

AdvanceSheet

A newsletter published by Oregon Women Lawyers

Volume 7, No. 2 Spring 1996



President
Phylis Myles

**President Elect/
Vice President**
Julie Levie Caron

Secretary
Teresa Kraemer

Treasurer
Patricia Heatherman

Historian
Trudy Allen

Board Members
Jane Angus
Colette Boehmer
Marcy Butcher
Carmen Calzacorta
Antonia De Meo
Marva Fabien
Deborah Guyol
Debra Hall
Susan D. Isaacs
Kay Kinsley
Margaret Maguire
Heidi Olsen
Janet Regnell
Cristina Sanz
Renée Schmeling
Nargess Shadbeh
Constance Wold

Past Presidents
Helle Rode
Diana Craine
Kathryn M. Ricciardelli
Agnes Sowle
Katherine O'Neil

Executive Director
Diane Rynerson 221-2135,
Fax: 274-8779
e-mail: Orwomenlaw@aol.com

Newsletter Editor
Carolyn Buan 224-8024

Graphic Design
Jeanne E. Galick

The Oregon Women Lawyers
AdvanceSheet is published
quarterly by Oregon Women
Lawyers, P.O. Box 40393,
Portland, OR 97240.

A Billion Drops of Rain: Reflections on the Flood

by Heidi Olsen

February 8, 1996

When I went to bed last night, I fell asleep to the sound of heavy rain and the smell of wet grass coming through my open window. I drifted in and out of sleep and dreamt that I was floating away.

When morning came, the day felt no different than five hundred others. I did what I had done those other mornings: The Routine. At breakfast I sat by my front window, looking up the hill and across the field to the big sky beyond—a comforting vision, even on a gray, rainy day.

Riding on the wave of calm, I gathered my things and stepped out the door, prepared to greet the day. As I turned east in a motion I'd made hundreds of times before, I stopped, held captive by a vision unlike any I'd ever seen: Water. Muddy brown water.

My next door neighbor, the Clatskanie Fire Station 30 feet down the hill, had water lapping at its door. In a tiny, dry corner of the parking lot, a dozen figures in raincoats furiously filled sandbags—a spot of frenzy at the edge of a seemingly motionless lake.

Twenty yards beyond the fire station lay what used to be a mobile home park—thirty homes like stones in a puddle, water lapping at their midribs.

I turned back and stepped inside my house.



(Top) The view from Heidi Olsen's apartment after flooding began. (Bottom) A scene near her office.

Today would be different than other work days. Off with the suit, pumps, and hose. On with the boots, raincoat, and rainpants. As I changed, my first thought was of my office two and a half blocks away.

Up the hill I ran and down the other side, to be greeted by a menacing vision. Across Highway 30 from my office, the water was a raging torrent. The 20-foot-wide river that used to wind through old downtown Clatskanie was now 100 yards wide, with a swift current shooting through the parking lot between Hazen Hardware and Hump's Restaurant.

Store owners stood at the water's edge heartbroken and in shock, separated from their livelihoods by a catastrophe that showed no sign of abating.

Fortunately my office was still 15 feet above the water level, although I soon discovered 5 inches of water in the basement—seepage from the saturated ground. With the help of my law partner, John Salisbury, I moved the archive files to higher shelves and rescued soggy boxes of files, laying them out to dry.

Once my office was safe, I spent a couple of hours filling sandbags and travelling back and forth between the sand pile, my office, and my partner's home, where I commiserated with his wife, my friend Janine. By late morning, as I sat by my office window, I re-

Continued on page 5

President's Message



Phylis Myles

My family is from Tennessee. When I was in third grade, a new girl started school. She seemed very nice. Then the whispers started: She ate fish on Friday. We didn't know what it meant, but we knew she was different. And, because she was not like us, something must be wrong with her.

When I was in grade school, we lived in New York City for a short time. I was one of the few gentiles in my class. Some of my Jewish classmates looked down on me because I wasn't one of them. I didn't get the extra holidays they got off school and I had a funny accent. Something must be wrong with me.

Being different and not understanding the differences is what makes people suspicious of one another.

Sometimes OWLS is asked why we include minorities in our mission statement. Women, as a group, have his-

torically been excluded from the table. We know what it is like to have the door shut in our face. That is why the founding members of Oregon Women Lawyers deliberately and consciously chose to include minorities as part of our mission statement. We won't shut the door on others. We want to stand for inclusion.

Minorities in Oregon don't have the critical mass to challenge misconceptions because of the small numbers of any one minority group. That is why it is even more important to include minorities in our organization. Together we can challenge the misconceