 171:25, 172:5, 172:8, 172:12, 172:20, 173:12, 173:15, 173:18, 173:19, 173:23, 175:7, 175:16, 175:517, 175:19, belonged 98:12, 98:14 199:5, 220:23 Avenue 222:11 belonged 98:12, 98: belonging 14:7 belongs 74:14 bench 62:10, 77:24, 80:2, 85:2, 206:5 bench/bar 62:6 bench/bar 62:6 121:4 Avenue 222:11 average 36:4, 99:5 avoid 45:11, 217:15 avoids 73:17 awareness 175:15 awful 82:12, 123:10 175:12, 176:6, 176:7, 175:22, 176:6, 176:7, 176:16, 176:22, 177:6, 177:24, 178:1, 178:7, 178:12, 178:18, 178:22, 179:4, 179:7, 178:22, 179:14, 179:7, 179:13, 180:10, 80:2, 85:2, 2. bench/bar 62:6 benches 211:24 Bend 72:13 Traficial 59:24, 66:9 154:18, 154:18, 154:19, 155:3, 155:24, 172:5, 173:14, 174:17, 174:19, 176:16, 213:20 body's 163:16 bono 22:6, 23:7, 23:21, 24:2, 24:6, 24:7, 35:11, 35:13, 35:13, 70:19, 71:1, 84:16, 99:9, 101:8, 101:10, 101:21, 115:9, 135:12 books 203:18, 203:20 Boom 78:19 bore 127:13 bore 127:13 _____ в benefit 30:14, 52:1, benefit 30:14, 52:1, 52:3 benefited 65:17, 87:4 benefited 65:7, 66:13, 66:13, 66:15, 75:12 Benton 102:13 besides 97:5 best 10:15, 23:8, 30:24, 84:22, 127:21, 134:13, 173:3, 174:17, 175:20, 175:22, 203:21, 218:1, 218:2 bet 40:18 better 14:9, 19:11, 20:23, 29:11, 35:15, 37:5, 58:12, 60:7, 60:8, 60:19, 74:25, 78:20, 81:1, 89:10, 89:17, 89:21, 96:24, 99:15, 100:22, 101:2, 102:10, 114:5, 114:6, 116:11, 125:4, 125:12, 125:23, 126:13, 144:5, 145:15, 149:1 216:17 219:7 180:11, 180:12, 180:18, 181:5, 181:15, 181:19, 183:13, Assembly's 113:14, baby 86:23 180:18, 181:5, 181:15, 181:19, 183:13, 183:22, 184:3, 184:11, 185:22, 185:7, 185:8, 185:19, 185:20, 185:22, 185:7, 185:8, 185:19, 185:20, 185:22, 185:24, 185:9, 185:22, 185:24, 185:9, 185:22, 185:24, 185:9, 185:22, 185:24, 185:9, 187:16, 188:13, 188:17, 190:11, 190:19, 190:22, 191:1, 191:9, 191:13, 191:14, 191:9, 191:13, 191:14, 192:19, 193:11, 193:18, 194:11, 194:11, 194:15, 195:3, 195:4, 196:1, 196:7, 196:8, 197:12, 197:22, 197:22, 198:1, 198:16, 199:1, 199:11, 199:15, 199:22, 200:18, 200:20, 200:25, 201:5, 202:5, 202:7, 202:17, 203:6, 203:11, 203:13, 204:4, 204:5, 204:8, 204:4, 204:5, 204:8, 204:4, 204:5, 204:8, 204:4, 204:5, 204:8, 204:4, 204:5, 204:8, 204:2, 206:12, 205:24, 206:1, 206:11, 205:24, 206:13, assessment 99:22 background 62:18, assesment 99:22 assets 133:7, 133:8 assigned 27:20 assist 27:20, 28:6, 61:24, 63:13, 151:5 assistance 34:12, 36:22, 140:16, 141:15, 141:16, 141:17 assistant 177:3, 210:5 associate 160:25, 161:1, 161:12, 162:13, 163:2, 163:2, 164:8, 165:7, 165:25, 166:2 associated 48:11 associating 162:10, Dackground 62:18, 85:1, 179:17 backup 41:8 bad 9:15, 11:4, 11:2 55:21, 58:25, 133:3, 166:3, 211:4, 221:11 badly 10:22 11.21. balance 69:24, 156:1, 195:12, 202:11
 Dotes
 203.16,
 203.10,

 Boom
 78:19
 200.10,

 bore
 183:11
 200.10,

 bottleneck
 117:13
 200.10,

 botts
 29:3,
 212:15

 box
 58:7
 Boyd
 2:9,

 Boyd
 2:9,
 2:13,
 76:9,

 76:10,
 76:11,
 81:12,
 81:12,

 82:12,
 84:1,
 114:12,
 118:2,

 118:13,
 118:15,
 118:15,
 118:17,

 118:12,
 118:12,
 113:20,
 133:20,
 133:21,

 133:20,
 133:21,
 178:11
 Brad
 96:3

 BRADLEY
 2:12
 Drainstorm
 125:4
 195:12, 202:11 balanced 5:5 balances 61:18, 61:19 balancing 56:23, balancing 56:23 56:23, 69:22 ballyhoo 98:24 56:23, 05:22 ballyhoo 98:24 bankruptcy 209:9, 209:11, 209:12 banning 167:20 bar 1:11, 3:7, 4:17, 4:18, 4:21, 5:21, 5:24, 6:2, 8:4, 8:15, 8:23, 8:24, 8:25, 9:3, 9:4, 9:6, 9:17, 10:6, 10:11, 10:13, 10:18, 11:3, 11:7, 11:9, 11:10, 11:18, 11:21, 12:52, 12:6, 12:16, 12:22, 12:24, 13:2, 13:7, 13:10, 13:21, 14:2, 14:12, 15:9, 15:9, 15:21, 15:24, 16:10, 16:13, 17:12, 17:13, 17:25, 18:1, associating 162:10, association 9:4.
 association
 9:4,

 22:23,
 22:23,
 32:23,

 33:10,
 35:7,
 41:16,

 51:17,
 57:23,
 57:24,

 68:5,
 70:8,
 70:11,
 125:23, 126:13, 144:5, 33:10, 35:7, 41:16, 51:17, 57:23, 57:24, 68:5, 70:8, 70:11, 70:14, 72:2, 72:18, 73:17, 73:21, 74:12, 74:15, 75:20, 77:2, 77:5, 79:9, 79:14, 99:15, 79:15, 84:8, 91:10, 91:12, 91:15, 91:16, 91:20, 91:23, 93:23, 98:14, 100:11 145:15, 149:1, 150:7, 174:25, 179:25, 183:15, 183:15, 188:7, betterment 30:14 beyond 33:12, 47:25, 216:25 brainstorm 125:4 branch 40:3, 40:12, 63:13, 86:11, 141:25 bifurcation 57:12 branches 62:8, 62:22, biggest 46:1 bill 9:18, 10:13, 11:10, 12:6, 17:17, 60:11, 64:8, 64:18, 85:7 brass 139:23 bread 161:9 break 6:19, 6:20, 6:22, 138:9, 218:18 brethren 116:21 205:10, 205:12, 205:24, 206:1, 206:11, 206:12, 206:13, 209:23, 210:13, 210:17, 210:19, 111:23, 112:22, 114:2 113:21, 113:22, 114:2 115:4, 115:8, 115:17, 115:20, 116:11, 116:14, 117:1, 117:3, 117:7, 118:6, 118:10, 119:6, 119:14, 119:16, 93:23, 98:14, 100:11, 101:21, 102:9, 116:11, 119:15, 161:4, 161:6, 162:12, 162:23, 167:4, 10:10, 10:13, 17:12, 17:13, 17:25, 18:1, 18:19, 18:19, 18:22, 19:4, 19:8, 19:13, 19:17, 19:19, 20:23, 21:18, 22:1, 22:20, 64:20, 65:1, 72:11, 79:10, 79:11, 79:12 79:16, 80:9, 83:16, 118:12, 119:22, 210:20, 211:3, 211:10, 211:15, 211:16, 212:3, 169:16, 172:12, Brian 2:7, 50:1, 50:2, 55:19 182:23, 185:17, 212:13, 212:15,

5-2-14TaskForce

METROPOLITAN REPORTING, INC.

Pages 1 to 222

Page: 225 bribes - convinced

bribes 168:6, 168:8,
 cappers
 64:8

 capture
 134:4

 card
 170:9

 care
 10:16, 28:4,

 36:24, 44:22, 59:17,

 74:1, 74:2, 75:8,

 97:21, 143:6, 144:25

 care
 21:18, 77:17,

 96:7, 104:9, 201:16,

 205:16

 careful
 58:2, 133:17
 204:24, 205:2, 207:5, 211:19, 218:8, 218:11, 218:19, 218:23, cappers 168:8 bridge 96:15 brief 68:3, 80:25 briefly 29:17, 84:23, 85:24, 92:9, 198:20 briefs 62:5 222:1 :14, 221:14, 222:1 chairs 2522 challenge 21:2, 97:6, 102:16, 102:25, 106:1, 130:13, 198:9 Brighton 118:22 bring 58:5, 85:19, 92:9, 106:10, 127:7, challenged 103:7, 127:22, 181:20, 182:19, 217:9 challenges 50:12. carefully 69:19, 92:13, 92:15, 133:5, 137:12 173:23, 202:20 chambers 81:14 182:19, 21':9 bringing 89:6 brings 24:6, 77:11, 129:17, 134:11, 185:19 Britain 203:22 broad 24:24, 27:14, 92:14, 173:8, 175:5, 188:20, 213:20 broad-bead 13:12 chambers 81:14 championed 85:25 chance 18:10, 100:8, 104:10, 119:25, 139:7 change 28:8, 28:9, 29:22, 33:4, 37:12, 48:12, 49:4, 54:7, 55:15, 127:23, 129:25, 131:7, 131:19, 132:21, 137:15, 147:2, 147:3, 168:9, 219:11, 220:16 changed 126:15, 156:5, 200:11 cares 24:22 Carl 2:20, 197:19, 197:21 197:21 Carolina 215:7 carried 103:24, 173:25 carried 103:24, 173:25 carved 110:8 case 9:20, 41:16, 42:1, 42:2, 42:24, 47:3, 47:7, 69:14, 73:23, 82:19, 99:8, 102:19, 122:16, 122:24, 133:23, 146:10, 148:14, 151:14, 151:21, 155:3, broad-based 13:12 broad-ranging 83:22 broadcast 3:14 broader 94:9 broadest 198:21, broadest 198:21, 198:23, 202:4 broadly 172:22 broken 132:3, 206:25, 20734 200:11 changes 44:25, 129:20, Changes 44:25, 129:20 131:5, 131:9, 149:23, 174:4, 176:12 Changing 78:14, 131:24, 140:23 Character 73:2, 135:22, 140:8 140:10, 148:14, 151:14, 151:21, 155:3, 167:14, 200:17, 200:22, 200:22, 206:1, 207:9, 207:12, 207:13, 207:15, 207:24, 208:23, 208:25, 214:9, 214:10 brother 193:9, 206:10, 206:10 brought 77:24, 80:13, 84:25, 148:14, 213:12 Brown 1:17, 4:1, 4:1, 36:11, 37:9 Bruce 2:4, 27:5, 54:17 Bruder 170:13 bucks 9:21, 96:15, 99:5, 99:14 budget 121:1 130:13 characterization 37:14 characterization 37:14 charge 33:5, 38:5, 98:15, 99:20, 135:8, 137:1, 179:22, 179:23 charged 4:22, 9:20, 27:19, 144:14 charges 135:9 charging 208:14 cheap 34:22 cheaper 76:6, 98:18 check 10:8, 58:7, 156:1 check-off 46:20 characterization 37:14 case-by-case 202:21 case-by-case 202:21 cases 34:4, 36:3, 40:24, 41:20, 42:1, 59:20, 107:17, 143:3, 148:14, 148:19, 148:22, 201:22, 201:22, 99:5, 99:14 **budget** 121:1, 139:13, 145:25, 146:6, 146:17 146:21, 163:16, 146:17, 175:11, 175:14, 175:15 budgets 147:1 building 99:16, 201:23, 201:24, 201:25, 202:1, 210:10, 213:25 213:25 casts 192:7 casual 94:21 146:1 142:16, 146:1 buildings 133:7 built 106:6, 137:9 Buiteweg 2:22, 218:17, 218:21, 218:25, 218:25, 219:3, 219:3, 210:5 check-off 46:20 casual 94:21 catatonic 221:10 catching 205:20, 218:4 caucuses 65:10 caught 52:7, 100:1, 107:20 cause 45:9, 81:15, 81:24, 81:25, 82:4, 191:11 caucad 24:21 205:18 checkbooks 96:22 checking 96:16 checks 58:9, 61:17, cheek 202:6 bumped 77:7 burden 144:13 burdens 103:22 burn 29:18 Burza 197:17, 197:17, 197:18 191:11 caused 34:21, 205:18 causes 9:14, 98:2 caution 5:2 ceiling 163:6 burn 29:18
Burza 197:17, 197:17,
197:18
Butcher 189:14, 189:17
Butzbaugh 1:15, 3:4,
3:5, 4:5, 7:2, 7:8,
8:11, 12:9, 21:11,
21:13, 21:17, 27:4,
27:10, 31:6, 31:9,
39:5, 49:13, 50:1,
60:22, 60:25, 67:4,
67:24, 72:5, 76:7,
76:9, 81:4, 83:25,
84:2, 91:6, 93:25,
108:6, 108:12, 114:9,
117:25, 118:21,
123:15, 128:2, 128:4,
123:15, 128:2, 128:4,
123:15, 128:2, 128:4,
123:15, 128:2, 128:4,
123:15, 128:2, 128:4,
123:15, 160:5, 160:6,
168:11, 171:8, 171:11,
177:8, 177:10,
169:7, 189:9, 195:2,
197:15, 202:23,
204:24, 205:2, 207:5,
211:19, 218:23,
221:14, 222:1
buy-in 85:8, 182:25
bylaws 120:19, 121:24 ceiling 163:6 celebrates 45:23 cemetery 206:6, 206:8 Center 98:11, 140:23, 177:3, 206:3 Central 21:14 206:8 centralized 116:25, 117:19 cents 20:15 cents 20:15 century 203:16 certain 34:15, 38:5, 51:18, 53:19, 54:15, 67:9, 67:10, 160:20, 161:10, 185:3, 203:25 certainly 58:24, 65:25, 92:1, 94:24, 103:5, 105:10, 142:19, 156:7, 156:17, 169:19, 183:17, 196:9, 218:3 certainty 174:20 certainty 174:20 certification 33:20, Certification 33:20, 33:23, 33:25 Certify 222:5 Cetera 35:14, 97:10, 98:5, 99:9, 207:17 Chad 2:7, 60:25 chair 3:6, 27:8, 61:2, 62:25, 96:19, 100:4, 105:124, 106:18, 108:13, 108:15, 108:16, 135:7, 135:15, 149:12, 149:14, 149:16, 135:7, 135:15, 149:12, 149:14, 149:16, 135:2, 179:7 Chaired 135:22, 179:7 Chaired 135:22, 179:7 Chaired 135:22, 179:7 Chaired 121:16, 76:11, 81:3, 128:2, 128:9, 128:10, 152:4, 154:11, 177:20, 195:2, 211:21 buy-in 85:8, 182:25 bylaws 120:19, 121:24 С cacophony 192:23 calculation 130:6 caliber 186:7 California 11:8, 148:6 California 11:8, 448 caling 6:1, 38:8, 112:8, 113:7, 195:2 campaign 214:6 can't 7:12, 10:25, 13:24, 20:5, 20:24, 25:14, 25:14, 33:16, 44:9, 44:11, 47:25, 20:20, 44:9, 44:9, clarified 19:10, 194:17 clarify 105:25 class 116:4 classes 211:17 clause 166:9 211:21 Chairman-elect 83:8 chairperson 1:15, 3:4, 4:5, 7:2, 7:8, 12:9, 21:11, 21:13, 27:4, 31:6, 31:9, 39:5, 49:13, 50:1, 60:22, 60:25, 67:4, 67:24, 72:5, 76:7, 76:9, 81:4, 83:25, 84:2, 91:6, 93:25, 108:6, 108:12, 114:9, 117:25, 118:21, 119:2, 123:15, 128:4, 136:16, 137:17, 138:1, 144:1, 149:7, 149:10, 152:7, 154:21, 156:8, 160:3, 160:6, 168:11, 171:8, 171:11, 171:16, 171:19, 177:8, 177:10, 189:7, 189:9, 197:15, 202:23, Chairman-elect 83:8 25:14, 25:14, 33:16, 44:9, 44:11, 47:25, 48:3, 48:7, 48:9, 48:13, 53:12, 58:16, 67:9, 67:10, 129:13, 131:5, 165:18, 165:18, 177:17, 181:16, 195:19, 196:1, 196:24, 195:19, 196:1, 221:1, 21:3 candidates 214.22. cannot 30:18, 57:17, 115:17, 116:4, 126:1, 127:16, 173:2, 211:8 Canon capability 111:3

College-educated 36: Collins 41:13, 50:2 color 30:20 Colorado 70:4, 71:3, 71:25, 142:23 Columbia 160:10, 164:04 Columbia 160:10, 164:24 comes 13:20, 14:12, 14:18, 78:11, 90:20, 124:10, 152:16, 154:17, 195:19, 221:3 comfortable 162:9 coming 7:3, 21:17, 78:11, 118:1, 183:4, 186:13, 186:17, 197:9, 201:21, 207:20, 208:4, 218:13 cheek 202:6 Chicago 98:9, 98:13, 98:14, 101:16, 101:18, 101:21, 101:22, 102:9 chief 16:21, 76:10, 146:23, 210:8 Chiefs 182:24, 185:17 child 10:16 chitchat 111:13 choice 58:25, 163:4 choose 13:22, 53:16, 60:2, 60:3, 60:20, 73:10, 73:21, 73:24 chooses 60:1, 170:8 choosen 15:12 chose 81:16 chosen 115:24 Christian 206:3 201:21, 207:20, 208:4, 218:13 comment 8:18, 22:7, 23:2, 23:11, 29:20, 29:24, 29:25, 37:20, 93:12, 103:4, 108:2, 108:11, 117:24, 186:19, 200:18, 217:15, 220:20, 221:5 commentaries 124:20 commenting 125:7 comments 5:23, 7:20, 21:19, 24:19, 25:16, 44:24, 84:5, 84:10, 108:21, 134:25, 150:2, 160:13, 160:14, 173:20, 176:8, 182:8, 200:15, 200:19, 203:5 commission 60:15, 77:21, 80:17, 138:19, 141:19, 145:25, 146:7, 178:19 commissioner 121:25, Christian 206:3 church 170:2 circles 101:14 circuit 31:17, 41:14, 65:2, 127:11, 160:11, 209:25, 210:4 circuit 209:20, 210:4 circumspect 13:8 circumstances 38:12, 104:3, 214:12 cited 36:14, 166:7, citizens 22:11, 27:15, 78:16, 109:7, 116:3, 198:5, 200:6 citizenship 30:25 city 67:25, 68:4, 70:22, 98:13, 193:10, 193:20 178:19 commissioner's 121:25, 127:9, 175:8 Commissioner's 25:4 Commissioner's 14:1, 14:2, 20:9, 20:18, 21:9, 23:14, 23:25, 24:11, 24:12, 27:3, 27:25, 44:21, 47:18, 50:16, 50:20, 53:18, 56:6, 58:6, 63:24, 67:8, 86:15, 104:1, 104:17, 105:2, 105:23, 106:8, 106:11, 106:15, 119:3, 120:9, 120:12, 120:16, 120:18, 120:20, 120:23, 122:11, 123:19, 124:1, 126:5, 126:7, 126:18, 126:23, 127:8, 127:16, 146:5, 150:9, 150:13, 150:20, 151:2, 151:9, 151:14, 151:20, 155:19, 155:13, 155:19, 155:5, 155:13, 155:19, 155:2, 156:13, 156:24, 157:2, 158:10, 159:19, 155:12, 155:13, 156:24, 157:2, 158:10, 159:19, 159:14, 172:1, 179:6, 187:18, 188:4, 20mmit 171:4, 171:6 Commitment 126:11, commissioner 121:25, civil 114:24, 115:6, 165:17 civility 86:2 claim 42:15 claims 29:22, 55:12, 55:15, 64:24, 65:1, 100:2, 200:7, 202:11, 202:21, 205:18, 202:11, 205:14 clairvoyant 44:9 CLE 33:9, 33:10, 33:10, 33:13, 33:18, 35:3 35:3 **clear** 6:11, 16:24, 18:17, 59:6, 67:18, 86:24, 87:24, 88:2, 93:19, 145:20, 150:15, 155:22, 156:17, 158:5, 169:15, 214:23 clearer 53:21 clearly 33:25, 88:1, 174:3, 175:23, 184:1 clerked 41:13, 193:10 Click 220:16 client 34:18, 98:20, 99:19, 99:23, 141:1,

collaborative

205:17, 206:15, 207:1 cliente 31:19 clients 34:4, 34:5, 40:14, 45:25, 74:3, 102:5, 114:6, 170:15, 171:5, 205:14, 209:5 CLINTON 222:4 clock 7:16 close 69:18, 157:8 close19, 34:24 207:10 181:16 commits 169:9 committe 8:12, 12:13, 12:21, 20:19, 23:23, 24:6, 24:8, 24:13, 25:1, 25:2, 25:6, 26:20, 27:2, 43:10, 46:4, 53:20, 56:2, 56:4, 63:1, 67:11, 80:1, 87:19, 88:5, 103:9, 103:18, 103:25, 104:5, 105:6, 105:19, 106:3, 106:4, 124:9, 135:22, 140:9, 145:15, 146:2, 146:3, 174:8, 174:9, 174:14, 176:9, 178:8, 178:13, 180:23, 181:6, 181:9, 217:20 committees 22:22, 24:22, 24:25, 105:12, 120:24, 179:8, 181:12, 195:17, 195:19, 200:20, 220:19 commits 169:9 closely 34:24 closest 215:7 clue 109:18 clue 109:18 cluster 112:2 CNN 109:22 co-chair 23:21, 84:11, 187:12, 187:13 co-ahired 179:11 co-opted 168:5 coalesce 43:17 Coalition 167:15 code 76:17, 209:11 coercion 163:24, 164:8, 170:22 coexist 155:15 coincidence 139:22 220:19 200:20, 220:19 committing 11:25, 26:5 communicate 53:25, 60:18, 60:18, 89:18, 89:21, 92:12, 92:18, 216:13 coincidence 139:22 coincidental 140:1 Cole 189:15 collaborated 177:1 communicating 53:14, 177:4 2:23 collapse 117:2 collapse 117:2 collapse 140:3 58:13, 60:8 communication 89:24, 92:17, 109:16, 175:1 communities 78:24 community 55:17, 85:3, 98:10, 109:19, 176:25, collecting 143:14, collection 55:8, ommu... 98:10, 109:..., 177:1, 215:11 >red 139:8 35:1 **collective** 30:1, 40:10, 40:15, 41:10, 54:20, 55:3, 55:4, 73:11, 75:13 compared comparison 35:14, compel 41:18, 42:8, collectively 55:7, compel 41:10, 52.0, 160:22, 162:5 compelled 47:4, 47:5, 48:7, 162:13 compelling 198:1, 198:6, 202:8 73:22 Colleen 4:6 college 206:10 college-educated 36:5 competent 198:6, 202:8 compete 164:9 competent 134:8 competing 134:5, 202:11 competition 114:22 competitive 52:12 compilation 111:11, complain 90:5, 211:6 complained 131:16 complaining 52:23 complains 131:18 complaint 131:18 complaint 131:13, 169:10 complaints 52:22, 132:13 complemented 75:5 complete 15:16, 103:15, 182:25, 215:10 103:15, 182:20, 2 completely 10:19, 15 177:23 111:15, 177:23 complex 27:13 complexity 63:6 compliance 86:25, compliant 38:10 complicated 133:6 complied 130:14 compliment 13:14, 189:20 comply 161:8, 166:25, complying 24:15 composed 61: 61:8 composition 173:9 comprehend 131:24 composition 1/3:9 comprehend 131:24 comprehensively 33:2 comprised 61:12, 112:19, 112:20, 112:21 compromised 204:3 compulsion 161:5, 163:10 Computsion 10113, 163:19 compulsory 12:23, 161:6, 161:8, 164:4, 184:3, 203:10, 203:23 computation 130:8 computation 130:8 concept 15:9, 111:21, 122:8, 127:21, 167:3 concepts 37:4, 126:25 concepts 37 concerned 29:7, 64:9, Concerning 64:21 concerning 64:21 concerning 64:21, 104:21, 104:22, 106:7, 121:13, 121:16, 122:19, 171:20, 176:11, 213:23, 215:24 conclude 134:1 concluded 127:1, 222:2 conclusion 51:15. 131:21, 133:2, 133:2,

conduct 11:19, 64:11, 64:21, 76:18, 216:15 conducted 12:17, 12:18, 104:16, 140:21, 200:15 conducted conducts 94:12, 121:1, conference 77:2, 80:13, 103:10 conferences 62:6 confidence 22:15, 64:16, 206:16 confidentiality 34:14, 36:15, 37:1 confirmed 173:7 conflict 32:10, 35:8, 70:21 conforming 47:14 confrontation 209:22 confronts 125:13 congress 43:10 congress congress 43:10 conjunction 121:8 connection 205:24 Connie 210:1, 222:11 consensus 61:14, 61:15, 63:16, 63:20, 67:14, 71:17, 83:23, 106:5, 174:3, 174:20, 175:5 183:2 183:8 105:5, 183:2, 183:8 consequence 67:2 conservative 88:6 consider 69:8, 101:12, 105:20, 120:15, 121:25, 122:3, 165:20 consideration 131:24, considered 64:12, considering 14:17, 25:16 considers 121:4, 173:5 consistent 52:22, 164:13, 178:22 consisting 222:5 consists 8:13, 112:17 consonant 163:25 constituted 201:6 constituted 201:6 constitutes 161:20 constitution 39:16 163:7, 163:11, 163:11, 166:5, 166:6, 166:11, 166:15, 166:20, 167:6, 166:15, 166:20, 167:6 167:8, 167:18, 190:3, 190. constitutional 38:13, 65:16, 129:15, 167:12, 167:16, 167:16, 168:9, constitutionalit 65:5 constitutionally 38:7, 43:3, 190:11 constitutions 167:13 constructive 13:6 contact 186:10 contact 186:10 contemporary 210:23 content 199:13 contentious 69:15, 81:17, 81:20 81:17, 81:20 contentiousness 69:12 contents 199:4 context 189:12, 90:15 continuation 87:5, 117:3, 117:6, 123:9, 149:24 149:24 continue 51:8, 69:3, continue 51:8, 69:3, 69:21, 69:25, 73:5, 81:22, 89:9, 133:24, 134:18, 164:14, 209:16 continued 203:21 continues 144:21, 174:16, 208:16 continuing 66:14, 68:25, 75:11, 119:9, 211:15 211:15 contract 35:25 contrary 43:16, 131:20, 164:1, 164:15, 164:17 contrast 101:9 contribute 76:21, contributing 99:7 contribution 99:4, 100:19, 214:7 butions 99:2, contributions 101:6, 115:9 control 30:18, 69:14, 133:6, 133:18, 135:20 controlled 107:23, 203:22 controlling 160:19 controversial 115:18 controversy 62:7 convenient 163:14 conversation 81:25, 94:21 conversations 117:2 convey 84:13, 93:20, 93:2 conveying 181:6 convicted 9:18 conviction 12:1, 93:1, convictions 11:12 convinced 20:10, 20:11

5-2-14TaskForce

condition 32:1, 38:1

Cook 101:19 207:21, 208:7, 213:25, 215:12 deprived 190:5 discontent 98:2 Cooley 189:10, 193:4 214:9, 214:10, 215:1, 201:21 data 78:5, 201:21 deprived 190:5 discontent 98:2 Cooley 189:10, 193:4 217:11, 220:16 date 92:9, 203:15 deprives 161:19, 162:9 discuss 58:10, 174: copies 79:21 court's 19:13, 79:23, Davenport 42:23, 47:3, Derian 2:21, 211:20, 175:3 core 74:9, 141:22, 130:14, 135:20, 135:10, 154:4 17:7 David 2:4, 31:9, 31:12 derivations 109:5 discussed 3:9, 23:2 156:3, 156:4, 163:19, 149:17, 150:24, 151:4, David 2:4, 31:9, 31:12 derivations 109:5 4!4:14, 668:4, 75:14,	3, E
Cooley 189:10, 193:4 214:9, 214:10, 215:1, 217:11, 220:16 data 78:5, 201:21 date deprives 161:19, 162:9 discredited 170:6 copies 79:21 court's 19:13, 79:23, 130:14, 135:20, data 78:5, 201:21 deprives 161:19, 162:9 discredited 170:6 discuss 39:12, 20:16 data 78:5, 201:21 depth 9:2 discuss 68:01, 174: copies 79:21 court's 19:13, 79:23, 130:14, 135:20, Javenport 42:23, 47:3, 47:7 Derian 2:21, 211:20, 211:21, 218:10 discussed 3:9, 23:2	3 F .
copies 79:21 court's 19:13, 79:23, Davenport 42:23, 47:3, Derian 2:21, 211:20, 175:3 core 74:9, 141:22, 130:14, 135:20, 47:7 211:21, 218:10 discussed 3:9, 23:2	
[100.0, 100.1, 100.1], [100.2], 101.1, [00.2], 101.1, [00.2], 101.1], [00.0], [00.0]	
189:21 197:11 Davis 200:3 describe 23:1, 23:12, 103:18, 104:6, 170:	5, e-journal 17:14,
corner 127:6 Courtade 2:4, 27:5, de 148:16 172:20 174:2, 174:24 corporate 52:13, 27:5, 27:10, 31:7, de-politicize 214:18 deserve 51:8, 201:5 discussing 210:25	17:25, 44:5 e-mail 5:20, 43:24,
134:16, 207:14 31:7, 31:8, 54:17, deadline 124:19 designed 30:14, 203:17 discussion 22:25,	44:5, 44:18, 48:20,
corporation 22:24, 61:18, 64:23 deal 8:17, 25:7, desirable 162:19 24:20, 24:24, 25:21 133:11, 207:16, 212:2 courtesies 152:4 82:13, 107:18, 148:18, despite 32:22, 92:22, 26:25, 69:4, 88:4,	, 48:23, 60:12, 116:24, 175:4, 195:1, 212:7,
corporations 133:19 courthouse 36:9, 208:17 178:2 97:10, 103:15, 103:	24, 212:19, 216:13,
corralled 156:14 104:15 dealing 104:20, detailed 35:13, 151:11 110:9, 132:24, 133: 18:18, 32:24, 47:15, courts 31:17, 31:18, 122:15, 139:5, 143:20, detailed 35:13, 151:11 110:9, 132:24, 133: 18:18, 32:24, 47:15, courts 31:17, 31:18, 183:3, 205:14, 209:18 83:10, 130:24 191:19, 208:3	1, 220:10, 221:12, 221:14 10, e-mailing 69:6
18:18, 32:24, 47:15, courts 31:17, 31:18, 183:3, 205:14, 209:18 83:10, 130:24 191:19, 208:3 49:10, 59:11, 145:12, 34:4, 35:18, 39:19, dealings 142:12 determination 45:16, discussions 23:16,	e-mails 175:2, 180:16, 180:19
154:23, 157:23, 165:4, 39:21, 39:24, 40:8, deals 75:12, 124:9 53:21 110:12, 110:19	e-news 44:5
165:5, 184:4, 222:6 40:11, 41:11, 46:1, dealt 207:2 determine 87:18, 214:5 disestablished 163: correctly 46:18, 53:5, 54:22, 54:22, dearth 186:16 determine 133:9 dishonest 32:9	24 earlier 108:21, 139:18, 176:21,
136:20, 188:14, 200:20 55:20, 65:2, 78:19, death 69:14 determines 42:25 disingenuous 115:3,	178:10, 196:7, 200:14,
correspondence 12:20 78:20, 78:24, 79:2, debate 44:2, 47:16, determining 4:23, 115:7, 115:16 cost 52:4, 52:10, 166:18, 167:22, 47:21, 91:14, 122:4, 82:18, 86:19, 88:25 dismayed 97:3	207:8 earn 161:13
70:23, 70:23, 72:25, 169:21, 171:3, 171:4, 122:9, 160:17, 162:12 detrimental 102:23 dismissal 12:7 143:22 171:5, 191:4, 191:6, debates 16:7 Detroit 31:14, 91:18, dismissed 178:25,	ears 89:2 easier 45:15
costs 97:22, 148:6, 192:2, 192:11, 192:20, debating 124:24, 127:3 96:9, 96:10, 102:13 207:12, 207:24	easily 44:4, 108:23,
200:24 194:20, 196:22, decades 82:17, 178:11, develop 85:3 disparate 134:4, couldn't 9:11, 52:25, 196:23, 196:24, 178:14, 178:15 developed 82:17, 143:20	178:25, 180:20 East 39:6
55:14, 60:14, 60:15, 198:22, 200:24, December 205:15 200:21 dispatched 79:9	Eastern 114:20, 115:12
207:21 coverage 34:22 221:22 187:2 dispersing 125:2	easy 55:23, 97:24 echoing 182:8
council 61:11, 61:12, covered 171:18 decided 5:25, 41:15, development 201:1 disposition 201:24, 61:14 Cranmer 1:16, 4:3, 129:23, 201:23, 201:24, developments 141:8 202:2	economic 32:20, 36:2, 117:18
counsel 63:25, 79:18, 4:3, 18:17, 19:10, deciding 201:23 Dick 189:14, 189:16 disproportionate 21	4:6 economics 201:19
98:9, 107:5, 121:10, 46:8, 65:24, 81:5, decision 15:13, 30:12, Dickinson 84:3 dispute 204:14 123:3, 147:15, 151:9, 157:14, 157:16, 158:3 30:13, 42:3, 66:22, dictation 30:17 dispute 78:18	Ed 121:18, 133:20, 140:12, 149:16, 210:4
152:17, 152:25, create 24:4, 43:21, 69:1, 87:17, 88:19, Diehl 179:12 disregard 199:20	edition 199:4
154:11, 154:15, 79:25, 133:13, 167:17, 90:17, 97:12, 105:18, difference 37:7, disrepute 113:21 154:22, 154:24, 155:3, 172:2 106:25, 109:1, 150:25, 141:11, 145:23, disrespectful 104:2	
220:4 created 171:24 152:13, 194:4, 195:20, 186:14, 194:18, disseminated 191:15 counsel's 174:12 creates 117:13 197:24 194:19, 196:19, 197:8, dissent 20:13, 42:2	education 66:14,
counseling 35:4 creating 10:14, 175:8 decision-making 22:8, 211:1 54:2, 57:9, 195:17	211:15
count 7:21 creation 150:16 23:12, 111:7, 123:24 differently 192:4, dissented 48:2, 48: counties 114:16, creative 125:5, 178:4 decisions 38:6, 61:13, 195:21 dissenters 43:14,	4 educational 63:15, 141:8
114:17, 114:21, creators 173:8 61:16, 62:2, 62:17, difficult 3:8, 27:17, 43:17, 218:4	Edward 2:9, 2:16,
117:16, 118:10, 201:6 113:23, 185:19, 186:13 88:19, 94:23, 97:4, 144:22, 181:9 43:8, 43:9, 43:13,	84:2, 149:11 Edwardsburg 72:11
county 84:8, 101:19, 117:15, 144:24, credit 121:17, 121:21, 126:20 106:13, 123:25, 172:4, 172:25, 173:4, 201:22, difficulty 102:8 43:22, 90:10, 217:2 distilled 109:16	effect 13:21, 77:10, 81:15, 81:25, 82:2,
179:15, 206:4, 209:25, creed 30:21 217:1, 217:5 dilemma 208:7 distinct 155:12	82:5, 130:19, 131:12,
210:2, 210:3, 210:4, crept 82:21 Declaration 168:1 dilute 45:8 distinction 42:22, 210:7, 210:8, 210:11, crime 9:21, 11:25 declared 197:25 diplomacy 83:9 44:13, 196:25	152:15, 170:2 effective 61:6, 64:20,
212:3, 215:9, 215:11, crimes 9:18, 9:23, dedicated 134:16 direct 78:21, 132:10, distinctions 30:20 219:8, 222:4 11:20, 170:1, 171:6 deduction 130:9 139:16 distinguished 153:2	65:18, 65:21, 66:1,
couple 6:14, 21:19, criminal 9:24, 11:11, deeper 15:8 directed 173:20, 176:7 distributing 208:10	effectively 22:3,
24:19, 52:18, 64:3, 11:19, 13:5, 79:18, default 112:6 direction 48:21, distribution 175:9 78:3, 83:7, 98:9, 82:15, 82:19, 171:5, defend 43:5, 59:19, 97:23, 122:18, 147:25, district 31:18, 76:	80:24, 148:3, 161:20, 10, 184:12, 184:12
108:21, 108:21, 179:18, 180:3, 182:15, 147:1 197:11 77:4, 79:8, 79:14,	effectiveness 213:4,
112:23, 140:15, 184:25, 185:10, defendant 207:14 directions 183:8 81:14, 81:24, 160:1 153:12, 215:13 185:16, 187:12, defendants 79:18, directly 6:3, 20:25, 164:24, 175:8, 193:	
course12:25, 17:21,191:20, 192:6, 209:14,202:133:14, 42:15, 70:25,207:9, 208:6101:22, 110:13,209:20Defender22:22,106:11, 132:15,disturbed215:18	efficacy 89:9 efficient 26:14
113:25, 166:14, criminalized 64:18 177:11, 178:9 139:15, 146:20, 175:4, diverge 180:14	efficiently 22:3,
168:15, 170:1, 177:21, 192:5, 221:19 crisis 65:17 criteria 17:3, 168:24 defending 191:14 defense 57:23, 61:10, director 1:19, 3:21, diverse 85:1, 92:25 117:17, 173:1, 173:	6, 89:18 6, effort 93:14, 122:23
courses 211:13 critical 10:12, 22:10, 61:12, 63:11, 63:20, 18:16, 75:18, 75:23, 174:18, 176:15, 213	
court1:1, 1:10, 3:13,22:13, 27:18, 112:18,79:13, 79:25, 83:3,76:2, 98:8, 101:17,diversity125:15,3:15, 4:13, 5:2, 5:7,113:16, 130:21, 180:1298:21, 178:12, 178:16,101:25, 121:9, 132:25,126:4, 164:1, 170:1	125:3, 185:9 1, eight 50:16, 157:4
8:5, 8:6, 10:8, 11:18,criticism 15:11178:19, 179:18,138:21, 141:14,170:12, 170:13,11:22, 20:2, 20:21,criticized 130:21182:15, 191:17,146:22, 147:9, 168:13,170:14, 173:9, 173:	Einhorn 2:7, 50:1,
21:5, 28:11, 28:20, crossed 195:8 191:18, 191:20, 192:6, 169:14, 194:3, 200:19, 173:11	54:12, 54:16, 55:9,
29:22, 31:18, 33:5, crossing 71:18 210:9 212:7 diverted 98:19, 98: 36:8, 38:6, 39:13, Crossroads 77:21, defenseless 191:11, directors 212:10 divide 99:3	20 55:19, 57:16, 58:18, 58:23, 59:12, 60:23,
39:18, 39:23, 41:15, 77:22, 81:9, 84:11, 191:15 dirty 86:23 Division 179:15, 21 41:23, 42:3, 42:17, 84:25 defensible 42:23, disability 34:1, 96:20 do-good 96:8	0:9 60:24, 61:18, 64:23,
42:24, 43:2, 43:12, CSR-2709 222:11 44:15, 45:4, 47:6, disadvantage 148:17 docket 56:11, 76:25	
44:24, 44:25, 45:13, Cultural 206:3 47:13 disagree 14:6, 16:9, documenting 211:7 48:14, 50:13, 55:12, cumbersome 15:3, 30:5, defer 135:14 26:23, 43:14, 48:10, dollars 107:16	23:23, 24:1, 24:9, 26:22, 51:18, 57:21,
55:15, 56:15, 57:2, 58:22, 58:24 deficiencies 217:18 54:2, 54:4, 55:2, don 186:5	67:9, 106:7, 111:17,
57:5, 64:24, 65:1, curiosity 38:4 define 20:23, 88:1, 55:10, 56:22, 125:10, donate 100:25, 101: 65:2, 65:20, 68:20, curious 36:16, 57:11, 159:3 155:7, 182:1, 184:17, 115:11	2, 122:10, 143:7, 143:9, 143:10, 148:10,
68:20, 68:21, 69:13, 165:9, 168:16 defined 87:24, 190:14, 187:23, 195:16, 199:12 doorstep 91:1 69:16, 70:24, 70:25, current 9:9, 13:23, 197:11 disagreed 41:19, downfall 163:23	148:15, 151:8, 152:11, 152:13, 156:23,
73:7, 75:8, 75:15, 18:14, 18:15, 21:25, definitely 123:8 102:24 downs 109:10	170:24, 180:6, 183:20,
75:16, 75:17, 76:5, 22:5, 26:6, 29:12, definition 161:4, disagreeing 197:4 dozen 31:17, 31:18 76:17, 78:5, 78:11, 33:12, 50:4, 119:17, 188:19, 188:20, 190:8 disagreement 155:9 draft 24:6, 43:22	184:13, 211:24 either/or 46:4
79:1, 79:25, 80:1, 128:22, 129:1, 130:17, degree 13:13 disagrees 162:14 drafted 137:14 81:14, 81:15, 81:24, 149:20, 149:25, deliberate 26:3 disappear 84:21 drafting 65:10	elaborate 23:18
deliberately 217:13 disappoint 136:15 dramatically 200:11 disappoint 136:15 disappoint 136:15 dramatically 200:11	
83:3,'100:2,'102:4,' 160:18,'164:15,' deliberately 217:13 disappoint 136:15 dramitically 200:11 104:12,'112:22,'113:1,' 164:16,'164:17,' deliberation 173:5 disappoint 136:15 dramitically 200:11 113:2,'117:4,'117:10,' 171:12,'176:15,'201:4,' deliberations 216:20 disabding 116:10 dramitically 200:11	elected 61:11, 61:25, 94:25
117:13, 117:14, 217:7 deliberative 86:19, discharge 129:5, drawn 69:25, 194:23	, Election 213:17
128:21, 128:25, currently 19:3, 29:15, 125:23, 127:2, 173:14, 134:13 194:23 129:14, 129:18, 45:5, 47:12, 77:6, 174:19, 176:16 disciplinary 9:7, drew 200:17, 200:19	elections 81:21, 158:18, 215:1, 215:6,
129:19, 129:21, 149:18, 164:25, delighted 202:25 34:10, 75:4, 134:22, driving 185:14 129:24, 130:3, 130:16, 175:11, 201:5, 201:11 delivering 12:3 135:1, 135:5, 144:4, due 5:8, 53:9, 190:	215:25
131:7, 132:11, 132:15, curtailing 64:21 delivery 11:6, 11:15, 145:2, 145:10, 147:20, 213:23, 215:24	200:16, 200:21,
133:18, 133:23, 137:3, custodial 179:22, 16:25, 213:3, 213:24, 169:18 dues 9:14, 10:7, 137:13, 139:4, 139:16, 182:6 213:24, 214:2, 214:3, discipline 13:10, 13:23, 20:15, 45:11	200:22, 222:8 element 162:15, 162:15
141:25, 142:14, custody 10:14 214:13, 218:2 35:7, 75:9, 96:6, 46:12, 46:20, 46:21	, elements 22:5
142:17, 143:6, 143:9, democracy 105:7 135:14, 135:20, 136:8, 75:19, 98:16, 130:1	0, 189:18
143:25, 144:14, D democratic 30:23 138:19, 138:22, 140:3, 140:9, 140:1 145:16, 145:18, D demographics 173:8 139:13, 140:2, 140:10, 142:2, 143:2, 143:2	0, Elizabeth 80:11, 107:7 4, Elkhardt 72:13
145:20, 145:21, demonstrate 173:24 141:13, 141:13, 143:14, 147:21,	Ellsworth 1:18, 3:23,
146:21, 146:22, 147:6, D.C 160:11, 165:11, demonstrates 131:21 141:19, 141:24, 142:2, 150:22, 161:12, 147:8, 148:11, 148:15, 165:17 denied 161:8, 162:17, 143:2, 143:7, 143:15, 161:18, 163:20,	3:23, 18:9, 67:6, 67:15, 67:22, 134:19,
148:18, 150:6, 150:13, daily 109:23 162:17, 162:20 143:15, 143:16, 168:24, 169:3, 169:	6, 136:2, 145:17, 147:7,
	149.6 153.9 153.19
160:12, 161:24, 163:15, 163:18, 164:6, damage 34:21 denies 161:12, 192:21 143:21, 144:9, 144:15, 175:12, 190:16, 191 163:15, 163:18, 164:6, Dan 210:6 dental 100:11, 107:14 144:25, 145:19, 194:15	
160:12, 161:24, 163:15, 163:18, 164:6, 167:15, 169:19, 169:23, 170:7, 171:1, damage 34:21 Dan 210:6 Daniel 192:12 denies 161:12, 192:21 dental 100:11, 107:14 143:21, 144:9, 144:15, 144:25, 145:19, 144:25, 145:19, 145:24, 147:13, 175:12, 190:16, 191 194:15 169:23, 170:7, 171:1, 169:23, 170:7, 171:1, Daniell 1:17, 4:1, 145:24, 147:13, duplication 25:23 duplication 25:23	164:20, 164:25, 165:3, , 165:6, 165:9, 165:22.
160:12, 161:24, 163:15, 163:18, 164:6, 167:15, 169:19, 172:22, 172:24, 173:13, damage 34:21 Dan 210:6 denies 161:12, 192:21 143:21, 144:9, 144:15, 145:24, 147:14, 144:15, 145:19, 194:15 175:12, 190:16, 191 194:15 167:15, 169:19, 169:23, 170:7, 171:1, 772:22, 172:24, 173:13, 197:17, 197:17, 197:18 dentists 100:12 denying 192:19 143:21, 144:9, 144:15, 145:24, 147:13, 145:24, 147:13, 145:24, 147:13, 147:14, 147:23, 148:5, 147:14, 147:23, 148:5, 122:202:14	164:20, 164:25, 165:3, 165:6, 165:9, 165:22, 165:25, 166:4, 167:5, 167:10, 169:10, 160:10, 169:100; 169:100; 169:100; 169:100; 169:100; 169:10
160:12, 161:24, 163:15, 163:16, 164:6, 167:15, 169:19, 169:23, 170:7, 171:1, 172:2, 172:24, 173:13, 179:15, 194:15, 197:17, 197:17, 197:18, 194:15, 194:15, 144:19, 144:19, 144:15, 194:14, 194:15, 194:14, 194:15, 194:14, 194:15, 194:14, 19	165:25, 166:4, 16/:5, 167:10, 168:10, 196:15, 196:25, 197:14
160:12, 161:24, 163:15, 163:18, 164:6, 167:15, 169:19, 172:2, 172:24, 173:13, 179:24, 180:6, 194:3, damage 34:21 Dan 210:6 Daniel 192:12 denies 161:12, 192:21 dental 100:11, 107:14 143:21, 144:9, 144:15, 145:24, 147:13, duplication 25:23 175:12, 190:16, 191 194:15 169:23, 170:7, 171:1, 172:2, 172:24, 173:13, 179:24, 180:6, 194:3, Danielle 1:17, 4:1, dery 10:22, 45:24 143:21, 144:9, 144:15, 145:24, 147:13, dery 10:22, 45:24 194:15 duplication 25:23 duplication 25:23 179:22, 172:24, 173:13, 179:24, 180:6, 194:3, dark 59:4, 59:8, department 146:3 disciplined 73:5, duption 25:5,	165:25, 166:4, 167:5, 167:10, 168:10,

5-2-14TaskForce

Page: 227 emergency - gun

emergency 90:3 emeritus 166:3 reizes 86:1 examination 82:11, emphasizes 86:1 employ 198:5 employed 138:18, 161:22 enact 64:17 enacted 57:5, 65:1, encourage 26:8, 76:24, 158:17, 158:18 encouraged 158:24 encouragement 159:6 encouragement 159:6 ended 23:16 ending 32:23 ends 154:7 enforce 166:19 enforcing 106:23 engage 66:21, 86:17, 124:23 engaged 130:7, 140:7, 213:10 engaging 64:11 Engelhardt 2:7, 60:25, 61:1, 61:1, 61:2, 65:24, 66:10, 67:5, 67:12, 67:16, 67:23 engender 110:9 bi. 65:24, 67:12, 67:10, enginder 110:9 engine 85:21 English 36:6 engraved 139:23 enhance 175:9, 176:12 enjoy 164:14, 164:14 enlarging 198:20 enormous 143:22, '4:23, 148:6 -1y 128:16, -13 entirely 9:8, 10:5, 40:20, 75:4 entitled 130:18 entity 110:9, 134:9, 171:2 enumeration 166:10 equal 215:21 equality 167:18, 167:20 equally 22:12, 61:12, 62:9, 74:4, 214:15 equipped 134:8 equipped equivalent 166:13 eras 110:21 Eric 170:14 especially 46:1 espousing 157:6 essence 66:5 essential 39:15, 40:15, 46:16 essentially 14:5, 62:23, 70:22, 79:9, 212:11 establish 86:24 established 4:10, 87:12, 120:19 establishes 120:21, establishing 8:7. estate 206:7 estate 206:7 esteemed 62:15 et 35:14, 97:10, 98:5, 99:9, 200:16, 207:17 ethic 140:17 ethics 34:14, 35:3, 35:6, 36:23, 84:17, 86:2, 140:17, 140:18, 143:21, 211:13 evaluated 168:25 evaluation 169:7, 169:8 voy:8
evaluations 141:17
evaporated 47:23
eventually 23:17,
80:15, 83:15, 84:21,
221:21 221:21 everybody 4:18, 4:19, 6:11, 14:3, 49:4, 77:7, 83:22, 87:21, 154:1, 170:18, 188:6, 188:6, 218:10, 220:11, 220:13 220:13 everyone 7:5, 7:6, 177:21, 181:10, 182:20, 183:5, 184:7, 195:5, 203:8, 203:23 everyone's 91:1 everyone's 91:1 everyone's 91:1 everyone's 91:1 everyone's 91:1 16:7, 58:5, 81:15, 94:18, 109:7, 109:21, 180:21, 206:21, 221:17 everyonere 102:14. everywhere 102:14, 201:17 evidence 8:24, 212:17, 213:9, 213:11 evident 183:12 evolves 24:24 exact 5:21 exact 5:21 exactly 126:16, 132:2, 156:25, 159:22

examination 82:11, 82:20, 113:8 examine 63:12 examine 133:5, 166:21 Examiners 135:21 example 9:5, 9:17, 12:25, 14:10, 51:13, 55:21, 63:2, 64:7, 66:22, 67:20, 120:11, 131:5, 157:1, 157:12, 187:12, 188:24, 189:13, 196:12, 198:24 examples 9:13, 51:20, 64:4, 66:1, 189:4, 64:4, 66:1, 189:4, 214:8 214:8 exceeds 202:9 excel 139:10 excellent 65:25, 79:21, 122:18, 122:25, 123:8, 125:15, 158:4, 177:19 excent 15 except 15:24, 109:19, 126:16, 166:13, 193:17 exception 213:16, 215:20
exceptionally 183:13
exceptions 62:13, 90:18 excess 150:14 excess 150:14 exchange 209:22 excluding 34:15 exclusive 11:13, 61:22 excuse 27:23, 77:22 executive 1:19, 3:21, 18:16, 62:8, 62:12, 62:22, 63:13, 65:4, 75:18, 75:23, 76:2, 80:16, 85:7, 97:8, 98:8, 101:17, 101:25, 103:9, 103:10, 103:25, 104:5, 121:9, 132:25, 146:1, 168:13, 169:14, 194:3, 200:19, 212:6 exercise 146:9, 164:9 excised 146:18 exigent 104:3 exigent 104:3 exist 47:25, 53:5, 209:19 existed 167:25 existence 112:4, 113:22, 118:12, 150:4, 168:2 168:2 existing 153:10, 153:11, 153:12, 202:9 exists 40:23, 41:12, 163:9, 178:9, 184:3 expand 11:10, 198:14, expende 11:10, 1961.14, 200123 expansion 78:23 expected 206:21 expedite 124:25 expenditures 198:9 expensive 99:24, 215:6 experience 22:7, 23:11, 27:21, 28:5, 40:11, 62:18, 68:18, 74:20, 76:14, 79:8, 80:25, 84:6, 84:11, 88:2, 112:14, 153:14, 159:20, 183:3 experiences 134:5, experiences 134:5, 173:11 expert 63:10, 186:3, **expertise** 28:6, 28:12, 31:2, 63:5, 190:23 **experts** 62:20, 63:9, 65:00 experts 62:20, 63:9, 65:8 expired 12:10 explain 52:1, 84:22 explaining 196:4 explanation 26:21 explored 9:2 express 21:18, 25:14, 53:16, 53:24, 56:22, 91:22, 93:4, 93:18, 94:15, 94:22, 94:25, 116:25, 150:7, 152:2, 155:9, 158:13, 159:18, 181:25 181:25 expressed 93:7, 139:15, 150:16, 214:20 expressing 51:12 expunge 11:11 extend 37:24, 66:4 extend 37:24, 68:4 extensive 61:17 extent 15:21, 18:21, 71:16, 76:25, 196:5 extra 13:23, 66:16, 186:2 extraction 163:20 extraction 163:20 extraordinarily 73:14 extrapolate 93:16 extreme 194:10, 199:9 extremely 71:1, 119:10, 142:20 extremes 97:25 _____ F fabric 142:5 facing 91:21, 208:7 factor 215:5 Faculty 41:1 fails 156:10 41:15 failsafe 54:13

failure 175:20 fair 39:12, 41:11, 45:22, 192:9 fairer 173:16 fairly 22:16, 160:20, 173:11 fairness 190:7, 190:8 Tairness 190:7, 190:8 fait 104:25 faith 21:4, 30:20 Falk 7:25, 7:25, 8:1, 8:2, 8:3, 8:9, 8:11, 12:11, 12:12, 13:12, 13:16, 15:15, 15:23, 14:55 12:11, 12:12, 13:12, 13:16, 15:15, 15:23, 16:5, 16:7, 16:18, 18:5, 18:7, 18:9, 18:12, 18:17, 18:25, 19:24, 20:20, 21:11, 21:12, 26:15, 29:17, 30:12, 30:13, 38:6, 48:17, 51:13, 52:22, 57:3, 66:22, 89:5, 97:2, 97:6, 97:24, 107:18, 110:15, 110:15, 130:11, 174:14, 187:22, 197:24, 200:9, 200:12, 202:18, 202:19 Falk's 26:20, 130:13 Falk-type 200:7 fall 66:19, 66:21, 67:3, 198:17 familiar 8:2, 74:21 Faction 2:15 67:3, 198:17 familiar 8:2, 74:21 Familiar 8:2, 74:21 family 11:22, 11:23, 13:4, 74:3, 161:10, 209:25, 210:2, 210:7 fam 50:21, 54:22 far 202:10 Farming 11:10 Farmington 31:10 Farms 149:12 Farrell 50:3 Farms 149:12 Farrell 50:3 fascinating 210:11 fashion 204:4 fast 124:15 fastidiously 23:20 fault 60:4, 136:13 favor 19:25, 26:14, 56:24, 119:13, 149:24, 153:25, 165:10, 166:16, 180:24, 183:12, 202:1, 205:10, 217:24, 218:3 fear 146:8, 160:14 February 4:10, 5:9, 5:9, 5:12, 199:4 federal 39:19, 42:5, 163:8, 163:11, 166:6, 167:18, 167:22, 167:24, 168:2, 192:5, 208:25, 209:2, 209:9 federally 106:23 feed 127:18 feel, 210:2 feeder 127:18 feel-good 122:13, 141:10 feel-good 122:13,

 141:10

 feeling 70:10

 feels 204:10

 fees 51:22, 51:23,

 51:23, 99:16, 99:17,

 107:16

 fellow 138:24, 138:25,

 107:16 fellow 138:24, 138:25, 210:9 felonies 9:21 felony 9:19, 82:19 feld 64:13, 64:14, 104:24 Fenner 193:9 Ferris 41:15 Fershman 79:22 fervent 203:9 fidelity 173:24 field 94:13, 101:1, 103:6, 219:18 fight 83:18, 97:18, 97:18, 97:20, 178:12 fighting 80:7, 80:8 figure 51:7, 138:10, 144:19 figures 142:25 figuring 51:5 file 20:14, 132:13, 189:3, 200:22, 208:1, 209:12, 209:16 filed 43:9, 205:19, 207:14 files 169:10 filing 20:4, 20:5, 62:5, 200:17, 200:21, 208:11, 209:15, 209:17 fill 41:2 filed 62:11, 147:8 final 110:22, 111:6, 120:10, 123:24, 127:25, 150:11, 155:24, 174:17, 176:16 finally 10:8, 32:2, 34:17, 211:23 financial 32:11, 145:11, 145:23, METROPOILITA

failure 175:2

146:20, 164:9, 165:21, 199:20 financially 115:9 finding 209:10 fine 17:16, 26:22, 54:10, 57:1, 88:10, 170:9, 189:6, 207:2 finished 111:25 firm 50:2, 72:23, 84:3, 96:10, 108:8, 125:16, 128:5, 141:22 firmly 176:5 firms 41:3, 41:7, 52:13, 52:14, 101:22, 101:23, 126:7, 126:10 fiscal 145:14, 146:2, 146:3, 146:22 fit 7:23, 42:5, 148:9, 174:13, 183:21 fitnes 11:1, 73:2, 135:22, 140:8 fits 183:20 five 7:10, 7:21, 24:1, 45:13, 51:20, 83:13, 114:21, 114:23, 115:1, 114:21, 114:23, 115:1, 114:21, 114:23, 115:1, 114:16, 114:16, 114:21, 114:23, 115:1, 116:18, 118:10, 122:48, 124:16, 135:21, 149:5 five-page 130:23 fix 83:1, 206:24, 217:17 fix-d 80:20, 132:3, 207:1 flat-footed 100:1 146:20, 164:9, 165:21 199:20 flat-footed 100:1 flattering 82:13 flawed 14:23 flood 107:5, 212:19 floot 163:5 flowery 13:17 flux 193:17, 194:2 fly 178:5 focus 37:12, 38:21, 128:13, 129:22 focused 150:21 foibles 150:21 foibles 36:24, 70:23, 154:3, 158:13, 159:18, 159:18, 186:4, 186:4, 186:9, 212:11 flat-footed 100:1 212.11 c12:11
follow 14:9, 19:13,
21:4, 138:11, 138:15,
194:7, 194:8 194:7, 194:8 follow-through 185:4 follow-up 19:12, 108:20 followed 15:2, 195:6 follower 189:15 follower 189:15 force 1:10, 1:14, 3:6, 3:18, 4:10, 4:12, 4:15, 4:12, 5:3, 5:10, 5:10, 6:5, 6:7, 6:19, 8:8, 8:12, 8:13, 21:17, 22:11, 37:17, 39:8, 43:20, 61:3, 62:4, 64:3, 65:20, 76:12, 77:22, 78:22, 81:9, 84:12, 84:15, 84:25, 85:17, 91:11, 91:19, 92:6, 92:11, 96:2, 96:23, 110:1, 114:13, 116:24, 118:12, 118:24, 119:12, 128:12, 134:24, 138:7, 163:24, 170:22, 171:17, 173:21, 175:23, 176:10, follow-through 185:4 175:23, 176:10, 179:14, 179:16, 179:14, 179:16, 179:21, 182:6, 182:10 183:11, 186:7, 192:22 211:22, 212:5 forced 34:6, 214:10 forces 179:11, 182:5, foreclosure 208:8, 208:12 foretell 172:25 forever 136:10 forget 163:5, 167:23 forgot 195:3 forgotten 36:8 formal 63:17 format 187:2 formed 5:10, 8:6, 150:7 former 43:7, 79:21, 84:12, 119:2, 146:11, 149:16, 179:13, 192:5 219:6, 219:7 49._ 19:6, 215 43:7 forms 43:7 formulate 15:18 forth 4:12, 50:11, 52:24, 53:17, 60:12, 103:10, 15:14, 160:16 forward 20:5, 26:24, 79:3, 94:5, 102:21, 115:11, 123:2, 156:16, 157:5, 158:20, 178:23, 180:25, 183:21, 195:22, forms Foundation 133:7 Fourth 45:1

_		
1	<pre>frame 90:19, 131:15 framework 200:7,</pre>	
	202:19	
	Franck 132:25	
	frankly 68:17, 69:12,	
	97:2, 107:20, 154:25,	
	fraud 171:4 free 7:22, 42:16,	
	45·23, 99·11, 106·9,	
	45:23, 99:11, 106:9, 115:6, 142:21, 206:7 freedom 45:18, 74:9,	
	freedom 45:18, 74:9,	
	161:9, 167:4, 172:12,	
	172:19, 172:20,	
	115:6, 142:21, 206:7 freedom 45:18, 74:9, 161:9, 167:4, 172:12, 172:13, 172:13, 172:19, 172:20, 189:18, 189:21, 200:11 freedoms 164:13 freedoms 164:13	
	freedoms 164:13	
1	freely 160:25, 161:1, 162:10, 162:10, 162:15, 162:20, 163:2,	
	162:15, 162:20, 163:2,	
	log:0 frequent 174:23 frequently 124:1, 136:7, 210:15, 210:16 fresh 15:6, 199:6 Friday 1:12, 3:2, 222:9	
1	136:7, 210:15, 210:16	
	fresh 15:6, 199:6	
1	Friday 1:12, 3:2,	
1		
	<pre>front 20:1, 104:17, 145:14, 152:16, 154:17, 180:21, 208:23 fruition 186:9 fruition 2010</pre>	
	154:17, 180:21, 208:23	
	fruition 186:9	
	fueled 85:21 fulfill 198:4	
	full 35:11, 57:13,	
	165:6, 165:8, 165:22 full-time 148:5	
	full-time 148:5	
	<pre>fully 150:10, 184:1, 215:3</pre>	
	function 9:8, 10:21,	
	35:5, 38:24, 40:5,	
	40:11, 44:17, 45:9,	
	function 9:8, 10:21, 35:5, 38:24, 40:5, 40:11, 44:17, 45:9, 71:2, 73:3, 126:24, 141:3, 143:14, 196:24,	1
	198:4	
	functional 41:11	
	functioning 69:3,	
	141:3, 143:14, 196:24, 198:4 functional 41:11 functioning 69:3, 69:9, 191:4, 191:6, 192:1, 192:10, 196:22, 197:5	
,	197:5	
	197:5 functions 4:24, 22:2, 50:19, 75:10, 120:24, 139:3, 141:13, 145:2, 163:19, 171:21, 173:18, 175:24, 176:6, 198:17, 202:14 fund 9:8, 34:19, 75:3, 98:20, 99:3, 100:21, 141:1, 205:17 fundamental 131:19	
	50:19, 75:10, 120:24,	
	163.19, 171.21,	
	173:18, 175:24, 176:6,	
	198:17, 202:14	
	fund 9:8, 34:19, 75:3,	
	141:1, 205:17	
	fundamental 131:19	
	fundamental 131:19 funded 10:6, 142:14	
,	fundamental 131:19 funded 10:6, 142:14 funding 55:7, 168:7 funding 193:1	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:15, 194:13,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 196:21, 197:2,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 193:15, 194:13, 195:13, 195:25, 196:13, 195:21, 197:2, 197:13	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 cather 5:14, 52:15	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 gee 100:15 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 147:15, 207:15, 209:23, 210:3, 220:23	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 gee 100:15 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 147:15, 207:15, 209:23, 210:3, 220:23	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Gary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:16, 99:16, 104:13, 119:20, 121:14, 122:19, 123:11, 207:15, 209:23, 210:3, 220:23 general's 155:1 generally 46:12, 70:17 generated 128:12	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 196:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Garvey 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:18, 99:18, 104:13, 119:20, 121:14, 122:19, 123:11, 123:12, 147:15, 207:15, 209:23, 210:3, 220:23 general's 155:1 general's 155:1 gen	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Gaary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 gee 100:15 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 147:15, 207:15, 209:23, 210:2, general's 155:1 general's 155:1 generale 128:22 generalen 219:24 gentleman 219:24 gentleman 219:24 gentleman 19:24 gentleman 19:24	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Gary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:18, 99:18, 104:13, 119:20, 121:14, 122:19, 123:11, 207:15, 209:23, 210:3, 220:23 general's 155:1 general 19:24 gentlemen 149:15 george 2:14, 128:4,	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:22, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 123:12, 127:12, 207:15, 209:23, 210:13, 220:23 general's 155:1 geographic 173:9 George 2:14, 128:4, 138:11	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:22, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 123:12, 127:12, 207:15, 209:23, 210:13, 220:23 general's 155:1 geographic 173:9 George 2:14, 128:4, 138:11	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:22, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 123:12, 127:12, 207:15, 209:23, 210:13, 220:23 general's 155:1 geographic 173:9 George 2:14, 128:4, 138:11	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 128:3 Garretson 2:20, 189:9, 189:10, 189:11, 192:25, 193:3, 193:8, 193:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 general 15:23, 21:20, 31:13, 34:16, 82:22, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 123:12, 127:12, 207:15, 209:23, 210:13, 220:23 general's 155:1 geographic 173:9 George 2:14, 128:4, 138:11	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21	
	funded 10:6, 142:14 funding 55:7, 168:7 funny 193:1 future 124:22, 172:25, 200:8, 202:21 Gage 206:4, 208:23 gain 18:2 Gardella 2:13, 118:21, 118:22, 118:23, 123:16, 123:17, 123:21, 125:10, 128:2, 123:16, 123:17, 123:22, 138:17, 139:15, 194:13, 199:15, 194:13, 195:15, 194:13, 195:13, 195:25, 196:13, 196:21, 197:2, 197:13 Garvey 30:5 gather 5:14, 52:15 gave 5:7, 47:9, 113:22, 138:22, 139:1 Geary 2:10, 91:6, 91:7, 91:8, 94:10, 94:14, 94:17, 95:5 gee 100:15 general 15:23, 21:20, 31:13, 34:16, 82:23, 88:18, 99:18, 104:13, 119:20, 121:14, 122:12, 147:15, 207:15, 209:23, 210:3, 220:23 general's 155:1 general's 155:1 gener	

21:14, 21:16, 25: Gillett's 101:10, given 6:8, 12:8, given 6:8, 12:8, 26:21, 47:22, 48:8, 73:6, 87:20, 97:23, 108:17, 139:6, 142:8, 175:13, 175:24, 186:1: gives 12:16, 33:13, 130:24 186.12 130:24 giving 100:24, 133:11, 155:4, 162:10, 162:20, 168:8, 217:8, 218:3 glad 138:8 glue 85:21 goal 24:20, 33:7, goals 14:20, 35:7, 151:6 goals 38:16, 160:24, 162:3, 162:6, 172:16, 175:18, 177:5 God 159:17 goes 24:9, 24:11, 60:6, 76:24, 88:9, 109:18, 135:13, 170:10, 187:14, 187:18, 219:13, 221:13, 221:21 Goethel 61:1 gone 83:17, 124:15, 142:9 :6 142:9 Googasian 2:14, 128:4, 128:5, 128:5, 128:8, 134:19, 135:6, 136:6, 136:17, 136:25, 138:11, 138:16, 147:17 gotten 86:6 governance 110:17 governed 172:5 governing 20:18, 61:11, 111:7, 200:16, 216:8 government 10:2, 10:4, Jovernment 10:2, 10:4, 40:4, 42:5, 62:9, 80:11, 85:8, 86:11, 109:6, 119:21, 125:15, 167:25, 168:2, 175:21, 175:21, 189:16, 199:18 [overnment] governmental 73:3,,
po::10
governor 51:21, 65:4,
80:16, 83:16, 132:16,
191:16 governor's 11:13, 5:8, 112:17 Governors 83:12, governs 175:21 governs 1/5:21 graduate 113:25 graduated 193:2 Grand 27:6, 68:5, 91:7, 91:10, 91:12, 91:13, 91:20, 93:21 94:18, 177:3 94:18, 177:3 grandparent 11:20 Granholm 51:21 grant 11:13 granted 35:23, 61:22 Gratz 170:12 gravitas 84:18, 85:14, 96:5 gravitas 84:18, 85:14, 86:5 gray 16:23 greater 15:20, 45:10, 147:19, 147:22, 163:7, 167:17, 174:20 greatest 162:2, 192:13 greatly 200:22, 202:8 GREGORY 2:12 Greimel 65:12 grievance 75:4, 138:19, 141:18, 145:25, 147:4, 147:5, 147:10 ______ ground 86 groun gross 63:3 ground 86:7 grounded 9:25 grounds 181:23 group 16:19, 24:4, 26:18, 26:24, 30:19, 40:24, 48:13, 54:20, 56:17, 65:8, 83:11, 125:13, 126:6, 154:8, 155:4, 158:21, 183:2, 212:9 212:9 groupie 50:18 groups 14:5, 43:21, 57:24, 62:25, 63:2, 105:13, 105:16, 180:22, 185:18, 180:22, 185:18, 185:21, 187:16, 203:19 growing 169:22, 172:9 grown 169:22, 169:23, 172:7 guess 50:16, 54:25, 77:10, 88:9, 109:25, 122:18, 129:8, 142:4, 177:25, 188:18 quidance 28:13 guide 164:3, 166:24, 167:2 quideline 21:3 guideline 21:3 guidelines 86:24, 87:8, 87:12, 90:14, 195:3, 195:5, 195:9 guiding 198:8 guilty 12:2 guilty 12:2 gun 69:14

guys 14:8, 17:19,	hills 31:10, 128:6,	<pre>imprimatur 57:20 improve 108:25, 192:1 improved 26:11, 195:4,</pre>	Inns 203:13, 203:20	26:5, 26:6, 2
21:7, 32:13, 211:4,	192:7		input 19:15, 24:23,	27:17, 42:7,
211:4	himself 214:11		85:8, 105:23, 175:25,	43:25, 44:8,
Н	hire 116:7, 207:21,	216:2	188:3, 188:7, 212:6	48:14, 55:7,
	209:7	improvement 76:21,	inquiry 118:5	63:10, 63:17,
	hiring 36:6	103:6, 191:4	insight 28:1, 30:1,	64:24, 65:21,
half 104:9	Hirschhorn 2:21, 205:2, 205:3, 207:6, 208:22, 208:24,	<pre>improvements 28:21, 85:16, 86:12, 198:2</pre>	30:2, 39:2, 63:5 instance 29:21, 64:22,	67:17, 68:7, 79:17, 79:24, 80:9, 81:17,
hamstring 97:3 hamstrung 107:9,	210:21, 212:17	<pre>improving 28:22, 77:20, 78:18, 115:22,</pre>	106:22, 109:15, 143:5, 146:16, 148:13,	82:16, 82:22,
107:10	historic 12:14	172:17, 176:2, 192:10,	148:14, 157:10, 163:3	82:25, 87:18,
handcuffed 156:12	historical 108:17,	196:18, 196:21, 197:5,	instances 195:8	
handled 146:12 handles 145:1	144:4 history 14:13, 39:24,	198:11, 198:18, 213:7 in-depth 186:5	<pre>instant 217:9 instead 36:3, 82:8</pre>	92:10, 92:14, 94:8, 94:10, 100:2, 101:24
haphazardly 30:8	79:23, 109:10, 132:1,	in-person 5:13	Institute 119:9	103:3, 103:5,
happen 60:9, 82:6,	133:15, 155:20,	<pre>inability 214:4 inactive 193:19,</pre>	instituted 209:14	107:24, 110:10
108:5, 131:8, 131:9,	155:20, 203:7, 203:12		institution 199:16	112:12, 112:13
158:15, 158:16,	hoards 208:17	193:21	institutional 204:15	112:13, 116:23
159:23, 178:20, 193:23	holding 62:6	inaudible 101:14,	institutionally 62:20	122:10, 122:13
happened 51:19, 51:19, 57:4, 78:7, 146:17,	holds 146:8 Holmes 194:5	175:24 inching 112:18	<pre>institutions 119:11, 199:9</pre>	125:13, 125:23 125:23, 126:13
158:15, 178:21, 185:12	Homicide 210:8	incident 87:3	instructed 4:15, 212:6	126:19, 132:6
happens 26:19, 67:1,	HON 1:15, 2:9	include 140:8, 175:3,	insulated 183:5	135:19, 135:2
80:10, 105:9, 154:12,	honest 20:8, 32:25	175:11, 191:2, 196:22,	insult 102:23	149:19, 151:7
	honestly 58:4	197:2	insurance 34:18, 35:2,	151:19, 152:1
158:21, 159:12 happier 188:3	honor 27:11	included 56:16	169:4	152:16, 152:1
happy 31:4, 65:22,	honored 68:2	includes 190:22,	<pre>integrate 139:3 integrated 164:12,</pre>	152:23, 152:2
166:25, 207:4, 221:8	honoring 41:17	197:4, 197:6		154:14, 154:1
Harbor 102:13	hope 23:4, 54:9,	including 27:25,	197:22, 202:17, 204:20	156:10, 157:4
harder 172:20	111:10, 113:3, 113:8,	33:14, 35:3, 40:25,	integrity 53:9, 74:9,	157:10, 158:1
harder 172:20 hardly 26:25, 131:18 harm 13:19, 217:19	203:2	42:1, 66:15, 89:4, 98:7, 102:4, 103:22,	199:14, 214:14 intend 118:16, 118:17	158:19, 158:2 159:16, 182:2
harmful 161:6	hopefully 91:21, 93:18 hopeless 21:8	119:16	intent 44:2	185:13, 185:1 213:16, 214:2
Haroutunian 2:16, 121:18, 149:11,	horrible 208:18 Hospital 101:20	inclusiveness 213:8,	intention 110:16, 217:14	215:19, 215:1
149:11, 149:14,	hostility 199:18	216:3, 218:6	intentions 122:12	216:16, 219:1
149:16, 152:9, 152:15,	hot 193:11	income 31:20	interacted 179:6	219:21, 220:2
153:11, 153:23,	Hotline 140:17	inconsistent 161:3	<pre>interest 10:15, 12:5,</pre>	issued 4:13, 58:5, 206:5
154:13, 154:23,	hours 35:2	increase 90:12, 97:18,	16:11, 32:8, 36:2,	
155:11, 155:16, 156:9,	houses 65:9, 65:13 Howard 84:12	97:19, 172:3 increased 171:25,	69:23, 111:18, 125:18, 161:21, 174:10, 176:4,	issues 5:15, 14:17, 19:21,
156:13, 156:16, 156:25, 157:15,	however 7:23, 40:9,	187:1	198:1, 198:7, 199:23,	23:3, 24:5, 2
157:16, 158:3, 160:4,	66:18, 69:17, 71:19,	increases 53:7	202:8, 204:6, 204:16,	25:7, 34:13,
160:5	90:18, 112:6, 129:10,	incredible 77:18,	204:17, 221:7	41:22, 42:2,
Haroutunian's 126:21	150:1, 158:5, 158:8,	177:5	<pre>interested 8:3, 36:2,</pre>	45:20, 47:10,
Harris 41:23	159:3	incumbent 215:13	50:19, 76:16, 90:7,	54:15, 56:24,
hashed 24:5	hub 72:12	incumbents 215:14	90:8, 90:9, 135:3	57:14, 61:16,
hasn't 10:11, 44:13,	Hudson 17:22, 20:12,	incurred 198:10	interesting 37:19,	63:11, 68:19,
50:25, 82:21, 170:11,	29:3, 30:11, 41:17	indeed 6:13, 8:6	77:14, 111:12, 155:25, 200:4, 205:8, 208:7	69:13, 69:15,
170:12, 170:13	Hudson's 113:12,	Independence 168:1		71:12, 75:9,
hasten 216:6	113:20	independent 24:1,	<pre>interestingly 112:19 interests 28:24,</pre>	77:13, 80:3,
hatcheting 215:13	huge 48:4, 98:2	30:24, 57:25	30:19, 32:11, 32:21,	83:13, 83:14,
hate 170:1	humongous 128:1	independently 185:2		88:5, 91:21,
Haughey 91:7 haven't 14:21, 20:11,	hundred 16:23, 54:4, 112:5	Indiana 72:13, 72:16, 72:17, 72:25, 73:7, 73:9, 73:16, 73:18,	35:9, 173:6, 192:23 internal 221:22	92:20, 105:22 122:24, 126:2 133:6, 139:5,
106:13, 106:14, 186:4,	Huron 114:11	73:9, 73:16, 73:18,	<pre>internet 89:23, 91:2,</pre>	133:6, 139:5,
213:8	hurt 52:3, 187:15	73:20, 74:12, 74:15,	109:22, 124:22, 186:17	152:3, 154:5,
having 7:3, 26:10, 45:2, 51:16, 51:24,	hypocritical 10:5	73:20, 74:12, 74:15, 74:22, 75:3, 75:7, 75:8, 75:11, 75:19,	109:22, 124:22, 186:17 interns 186:11 interpretation 188:22	171:17, 172:1 174:13, 174:1
52:13, 52:13, 53:6,	I	142:23, 143:5, 143:6, 143:7, 148:13	interrogated 180:5	174:22, 175:3
57:8, 63:23, 79:22, 93:3, 93:5, 96:17,		indicate 158:9	interrogations 179:23, 182:7	176:1, 179:22 192:20, 204:1
98:22, 110:10, 155:17, 156:22, 160:13,	idea 10:10, 10:17,	indicated 61:19, 90:5	intimidate 31:1	210:14, 220:9
	11:22, 36:15, 55:16,	indicating 113:4,	intimidation 30:17	items 187:17
164:20, 169:17, 204:4,	55:21, 67:7, 90:24,	153:1	<pre>intricacies 160:17 introduce 3:17, 3:20,</pre>	itself 66:20,
209:17, 219:12, 219:15	108:2, 108:22, 121:20,	indigent 79:13, 79:18,		92:3, 136:2,
HB 11:10, 11:17, 12:6	121:21, 126:21, 133:3,	98:20, 178:12, 178:15,	7:5	148:12, 153:2
HB-4083 9:17	143:13, 157:24, 167:3,	178:19, 191:17, 191:18	introduced 221:17,	
HB-4120 10:13	211:18, 216:21,	individual 5:1, 25:1,	221:19, 221:20	J
health 34:13, 98:10,	216:25, 219:12,	25:6, 38:18, 42:9,	introduction 13:17,	
198:4	219:15, 220:3, 220:6	46:20, 56:17, 56:17,	96:4	
hear 13:19, 24:20,	ideal 22:11	74:9, 130:11, 157:20,	introductory 32:14	Jack 189:15
44:21, 49:3, 89:3,	ideals 84:20	158:1, 174:25, 175:2,	introspective 110:4	jail 10:24, 1
114:7, 125:24, 177:17,	ideas 30:24, 196:3	190:5, 191:11, 192:4,	intruded 110:14,	10:24
180:8, 212:9	identical 149:3	202:16	110:14, 110:15	James 2:8, 2:
180:8, 212:9 heard 9:4, 32:13, 32:16, 44:11, 48:17,	identified 18:11,	individually 46:9, 48:1, 48:10, 117:2,	intrusions 171:22 intrusive 4:24, 173:3,	211:19
56:16, 56:25, 69:19,	136:18 identify 174:10, 176:11, 198:16	185:9	173:25, 174:6, 202:15	Janet 1:19, 3 183:19
56:16, 56:25, 69:19, 73:12, 74:7, 75:14, 77:8, 85:11, 94:20,	ideological 162:25,	individuals 25:9 induced 168:6	invalidated 25:4 invaluable 117:10	Jefferson 168 Jennifer 170:
125:6, 125:7, 129:4,	190:16, 190:20,	indulgence 164:18	<pre>invariably 23:2, 24:3 investigation 146:12</pre>	jewel 119:21
129:8, 132:6, 136:21,	194:16, 194:19	industry 52:12		job 7:14, 14:
157:16, 160:13,	ignorant 60:2	ineffective 59:2	investigations 205:12	58:12, 60:7,
178:10, 181:22,	ignored 78:13, 166:21	inefficiencies 82:17,	investigative 141:18	70:18, 88:24,
186:21, 188:14, 213:1, 213:8, 213:12, 216:5,	Illinois 98:8, 99:20,	82:21, 83:4 inertia 112:18	invitation 93:6, 212:5 invited 68:2, 220:11	122:25, 123:8
216:10, 217:4	206:11, 206:11 illusory 47:23	influence 146:15	involved 11:22, 22:25,	125:4, 129:14 181:5, 181:20
hearing 1:9, 6:1, 31:19, 46:18, 69:4,	Imagine 28:3, 28:7 immediate 27:7, 89:24,	influenced 154:10, 214:6	23:15, 39:20, 46:13, 50:22, 53:4, 59:23, 63:7, 72:1, 72:1,	220:21, 220:2 John 1:16, 1:
71:21, 104:16, 104:22,	96:19, 100:4, 106:18,	inform 62:1, 106:5,	/4:2, /6:18, //:4,	3:24, 4:2, 4:
130:12, 138:25,	106:19	129:6, 134:14, 216:16		109:16, 111:1
148:16, 164:21,	<pre>immediately 130:3,</pre>	information 5:14,	82:15, 83:3, 84:24,	135:14, 138:5
200:15, 222:2	212:6, 217:1, 217:16	5:17, 9:23, 17:25,	84:24, 111:20, 127:18,	210:6
hearings 9:2, 63:16,	immovable 183:20	33:11, 89:13, 90:1,	177:24, 178:7, 179:3,	Johnson 213:1
146:25	<pre>impact 62:1 impacts 27:14</pre>	90:6, 90:13, 93:19,	181:8, 181:10, 181:21,	join 66:6, 73
hears 173:5		109:23, 113:5, 113:9,	182:2, 182:2, 182:14,	73:24, 96:22,
heart 103:3, 207:22	<pre>impermissible 25:5, 87:9, 219:22</pre>	119:18, 125:2, 180:15,	188:17, 195:25, 206:3,	162:6, 163:20
HEATHER 2:20		180:20, 181:2, 181:3,	207:9, 209:22	170:20, 170:2
heavy 105:5 heights 138:24	<pre>impetuously 24:17 implement 78:17,</pre>	186:16, 186:17, 187:3, 200:23, 201:14, 202:2,	<pre>involvement 13:9, 15:11, 49:9, 58:21,</pre>	202:25, 203:2 joined 48:3
Heisey 63:2	87:14, 87:16, 87:16,	216:12, 216:19, 218:5,	76:24, 107:3, 111:16, 135:11, 175:14	joining 19:2,
held 9:2, 82:19,	174:6	220:23		204:2
162:22, 172:22 helped 80:18, 186:10,	implementation 85:13	informative 88:17	involving 13:10,	joint 10:14,
186:11	<pre>implemented 85:12, 195:21</pre>	informed 90:10, 141:8 inherent 32:10, 35:8,	13:11, 42:1, 146:10, 176:1, 179:22, 180:16	Journal 17:13 33:16, 52:20, 121:1, 141:6
helpful 7:14, 71:10,	<pre>implementing 126:24,</pre>	129:15	IOLTA 99:22	121:1, 141:6
87:12, 90:24, 196:10,	126:25	inhibits 135:24	Iowa 9:4, 12:24	journalists 1
210:13, 217:16, 219:11	implements 120:20	inhouse 212:1	ironed 83:9, 83:15	judge 4:4, 11
	implications 27:1,	initial 7:20, 30:13,	Ironwood 127:12	12:1, 16:12,
helping 99:11, 101:5 helps 33:25, 34:8,	103:18, 215:24	89:5	irresponsible 13:3	20:17, 41:13,
70:16, 105:17, 140:23,	<pre>importance 5:4, 86:1,</pre>	initially 36:20, 64:25	isn't 15:5, 106:24,	72:9, 76:9, 7
217:5	116:25, 179:9	initiative 23:22,	110:25, 166:15,	76:10, 76:11,
Handing (2.01	<pre>importantly 11:4,</pre>	24:3, 24:7, 24:7,	196:19, 206:25,	81:12, 82:12,
	84:17, 122:20, 212:23	24:9, 83:6, 187:13	219:25, 221:6	84:1, 84:12,
Herding 63:21 herself 214:20, 214:20 hesitate 67:12 hey 131:7, 221:15		24:9, 83:6, 187:13 initiatives 25:2, 44:3 injunction 206:5	issue 5:11, 6:8, 8:3, 9:3, 23:1, 24:3,	84:1, 84:12, 1 178:11, 192:2 206:4, 207:11

	Page: 228
	guys - Keller 209:25, 210:1, 210:2,
3, 13,	209:25, 210:1, 210:2, 210:3, 210:4, 214:5
17.	judges 39:22, 40:7, 77:5, 78:4, 79:9,
4, :7, :13,	209:25, 210:1, 210:2, 210:3, 210:4, 214:5 judges 39:22, 40:7, 77:5, 78:4, 79:9, 79:14, 79:14, 81:20, 135:10, 140:16, 141:16, 141:17, 182:15, 201:23, 205:6, 215:13, 215:17 judgeships 78:7 judgment 154:8, 154:13 judgment \$ 40:10, 40:11
18,	141:16, 141:17, 182:15, 201:23, 205:6,
:2, 20, :25,	215:13, 215:17
:20, :5,	judgment 154:8, 154:13 judgments 40:10, 40:11
:5, :4, 17, 02:16,	
)2:16, 3:6,	Judicature 39:17 judicature 39:17 judicial 22:14, 22:15, 40:12, 52:7, 53:7, 53:10, 76:18, 76:19, 77:22, 77:22, 78:10, 81:9, 81:21, 84:11, 84:16, 84:25, 85:7, 86:11, 202:10, 214:15,
	53:10, 76:18, 76:19, 77:2, 77:22, 78:10
	81:9, 81:21, 84:11,
	84:16, 84:25, 85:7, 86:11, 202:10, 214:15, 214:19, 215:1, 215:6,
32:8,	215:25
51:15,	judiciary 11:11, 27:16, 28:10, 28:16,
-,	judiciary 11:11, 27:16, 28:10, 28:16, 45:20, 62:5, 63:1, 78:10, 78:15, 117:4,
	45:20, 62:5, 63:1, 78:10, 78:15, 117:4, 118:9, 217:20 Julie 79:22
57:7,	jump 100:5, 100:5,
	132:2 June 5:8, 111:5,
205:7,	222:10 juries 40:8
	jurisdiction 207:16 jurisprudence 28:22,
,	jury 148:22 justice 16:21, 22:6, 22:10, 22:12, 22:25, 23:7, 24:9, 25:2, 28:22, 39:12, 40:2, 40:7, 40:18, 41:2, 41:9, 41:22, 42:3,
2,	22:10, 22:12, 22:25, 23:7, 24:9, 25:2,
2, :24, 3, 18,	28:22, 39:12, 40:2, 40:7, 40:18, 41·2
18,	40:7, 40:18, 41:2, 41:9, 41:22, 42:3, 44:8, 45:20, 57:23, 62:3, 64:2, 64:14, 64:17, 70:19, 76:23, 77:14, 77:20, 82:16
B, :5,	62:3, 64:2, 64:14,
5, 13, 21, 7, 11, 16,	62:3, 64:2, 64:14, 64:17, 70:19, 76:23, 77:14, 77:20, 82:16,
7, 11,	84:16, 85:3, 85:4, 85:5, 85:5, 86:12,
16, 9.	64:17, 70:19, 76:23, 77:14, 77:20, 82:16, 84:16, 85:3, 85:4, 85:5, 85:5, 86:12, 86:13, 97:16, 97:17, 97:22, 97:24, 98:23, 98:25, 99:2, 99:13,
9, :3,	
2, 21:4, 26:25,	100:19, 100:21, 102:24, 103:5, 103:22, 104:8, 115:10, 116:6, 119:18, 146:23, 163:23, 163:25, 164:1,
1:21,	102:24, 103:5, 103:22, 104:8, 115:10, 116:6, 119:18, 146:23, 163:23, 163:25, 164:1, 164:3, 176:2, 176:21, 180:3, 188:19, 188:20, 189:22, 189:23, 190:2, 190:8, 190:10, 190:13, 191:7, 192:23, 192:13, 192:17, 192:21, 194:5, 194:5, 194:6, 194:21, 197:24, 198:2, 198:22, 201:18, 213:24, 214:11 justices 146:23 justified 163:14 justify 42:16, 129:1, 133:22,
7:19,	163:23, 163:25, 164:1, 164:3, 176:2, 176:21,
75:8	180:3, 188:19, 188:20, 189:22, 189:23, 190:2
75:8, 87:13,	190:8, 190:10, 190:13,
20:21	192:17, 192:21, 194:5, 192:17, 192:21, 194:5,
2, 19,	194:5, 194:6, 194:21, 197:24, 198:2, 198:22,
:19, 163:23	201:18, 213:24, 214:11 justices 146:23
	justified 163:14 justify 42:16, 129:1,
	133:22
4,	K
68:3,	Kansas 193:10, 193:20 Kathleen 2:17, 171:11,
,	
	Keller 11:7, 11:7,
14.0	15:25, 16:4, 16:21, 17:17, 17:22, 18:4,
14:9, 3, 1:12, 23:11, 37:2, 94:6,	19:16, 19:17, 20:7, 20:11, 21:1, 24:16, 25:3, 25:5, 27:1, 38:6, 42:8, 42:22, 43:1, 43:6, 43:15, 44:3, 44:8, 44:12, 44:13, 44:14, 44:23, 45:3, 45:12, 45:16, 45:20, 47:14, 47:17, 47:24, 53:21, 53:22, 57:13, 58:4, 58:8, 58:11, 58:14, 61:20, 66:22, 69:1, 69:11, 73:17, 86:17, 86:19, 86:25, 87:12, 87:19, 88:25, 92:5, 97:2, 97:6, 97:10, 97:23, 102:16, 103:18, 106:1, 106:12, 107:18, 100:15, 110:17, 115:16, 115:20, 121:5, 121:6, 122:2, 122:16, 123:4, 126:17, 129:12, 129:23, 130:3, 130:7, 130:10, 150:25, 151:18, 151:24, 152:11, 152:22, 153:1, 153:13, 153:13, 154:5, 154:12, 154:17, 155:14, 127:4
1:12, 23:11,	25:3, 25:5, 27:1, 38:6, 42:8, 42:22,
37:2, 94:6,	38:6, 42:8, 42:22, 43:1, 43:6, 43:15, 44:3, 44:8, 44:12, 44:13, 44:14, 44:23, 45:3, 45:12, 45:16, 45:20, 47:14, 47:17, 47:24, 53:21, 53:22, 57:13, 58:4, 58:8, 58:11, 58:14, 61:20,
2:16,	44:13, 44:14, 44:23, 45:3, 45:12
2.10,	45:20, 47:14, 47:17,
10:2,	47:24, 53:21, 53:22, 57:13, 55:4, 58:8, 58:11, 58:14, 61:20, 66:22, 69:1, 69:11, 73:17, 86:17, 86:19, 86:25, 87:12, 87:19, 88:25, 92:5, 97:2, 97:6, 97:10, 97:23,
214:19	58:11, 58:14, 61:20, 66:22, 69:1, 69:11,
):23,	66:22, 69:1, 69:11, 73:17, 86:17, 86:19, 86:25, 87:12, 87:19,
59:1,	88:25, 92:5, 97:2, 97:6, 97:10, 97:23,
204:4	97:6, 97:10, 97:23, 102:16, 103:18, 106:1,
:2,	106:12, 107:18, 110:15, 110:17,
	115:16, 115:20, 121:5, 121:5, 121:16, 122:2,
:7 7:13, :5,	121:5, 121:16, 122:2, 122:2, 122:5, 122:16, 123:4, 126:17, 129:12, 129:23, 130:3, 130:7,
	129:23, 130:3, 130:7,
14	130:10, 150:25, 151:10, 151:15,
12, :5,	151:18, 151:24, 152:11, 152:22, 153:1,
), :20,	153:3, 153:13, 154:5, 154:12, 154:17,
25,	156:12, 157:15, 157:17, 157:22, 158:2, 162:21, 162:22, 163:5, 166:23,
12, 12, 12, 12, 12, 12, 12, 12,	<pre>43:1, 43:6, 43:15, 44:3, 44:8, 44:12, 44:13, 44:14, 44:23, 45:3, 45:12, 45:16, 45:20, 47:14, 47:17, 47:24, 53:21, 53:22, 57:13, 58:4, 58:8, 58:11, 58:14, 61:20, 66:22, 69:1, 69:11, 73:17, 86:17, 86:19, 88:25, 92:5, 97:2, 97:6, 97:10, 97:23, 102:16, 103:18, 106:1, 106:12, 107:18, 110:15, 110:17, 115:16, 115:20, 121:5, 122:2, 122:5, 122:16, 123:4, 126:17, 129:12, 129:23, 130:3, 130:7, 130:10, 150:25, 151:10, 151:15, 151:16, 151:24, 152:11, 152:22, 153:1, 153:3, 153:13, 154:5, 154:12, 154:17, 156:14, 157:5, 157:17, 157:22, 158:22, 162:21, 162:22, 163:5, 166:23, 167:1, 167:1, 172:14, 172:15, 172:23,</pre>
07:18, 08:23,	167:1, 167:1, 172:14, 172:15, 172:23,

					Page: 229
		405 40 400 40		<u> </u>	Keller - mentioned
173:24, 174:14, 177:24, 178:1, 178:4,	200:8, 200:8, 201:18, 203:18, 203:19,	125:13, 139:19, 171:13, 172:17,	100:17 listening 187:6	65:22, 68:9, 68:11, 68:14, 68:22, 70:11,	Medicaid 106:24, 106:25
180:25, 183:18,	204:17, 205:25, 206:2,	172:18, 176:3, 176:4,	listens 56:7	70:15, 71:4, 72:18,	medical 31:15, 63:3,
187:21, 187:23, 187:25, 188:22,	210:1, 210:2, 210:7, 210:24, 211:14, 213:17	176:20, 177:3, 191:5, 192:2, 192:11, 196:16,	literally 107:24, 111:4, 142:16	74:21, 81:8, 82:8, 84:14, 84:19, 85:15,	64:13, 107:13, 201:19 medicines 102:2
190:14, 190:17,	LawPAC 10:6, 10:6	196:17, 196:18,	litigants 117:12,	86:5, 86:10, 87:3,	medium-sized 101:23,
192:19, 194:14, 194:24, 194:25, 195:2,	lawsuits 12:7, 59:20 lawyer 4:19, 27:5,	198:11, 198:12, 198:17, 198:18,	117:18, 208:11, 208:11 litigation 8:4, 14:20,	87:6, 89:17, 91:24, 96:25, 97:25, 98:22,	126:10 Meekhof 94:6, 110:2,
195:21, 196:2, 196:18,	33:21, 34:16, 36:25,	200:10, 209:4, 211:15,	89:6, 121:2, 206:2	100:16, 101:4, 110:13,	118:13, 118:14
197:9, 198:8, 200:8, 212:15, 212:24, 213:9,	42:9, 42:11, 44:20, 46:11, 52:9, 59:18,	213:3, 213:4, 213:24, 214:3, 215:10, 218:2	lived 86:21, 98:7, 102:13, 165:15	111:10, 113:22, 115:4, 115:8, 116:11, 116:14,	meet 55:1, 124:7, 124:8, 124:19, 174:21,
213:10, 213:21, 216:2,	62:15, 73:4, 93:17,	legislation 9:9, 17:7,	living 114:17, 161:13,	117:1, 117:3, 117:6,	176:24
216:8, 217:24, 218:6, 219:12, 219:16,	99:22, 114:5, 116:4, 116:7, 119:7, 131:15,	17:15, 28:7, 29:19, 30:3, 64:25, 65:10,	165:19 lobby 16:15, 67:9	119:6, 119:8, 119:14, 123:9, 128:23, 129:8,	meeting 5:11, 5:13, 33:15, 47:17, 55:24,
219:22, 220:4, 220:7,	141:5, 141:5, 161:17,	65:15, 80:17, 82:11,	lobbying 8:22, 11:8,	131:23, 139:12,	64:19, 96:2, 97:9,
221:23 Keller-approved 63:18	169:7, 169:8, 169:25, 191:12, 192:12,	94:7, 94:24, 103:21, 104:2, 134:9, 170:10,	15:24 lobbyists 25:13, 51:24	142:25, 144:21, 149:21, 149:24,	103:10, 105:1, 105:2, 105:3, 105:17, 105:18,
Keller-permissib	197:21, 199:25, 200:2, 205:8, 205:15, 205:16,	178:19, 179:24, 180:6,	local 10:3, 91:15, 91:16, 91:17, 109:19	150:22, 151:25, 154:7,	105:21, 110:25, 111:14, 112:7, 112:8,
16:14, 16:15, 18:20 Keller-related 92:19	205:23, 205:20,	182:7, 183:10, 191:16, 191:22, 191:23, 203:22	located 72:12	161:2, 164:4, 164:12, 165:3, 165:10, 168:14,	112:9, 112:9, 112:12,
Kelley 210:1 kept 82:21, 169:22,	207:19, 207:21, 209:22, 210:25, 211:9,	legislative 13:4, 13:9, 15:12, 15:13,	lofty 81:13 loggerheads 83:1	169:16, 171:21, 172:12, 172:15, 173:1,	121:25, 122:1, 125:20, 156:23, 156:24,
182:11	218:22	25:22, 46:22, 48:6,	logical 185:11	173:19, 176:7, 176:22,	173:17, 175:17, 176:5,
Kerry 2:17, 160:6, 160:9	lawyer's 155:2, 175:4 lawyers 29:4, 30:1,	49:9, 58:21, 62:8, 62:22, 67:10, 78:25,	longer 51:21, 59:1, 91:2, 109:12, 134:21,	178:18, 183:12, 184:3, 203:6, 203:11, 204:2,	209:24, 220:18 meetings 5:14, 56:3,
key 171:21, 175:1,	31:21, 32:11, 33:12,	85:7, 89:9, 89:19,	145:9, 178:8	204:3, 205:10, 206:11,	80:14, 105:6, 106:6,
185:4 kibash 10:9	33:15, 34:3, 34:5, 34:7, 34:11, 35:9,	94:13, 124:10, 124:13, 153:22, 163:17,	looking 22:2, 35:18, 43:2, 47:19, 52:6,	207:10, 210:13, 210:17, 210:20,	109:14, 120:22, 126:8, 126:13, 159:10,
kick 108:2	38:8, 39:15, 39:17,	186:20, 187:17, 213:1,	112:24, 144:14,	211:13, 211:15	174:23, 191:20, 191:23
kid 169:11 kill 79:10, 79:16,	39:22, 39:22, 39:25, 40:6, 40:8, 40:16,	216:14, 217:25 legislator 77:17,	172:24, 174:4, 194:11, 219:9	<pre>manner 89:12, 135:5, 178:2, 181:22, 182:3,</pre>	meets 17:3, 124:1 member 5:20, 19:17,
189:13, 189:19	40:22, 40:24, 41:5,	120:2	looks 58:6, 194:7	187:11	19:19, 20:8, 20:14,
killed 80:9 kinds 9:5, 60:5, 69:7,	41:6, 43:23, 43:25, 44:18, 44:22, 45:1,	<pre>legislators 62:12, 62:15</pre>	Lori 2:22, 218:25, 219:3	mantra 180:9 map 136:18, 138:12	23:14, 25:12, 27:16, 27:21, 27:22, 39:10,
69:15, 73:6, 170:4 Kiplinger 96:13	45:11, 45:15, 45:19, 48:3, 52:3, 52:5,	<pre>legislature 13:25, 19:4, 28:8, 40:13,</pre>	<pre>lose 11:1, 53:12, 86:11, 108:3, 136:9</pre>	maps 42:22 marble 139:24	44:6, 47:4, 50:15,
knock 102:6, 102:7	52:6, 52:10, 53:10,	45:21, 45:25, 56:14,	losers 46:1	March 103:11, 172:10	50:17, 50:20, 67:2, 68:6, 70:5, 72:16,
knowing 89:14, 103:8, 220:1	57:24, 59:18, 61:9, 61:9, 62:13, 62:15,	63:13, 64:17, 65:9, 66:3, 105:10, 107:22,	lost 91:3, 138:1 lots 57:22, 57:22,	marginalized 43:17 Marie 127:13	73:10, 73:11, 74:11, 75:12, 84:7, 93:6,
knowledge 40:1, 116:8,	62:16, 72:24, 74:23,	107:22, 121:17,	59:24, 206:8	mark 17:20, 140:4	94:4, 110:7, 119:6,
175:14 knowledgeable 220:4	75:1, 94:22, 100:22, 108:15, 108:16, 110:7,	134:11, 199:10, 217:12, 221:18	Louisiana 149:4 love 159:17, 180:10,	market 101:15 marriage 167:21	130:9, 131:25, 149:18, 155:18, 158:25, 159:1,
known 210:24	111:17, 111:20,	legislatures 43:10	181:10	Mars 160:15	165:1, 165:6, 165:7,
knows 11:22, 11:24, 39:24, 77:8, 191:25	112:16, 119:20, 120:5, 125:17, 125:17,	<pre>legitimacy 45:10 legitimate 11:8, 12:5,</pre>	low 70:23, 102:6, 195:25	marvelous 72:14, 74:7 mass 112:18	165:8, 165:19, 165:23, 166:1, 169:1, 169:25,
Knox 42:24, 43:2, 47:3, 47:7	128:14, 131:17, 132:12, 133:15, 134:5,	16:9, 16:22, 17:1, 20:11, 34:2, 34:2,	low-grade 96:18 lower 31:20	Massachusetts 149:4 Master 108:16	173:3, 175:9, 191:8, 193:19, 211:3
	134:7, 134:25, 136:9,	199:21, 213:23, 215:23 Lehnert 41:15	lunch 138:12, 142:21	match 116:17, 188:21	members 1:14, 4:5,
L	140:16, 140:20, 140:23, 141:16,	length 121:19, 186:8	Lyon 80:11, 107:6 Lyons 107:6	materials 58:14 matter 3:10, 6:4,	5:10, 5:18, 5:24, 6:1, 6:2, 6:4, 8:12, 8:14,
la 212:17	141:17, 141:20, 150:8, 150:14, 157:18, 158:1,	<pre>less 4:24, 30:10, 40:18, 82:5, 82:7,</pre>		62:20, 63:5, 65:7, 90:6, 99:9, 143:25,	14:9, 19:7, 19:9, 19:23, 21:17, 27:11,
labor 37:17, 161:9,	158:22, 158:25,	82:9, 107:17, 126:11,	M	154:17, 161:1, 161:3,	29:7, 30:15, 31:25,
161:11 LaBre 2:8, 72:7, 72:7,	159:13, 159:14, 159:19, 168:17,	129:7, 173:25, 174:6, 175:23, 195:19,	Macomb 209:25, 210:8,	161:25, 167:11, 169:7, 192:8, 192:17, 219:16,	33:14, 35:10, 35:12, 37:17, 45:5, 48:24,
72:7, 72:9, 72:11, 74:16, 74:17, 74:24,	168:18, 169:17, 171:4, 171:6, 171:23, 172:22,	202:15, 213:7, 217:12, 217:23	210:11 magazine 96:14, 193:18	222:9 matters 13:5, 13:5,	51:25, 53:15, 53:25, 54:6, 56:10, 58:13,
75:7, 75:18, 75:21,	174:1, 174:11, 174:18,	lessens 171:22	magic 143:13	13:10, 62:21, 150:23,	59:25, 60:9, 60:13,
75:25, 76:4, 76:7, 76:8	174:25, 175:3, 175:17, 176:1, 176:13, 176:18,	lesson 120:4 let's 16:24, 19:6,	magically 115:4, 115:11	191:7, 209:15 maximum 76:2	62:4, 63:20, 64:9, 64:10, 68:10, 68:10,
lack 34:14, 36:15,	181:20, 182:19, 188:2,	40:25, 42:6, 54:6,	magnitude 126:3	maybe 19:11, 36:16,	69:6, 73:20, 74:23, 76:12, 87:20, 91:12,
41:7, 180:4, 214:4, 215:25	189:14, 189:19, 190:9, 190:23, 194:22,	54:10, 77:21, 163:5, 184:25, 185:10,	main 17:4, 21:22, 101:1, 134:2, 212:24	40:19, 51:20, 53:3, 55:23, 58:12, 89:9,	91:14, 92:13, 92:17,
ladies 149:15 lady 99:11, 106:24	203:17, 203:18, 205:6, 205:14, 205:18,	189:13, 210:17 letter 52:23, 56:14,	<pre>mainly 102:21 maintain 35:21, 53:9,</pre>	89:10, 98:3, 98:25, 105:4, 105:15, 107:17,	92:23, 93:2, 93:4, 93:14, 93:16, 96:1,
lagging 80:6	206:10, 206:17,	91:20, 91:22, 92:2,	165:11, 165:13,	108:17, 109:1, 125:8,	109:2, 112:3, 112:12,
laid 15:25 Lakeshore 114:10	206:18, 209:5, 210:20, 211:1, 211:2, 211:3,	92:8, 92:12, 92:16, 93:20, 113:20, 132:14,	165:14, 206:15 maintained 193:21	132:16, 136:5, 136:21, 137:2, 144:12, 144:20,	112:21, 112:21, 112:22, 113:1, 114:13,
landed 91:1 landlord/tenant 208:8,	211:6, 214:4, 218:1 lay 205:6	194:2, 212:11, 212:11, 212:20, 213:13,	<pre>maintaining 70:18, 142:5</pre>	167:1, 181:2, 181:4, 187:17, 194:9, 194:25,	115:19, 117:4, 118:6, 118:10, 118:23,
208:13	lead 201:10	213:21, 213:22,	maintains 145:22	195:10, 219:24	120:13, 121:13,
landmark 166:24 landscape 200:10	leaders 85:1, 85:19 leadership 30:22,	214:16, 214:17 letters 186:10	<pre>major 32:24, 86:11, 136:13</pre>	McClelland 79:11, 103:9	121:14, 121:16, 122:19, 122:20,
Lansing 1:12, 3:1,	61:11, 61:14, 63:25,	letting 90:21, 90:23,	majority 19:20, 40:16,	McGinnis 210:6 McKee 27:6	125:11, 126:6, 127:6,
39:6, 208:4, 222:12 largely 116:19, 139:11	83:5, 83:14, 83:24, 151:1	196:7, 217:20 level 25:1, 25:1,	40:22, 42:10, 42:12, 45:20, 61:15, 75:1,	McSorley 1:16, 4:2,	127:10, 128:10, 132:19, 132:19, 138:2,
larger 91:16, 126:7, 135:4, 136:4, 150:9,	leading 84:15, 178:14 leaps 79:3	25:4, 25:6, 25:7, 26:18, 26:20, 68:18,	93:15, 114:18, 114:25, 116:2, 116:17, 116:20,	4:2, 12:12, 13:14, 15:5, 15:17, 16:3,	138:7, 138:25, 139:1, 140:7, 141:7, 150:4,
218:4	learn 5:14, 111:1,	69:12, 69:16, 69:18,	151:16, 151:21,	16:6, 17:24, 18:6,	150:10, 150:22, 155:4,
largest 84:9, 91:17, 212:21	201:16 learned 50:22, 64:9,	73:16, 87:22, 102:6, 114:17, 114:24, 159:9,	151:16, 151:21, 152:10, 156:10, 156:20, 175:6, 216:22,	18:8, 25:18, 46:17, 47:11, 48:17, 48:20,	155:7, 155:8, 157:3, 157:20, 158:10,
later 4:9, 168:3, 173:21	64:20, 76:20, 87:1, 142:10, 184:21	159:9, 196:1, 213:19 levels 48:15, 117:17,	219:15 makers 64:6, 105:18	49:6, 49:11, 58:18,	158:11, 159:13, 159:14, 160:1, 162:23,
latitude 106:12,	learning 183:3 least 15:10, 17:18,	117:18	makes 14:18, 56:6,	58:25, 74:16, 74:18, 75:3, 89:1, 90:25,	164:22, 172:3, 172:8,
106:16, 110:10 latter 152:15	34:10, 35:24, 48:22,	Levine 2:5, 39:9 liberty 162:9, 162:20,	93:9, 93:9, 161:2, 163:11, 173:15	94:1, 94:16, 95:4, 118:2, 118:4, 118:8,	172:9, 173:6, 173:10, 173:20, 174:22, 176:8,
laudable 101:12 lauded 37:21	34:10, 35:24, 48:22, 48:25, 88:24, 89:2, 124:24, 125:2, 129:11,	190:6 license 31:22, 169:12	makeup 191:24 making 15:3, 15:13,	118:16, 118:19, 124:11, 128:20,	173:20, 174:22, 176:8, 176:9, 176:25, 184:10, 191:19, 192:4, 204:8,
law 13:5, 13:5, 28:9,	130:18, 130:20,	licensed 31:13, 31:23,	29:8, 36:3, 45:11,	135:17, 136:15,	204:9, 204:11, 211:22,
36:3, 36:6, 38:14, 39:18, 39:23, 41:3,	134:24, 139:10, 144:5, 165:19, 173:3, 175:21,	39:15, 100:12, 107:14, 160:10, 165:19	55:3, 61:25, 63:14, 66:23, 67:18, 88:19,	135:17, 136:15, 136:17, 137:1, 137:16, 156:9, 156:14, 156:20,	212:4, 212:8, 212:21, 216:11, 216:13,
42:5, 50:2, 52:13,	181:2, 186:21, 206:22,	licenses 136:10	109:1, 110:6, 113:17,	177:18, 183:25, 184:6,	216:14, 216:17, 216:18
52:13, 53:8, 61:5, 61:8, 61:23, 62:17,	209:10 leave 40:25, 79:20,	licensing 32:3, 32:6, 35:6, 107:16, 168:17,	123:22, 152:13, 182:11, 184:2, 192:11,	184:10, 184:19, 186:15, 186:25,	membership 19:15, 30:18, 30:23, 32:23,
70:14, 71:16, 72:7, 72:23, 72:25, 73:20,	138:2, 142:6 leaving 220:6	168:23, 169:5, 169:11, 169:17, 170:8, 171:2	220:22 malpractice 31:16,	202:24, 203:4, 204:23, 208:21, 219:2, 219:4,	59:4, 59:13, 67:21, 99:18, 110:11, 111:22,
74:13, 75:11, 76:20,	Leavitt 7:11, 7:13	licensure 32:2, 38:2	34:18, 169:4, 169:9,	221:12	112:7, 131:11, 132:24,
76:22, 84:3, 86:2, 86:3, 96:12, 96:19,	led 59:9, 80:15, 80:15, 80:16, 80:17,	lieu 169:16 lifetime 161:20,	171:3 managed 217:15	meal 98:15 meaning 152:16	141:2, 153:4, 158:7, 158:8, 158:9, 165:13,
100:25, 105:21, 106:3, 108:8, 108:9, 113:25,	92:16 legal 11:5, 11:6,	210:10 lifting 105:5	management 12:15, 140:22, 141:21,	meaningful 47:9, 181:22, 182:3, 187:11	165:14, 171:25, 172:7, 172:8, 173:2, 173:12,
118.22, 125.16,	11:15, 11:16, 12:3,	lights 7:18	200:17, 200:22	meaningless 131:6	175:2, 191:25, 193:21,
125:19, 126:7, 128:5, 135:21, 140:14, 140:25, 141:22, 142:6,	12:4, 16:1, 16:25, 16:25, 17:8, 21:14,	liked 203:15 likely 151:25	manages 120:25 managing 7:16	means 4:24, 14:14, 74:6, 141:7, 182:13,	220:1, 220:6, 220:23 memberships 66:11,
140:25, 141:22, 142:6,	21:21, 22:22, 22:23,	likely 151:25 liken 154:25 liking 162:8	managing 7:16 mandate 33:6, 33:10,	202:15, 204:4	165:11
149:11, 160:12, 161:3, 164:7, 165:18, 167:11,	28:23, 28:24, 34:2, 36:4, 39:14, 62:11,	liking 162:8 limit 17:10, 29:13	93:8, 122:2 mandated 43:4	meant 21:22, 197:25 measure 121:23, 161:8	memorandum 219:12, 219:12, 220:3
167:12, 168:21, 168:22, 184:25,	76:22, 86:10, 96:11, 98:9, 98:21, 101:18,	limited 15:25, 18:23, 89:10, 89:20, 127:9	<pre>mandates 174:13 mandatory 4:16, 4:21,</pre>	measured 113:3 measures 71:23	memorandums 208:10, 208:12
185:10, 185:16,	103:6, 103:17, 103:23,	limiting 13:8	8:23, 8:24, 9:6, 11:9,	meat 122:9	Memorial 206:3
189:10, 190:1, 190:7, 190:8, 193:2, 193:7,	107:5, 114:10, 114:15, 114:16, 114:19,	limiting 13:8 limits 35:2, 172:15 lines 189:12	12:5, 12:23, 15:24, 18:19, 19:4, 21:18,	mechanical 121:14 mechanics 143:18	Memorium 96:6 mental 34:13
193:8, 194:7, 194:8, 198:7, 198:20, 198:23,	114:24, 115:6, 115:12, 115:13, 115:21,	links 127:6, 175:4 lip 35:15	26:12, 32:23, 33:9, 33:13, 34:18, 34:23,	mechanism 17:23, 21:25, 102:17, 187:16	<pre>mention 22:4, 85:24, 108:13, 108:20, 139:18</pre>
199:2, 199:5, 199:15,	115:23, 116:6, 116:12,	listen 12:19, 47:21,	40:16, 40:23, 41:9,	mechanisms 62:24	mentioned 12:24, 13:4,
199:19, 199:20, 199:24, 200:1, 200:3,	117:9, 117:21, 118:11, 119:9, 121:10, 123:3,	51:14, 100:16, 183:6 listened 88:13, 92:15,	41:24, 49:7, 51:9, 52:21, 59:10, 61:6,	mediation 70:23 mediator 210:5	36:14, 64:22, 71:6, 84:20, 89:5, 101:13,
. ,,					

5-2-14TaskForce

mentioned - permissible

model 148:21
modernize 85:4
modernizing 32:25
moment 106:9, 144:1, 102:15, 109:17, 140:13, 143:4, 143:5, 143:8, 166:5, 186:16, 213:1 25:22, 139:21 193:11 mere message 119:12, 119:24 met 53:18, 124:3, mess 177:5
methods 78:18
metro 31:14, 109:21
metropolitan 72:12, Michigan 1:1, 1:15, 4:4 Michigan 1:1, 1:15, 4:4 Michigan 1:1, 1:10, 1:11, 1:12, 3:1, 3:7, 4:19, 8:1, 8:5, 9:6, 21:15, 22:18, 23:1, 23:3, 23:6, 27:16, 28:8, 28:11, 28:15, 28:20, 29:2, 30:7, 31:20, 39:16, 39:23, 40:17, 40:25, 42:1, 28120, 2912, 3017, 3120, 39126, 39123, 4017, 40125, 4211, 4315, 5013, 5014, 5117, 57123, 57123, 6115, 68:15, 68:21, 69117, 70112, 7119, 72113, 72117, 73115, 76117, 7714, 77112, 77113, 77119, 77123, 77125, 7915, 7918, 79114, 79116, 79119, 80122, 80124, 8112, 82120, 8317, 83124, 8418, 8516, 8614, 9317, 93118, 96112, 9133, 99117, 100112, 103121, 105121, 11017, 115112, 115114, 11517, 115122, move 26:8, 48:21, 65:1, 124:15, 153:6 115:17, 115:22, 115:23, 116:3, 116:13, 116:14, 117:16, 119:8, 115:23, 116:3, 116:13, 115:23, 116:3, 116:13, 116:14, 117:16, 119:8, 119:14, 119:16, 120:7, 121:1, 127:7, 127:12, 128:14, 129:3, 129:15, 129:16, 129:25, 130:2, 130:2, 131:8, 132:11, 133:14, 134:11, 134:11, 135:9, 135:11, 136:3, 139:7, 139:9, 139:14, 139:16, 140:6, 141:25, 142:1, 143:3, 143:24, 144:5, 148:9, 148:10, 149:17, 150:5, 150:8, 150:12, 160:10, 162:2, 163:7, 163:25, 166:5, 167:6, 167:12, 167:23, 171:13, 171:22, 172:22, 174:1, 174:10, 174:18, 175:17, 176:1, 176:13, 176:18, 178:19, 182:23, 184:4, 185:22, 190:1, 191:10, 195:11, 197:22, 192:5, 200:9, 200:18, 202:13, 202:17, 205:24, 212:22, 213:17, 214:3, 215:1, 215:5, 219:1, 215:1, 215:5, 219:1, 215:1, 215:5, 219:1, 215:1, 223:3, 224:12 Michigan's 128:22, 191:17 microphone 177:14, 188:9 murder 210:10 Mutual 110:8 muzzled 177:23 -Ν 100:25 nature 4:16, 63:4, 198:10 necessary 163:20 needed 52:5, 83:4, 113:16, 113:25, 150:10, 185:15, 207:19, 212:9 needless 161:7 microphone 177:14, mid-level 23:13 mid-size 125:17 middle 98:1, 98:2, midwest 72:12 116:4 minimum 166:25 minor 164:16 minority 43:22, 48:4 minute 14:21, 14:24, 198:25 198:25 minutes 7:9, 7:11, 7:21, 97:9, 103:16, 105:1, 105:9, 207:23 mirrors 150:25 misconduct 34:16, 36:25, 199:19 36:25, 199:1 misconstrued 36:25, 199:19 misconstrued 92:7 misdemeanor 9:19 Mismanaged 200:24 misplaced 13:4 missed 13:4 missed 6:25 misses 140:4, 162:14 mission 32:15, 32:16, 113:13, 113:14, 139:25, 193:25 193.25

157:7 Monday 209:24 money 45:2, 45:8, 47:5, 47:10, 47:20, 52:4, 52:8, 59:20, 82:7, 100:23, 101:5, 106:21, 115:11, 133:8, 143:22, 148:7, 168:6, 170:20, 186:2, 205:21, 206:15 143:22, 148:7, 168:6, 170:20, 186:2, 205:21, 206:18, 208:15, 205:21, 208:18, 215:4, 215:12 month 17:15 monthy 17:13 Morgan 2:17, 160:7, 160:8, 160:9, 164:20, 164:24, 165:2, 165:5, 165:8, 165:14, 165:24, 166:2, 166:9, 167:9, 167:11, 168:12, 168:13, 168:20, 169:19, 171:9, 171:10 morning 3:21, 6:15, 6:16, 6:18, 12:19, 21:16, 31:11, 32:13, 39:7, 72:10, 73:12, 74:8, 75:14, 76:11, 88:14, 89:4, 91:8, 108:10, 113:11, 144:12, 114:14, 118:23, 118:25, 128:8, 197:6 118:23, 118:25, 128:8 187:6, 207:8, 218:24 mostly 8:21 motion 103:19, 103:24 128:8. notice moved 183:7 moves 174:19, 174:20, 195:20 moving 26:24, 178:22, notified 105:22, multiple 63:9, 63:12 muzzled 177:23
myself 26:5, 41:5,
176:9, 176:23, 184:24,
185:5, 222:8 notions 9:14 November 52:2 novo 148:16 Nowhere 32:1 nuances NAELA 100:24, 100:25 namely 42:18 Nancy 179:12, 179:13, 179:19, 182:23, 185:5 narrow 92:24, 198:15 narrowe 83:12 national 22:21, 22:22, 100:25 201:16, 201:20 numerous 189:4 89:20, 103:8, 115:25, ..., 103:8, 115:25, 190:17 navigate 116:9 nearly 163:14 Nebraska 193:2, 193:6, 193:14, 194:8, 195:10 necessarily 18:18, 43:1, 113:6, 115:25, 173:2, 188:21, 195:15, 198:10 necessarily 18 207:19, 212:9 meedless 161:7 meeds 29:10, 29:11, 32:24, 33:3, 36:22, 40:13, 44:21, 49:8, 56:18, 56:18, 78:15, 94:19, 113:15, 114:25, 116:12, 132:3, 132:21, 136:14, 137:14, 175:17, 176:24, 194:17, 194:17, 195:21 mefarious 219:20 megative 93:11, 212:21 medigence 61:5, 61:8, 61:9, 63:3, 63:3, 63:8, 65:6, 66:2, 66:5, 67:21 meither 45:7, 75:7 Nelson 7:11, 7:12, 7:13, 7:13, 7:16 meutral 202:5, 202:6, 202:7 obligations 4.7. 134.2 observe 138:23, observed 93:10 obstacle 138:11 obtain 38:14, 17 obtained 38:17 obvious 98:4 nevertheless 160:15, nevertheless 160:15, 162:8, 162:20 Newman 2:18, 177:10, 177:11, 177:13, 177:19, 183:25, 184:5, 184:9, 184:17, 184:20, 186:24, 187:5, 188:8, 188:10, 188:15, 188:18, 189:2, 189:8 newspapers 90:25, 109:17 109:17 nice 45:3, 79:12, 98:15, 106:19 nicely 54:10 niche 111:18

niece 99:11
nine 27:22, 27:24,
86:15, 96:9, 124:6
nobody 14:19, 83:19,
132:16, 135:8
18:15 non-Keller 42:13, 45:12, 46:24, 47:10, 47:17, 57:14, 57:14, nonchargeable 45:17, 46:25, 47:2, 48:9 noncompete 161:21, noncompulsory 185:24 nondisciplined 140:20 none 31:24, 104:2, 107:10 nonetheless 214:13 nonissue 93:15 nonmember 94:5 nor 30:18, 45:7, 85:18, 113:13, 134:10, 146:17 140:1/
normal 217:21
Norris 178:14
north 72:12, 215:7,
222:11 222:11 notable 62:13 note 123:14, 136:7, 182:18 notes 128:8, 128:9 nothing 21:7, 30:7, 52:2, 59:23, 127:15, 208:19, 221:6 208:19, 221:6 **notice** 10:7, 43:24, 44:4, 44:11, 46:19, 48:8, 48:21, 48:22, 48:25, 87:20, 163:10, 193:1, 195:1, 217:8, 017:0 notices 44:1, 44:2, 44:5, 55:24, 181:13 notification 140:21, 105:24 notifying 181:21 noting 8:13 notion 9:25, 139:24, 2:20 32:16 numbers 18:10, 18:13, 0 O'Brien 210:2, 210:6 OxBrien 210:2, 210:6 OxBrien 24:8, 89:16, 144:24, 206:4, 210:3, 215:9, 215:11 Oxbancare 42:2 Object 29:5, 32:18, 35:21, 42:13, 45:16, 56:12, 96:25, 162:19 Objected 131:25, 132:8 Objecting 5:1, 130:9, 202:16 202:16 objection 19:1, 20:4, 20:6, 20:14, 57:1 objections 49:1, 56:13, 56:13, 56:15 objective 31:2, 134:2, 134:8, 170:15 objectives 133:12, 163:01
 b);ectr
 163:21

 objectr
 132:4

 objects
 132:19,

 160:24, 163:15, 163:18

 obligation
 61:24,

 0
 96:21,
 61:24, 86:17, 86:21, 92:20 115:20 obligatory 101:5 obscure 192:10 observation 15:10 observations 12:15, observe 138:23, 139:2 174:12 obvious 98:4 obviously 40:6, 58:2, 62:13, 69:15, 81:13, 98:3, 99:7, 108:24, 114:21, 129:23, 135:2, 200:8 OCBA 212:10 occur 16:14, 73:22, 73:22 73:23 occurring 71:20 occurs 47:17, 48:5 October 138:21 offender 11:19 offensive 97:15, 170:4

offer 12:25, 27:21, offer 12:25, 27:21, 28:5, 212:5 offered 196:6 offering 66:3, 74:19 offers 28:12, 217:25 office 21:15, 51:21, 65:8, 72:8, 97:20, 110:19, 115:12, 140:24, 141:21, 177:12, 179:15, 200:16 215:15 177:12, 179:15, 209:16, 215:15 officer 76:19, 77:6, 119:4, 121:7 officers 28:11, 36:8, 39:18, 112:22, 182:16 offices 147:7 official 103:16 officials 61:25, 62:12 oftentimes 64:1 Ohio 52:14 Okenos 8:1 Ohio 52:14 Okemos 8:1 Older 144:7 Oliver 194:5 one-page 168:25 one-year 182:10 onerous 45:7 ones 41:7, 109:7, 182:16 182:16 ongoing 69:6 onset 113:11 open 94:11, 108:22, 171:3, 171:4, 171:5 operate 184:11, 185:1 operated 31:15, 73:7 operates 73:1 operating 38:5, 93:8, operating 38:5, 93:8, 93:8 operation 12:16, 110:16, 200:24, 201:15 operations 23:9, 101:19, 119:17 operative 111:6 opinion 11:7, 13:3, 16:13, 16:20, 16:21, 19:20, 25:15, 26:17, 28:12, 51:13, 54:3, 69:12, 93:7, 93:18, 94:15, 95:1, 115:16, 116:25, 119:23, 120:1, 123:3, 125:22, 126:15, 151:10, 151:12, 152:24, 154:11, 154:15, 155:1, 155:2, 155:5, 155:7, 155:7, 174:12, 177:25, 193:13, 193:16, 195:9, 195:66, 200:9, 200:12, 195:16, 200:9, 200:12, 193:13, 193:16, 195:9, 195:16, 200:9, 200:12, 202:10, 202:19 **opinions** 8:5, 8:7, 43:12, 92:13, 93:5, 93:17, 140:17, 160:23, 166:16, 170:10, 173:10, 175:25, 181:22, 220:24, 221:4 opinions 181:22, 220:24, 221:4 opportunities 35:12, 69:1, 110:1, 114:5, 141:9, 181:21 141:9, 181:21 opportunity 6:5, 15:18, 31:12, 33:13, 39:4, 48:25, 53:15, 54:1, 57:8, 61:3, 81:19, 92:17, 128:11, 136:22, 137:6, 138:22, 139:2, 152:2, 155:9, 158:1, 158:1, 159:24, 171:17, 176:10, 181:25, 187:19, 215:21, 221:25 oppose 42:19, 45:13, opposed 18:19, 37:13, 37:16, 38:22, 54:23, 70:11, 81:7, 119:22, 158:22, 165:25, 180:24, 203:10 opposes 9:17, 10:13, 11:18, 12:6, 103:21 opposing 49:7 opposition 9:25, opposition 9:25, 212:12 opt 44:1, 44:12, 45:2, 45:5, 45:15, 46:4, 46:8, 46:21, 46:21, 47:25, 48:16, 53:15, 57:1, 57:8 opt-un 43:3 opt-out 41:17, 43:6, 44:15, 45:7, 45:10, 46:11, 69:5 opting 46:9 46:11, 69:5 opting 46:9 option 168:16 options 164:13, 168:14, 168:19 order 4:13, 4:14, 8:7, 20:22, 21:2, 29:13, 37:16, 37:23, 38:14, 50:11, 57:4, 57:4, 63:18, 66:21, 80:16, 96:2, 122:17, 128:19, 129:5, 129:17, 129:19, 129:5, 130:14, 130:5, 130:15, 130:18, 130:23, 130:23, 131:3, 131:5, 132:10, 132:18, 136:19, 136:22, 137:3, 141:25, 150:24, 151:5,

151:24, 153:5, 154:6, 163:10, 171:18, 171:20, 172:23, 173:23, 174:11, 197:8, 197:10, 198:3, 212:16, participants 94:21 participate 22:12, ordered 141:23, 141:24 orders 38:9, 120:19, 130:17, 141:14 ordinary 158:18 Oregon 34:23, 35:10, organization 29:4, 30:13, 32:1, 32:4, 32:8, 51:25, 77:3, 77:23, 114:19, 117:7, 77:23, 114:13, 117:7, 120:24, 139:19, 160:23, 162:3, 162:6, 163:4, 163:4, 164:4, 170:1, 170:16, 173:1, 182:25, 204:7, 204:15 212:14 212:14 organization's 162:25 organizational 162:16 organizations 25:12, 47:4, 115:13, 120:8, 162:5, 162:11, 162:14, 164:2, 173:4 162:5, 162:11, 162:14, 164:2, 173:4 organized 36:12, 51:24, 134:4, 134:21, 140:2, 147:18, 199:22, 200:25, 210:12 200:25, 210:12 orientation 86:3 originated 110:3 others 3:18, 12:24, 107:7, 149:5, 166:12, 206:19 otherwise 11:15, otherwise 11:15, 36:25, 109:20 ought 69:3, 69:25, 70:15, 71:4, 71:4, 71:11, 71:23, 73:22, 73:22, 130:22, 130:22, 135:4, 157:18, 157:19, 159:25, 166:20, 166:21, 166:21 ourse 107:17, 142:13 ourselves 17:10, 19:6, 31:22, 169:12 outcome 155:17, 213:5 outdated 128:9 outlier 215:8, 215:9 outlier 215:8, 215:9 outlier 190:14, 192:18 192:18 outreach 109:11 outside 4:7, 18:4, 30:18, 70:3, 91:18, 130:7, 182:18, 183:22 outsider 80:25 outspokenness 12:14, outweigh 29:11 overall 119:20, 123:7 overarching 110:18, 185:4 overhaul 34:9, 191:16 overhauled 136:14 overlooked 20:10 overly 82:22 oversight 31:24, 118:18, 145:10, 145:11, 145:18, 169:20 overthrow 189:16 overwhelming 68:9, overwhelmingly 68:11, :22 a 161:16 owing ownership 133:6 owns 36:8 Ρ P38924 31:12 packet 220:18 pages 222:6 paid 34:19, 75:25, 140:9, 140:10, 142:2, 142:25, 143:3, 205:19, 205:22, 206:18, 208:18 pair 11:17 palpating 38:20 panel 50:6, 135:7, 209:2 panels 135:10, 138:25 Pappas 2:9, 84:2, Pappas 2:9, 84:2, 84:3, 84:5, 87:11, 87:15, 88:12, 88:22, 89:22, 91:5, 133:20, paralegal 101:19 parameters 18:4, 19:5, 106:12 pardon 16:2 pardon 16:2 pardons 11:13 parent 10:15, 10:20, 10:21, 10:21, 10:22, 10:23, 10:23, 15:9 parental 11:2, 11:21 parenting 10:25 parents 10:20, 11:1 parchial 94:8 partial 26:15 partial 2 partially 35:24 participant 76:15

participated 43:13, participates 87:21 participating 46:22, participation 12:8, particular 11:25, 92:6, 92:10, 120:14, 127:10, 136:24, 139:8, 139:9, 146:10, 146:11, 146:12, 157:21, 176:22, 179:2, 179:8 particularly 70:18, 74:19, 94:13, 104:23, 123:3 partiparticular 11:25. 123:3 parties 83:9 partisan 215:18 partisanship 199:10 partly 102:11 partner 76:15 partner 76:15 partnership 80:1 party 8:3, 107:23 passage 119:25, 175:7 passed 64:25, 65:12, 68:12, 78:14, 83:20, 83:21, 179:21, 182:7 passes 15:18 past 27:7, 64:23, 84:6, 89:15, 89:16, 96:19, 100:4, 106:18, 106:19, 110:5, 110:6. 106:19, 110:5, 110:6, 110:7, 130:19, 155:20, 155:20 110:7, 130:19, 155:20, 155:20 path 81:23 pathetic 99:5, 99:15 patience 26:4, 118:24 Patrick 2:5, 2:10, 39:9, 91:6 pay 9:18, 9:23, 10:8, 11:12, 13:23, 41:19, 45:2, 45:11, 45:18, 47:5, 48:8, 66:11, 66:16, 98:18, 99:17, 106:21, 108:18, 161:11, 161:18, 169:6, 170:24, 186:1 paying 45:5, 143:12, 164:10, 169:13 payment 46:19, 168:23 pays 46:12, 73:8, 144:20 pecuniary 72:21, 72:22 144:20 pecuniary 72:21, 72:22 penalty 69:14 pending 28:7, 62:21, 119:23 penetration 100:14, 101:15, 107:11 penny 99:12 per 9:20, 72:25, 96:25, 99:14, 100:19, 100:22 100:22 percent 16:23, 40:18, 40:19, 40:19, 41:4, 41:6, 48:4, 74:25, 100:13, 122:5, 122:8, 126:17, 151:16, 151:10, 152:20, 152:5 151:19, 152:20, 153:5, 156:10, 156:20, 157:9, 211:7, 215:3 percentage 74:22. perception 92:22, 195:8, 195:14, 195:14 perditious 129:25 perfect 142:11, 142:18, 148:25, 149:1 perfectly 215:23, perform 52:25, 52:25, periorm 52:25, 52:25, 53:1, 140:3 performed 22:3 performing 171:21 perhaps 12:17, 15:11, 15:18, 15:19, 18:1, 38:20, 38:22, 56:8, 58:20, 58:25 50:1 58:22, 58:25, 59:1, 66:8, 92:22, 157:17 163:22, 174:21, 175:22, 184:12, 157.17 184:12, 186:18, 188:12, 211:6, 213:6, 213:15 **period** 15:7, 48:9, 54:1, 58:20, 79:4, 83:15, 146:24, 217:7, periods 110:25 permanent 206:5 permissibility 123:4, 157:18, 158:2 permissible 19:16, 19:18, 21:1, 43:1, 53:22, 57:19, 58:1, 58:4, 58:9, 58:11, 58:1. 36:4, 50:9, 56:11, 58:14, 61:20, 64:1, 66:23, 71:18, 86:17, 86:20, 87:9, 87:19, 88:25, 121:5, 121:6, 122:5, 130:8, 151:15, 152:11, 152:22, 153:1 153:3, 154:5, 154:12,

5-2-14TaskForce

128:1

mistake 69:10, 123:10,

Page: 231 permissible - reach permissible - Feach 123:22, 125:18, 126:19, 129:6, 133:11, 134:16, 134:12, 134:14, 134:16, 134:17, 139:5, 139:17, 139:21, 141:4, 142:5, 143:23, 143:24, 146:24, 158:18, 158:22, 161:21, 164:3, 176:3, 199:9, 199:16, 199:21, 199:23, 204:6, 204:16, 204:17. 204:16, 204:17, 204:20, 205:11, 218:1, 220:9, 220:10, 220:18, 221:2, 221:16 public's 22:15, 32:9, 103:22, 214:14 publication 92:12, **publicize** 157:19 publicizing 157:24, publicly 214:20 publishes 121:1 publishing 217:1, 217:2 pulled 113:20 pulse 125:25, 126:2, 126:14 126:14 purishment 37:2, 37:3 purchasers 206:8 purped 43:6, 45:4, 56:20 purpose 4:12, 5:13, 28:17, 32:5, 32:7, 32:20, 33:7, 85:5, 86:9, 104:13, 139:15, 139:20, 162:4, 198:10, 217:3 purposes 28:14, 68:22, 173:25, 174:9 purse 146:9 pursue 163:17 purviews 67:3 putting 10:7 0 qualified 78:1, 116:7 qualify 115:1 qualities 173:15 quality 11:5, 11:14, 12:4, 16:1, 16:24, 17:8, 115:23, 168:18, 196:20, 197:3, 197:4, 198:12, 198:18, 213:4 quarterly 174:21 198:12, 198:16, 213:4 quarterly 174:21 questioning 125:8 quick 19:12, 25:18, 57:10, 124:18, 202:24 quicker 26:13, 105:17 quickly 26:8, 51:24, 53:14, 26:8, 51:24, 53:14, 26:8, 51:24, 100:124:18, 202:24 quice 9:10, 15:15, 23:5, 75:21, 90:1, 174:5, 209:1 quot 9:10, 15:15, 13:12, 113:20, 13:12, 113:20, 13:16, 203:24 quote-quote 121:15 202:24 107:25 quote-unquote 121:15 quoted 30:12, 208:9 quotes 78:22 quoting 197:10 R **RA** 109:15, 111:21, 123:18, 152:25, 159:9, 171:19, 171:19, 171:20, 173:17, 173:19, 174:3, 174:16, 174:21, 174:22, 174:24, 175:8, 175:10, 175:12, 175:13, 175:12, 175:13, 175:24, 176:5, 176:7, 176:9, 176:11, 176:14, 176:19

154:17, 157:5, 157:22, 180:25, 187:21, 187:24, 187:25, 196:2, 213:10, 217:24, 218:7, 219:16, 220:7, 221:23 permission 57:18 permit 11:18, 161:23 permits 76:25 mermitted 22:12, 209:11 220:10, 220:18, 221:2, 221:16 policy-making 110:23, 120:10, 125:9, 127:3, 127:25, 150:12, 155:24, 172:4, 174:17, policymakers 40:12 policymakers 40:12
political 30:17,
71:14, 71:17, 81:17,
81:20, 82:25, 83:18,
85:2, 92:23, 93:1,
103:8, 104:7, 112:25,
115:17, 115:18,
115:25, 116:16,
116:22, 162:25, 194:9,
194:21 195:15 191:1, 209:11 Pero 4:6 Pero 4:6 personal 50:7, 67:16, 94:15, 116:22, 119:23, 120:1, 136:6, 142:12, personally 6:3, 29:1, **Dersonally** 0:3, 29:1, 56:3, 56:4, 58:18, 69:5, 70:13, 71:3, 71:10, 84:24, 87:11, 104:11, 116:15, 116:16, 140:6, 145:12, 149:1, 177:23, 178:2, 199:15 194:21, 195:15. politically 195:4 politically-mind 3 politicized 82:23 politics 194:12, 199:13, 202:7 181:1, 188:2, 188:15, 206:22, 212:18 persons 9:18 perspective 47:12, Pullics 194:12, 199:13, 202:7 polled 68:10, 157:18 poorly 9:15 populate 181:12 population 114:25, 115:7, 116:12 Port 114:11 portion 38:13, 46:21, 66:16, 66:19, 142:2, 143:2 posed 10:11 perspective 4/:12, 108:17, 144:4, 177:23, 203:8, 213:22 perspectives 183:5 persuade 48:14, 170:19 persuading 170:23 persuasion 92:23, persuasions 214:23 posed 19:11, 128:18, posed 19:11, 128:18, 128:21 position 12:22, 13:24, 14:2, 17:2, 17:17, 17:21, 18:2, 20:8, 24:23, 26:20, 28:4, 31:22, 42:10, 42:19, 42:23, 44:7, 44:23, 51:3, 54:23, 54:25, 55:2, 55:9, 55:11, 55:12, 55:16, 55:20, 56:11, 56:12, 63:18, 63:24, 67:10, 67:14, 73:19, 76:21, 102:22, 103:1, 103:20, 115:3, 115:18, 115:18, 116:1, 116:2, 115:18, 116:1, 116:2, 116:5, 120:12, 120:14, 121:6, 124:18, 132:7, 133:23, 137:11, 187:4, 187:14, 187:17, 190:21, 190:24, 191:24, 209:3, 210:17, 219:4, 219:13, 219:12, 219:4, 209:13, 210:12, 51:6, 51:18, 54:14, 18:22, 43:9, 43:15, 46:10, 48:23, 50:12, 50:25, 51:1, 51:5, 51:6, 51:18, 54:14, 55:7, 94:23, 116:15, 123:22, 172:21, 180:22, 186:20, 186:22, 190:17, 190:21, 191:2, 192:20, 195:3, 196:7, 196:8 possibilities 157:25 possibility 43:3 Peter 1:18, 3:23 petition 209:13 petitions 209:12 position 12:22, 13:24, petitions 209:1 phases 160:2 phenomenal 176:23 Phil 109:13 phrase 109:4, 111:6 phrasing 113:16 s 51:23 physicians 51:23 pick 77:15, 108:10 picked 9:12 pick 77:15, 108:10
picke 9:12
picks 109:20
piece 28:7, 132:12,
183:10, 213:11
pilot 201:4, 201:9,
201:10
plaine 68:14, 113:13
plain 36:6
plaintiff 61:10,
61:12, 63:11, 63:20
plaintiff's 209:3
plaintiff's 209:3
plaintiff's 209:3
plaintiff's 201:25,
207:10, 207:13, 207:17
plan 35:17, 35:21,
85:3, 150:20, 151:3
planning 206:7
play 82:10, 134:22,
154:1, 155:14, 202:21
played 155:22
player 86:12
playing 15:22, 136:3, playing 15:22, 136:3, 147:19 PLC 108:9 plea 12:2 Please 94:16 pleased 8:9, 92:1 Fleased 8:9, 92:1 pleasure 72:9 plebiscite 111:21, possess 11:00 possibilities 157:25 possibility 43:3 possible 24:21, 144:11, 144:18, 176:11 possibly 9:11, 44:12, 120:3, 124:21, 124:23, 174:7, 175:20 post 44:19, 187:16 posted 29:20 posts 44:4 potatoes 122:9 potential 78:6, 93:20, 149:22, 189:17, 219:11 powerty 114:17, 114:24 power 11:11, 19:20, 102:7, 127:24, 164:6, 164:9 powerful 119:19 216:16 plenty 186:17 plus 102:5 PMRC 141:20, 141:23 pocketbook 82:3, 82:5 pocketbook 82:3, 82:5 podium 3:9 point 17:5, 23:21, 42:14, 47:23, 52:16, 54:16, 56:9, 70:25, 86:14, 93:21, 112:18, 119:1, 129:10, 132:23, 137:5, 159:5, 159:17, 173:21, 178:25, 188:5, 220:13, 221:10 220:13, 221:10 pointed 133:20, 133:20, 133:21 points 125:24, 138:15, 164:9 powerful 119:19 PR 109:12 practical 62:18 practice 27:15, 28:9, 31:14, 36:3, 38:14, 39:18, 39:21, 39:23, 41:3, 41:6, 61:23, 65:7, 73:5, 73:20, 75:11, 86:2, 96:13, 101:1, 116:18, 125:18, 134:6, 140:22, 140:25, 160:12, 164:7, 165:18, 168:21, 168:21, 169:21, 190:1, 201:17, 203:1, 204:16, 205:25, 206:2, 208:8, 208:8, 208:16, 209:1, 209:23, 201:3, 219:25 practiced 22:18, 41:7 practices 74:13, 114:11, 136:11, 140:24, 149:11, 200:2, 2010:6 powerful 119:19 PR 109:12 13, 217:23 13, 217:23 164:6, 182:16, 24, 185:17 police 18:24, 1851/ policies 24:16, 174:10, 175:5 policy 9:15, 11:4, 16:8, 19:14, 23:16, 23:19, 23:22, 24:3, 24:12, 24:18, 25:7, 26:5, 30:6, 44:3, 53:19, 42:7, 56:2, 56:5, 58:6, 61:16, 61:25, 62:2, 62:17, 62:21, 63:7, 63:14, b2:21, b3:7, b3:14, 63:25, 64:6, 67:17, 75:12, 76:16, 76:16, 76:19, 77:13, 110:6, 110:14, 110:22, 110:22, 110:24, 111:2, 111:6, 112:13, 113:17, 120:20, 120:21, 123:22 123:22. 123:22 140:24, 149:11, 23:25, 124:9, 126:2, 26:19, 172:5, 172:21, 210:13, 210:24, 218:2 practicing 4:19, 7:25, 39:6, 70:14, 72:24, 114:2, 118:22, 165:12 practitioner 39:10, 172:25, 173:4, 174:8, 174:12, 174:14, 174:22, 175:3, 175:19, 175:22, 216:10, 220:9,

126:9, 127:23, 209:12 pre-trial 207:7, 207:11, 207:79 precise 47:16 precluded 30:3 predecessors 1 predict 163:22 preface 8:22 prefer 58:3 110.20 preference 198:7 prejudice 207:25 preliminary 82:11, 82:20 premier 98:22 premiums 34:21 prepare 205:4 prepared 85:17, 188:24 preparers 209:13 preparers 209:15 prerogative 11:13 prescribes 120:23 present 34:10, 35:12, 120:3, 134:8, 151:17, 151:22, 152:21, 156:21 30:21 presentation 14:18, 57:11 presented 57:13, 151:7, 176:8, 179:4, 182:24, 221:23 presently 33:9, 33:22, 216:0 preserve 74:8 preserve 74:8 preserved 23:10 presided 12:1 president 9:4, 27:7, 28:1, 29:3, 32:12, 50:4, 64:23, 64:23, 79:22, 84:4, 84:7, 86:1, 89:15, 89:16, 91:10, 128:6, 139:19, 146:11, 179:13, 193:11, 196:6, 212:2, 218:25, 219:5, 219:7 president-elect 83:14 president-elect 83:14 155:19 press 109:6 pressing 150:17 presumably 20:20, 21:3 presumes 47:1 Presuming 46:24 presuming 46:24 presumption 10:14 prevail 48:15 prevails 151:21 prevent 208:12, 208:13, 209:14 208:13, 209:14 prevented 65:15 prevented 65:15
preventing 206:5
previously 33:1, 203:5
price 45:18
primarily 30:15,
13:20, 38:21, 112:15,
139:17, 145:23, 212:2
primary 29:5, 32:5,
32:7, 32:17, 32:20,
35:21, 139:20, 147:1,
184:23 184:23 principle 73:16, 160:19, 167:3 principled 72:21 principles 16:4, 164:18 prior 31:15, 41:3, prior 31:15, 41:3, 92:11, 147:3, 152:13 priority 150:22 private 10:3, 32:1, 32:4, 32:7, 41:6, 96:8, 96:10, 96:13, 125:16, 133:11, 133:12, 133:18, 164:2, 199:1 privately 10:1 privatization 132:22, 132:23, 133:1, 133:3, privilege 38:14, 38:15, 70:15, 72:24, 91:9 91:9 privileged 89:3 pro 22:6, 23:7, 23:21, 24:2, 24:6, 24:7, 35:11, 35:13, 35:13, 62:14, 70:19, 71:1, 84:16, 99:9, 101:8, 101:10, 101:21, 115:9, 117:12, 135:12 probably 8:20, 10:23 117:12, 135:12 probably 8:20, 10:23, 13:17, 52:25, 53:5, 57:21, 90:23, 97:5, 101:3, 108:3, 124:25, 127:21, 142:24, 149:5, 164:11, 189:4, 211:12, 221:0 221:9 problem 14:10, 14:24, 15:1, 16:3, 41:10, 50:24, 57:9, 78:20, 80:20, 141:22, 169:21, problem-solving 78:23, 79:2 problems 73:17, 133:13, 144:23, 145:13, 180:3, 209:19 procedural 153:15 procedure 15:2, 16:16, 17:12, 44:12, 44:14,

practitioners 41:5,

44:16, 45:7, 45:10, 47:1, 47:6, 47:13, 47:24, 47:24, 50:10, 50:13, 57:2, 88:10, 130:5, 209:20 property 190:6 proponent 211:14 proportion 172:3 proposal 59:10, 120:15, 121:23, 122:3, 122:4, 157:23, 167:19, 200:17 130:5, 209:20 procedures 29:19, 56:5, 59:5, 59:8, 69:20, 75:5, 100:2, 123:19, 180:7, 209:14 proceed 7:24, 8:10, 87:18, 88:7, 110:12, 200:13 200:13 proceeding 3:14 proceeding 3:14 proceedings 36:4, 123:18, 222:7, 222:8 process 5:19, 20:21, 22:8, 23:12, 24:19, 25:20, 25:25, 26:1, 26:3, 30:6, 36:21, 37:1, 43:21, 45:23, 48:6, 50:9, 51:2, 53:9, 53:10, 53:14, 53:17, 56:8, 56:21, 58:19, 63:23, 80:15, 86:19, 88:15, 90:17, 58:19, 63:23, 80:15, 66:19, 88:15, 90:17, 90:21, 90:22, 111:3, 112:25, 131:13, 131:14, 134:22, 135:2, 135:5, 141:18, 141:19, 144:19, 145:10, 152:5, 159:25, 169:18, 174:4, 175:11, 175:15 175:11, 175:15, 175:16, 180:1, 180:7, 182:19, 187:10, 190:6, 205:13, 205:13, 206:7, 213:23, 214:15, 214:19, 215:24, 214:19, 215:24, 216:24, 217:10, 217:21 processes 71:20, 213:7, 216:1, 216:7 proctor 7:17 profession 5:5, 21:21, 21:24, 21:25, 27:14, 27:18, 28:23, 28:24, 30:16, 31:21, 32:3, 37:24, 38:22, 39:14, 40:10, 40:10, 45:19, 37:24, 38:22, 39:14, 40:1, 40:10, 45:19, 61:22, 62:3, 64:2, 64:15, 64:10, 64:15, 64:16, 68:23, 69:24, 86:10, 87:4, 115:21, 117:9, 117:9, 117:20, 117:21, 122:21, 125:14, 125:25, 126:2, 129:3, 129:6, 139:11, 142:7, 161:23, 172:17, 176:3, 176:4, 189:20, 189:21, 198:11, 198:18, 199:14, 201:19 **profession's** 134:14 profession's 134:14 professional 31:23, 32:1, 32:4, 32:7, 38:12, 39:21, 140:12, professionalism 84:17, 85:24, 99:23, 140:13, 143:21 143:21 professionals 31:25 professionals 35:24 professions 35:24 professor 189:10, 192:24, 193:9, 193:9 professors 125:19 program 8:22, 9:10, 10:1, 31:16, 59:23, 85:23, 85:25, 86:1, 86:6, 140:12, 140:13, 140:16, 176:23, 176:24, 176:25, 201:8, 201:14 201:14 programmic 33:4 programs 22:9, 22:10, 22:13, 23:6, 51:7, 52:17, 52:24, 84:19, 84:23, 99:22, 115:10, 128:22, 129:1, 131:22, 149:20, 160:24, 162:7, 201:4, 201:7, 209:21 progress 182:12 prohibits 194:15 project 85:20, 85:22, 178:23, 178:24, 180:2, 182:25 products 172.2.5 projects 179:3, 201:9, 201:10 prominent 201:1 promise 190:4, 190:5, 190:9, 191:12, 191:13, 194:22, 203:1 190:9, 191:12, 191:13, 194:22, 203:1 promised 190:1, 191:9 promote 32:8, 32:19, 48:22, 170:11, 170:25, 176:4, 194:15, 199:1, 216:3, 218:2, 218:5 promoted 170:1 promoted 11:15, 35:10, 160:24 160:24 promoting 28:21, 28:24, 38:22, 198:1 promotion 32:11 prompted 112:25, 114:8, 118:12 proper 37:14, 40:5, 69:2, 79:17, 173:24, 178:2, 201:1, 201:14 properly 173:18, 160:24 201:14

proposals 123:2, 179:19 propose 43:8, 43:20, 43:24, 45:1, 145:25 proposed 10:11, 44:24, 45:25, 51:22, 94:6, 146:6, 169:24, 170:5, 200:15 proposes 44:7, 212:13 proposition 20:12 propositions 160:20 prosecuting 36:2, 79:15, 210:10 79:15, 210:10 prosecution 83:4, 140:24 prosecutions 9:24 prosecutor 147:11, 92.5 Prosecutor's 179:15 prosecutors 182:14, 191:22 protect 10:18, 19:22, 28:15, 34:8, 40:4, 54:5, 54:13, 70:16, 123:12, 129:5, 129:6, 134:3, 134:14, 139:17, 143:23, 208:14 143:23. 208:14 protected 35:5, 74:4, protecting 5:4, 35:8, protecting 5:4, 35:8, 68:24, 164:3, 172:19, 177:6, 198:4 protection 21:23, 29:5, 32:6, 32:10, 32:14, 32:17, 32:19, 33:6, 34:19, 34:20, 35:20, 37:12, 38:21, 84:18, 86:13, 89:6, 98:20, 99:19, 99:23 04:10, 00:13, 00:0, 98:20, 99:19, 99:23, 113:10, 113:17, 134:16, 139:5, 139:21, 141:1, 142:5, 163:8, 167:7, 167:14, 176:12, 176:17, 200:2, 205:11 protections 29:12, 205:11 29:15, 37:25, 132:18, 167:17 protective 166:6 protects 56:20, 172:20, 174:17 protest 17:22 protocol 15:20, 25:19, protracted 59:1 proud 68:6, 119:6, 175:2, 205:20, 205:25, 206:23 175:2, 205:20, 205:25, 206:23 provide 21:23, 33:11, 52:21, 62:20, 63:4, 63:9, 63:15, 65:19, 75:1, 78:20, 115:6, 117:22, 167:6, 167:13, 190:17, 200:23, 201:14 provided 18:19, 65:7, 65:25, 115:23, 173:21 provides 73:10, 73:11, 73:12, 73:13, 117:10, 132:10, 134:10, 134:12, 136:19, 163:7, 166:20, 176:17, 200:6 providing 34:2, 41:18, 63:10, 79:18, 85:5, 175:13, 175:25, 206:7 provision 34:15 provisions 65:5, 69:6, 210:15 210:15 **public** 1:9, 5:4, 5:18, 6:1, 6:2, 12:8, 13:11, 16:8, 18:20, 19:14, 21:23, 22:6, 22:10, 24:12, 24:16, 28:15, 29:23 21:23, 22:6, 22:10, 24:12, 24:16, 28:15, 28:23, 29:6, 30:15, 32:6, 32:10, 32:14, 32:17, 32:19, 33:6, 33:25, 34:8, 34:20, 35:8, 35:20, 37:13, 38:22, 40:13, 52:2, 52:4, 53:2, 53:4, 53:19, 55:17, 56:1, 56:5, 58:6, 59:7, 63:16, 64:11, 64:15, 65:3, 65:17, 68:24, 70:16, 71:13, 76:15, 76:16, 76:18, 77:13, 77:24, 80:19, 84:18, 92:22, 94:9, 94:11, 94:12, 94:24, 96:8, 104:13, 108:22, 109:11, 109:12, 109:22, 111:2, 111:6, 112:13, 112:13, 112:21, 113:10, 113:18, 117:8, 117:9, 113:18, 117:8, 117:9, 117:22, 119:20, 121:14, 122:20,

123:11, 123:12,

198:16, 199:8

Troity, 176:11, 176:14, 176:19
race 30:20
races 215:2
radical 116:2
raise 97:21, 101:5, 176:14, 177:18, 215:24
raised 4:15, 24:2, 146:13, 171:20, 213:23
raising 175:12
rampant 199:19
rapid 78:23
rapidly 216:13
Rapids 27:6, 91:7, 91:10, 91:12, 91:13, 91:20, 93:23, 94:18, 177:3
rashly 24:17 177:3 rashly 24:17 rate 100:14, 107:12 rather 86:24, 92:24, 101:25, 216:9 rationale 152:18, 153:2, 153:3, 153:24, 155:6, 162:4 rationales 162:7 reach 94:22, 183:8, Pages 1 to 222

					reached - signed
185:16 reached 177:5, 182:17,	166:18	156:23, 158:11, 159:2, 159:15, 171:12,	166:11, 166:20, 171:23, 172:11, 174:1,	<pre>save 44:17, 78:21 savings 78:6</pre>	senior 112:22 seniors 114:18
182:18, 218:11	refused 42:4 refuses 161:7	171:15, 172:2, 172:6,	174:7, 174:18, 176:13,	saying 8:23, 13:20,	sense 81:6, 95:1,
reaches 177:2 reaching 36:1 reacted 113:2	regard 46:9, 73:3, 86:14, 125:1, 125:3,	175:4, 179:4, 179:20, 196:6, 213:18, 216:17,	176:18, 202:16 rigorous 51:2, 58:24,	14:8, 14:21, 21:7, 105:15, 125:21,	164:11, 198:21, 202:4 sensible 14:4
reacted 113:2	135:13, 150:2, 175:11,	219:7	59:3, 205:11	128:25, 144:24,	<pre>sent 5:20, 12:21,</pre>
reaction 131:17	176:21	representatives 65:14,	ringing 177:14	152:11, 157:4, 183:19,	52:22, 55:25, 60:16,
readily 98:1 reading 16:19, 69:11,	regarding 8:4, 96:2, 102:21, 123:25,	94:25, 159:8 represented 129:25,	Riordan 1:15, 4:4, 4:4, 16:12, 19:12,	187:21, 194:19, 204:8, 204:9, 208:15, 208:15,	116:24, 186:10,
126:13, 137:1, 137:1	149:22, 213:14, 214:2, 216:14	205:17	20:17, 54:12, 55:4,	218:15, 221:12, 221:15	212:10, 212:20, 213:13, 213:21, 220:13
ready 7:24 real 26:25, 45:15,	regards 104:22, 105:12	representing 132:2, 207:13	55:19, 70:2, 70:7, 70:10, 71:6, 71:14, 71:25, 72:4, 87:8,	says 10:18, 11:21, 14:6, 16:21, 17:19,	sentencing 11:19 separate 10:19, 32:3,
105:7, 183:1, 183:3	region 127:10	represents 154:1,	87:14, 88:9, 88:21,	20:5, 20:12, 20:25,	35:6, 37:3, 110:8,
reality 147:22, 153:6,	regionalization 79:2	154:2, 204:20		26:20, 26:22, 41:4,	143:13, 176:19
195:15	registered 25:13,	reproduced 199:4	123:17, 125:6, 144:3,	42:10, 48:9, 58:11,	separated 9:7, 145:9
really 13:1, 17:11,	98:18	reps 158:19	144:7, 144:11, 145:1,	76:19, 141:5, 154:12,	separating 143:18
19:3, 23:3, 25:2,	registration 98:5,	requested 172:2	145:5, 145:8, 188:8,	154:15, 161:17, 211:9	separation 135:23
28:14, 36:13, 36:15,	141:2, 143:10	require 9:18, 30:16,	188:12, 188:16, 189:1,	SCAO 221:18	September 213:13,
47:11, 70:16, 71:21,	regular 127:22, 148:19	33:17, 35:1, 35:2,	189:6, 192:24, 193:1,	scared 215:17	214:17
77:6, 77:18, 79:12,	regularly 102:3	40:7, 42:4, 45:14,	193:4, 193:12, 194:1,	scheme 170:8	seq 200:16
80:5, 80:21, 83:8,	regulate 5:4, 31:22, 35:25, 117:20	154:22, 154:24	195:1, 195:23, 196:11,	Schier 2:20, 197:19,	serious 5:11, 42:21,
89:11, 92:25, 92:25,		required 4:20, 31:25,	210:19	197:20, 197:21, 203:3,	215:8
96:25, 97:15, 100:8,	regulating 115:21,	36:24, 38:2, 38:13,	ripped 99:11	203:12, 204:25, 205:1	seriously 86:18,
103:3, 103:4, 104:7,	198:11, 198:17	104:3, 106:23, 151:16,	rise 138:25	Schier's 198:7	115:21, 120:1, 120:2,
104:10, 106:17,	regulation 13:10,	151:24, 162:22, 175:7	risk 128:16, 128:17,	scholars 62:11	121:6, 121:8, 153:13,
111:17, 129:21,	21:21, 21:22, 32:4,	requirement 108:1,	219:20	schools 140:14, 211:14	153:16
136:12, 140:15, 147:3,	32:6, 39:20, 64:2,	113:1, 137:6, 140:21	road 136:18, 138:12	Schuette 167:15	serve 22:5, 28:14,
164:11, 166:15,	172:17	requirements 107:21,	Robert 2:3, 2:13,	Schut 2:4, 31:9,	28:16, 77:6, 86:8,
166:24, 168:23, 170:5,	regulations 106:23	122:16, 156:15	21:13, 118:21	31:10, 31:11, 31:12,	91:9, 114:6, 114:16,
178:1, 181:5, 181:19,	regulator 38:25, 39:1	requires 141:15	Roberts 29:3, 30:11,	36:20, 37:10, 37:15,	114:20, 114:23, 115:1,
182:22, 183:9, 212:24,	Regulators 33:10	research 111:3, 180:5,	42:3, 113:12, 113:19	37:18, 37:22, 38:1,	116:11, 116:18,
219:11, 220:21,	regulatory 163:19,	186:5, 186:12	robust 82:9, 100:10, 107:8	38:11, 38:24, 39:3	116:18, 116:21, 117:8,
220:22, 221:8, 221:10	205:13, 206:14, 210:15	residence 31:20		science 107:25	117:22, 143:24, 180:18
realty 181:9	rehab 35:4 rehabilitation 37:3	residents 115:24,	rocket 107:25	scope 199:8, 202:5, 202:7	served 84:4, 86:8,
rearrange 164:16 reason 32:5, 54:24,	Rehnquist 16:21, 97:24	116:3 residual 168:4	rocketed 217:12 role 1:11, 3:6, 5:5,	screened 25:8	96:24, 117:18, 135:6, 135:21, 147:24
56:13, 64:1, 145:5,	reign 33:20	resolution 68:12,	15:21, 28:18, 40:21,	screening 15:19,	service 16:1, 17:8,
156:2, 163:9, 180:25,	reiterate 36:17	70:21, 78:18, 187:2	69:2, 82:10, 89:9,	25:19, 25:20, 26:13,	35:15, 55:17, 75:4,
184:22, 184:24, 185:5,	reject 191:10	resolved 201:25, 202:1	127:14, 134:22, 135:4,	69:1	78:21, 84:16, 93:24,
187:22, 187:24,	rejected 133:4, 191:23	resource 117:17,	136:4, 144:8, 144:12,	scrutiny 43:1	96:8, 110:7, 110:11,
187:25, 204:21, 206:24	rejoin 6:21	140:22	147:19, 153:25,	se 96:25, 117:12	117:9, 117:10, 133:10,
reasonable 54:1, 69:7,	relate 131:2, 150:23,	resources 41:8, 66:24,	155:12, 174:16, 201:1	sea 29:22	134:10, 198:12,
69:24	190:13, 192:16	78:10, 81:13, 84:19,	roles 63:12	<pre>seasonably 38:20 seat 6:21</pre>	198:18, 201:2
reasonably 113:2,	related 34:13, 77:13,	85:14, 86:5, 115:6,	Rombach 1:17, 3:25,		services 11:5, 11:6,
172:6, 191:3, 198:10,	97:16, 172:16, 191:3	117:19, 139:11,	3:25, 37:11, 37:16,	secondary 161:7	11:15, 11:16, 12:3,
208:6	relates 20:7	178:17, 178:24,	37:19, 37:23, 38:4,	Secondly 33:19	12:4, 16:25, 16:25,
reasoning 73:13, 200:5 reasons 12:8, 21:19,	relating 75:11 relations 28:23,	179:10, 184:24, 185:8,	38:19, 39:2, 82:10, 82:14, 83:8, 100:18,	seconds 28:2	21:14, 22:9, 22:24,
34:25, 72:19, 72:21,	80:12, 176:3	185:15, 185:24, 186:2, 186:6, 186:12	101:8, 102:15, 102:25,	Secretary 213:14, 214:19	30:16, 34:3, 52:21, 64:13, 70:21, 71:1,
73:25, 81:17, 151:11,	relationship 79:23,	respect 92:10, 94:19,	104:16, 104:20,	section 13:22, 13:24,	73:11, 75:2, 80:1,
154:16, 163:1, 180:1,	140:1, 141:12	94:23, 135:3, 149:19,	105:11, 105:20, 106:3,	14:6, 14:7, 18:23,	98:21, 101:11, 102:22,
180:10, 184:23, 196:4,	relatively 79:4, 96:17	151:7, 166:17, 215:19	107:2, 155:11, 155:16,	61:5, 61:8, 63:8,	103:17, 103:23,
205:10, 215:15	released 9:23	respected 216:25	156:7, 197:7	65:6, 65:7, 66:2,	110:19, 111:10,
recalculated 175:20	relevant 19:3	respectful 104:21	Rombach's 83:14	66:5, 66:8, 66:11,	111:11, 114:4, 114:19,
receive 66:12, 66:13,	reliable 78:5	respectfully 183:6	room 44:10, 97:5,	66:19, 66:25, 67:1,	115:2, 115:6, 115:12,
83:19, 85:8, 141:16,	religiously 23:20	respects 156:1	98:15, 105:19, 105:21,	67:8, 67:13, 67:20,	115:23, 117:22,
168:6		respond 6:7, 7:21,	146:25, 183:8	67:21, 96:7, 96:20,	118:11, 140:4, 172:18,
received 5:23, 92:15, 212:5, 212:18, 212:20	relinquish 37:20 reluctant 93:4	66:4, 125:9, 128:18, 137:7, 184:16, 187:11,	roommate 206:10 rooms 105:5, 105:16	67:21, 96:7, 96:20, 100:3, 100:3, 105:21, 105:24, 106:5, 106:18,	118:11, 140:4, 172:18, 178:9, 191:5, 192:2, 192:11, 196:17,
receives 44:24 recent 12:13, 29:21,	rely 54:17, 211:8 remain 30:23, 91:24,	203:9, 212:8 responded 118:5,	rose 2:5, 39:5, 39:5, 39:5, 39:7, 39:9, 46:3,	105:24, 106:5, 106:18, 107:1, 154:2, 154:3, 154:10, 156:11,	196:17, 196:18, 197:3, 197:4, 213:3, 213:4,
64:7, 82:11, 157:2,	126:22, 127:4, 197:22	130:3, 199:17	46:6, 46:8, 46:15, 46:24, 47:15, 48:17,	156:18, 163:9, 166:7,	213:24, 214:3, 214:13, 218:3
199:24, 200:1 recognize 51:11, 61:24	remaining 152:6 remains 199:14, 202:11	Responding 29:17 response 6:8, 26:15,	48:19, 49:2, 49:10,	167:6, 185:1, 185:1, 185:10, 185:16, 209:24	servicing 118:11
recognized 190:12	remarks 118:25, 123:14	48:25, 52:23, 91:21,	49:12, 56:9, 69:16	sections 13:21, 14:4, 18:23, 52:1, 57:15,	serving 25:17, 39:8,
recognizes 23:5	remedies 171:6	202:17	Rose's 50:8		86:15
recognizing 154:1,	remedy 42:18	responses 92:15, 92:16	routinely 141:15	57:17, 57:22, 61:23,	session 18:10, 18:13,
203:8	renewal 169:5	responsibilities		62:19, 63:9, 65:19,	18:14
recommend 87:5	renewed 182:11	123:20	rubber 148:15	67:17, 100:5, 106:12,	<pre>sessions 86:3, 141:24 sets 24:1, 163:5</pre>
recommendation 13:7,	REP 1:18	responsibility 94:11,	rule 7:9, 19:20,	106:20, 120:25,	
26:1, 26:2, 26:7,	repeal 31:16	109:8	28:19, 29:23, 41:17,	127:19, 127:19, 131:3,	<pre>setting 53:17, 90:20 seven 99:22, 182:9,</pre>
56:6, 65:21, 78:17,	repeat 68:16, 188:10	responsible 151:3	44:25, 113:12, 121:24,	134:7, 153:21, 168:25,	
146:4	repeatedly 80:13	responsibly 184:13	131:10, 157:6, 161:25,	185:1, 195:18, 220:19	193:20
recommendations 78:2,	replace 127:15,	responsive 131:10	163:12, 166:24, 167:2,	sectors 199:21	seventh 191:12
78:4, 81:10, 85:9,	127:16, 192:22	rest 80:6, 138:3,	179:24, 180:7, 190:18,	Security 97:18, 205:17	Seventy 41:6
85:10, 149:22, 211:12,	replaced 109:13	180:17	199:2, 220:16	seeing 194:9	several 25:12, 78:2,
219:10	reply 212:21	restraint 151:1,	ruled 132:8	seek 34:12, 36:22,	196:16, 205:5
recommended 85:16,	report 5:8, 6:9,	151:4, 151:24	rules 28:20, 34:14,	64:13, 108:18, 141:15	sexual 11:19
150:5	34:16, 36:24, 37:5,	restrict 136:8	35:6, 36:23, 53:8,	seeking 89:6	shadow 192:9
recommending 19:14	41:4, 54:9, 56:15,	restructure 42:4	129:12, 136:7, 139:17,	seem 10:17, 24:16,	shadows 192:7
record 8:18, 68:13,	78:10, 78:11, 78:22,	restructurings 78:9	170:4, 200:15, 200:16,	71:24, 94:7, 101:9,	Shakespeare 189:23
68:13, 68:14, 91:22,	85:17, 92:21	result 45:22, 78:1,	218:18	101:23, 157:22	Shakespeare's 189:12
102:10, 103:16, 218:14	reported 36:18, 147:15	130:13, 191:15, 191:19	ruling 18:6, 213:16	seemed 210:12	shall 28:20, 29:4,
recorded 222:7	reporter 79:21	retain 26:11	run 77:18, 79:7,	seemingly 59:4	208:19
recorder 7:13	reporting 9:23, 186:22	retained 166:12	107:4, 107:5, 107:6,	seems 12:21, 14:16,	shame 35:16
recording 222:8	reports 43:10	rethink 17:21, 20:8	219:20	15:10, 24:14, 25:21,	<pre>shameful 99:1 shape 28:10, 78:15</pre>
recovering 205:21	represent 30:19,	retire 96:16	runners 64:8	37:11, 89:2, 94:4,	
recuse 214:11	150:10, 158:20,	retired 135:15,	runs 135:1, 137:11,	94:8, 108:24, 139:10,	<pre>share 207:6, 210:22 shares 184:7, 203:8</pre>
reduce 200:25	172:21, 207:19	179:16, 210:4	164:17	139:24, 141:21,	
reductions 78:6 Reed 4:6	representative 23:15, 23:25, 24:10, 27:8,	return 19:25, 165:18 revenue 175:12, 201:6,	rural 116:19 rushed 217:17	163:10, 172:24, 175:1, 205:9	<pre>sharing 81:6, 119:18 sheer 143:18</pre>
reevaluate 120:5	27:23, 27:24, 30:24,	201:11	Russell 170:14	segregated 47:2	sheet 46:25
reexamine 34:25	50:17, 62:14, 62:25,	review 23:9, 51:14,		Seitz 41:13	Sheriff's 185:18
refer 209:5	63:1, 65:11, 76:12,	129:11, 131:4, 199:5,	S	self-assessment 33:1	shifting 38:21
reference 13:9, 18:2,	77:16, 78:8, 80:18,	199:24, 200:1, 200:3,		self-examination	ship 97:13
25:20, 49:8, 58:20,	103:25, 104:4, 105:3,	213:18, 213:21, 219:14		112:24	shock 215:10
186:19	108:14, 110:2, 110:23,	reviewed 23:23, 24:12,		self-interest 32:21	shocking 214:9
referenced 101:17,	111:15, 113:14, 119:2,	35:17, 53:20	S.FALK 2:3 sad 101:23, 211:10	self-policing 24:25	shoehorn 17:5
203:7	119:4, 120:9, 120:10,	reviewing 27:19	sadly 98:24	selfish 36:1	<pre>short 5:7, 6:20, 75:15, 79:4</pre>
references 142:22	120:14, 120:17, 121:3,	reviews 24:7	safe 116:16, 116:19	semi-unanimous 105:4	
Referral 141:23	121:7, 122:1, 122:10,	Revised 39:17	safeguard 40:4, 216:24	seminars 66:14,	shortening 217:7
referred 36:21,	123:23, 124:2, 124:3,	revisit 33:5	safeguards 15:19,	140:21, 142:3	shortly 135:16
141:20, 142:1, 196:16	124:5, 124:21, 125:11,	rewards 9:22, 9:23,	137:8	<pre>senate 59:10, 60:10,</pre>	<pre>shot 189:2 shouldn't 36:18,</pre>
referring 34:5, 209:15	125:14, 125:20,	10:2	safety 198:4	60:11, 64:25, 65:13,	
reflect 12:17, 173:2,	125:22, 126:3, 126:8,	Rhodes 27:6	Saffell 2:8, 67:24,	83:21, 119:22, 119:24,	57:21, 98:3, 129:9,
173:11, 195:17, 218:14	126:12, 126:14,	rich 101:22	67:25, 68:1, 68:3,	124:14, 158:19, 212:12	137:15, 169:11
reflected 99:12, 191:25	126:19, 127:1, 127:2, 127:5, 127:11, 127:17,	Richard 79:11, 103:9 rid 21:8	70:2, 70:6, 70:9,	Senator 94:6, 118:13, 118:14	showed 173:13 showing 8:15
reflects 173:6 reform 84:16, 178:15	127:20, 127:25, 138:2, 149:13, 149:17,	rightly 98:25 rights 5:1, 5:6, 11:2,	70:13, 71:8, 71:15, 72:3, 72:6 salaries 53:7	senators 124:14 send 44:1, 46:4, 54:3,	shows 46:25, 221:17 shrewd 219:23
reforms 45:22, 85:16,	149:13, 149:17, 149:25, 150:3, 150:6, 150:17, 150:19, 151:2,	11:21, 11:24, 19:22,	sally 160:15	56:9, 56:12, 56:14,	shuttle 83:9
178:21, 179:24, 187:9, 217:6	151:8, 151:13, 151:20,	11:21, 11:24, 19:22, 29:8, 34:7, 37:21, 38:3, 38:8, 38:18,	sanction 210:14 sat 119:3	56:14, 60:10, 212:7, 221:5	shy 139:14, 159:20 sides 8:16, 14:16,
refrain 46:22, 153:22,	152:12, 152:24, 153:4,	42:16, 47:8, 47:22,	satisfaction 89:8	sending 119:24,	63:9
162:24	153:17, 154:20, 155:5,	54:6, 54:13, 55:1,	satisfactory 204:18	180:16, 181:12,	sign 34:5, 220:11
Refusal 161:11	155:13, 155:17,	62:11, 69:22, 89:7,	satisfied 88:23, 89:14		signature 200:19
refuse 39:19, 163:3,	155:21, 155:23, 156:4,	93:10, 96:20, 165:17,	Sault 127:13		signed 83:17, 168:1,
		· · ·			

5-2-14TaskForce

185:6,

significant - thank 61:7, 61:10, 61:23, 62:3, 62:19, 63:8, 64:7, 64:24, 65:6, 65:19, 65:22, 67:19, 67:20, 68:6, 68:15, 68:18, 69:17, 70:14, 70:17, 70:17, 71:2, 72:16, 153:12, 153:13, 160:18, 164:7, 164:15, 164:16, 164:17. 204:12, 215:9 **speaker** 6:6, 7:1, 7:20, 7:25, 62:14, tates 9:1, 33:2, 33:10, 33:17, 33:22, 40:23, 42:4, 98:6, states significant 65:3, suggestions 33:8, speaker o.o, ..., 7:20, 7:25, 62:14, 89:3, 89:4, 91:15, 138:4, 138:13, 143:5, 149:10, 160:6, 178:10 speaker's 7:19, 135:16 speaker's 2:1, 3:9, 6:12, 6:14, 108:22, 121:18, 218:12 93:13, 160:18, 178:1, 186:13, 186:14 36:12, 66:1, 87:10, 137:3, 137:5, 151:23, 174:2, 187:7, 195:23, 216:5, 216:10 40123, 4214, 3616, 9817, 9811, 1111, 111:5, 111:9, 129:17, 139:3, 142:23, 142:25, 143:1, 144:18, 148:12, 160:20, 165:12, 165:16, 166:9, 167:24, 167:25, 168:4, 168:9, 180:6 204:1 204:1 167:24, 168:1 167:24, 168:17, 168:18, 168:22, 170:25, 180:4, 191:17, 195:4, 201:21, 206:23, 209:19, 221:22, 221:22 **systems** 23:19, 23:20, 24:15, 139:8, 149:2, 178:9 significantly 143:3, silence 28:2, 31:1, suggests 77:1, 199:24, 10:11, 10:11, 11:2, 71:9, 71:12, 72:16, 72:17, 72:24, 72:25, 73:9, 73:15, 73:17, 73:18, 73:20, 75:6, 75:12, 75:20, 77:12, 77:17, 77:19, 77:23, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 72:25, 70:12, 70:55, 73:15, 70:12, 70:55, 73:15, 70:12, 70:55, 75:12, 70:12, 70:55, 75:12, 70:12, 31:2, 40:20, 41:13, 41:21, 41:24 silenced 40:21, 45:24 200:1 suits 12:7, 202:18 sum 73:1, 133:21 summarized 173:20, 121:18, 218:12 speaking 48:20, 89:11, 106:17, 118:9, 136:18, 154:8, 186:21, 188:15 speaks 42:11, 42:12, 42:12, 42:12, 81:2, 92:3, 175:22, 175:23 speak1, 25:4 silencing 42:16 silent 28:12 similar 73:15, 107:17, 180:6, 204:1, 204:1, 204:10 215:7 204:10, 215:7 statewide 161:20, 75:12, 75:20, 77:12, 77:17, 77:19, 77:123, 77:125, 78:13, 79:5, 79:19, 80:12, 80:22, 80:23, 81:1, 81:16, 82:10, 83:7, 83:10, 83:12, 83:24, 84:4, 84:7, 84:10, 84:15, 85:6, 85:15, 85:18, 85:21, 85:24, 85:25, 86:4, 86:6, 86:9, 96:10, 86:16, 86:16, 86:21, 87:3, 87:16, 87:20, 88:2, 88:14, 88:23, 89:16, 90:1, 93:7, 93:17, 96:11, 96:18, 96:20, 97:4, 97:7, 97:14, 99:1, 99:14, 99:15, 99:21, 100:7, 100:11, 100:13, 102:20, 101:20, 102:11, 102:11, 103:16, 103:20, 106:25, 107:1, 107:2, 107:15, 107:15, summary 201:24, 202:2, 217:22 super 151:16, 152:10, 175:6, 216:21, 219:15 139:25 simple 36:4, 61:15, 201:8 stating 214:21 statistical 111:11 statistics 74:21 status 35:21, 35:24, 87:6, 110:5, 128:23, 131:23, 149:21, 173:19, 176:7 statute 39:19, 161:24, T table 132:23, 161:9, 182:20, 183:6, 185:19 taken 5:11, 50:12, 50:25, 51:1, 56:11, 57:5, 61:16, 61:20, 61:21, 71:9, 109:5, 116:14, 124:24, 131:1, 131:1, 153:16, 154:20, 157:2, 180:22, 186:23, 187:17, 189:12, 186:23, 189:23, 189:25, 196:8, 219:21, 219:23, 221:13 takes 14:2, 18:1, 23:24, 24:5, 26:19, 30:6, 36:7, 51:3, 51:4, 59:1, 73:18, 75:8, 115:21, 120:12, 137:11, 143:6, 148:17, 182:9, 187:4, 196:14 taking 17:2, 36:23, 55:1, 99:8, 102:21, 168:8, 213:15, 216:12 tapped 95:2 targeted 175:9 Tarkington 200:3 task 1:10, 1:14, 3:6, 3:18, 4:10, 4:12, 4:15, 4:22, 5:3, 5:9, 5:10, 6:4, 6:5, 6:7, 6:19, 8:8, 8:12, 8:13, 21:7, 27:11, 27:20, 37:17, 39:8, 43:20, 51:6, 61:3, 62:4, 64:3, 65:20, 76:12, 77:22, 78:22, 81:9, 84:11, 84:25, 85:17, 91:11, 91:19, 92:6, 92:11, 96:1, 96:23, 51 Т 216:21, 219:15 92:3, 175:22, 175:23 special 35:3, 35:4, 35:24, 192:23 specialize 219:19 specialize 33:80, 46:10, 62:21, 74:24, 92:19, 151:15, 188:23, 190:13, 190:17, 192:16 specifically 76:20, 77:1. 83:8, 92:4, supervised 142:14 supervision 142:18 161:25 stay 33:12, 119:7 stayed 110:13, 212:15 stays 194:11 Ste 127:13 steady 178:21, 178:22 19:113, 19:117, 192:16 specifically 76:20, 77:1, 83:8, 92:4, 92:8, 94:6, 141:20 specifics 12:25, 35:13 spectrum 93:1 specch 41:19, 42:16, 42:18, 42:19, 45:23, 71:14, 71:17, 71:18, 82:5, 87:9, 172:13, 172:19, 172:21, 199:25, 200:2, 200:11, 217:22, 217:23 spelman 109:13 spend 52:19 sin 170:3 single 47:19, 86:4, 87:2, 117:15, 148:14, 164:4, 184:13, 189:25 190:4, 191:8, 212:20, steady 1/8:21, 1/8:22 stenographically 222:7 step 121:11, 122:18, 177:16 stick 153:9, 154:6 220:15 sinking 97:13 sister 114:19 sit 3:10, 3:11, 70:21, 183:6, 207:23 sitting 28:3, 79:12 sitting 28:3, 79:12 stick 153:9, 154:6
stomach 148:18
stop 14:7
stopped 81:18
stopper 9:22
stories 206:17
strategic 12:7, 35:17,
150:20, 151:3
streamline 85:4
streams 201:6, 201:22
Street 101:20
stress 212:25
strict 188:21
strictly 18:23, 214:1 situation 83:18, 83:20, 87:25, 113:2, ioo.io, ib9:15, 171:21, 174:23, 176:6, 203:6, 204:7 supported 71:5, 173:19, 204:22 106:25, 107:15, 107:21, 107:1, 107:2, 107:15, 111:23, 114:2, situations 90:18 10/:21, 111:23, 114:2, 115:4, 115:8, 115:14, 115:17, 115:20, 115:22, 116:3, 116:11, 116:12, 116:14, 117:1, 117:3, 117:7, 117:16, 119:14, 119:16, 120:7, six 27:23
Sixty 98:19
size 28:10, 78:15,
198:3 spent 52:19 spent 47:10, 70:4, 98:7, 98:9, 104:9, 205:5, 211:7, 215:2, 215:12 supporting 65:21, 68:14, 84:20 supports 11:10 suppose 57:19, 91:2, size 28:10, 78:15, 198:3 sizing 78:9 skeptical 219:23 skill 161:11 skills 161:15, 161:19 SLAP 12:7 slow 26:2, 187:9 slowly 174:19 smaller 126:5, 148:12 smart 181:2 Smith 91:7 Snyder 65:4, 191:16 so-called 47:24 sobeit 137:15 social 35:25, 97:18 society 35:23, 107:13, 127:3, 189:18 sode 41:5, 43:17 solicit 174:25 205:12, 211:1, 213:2, spiraling 200:24 split 96:7 Spock 29:10 spoke 70:3, 78:13, 79:5, 80:22, 82:25, 132:4, 132:6, 182:23, 191:14 spoken 116:23, 117:5, 205:9, 205:9 sponsored 118:13 spot 16:20, 184:15 sprang 97:8 spring 97:11 spurious 64:12 119:14, 119:16, 120:7, 120:11, 120:13, 120:22, 120:25, 121:9, 122:22, 123:22, 123:12, 123:23, 124:13, 127:7, 127:10, 127:14, 127:22, 128:6, 128:22, 129:14, 129:11, 129:13, 129:14, 129:16, 130:1, 130:12, 131:16, 131:18, 131:24, 132:1, 132:7, 132:14, 132:24, 132:25, 133:7, 133:7, 133:10, 133:22, 133:25, 134:2, 134:3, 134:6, 134:7, 134:11, 135:9, 135:11, 135:1, supposed 11:8, 17:22, strict 188:21
strictly 18:23, 214:1
strike 195:11
strings 146:9
strong 12:21, 68:25,
72:20, 131:21, 132:19,
156:22 supposed 11:8, 17:22, 51:10, 51:12, 182:10 suppresses 164:8 supreme 1:1, 1:10, 3:13, 3:15, 4:13, 5:2, 5:7, 8:5, 8:6, 10:8, 19:13, 20:21, 21:4, 28:20, 33:5, 41:15, 41:23, 42:3, 42:17, 42:24, 43:12, 44:23, 45:13, 65:20, 68:20, 68:20, 68:21, 69:13, 69:16, 73:7, 75:8, 75:15, 75:16, 76:5, 76:17, 78:11, 79:1, 79:25, 81:14, 102:4, 112:22, 129:14, stronger 166:14, 173:16, 183:18, 183:18, 190:24 strongest 26:11
strongly 8:14, 69:21,
119:13, 121:20,
121:21, 125:10
struck 69:11, 100:18,
167:22 04:11, 04:23, 05:17, 91:11, 91:19, 92:6, 92:11, 96:1, 96:23, 110:1, 114:13, 116:24, 118:12, 118:24, 128:11, 128:12, 131:4, 134:24, 138:7, 143:22, 171:16, 173:21, 176:10, 176:11 solcatty 5:25:10:10:13, 127:3, 189:18 sodomy 170:3 sole 41:5, 43:17 solicit 174:25 solicited 200:14 soliciting 64:12 solo 31:13, 39:10, 41:3, 126:9 solution 32:24 solve 41:9, 133:14 solving 78:20 somebody 14:18, 17:18, 20:14, 55:6, 56:21, 60:1, 60:5, 102:7, 104:8, 111:18, 131:7, 141:3, 143:9, 143:12, spurious 64:12 square 38:7 squirrels 63:21 spurious 64:12
square 38:7
squirrels 63:21
stabilizing 119:17
stacks 139:8
staff 80:12, 85:18,
101:19, 120:25, 121:9,
122:22, 123:3, 140:7,
212:14 structural 33:4, 135:9, 135:11, 136:1, 136:3, 139:9, 140:6, 140:22, 142:1, 143:24 112:22, 129:14, 129:24, 130:3, 130:14, 130:16, 132:11, 176:10, 179:11, 179:14, 179:16, 176:12 structure 13:23, 22:4, 32:19, 113:23, 126:21, 131:19, 131:25, 134:13, 142:15, 149:25, 156:3, 156:4, 127:15, 127:1 179:14, 179:16, 179:21, 182:5, 182:6, 182:10, 183:11, 185:6, 186:7, 211:22, 212:5 taught 170:3 tax 97:14, 102:22, 103:17, 103:18, 103:23, 106:1, 132:6, 132:7, 130:16, 132:11, 132:15, 133:18, 133:23, 135:20, 137:13, 141:25, 143:14, 145:18, 145:25, 144:14, 145:18, 145:21, 146:22, 147:8, 148:15, 150:6, 150:13, 150:24, 151:4, 160:12, 163:15, 163:18, 164:6, 167:15, 169:19, 170:7, 171:1, 172:2, 172:24, 173:13, 194:3, 194:7, 197:11, 200:14, 202:13, 213:25, 214:9, 214:10, 215:1 surer 164:2 140:22, 142:1, 143:24, 144:8, 144:12, 144:15, 145:1, 145:9, 145:17, 145:21, 146:11, 147:19, 148:4, 148:5, 148:7, 149:17, 149:20, 149:23, 150:8, 150:11, 150:12, 150:15 149:25, 156:3, 156 176:15, 181:7 structuring 173:14 struggle 116:6 stuck 83:17 students 114:1 stage 85:13 stage s:13 staggering 117:12 stake 97:13 stakeholder 182:21 stakeholders 182:14, 150:12, 150:15, 150:21, 151:9, 155:14, 155:21, 156:11, 158:18, 158:19, 159:3, **taxation** 97:7, 97:17 **taxes** 51:22, 52:10, 97:19 students 114:1
stuff 97:1, 137:7,
137:10, 193:22, 221:5
subject 10:19, 52:18,
62:20, 63:5, 65:7,
67:9, 161:5, 161:14,
170:3, 199:3, 199:12
subjects 55:25, 199:22
submit 30:21, 62:9,
63:17, 63:19
submitted 91:20. 182:19 stamping 148:16 stand 27:17, 30:22, 134:17, 211:23 standard 175:19, 10413, 11310, 1317, 1413, 143:9, 143:12, 155:1, 218:14, 219:17 somehow 53:13, 109:20 someone 6:9, 18:3, 23:2, 26:17, 75:23, 82:18, 83:11, 120:2, 160:10, 127:24 158:18, 158:19, 159:3, 159:14, 160:23, 162:2, 162:23, 167:12, 167:23, 169:16, 169:21, 171:25, 172:5, 172:8, 173:12, 173:18, 173:23, 174:17, 175:7, 175:16, 175:22, 176:6, 176:16, 177:2, 177:6, 177:11, 179:13, 180:10, taxpayer 107:16 taxpayer 107:16 taxpayers 78:21 teach 113:25 techniques 78:20 technology 82:22, 90:12, 108:24, 109:13, 124:22, 125:1, 140:24, 158:14, 158:16, 174:24, 216:12, 218:5 tells 76:16, 136:13 tem 62:14 standard 175:19, 198:8, 198:9, 201:11 standards 33:20, 33:23, 63:3, 68:23 standing 141:6, 192:7, 192:9, 192:18 stands 28:12 Star 29:9 start 101:9 start 3:19, 8:13, 13:20, 28:19, 35:22, 50:8, 72:22, 77:21, 119:5, 184:19 started 25:25, 103:17, 169:10, 177:24 sometime 145:6 somewhat 111:12, 177:22, 185:2 somewhere 17:14, surer 164:2 surpassed 122:8 surprised 134:23 surprising 199:23 surprising 199:25 survey 33:2 survive 29:4, 43:1, submitted 91:20, 146:21, 179:20 subscribe 221:2 1/4:24, 21612, 218:5 tells 76:18, 136:13 tem 62:14 tempered 71:15 ten 9:20, 9:21, 96:9, 130:20, 131:12, 132:1, 132:20 126:12, 133:8, 143:10, 148:21 survive 29:4, 43:1, 139:20 survived 202:18 suspects 180:4 swapicious 217:14 swear 39:15, 190:2 Switalski 210:1 symposium 199:3 system 22:13, 22:14, 22:15, 22:17, 26:10, 26:12, 34:10, 34:13, 39:13, 43:6, 52:8, 61:17, 62:2, 64:14, 64:16, 69:8, 70:24, 73:1, 76:22, 77:14, 77:20, 82:16, 82:18, 82:20, 83:5, 85:4, 86:13, 104:10, 107:8, 116:6, 116:9, 117:4, 117:11, 117:13, 117:14, 117:19, 117:23, 119:19 subscribe 221:2 subservient 30:1 subsidize 162:6, 163:3, 163:3 148:21 son 74:13, 75:25 sorry 106:4, 108:12, 112:20, 140:11, 169:14, 197:3 sort 1:22, 73:22, 77:5, 71:22, 77:7, 82:16, 82:24, 96:8, 97:3, 102:8, 102:18, 102:23, 142:9, 169:18 174:14, 180:9, 182:8, 187:3, 211:14 30:17 179:13, 180:10, 180:11, 180:12, 180:18, 181:15, 180:11, 180:12, 180:18, 181:15, 183:22, 184:4, 184:11, 185:20, 185:22, 186:9, 186:14, 190:11, 190:24, 191:9, 194:2, 197:25, 197:25, 198:5, 198:6, 198:13, 200:18, 202:8, 202:14, 204:6, 205:12, 205:19, 205:24, 206:1, 209:23, 212:13, 212:15, 212:22, 212:23, 213:9, 213:14, 213:14, 214:3, 214:9, 214:19, 215:7, 215:22, 215:23, 216:1, 219:12, 217:5, 218:6, 219:11, 219:6, 222:3 state's 31:15, 134:21 stated 56:19, 163:1, 187:24 163:3, 163:3 subsidized 163:16 subsidizing 162:24 subsidy 75:6 substance 34:12, 169:2 substantial 73:13 started 25:25, 103:17, 111:24, 112:1, 178:8, 178:15, 183:19 ten-year 131:13, 131:14 tend 177:14 tend 177:14 tension 38:23 tenure 146:6 term 92:5, 110:21, 110:22, 111:2, 111:5, 111:6, 168:7 terminate 11:20, 11:24 terms 66:2, 77:19, 109:11, 110:6, 110:7, 110:11, 110:22, 110:24, 120:8, 123:21, 126:24, 130:1, 135:25, 141:12, 143:20, 161:15, 167:12, substantial 73:13 substantially 45:8, starting 7:4, 59:20, 79:24 starts 87:19, 170:10 state 1:11, 3:7, 4:7, 4:17, 4:18, 4:21, 4:23, 5:21, 6:3, 8:4, 0:15 0:22 0:3 0:6 substantive 169:6, 1/4:14, 180:9, 182: 187:3, 211:14 sorts 38:11, 209:4 Sosnick 210:4 sought 189:16 sounds 219:23 source 119:19 success 138:12, 175:19 4:23, 5:21, 6:3, 8:4, 8:15, 8:22, 9:3, 9:6, 9:9, 9:17, 9:24, 10:6, 10:11, 10:13, 10:18, 11:3, 11:7, 11:10, 11:17, 11:21, 12:6, 20:23, 22:1, 22:20, 23:6, 27:7, 27:15, 27:25, 28:10, 28:15, 28:18, 28:19, 28:20, 28:25, 29:1, 29:2, 29:24, 30:7, 31:19, 31:23, 31:24, 32:1, 32:2, 32:12, 33:12, successes 77:19 successful 78:9, 78:19, 185:5, 185:7, 205:20 sources 201:12 South 21:14, 72:13 Southfield 50:3, 96:9 sovereignty 41:25, 168:4 succinct 36:12 sucks 59:22 sue 106:22 sued 9:3, 2 161:15, 167:12, 117:14, 117:19, 117:23, 119:18, 119:21, 131:7, 135:8, 135:12, 135:20, 136:4, 136:13, 138:19, 139:7, 139:14, 140:2, 141:13, 142:11, 142:12, 9:3. 106:20. 167:17, 179:10, 219:9, 167:17, 179:10, 219:9, 219:11, 219:25 terrible 10:17, 148:23 test 78:17, 129:18 testify 100:6, 100:14 testimony 63:15, 101:10, 160:19, 222:7 168:4 **D** 79:11 sufficient 186:2, sp 79:11 speak 7:10, 7:17, 14:5, 21:24, 29:14, 31:12, 36:10, 40:8, 42:9, 45:3, 45:19, 48:18, 61:4, 67:12, 68:2, 71:11, 74:4, 77:12, 80:24, 81:16, 81:19, 97:25, 114:13, 159:8, 171:17, 178:6, 179:2, 187:14, 188:5, \mathbf{sp} 186:6 suggest 34:24, 74:6,
 Suggest
 34:24
 /4:6

 74:11
 88:21
 96:22

 121:15
 151:6
 160:1

 163:13
 164:1
 179:24

 suggested
 168:14
 statement 32:15, Statement 32:13, 32:16, 54:20, 55:3, 67:19, 103:20, 113:13, 113:14, 169:3, 193:25 statements 43:8, 43:9, 43:14, 43:15, 43:22, 44:20, 63:18, 63:19, 67:17, 139:25, 180:22 142:19, 142:19, 143:15, 143:15, 143:19, 144:4, 145:3, 145:19, 145:22, 147:20, 148:4, 148:20, 148:23, 148:24, 148:22, 148:14, testimony 63:15, 101:10, 160:19, 222: tests 26:3 Texas 148:23 thank 7:3, 7:8, 8:11 12:12, 18:8, 21:11, 21:12, 27:4, 27:10, 21:11 32:2, 32:12, 33:12, 34:23, 35:19, 37:12, 39:11, 39:20, 40:16, suggested 41:25, 42:11, 43:5, 43:8, 43:10, 43:11, 43:18, 48:5, 50:4, 50:7, 51:17, 61:5, suggesting 46:18, 7:8, 8:11, **suggestion** 72:19, 72:20, 118:17, 153:20, 148:25, 149:1, 153:10, 27:11, 31:7, 31:8,

5-2-14TaskForce

Page: 234 thank - yourself

31:11, 36:10, 36:11, 37:9, 39:3, 39:7, 46:2, 46:7, 49:11, 49:13, 50:5, 50:5, 54:10, 57:10, 60:22, 60:24, 61:2, 65:24, 67:4, 67:22, 67:23, 68:1, 72:4, 72:5, 72:10, 74:15, 74:18, 76:7, 76:8, 81:4, 81:5, 83:25, 84:1, 87:6, 91:5, 91:8, 93:25, 95:4, 95:5, 96:1, 108:6, 114:8, topic 25:21, 182:24 topics 35:4 total 76:5 totally 209:3 touch 54:11, 193:5 touched 138:16 touchea 100 tow 14:3 toward 203:1 towards 88:10, 178:15 township 72:15 13. 114:9, touched township 72:15 Tracie 2:13, 114:9, 133:21 track 23:24 track 23:24 trade-off 38:16, 38:16 traditional 133:10 93:25, 95:4, 95:5, 96:1, 108:6, 114:8, 114:12, 117:23, 117:25, 118:24, 118:19, 118:20, 118:24, 123:15, 128:2, 128:3, 128:11, 134:18, 137:16, 138:6, 143:25, 149:6, 149:7, 149:9, 149:14, 152:2, 152:3, 160:5, 160:8, 164:18, 168:10, 168:11, 171:8, 171:16, 176:10, 177:8, 177:9, 177:20, 189:7, 196:14, 197:13, 197:14, 197:15, train 34:1 training 40:1, 138:10 transcript 222:5, 222:6 transferred 207:15 transferred 207:15 transform 85:3 transmit 40:11 transparency 94:19, 179:10, 180:4, 180:11, 196:3, 196:9, 214:4, 215:25, 216:4, 218:5 transparent 174:19, 176:15, 180:8, 180:13 Traverse 67:25, 68:4, 70:22 196:14, 197:13, 197:14, 197:16, 202:22, 204:23, 204:25, 205:1, 211:18, 211:19, 218:7, 218:18, 218:10, 218:13, 221:25, 222:11 thanks 25:16, 49:12, 93:23, 171:10 theft 171:4 theirs 60:4 theme 29:10 themselves 7:5, 35:25, 36:5, 159:19, 209:7 theory 146:19 therefore 27:19, 160:19 Traverse/leelena 68:5 treading 15:21 treasure 106:21 treasure 106:21 treat 19:7, 37:4, treated 22:16 treatment 34:11, 36:21, 37:1, 37:2 37:6 treats 10:21 treats 10:21 Trek 29:10 tremendous 193:17 trial 12:2, 57:24, 59:18, 61:9, 78:5, 82:19, 179:15, 192:12, 210:25 tried 113:4, 194:8 tripled 172:9 trivial 214:24 trouble 44:16, 164:21, 169:9 therefore 27:19, 160:19 they're 101:13 they're 205:21 thiaves 205:21 thing 3:17, 6:22, 17:4, 41:25, 53:2, 53:4, 96:21, 98:23, 101:22, 102:8, 103:17, 104:19, 106:11, 107:14, 113:19, 106:11, 107:14, 113:19, 129:10, 155:25, 170:19, 175:1, 181:17, 182:17, 187:8, 188:17, 201:13, 212:25, 220:15 169:9 trove 200:23, 201:14 Troy 212:2 true 13:18, 32:20, 59:7, 66:10, 71:2, 71:3, 92:25, 99:25, 145:21, 158:24, 169:4, 222:6 trust 140:20, 142:3, 209:6, 211:5, 220:1, 220:2 220:15 thinking 14:13, 15:6, thinks 11:4, 42:10, trustees 91:23 55:19, 162:2, 170:18 third 40:3, 41:1, 44:18, 151:18 turn 158:16, 159:7, 212:13, 219:17 turned 215:11, 215:14, 44:18, 151.1. Thirdly 34:9 Thomas 1:16, 1:17, 76:9, 178:14 Through 3:19 Thomas 1:16, 1:17, 2:9, 76:9, 178:14 thorough 32:25 thorough 12 220:15 though 50:6, 66:18, 83:2, 93:13, 102:25, 173:23, 196:22 215:15 TV 8:19, 34:1, 34:3 tweak 88:16 TV 8:19, 34:1, 5:12 tweak 88:16 tweaked 88:13 tweaking 49:8, 91:3, 136:23, 137:14 tweaks 26:1, 26:12, thoughtful 118:25, 194:24 two-week 108:1, 217:7 120:8 thoughtfully 137:14 thoughts 57:12, 89:17, 92:19, 144:16 threat 146:18 type 16:16, 109:15, 109:23, 110:4, 111:2, 113:17, 170:11, 186:7, 219:15 threat 146:18 threshold 122:6, 122:14, 123:5, 126:17, 126:20, 152:20, 216:22 threw 215:10 throughout 115:14, types 52:14, 185 Typically 63:10 tyrant 189:17 52:14, 185:18 chrougnout 115:14, 115:22, 152:5 throw 35:22, 86:23 throwing 69:8 thus 97:22, 146:16, 202:5 U U.C 200:3 U.P 102:12 U.S 39:16, 41:14, 41:23, 42:3, 42:17, 42:24, 45:13, 68:20, 129:24, 167:7, 209:15, 210:6, 213:25, 214:8, 214:10 tick 78:3, 136:21 till 48:8 List vo.3, 130:21 till 48:8 timely 6:18, 137:7 timer 7:11 today 4:6, 4:8, 7:15, 27:12, 61:4, 68:2, 69:4, 69:9, 69:19, 71:22, 74:18, 77:8, 77:11, 81:18, 81:25, 84:13, 92:6, 108:23, 117:24, 121:19, 128:17, 129:4, 129:17, 132:4, 133:14, 138:20, 139:6, 150:14, 150:18, 157:17, 160:14, 214:10
uh-huh 144:10, 145:12
Ulrich 2:12, 108:8,
108:8, 108:9, 108:10,
108:13, 108:15 ultimate 123:24, 129:18, 142:18, 145:22 ultimately 65:12, 65:17, 109:8, 182:7 umbrella 66:20, 66:22 unable 10:16 unaccount. unable 10:16 unaccountable 215:4 unanimous 65:12, 65:14, 105:3, 105:7, 212:10 139:6, 150:14, 150:18 157:17, 160:14, 160:15, 173:22, 174:24, 179:9, 181:10 191:9, 194:2, 195:6, 199:6, 202:25, 207:7, 207:7, 211:1, 211:6, 213:1, 216:5, 216:10 Tom 3:25, 4:3, 83:8 tongue 202:6 tool 119:18, 124:24, 153:15 Tools 140:18, 141:23 181:10. unanimously 117:1, unauthorized 36:3, 140:25, 205:25, 206:2 uncomfortable 93:9 unconstitutional underappreciated 22:19 underfunded 117:14 underlying 151:11 undermined 64:14, 140:18, 141:23 Tools top 33:21, 140:23, 188:25

underneath 66:20 understaffed 117:15 understaffed 117:15 understand 16:10, 25:3, 25:10, 26:16, 26:24, 33:16, 36:19, 37:7, 37:18, 50:8, 54:24, 55:4, 69:16, 93:12, 104:12, 153:24, 185:23, 185:25, 192:6, 202:16, 202:16, 213: 203:16, 203:19, 213:5 203:16, 203:13, 213:13 understanding 3:12, 3:14, 18:18, 89:19 undertook 180:1 undo 120:15 undul 146:9, 146:15 unduly 214:5 unequivocally 185:12 unfamiliar 71:22 unfit 10:15 unfortunately 203:14 unhappy 213:5 unhappy 213:5 unhesitatively 184:2 Unified 61:6, 65:22, 87:6, 112:3, 133:15, 133:16, 134:15, 133:16, 134:15, 190:20, 190:22, 191:14, 191:15, 201:8, 204:19, 217:24, 217:25 uniform 201:10, 201:21 uniformly 191:21 unique 31:21, 76:21, 177:22 177:22 uniquely 78:1, 134:8 United 165:16, 200:6, United 165:16, 200:0 204:1, 215:6 unless 10:15, 21:1, 36:7, 90:3, 169:8, 218:15 62:10 Unlike Unixe 62:10 unmandatory 19:5 unpopular 116:1 unprecedented 182:22 unquestionably 184:1 unrealistic 116:10 unsubscribe 220:12, 220:14 unsure 193:22, 193:23, 193:24 195:27, 195:27, 195:27, 195:27, 193:27, 193:27, 193:27, 193:27, 193:27, 195:27, 190:3, 190:4 upholding 68:21 upon 4:25, 38:8, 83:23, 93:6, 150:21, 151:1, 151:19, 171:5, 202:15 202:15 ups 109:10 urge 23:9, 33:9, 33:19, 87:5, 187:8 urgent 101:24 urging 26:11, 115:9, 212:8 212:8 useful 8:25 uses 3:13, 168:7 usher 80:18 using 17:5, 51:24, 124:22, 153:14, 183:17, 194:15, 196:11, 200:10 196 209:19 usually 14:1, 56:2, 114:3 utilized 15:20 "**ered 189:14 V Valerie 2:18, 177:10, Valerie 2:18, 177:10, 203:5 valuable 119:10, 120:4, 128:16 value 55:3, 55:5, 187:1, 217:4, 218:1 values 21:23 VanBolt 2:16, 135:14, 138:5, 138:6, 144:3, 144:6, 144:10, 144:17, 145:20, 147:9, 145:11, 145:20, 147:9, 147:14, 147:22, 148:2, 149:7, 149:9 Vanessa 1:19, 4:8, Vanessa 1:19, 4:8, 7:2, 7:3, 7:7, 7:8 variation 109:3 variety 183:4 various 31:18, 51:25, 52:16, 96:11, 109:5, 115:13, 122:14, 123:5,

108.7 165.19 115:13, 122:14, 123:5, 200:20, 215:15 vastly 214:6 Vauter 2:12, 96:1, 96:3, 100:24, 101:16, 102:18, 103:2, 104:18, 104:23, 105:14,

105:25, 106:10, 107:4, vehemently 187:23 vein 95:2 version 4:21 versus 23:25, 41:15, 80:3, 167:15 vested 32:21, 111:16 vet 220:20 veto 19:20 veto 19:20 vetting 105:12, 220:21 vibrant 191:19 vice 62:25, 91:9, 218:25, 219:5 victimized 214:22 victimizer 215:21 view 6:3, 19:2, 23:13, 23:21, 43:16, 48:13, 48:15, 53:16, 53:24, 53:24, 55:13, 56:21, 48:15, 53:16, 53:24, 53:24, 55:13, 56:21, 56:22, 67:15, 67:16, 93:21, 125:24, 128:24, 135:3, 137:5, 157:21, 157:24, 159:17, 184:8, 192:8, 197:21, 200:6, 212:25, 214:1, 214:14, 217:23 viewed 214:16 viewed 214:16 viewed 214:16 viewpoint 92:10 viewpoints 134:5, 173:10 views 5:18, 16:8, 16:9, 43:18, 44: 48:2, 50:7, 61:2 74:19, 81:6, 90: 44.19. 90:10, 74:19, 81:6, 50:10, 116:16, 116:22, 118:14, 134:9, 150:7, 152:3, 162:7, 162:11, 162:16, 174:25, 215:19, 217:2 violated 212:24, 213:9, 216:8 violation 160:25, i69:18
violations 51:12
Virginia 160:11,
164:23, 165:3, 165:7,
165:11, 165:15,
100, 214:10 214.10 virtually 149:3, virtually 149:3, 187:11 vistu 109:19, 139:11 visit 99:10 visit 99:10 visiting 99:9 voice 21:24, 31:2, 40:9, 56:16, 56:17, 56:18, 90:19, 106:7, 127:22, 127:24, 136:12, 157:20, 181:25, 190:20, 191:14, 191:15, 192:22, 204:13, 218:4 192:22, 204:13, 218:4 voices 24:21, 56:17, 191:25, 212:9, 217:4 Voldemort 82:24 Voldemort 82:24 voluntarily 34:12, 36:22, 74:14, 186:1 voluntary 8:25, 9:1, 12:23, 13:21, 14:5, 19:8, 53:1, 57:15, 59:11, 60:12, 66:6, 66:8, 66:11, 66:18, 67:1, 70:7, 70:9, 70:11, 72:2, 72:18, 72:20, 74:10, 74:20, 74:22, 74:23, 81:7, 82:8, 84:9, 86:8, 89:15, 91:18, 96:21, 96:24, 98:12, 100:10, 100:21, 101:6, 101:11, 101:21, 102:6, 106:47, 100:21, 101:6, 101:11, 101:21, 102:6, 106:4, 107:11, 107:13, 110:4, 110:10, 111:9, 123:10, 139:4, 143:1, 144:42, 154:3, 161:2, 161:3, 161:4, 164:2, 168:15, 170:18, 170:25, 178:23, 184:14, 184:14, 193:11, 203:10, 204:21, 203:10, 204:21, 203:10, 204:21, 206:12, 206:13, 212:13, 212:22 **volunteer** 26:8, 102:3, 115:5, 135:10, 135:12, 181:15 13:10, 13:10, 13:11
181:15
volunteering 127:20
volunteering 26:4,
140:7, 148:1, 148:8,
148:9, 148:10
vote 40:19, 40:20,
40:22, 44:7, 56:7,
65:14, 83:19, 100:6,
104:7, 105:4, 105:4,
105:4, 105:7,
105:10, 105:7,
107:23, 111:21. 107:23, 111:21 107:23, 111:21, 111:22, 111:22, 122:2, 122:2, 122:6, 122:7, 122:14, 123:5, 123:5, 124:24, 126:18, 126:20, 151:14, 151:18, 152:10,

152:19, 153:5, 154:13, 154:20, 156:9, 157:2, 175:6, 212:10, 216:22, 219:15, 219:16, 219:21, 220:5, 220:6, 220:21, 221:13, 221:16 **voted** 104:11, 106:13, 151:19, 157:3, 157:4, 157:4, 180:23 **votes** 42:9, 45:14, 124:23, 130:25, 131:1, 220:10 **voting** 122:9, 151:17. voting 122:9, 151:17, 151:22, 152:21 W Wainwright 80:3 wait 6:16 14:24, 33 14:21. 14:24, 33:23 waiting 217:7 waive 38:2, 38:13 walk 6:20, 125:20 wall 30:12, 139:24 walk 6:20, 125:20
wall 30:12, 139:24
walls 29:2
Walsh 1:18, 3:24,
3:24, 57:10, 62:14,
62:25, 77:16, 78:8,
80:18, 138:2
wand 143:13
wanted 17:11, 18:22,
22:4, 22:7, 51:22,
84:13, 100:9, 107:19,
108:10, 108:20, 119:1,
148:23, 182:12, 182:18
wants 6:19, 7:21,
44:6, 182:4, 187:22
Washington 222:11
Washtens 109:7
watchers 109:4
watch 109:8
watch 109:8
watch 109:8
watch 109:4
watching 100:4, 109:6
Wayne 179:15, 210:1
ways 62:10, 99:8,
123:13, 179:7, 195:17
wayside 110:12
We've 106:25, 157:16,
166:23 We'll 6:15 We've 106:25, 157:16, 166:23 weaken 199:11 weakensses 206:13 website 3:15, 9:10, 17:13, 18:1, 18:12, 18:15, 33:11, 35:11, 44:4, 44:20, 47:19, 48:14, 48:23, 55:24, 58:15, 58:16, 60:5, 89:25, 217:11 websites 89:23 Webster 192:13 weeded 83:5 week 53:18, 54:1, 64:19, 112:1, 209:21, 210:23, 220:16 weekly 221:3 weekly 221:3 weekly 01:54:9 Welch 1:19, 3:21, 3:22, 75:18, 75:23, 76:2, 168:13, 169:14 welcome 3:4, 8:10 welfare 198:5 well-peing 165:21, 199:9 well-rehearsed 34:25 well-rehearsed 34:25 well-researched 63:17 Wendell 194:5 weren't 100:20, 102:1, weren't 100:20, 102:1, 178:24, 203:17, 203:20, 207:20, 215:15 West 92:23, 214:10 Western 171:13, 193:10 what's 4:20, 16:22, 25:23, 33:11, 59:6, 60:3, 67:15, 70:10, 90:11, 109:8, 113:25, 181:6, 187:19, 193:13, 193:13, 197:9, 219:4 whatever 14:11, 105:6, 145:5, 178:18, 183:23, 217:14 whatsever 102:9. 99:15 young 108:15, 111:20, whatsoever 102:9, young 100:15, 112:16, 211:1 younger 60:6 yours 137:2 yourself 3:20 104:2 wherever 201:19 Wherever 201:19
whether 4:23, 10:19,
10:21, 11:23, 12:1,
17:16, 17:18, 18:3,
19:16, 22:2, 44:2,
44:7, 51:7, 51:9,
51:11, 52:2, 67:7,
73:4, 81:21, 81:22,
82:18, 87:17, 87:18,
93:16, 128:22, 135:3,
139:4, 142:13, 146:14,
146:15, 149:20,
151:15, 152:10, 153:1,
154:18, 169:3, 174:12,
181:25, 198:9, 202:13,
204:18, 219:16, 220:7,

who's 177.24 whoever whote 10/10 whole 14:2, 14:12, 15:10, 18:20, 21:9, 22:14, 22:18, 25:25, 55:8, 100:7, 101:14, 104:18, 111:3, 131:7, 167:19, 195:18, 217:: whorhere 00:4 whopping 99:4 whose 82:23, 99:11, 162:11, 193:9, 199:3, 211:4 wide 179:23, 183:4 wider 85:2 wide 179:23, 183:4
wider 85:2
widespread 199:18
William 2:8, 189:11
Williams 1:19, 4:8, Williams 1.1.1 7:7, 7:7, 46:3, 46:7 152:9, 153:8, 197:24 willing 37:20, 94:1, 183:5, 185:21 46:7. 183:5, 185:21 willingness 90:8 window 92:24 Wisconsin 45:6, 52:14, 112:14 wisdom 173:7, 173:13 wisdom 152:5; wise 152:5; wish 51:1, 83:16, 170:19, 204:14 wished 92:18 within 19:5, 47:13, 51:10, 54:1, 79:4, 83:11, 93:8, 102:16, 106:11, 116:2; 124:1 106:11, 116:3, 124:15, 136:21, 155:14, 157:12, 163:18, 13.12, 103.16, 168:18, 172:23, 174:11, 174:13, 178:12, 198:17, 199:8, 199:14, 208:25, 209:19, 211:13, 212:15 woman 10:18 women 10:18
won 206:1, 206:1,
208:23
won't 10:22, 14:11,
54:21, 124:19, 183:11,
187:10 54:21, 124:19, 183:11 187:10 wonderful 7:14, 75:1, 181:5, 181:7, 181:20 wondering 28:4 wording 196:17 works 137:12, 142:20, 148:12, 177:11, 183:13, 206:23, 206:24, 210:18 worlds 81:14 worse 101:7, 183:16 worth 114:23 worthy 162:18 wouldn't 18:18, 45:14 worse 101:/, 183:16 worth 114:23 worthy 162:18 wouldn't 18:18, 45:14, 50:9, 51:18, 51:19, 52:25, 53:55, 53:11, 104:11, 107:9, 107:9, 107:18, 136:16, 185:12, 217:10 wound 183:1, 183:9 wow 125:21 wrap 30:9 Wright 84:3 writing 48:5, 200:20 written 29:3, 43:22, 52:17, 118:5, 118:13, 134:24, 166:18, 174:12, 220:3 wrong 33:17, 153:10, 170:17, 216:23 wrote 30:13, 79:11, 137:13 _____ Υ yeah 15:23, 16:18, 37:15, 38:24, 81:12, 104:19, 165:14, 171:10, 197:2, 221:17 year's 171:15 yet 74:8, 107:14, 114:25, 163:9, 167:23, 183:5, 199:14 York 98:10 98:17 183:5, 199:14 York 98:10, 98:17,

Pages 1 to 222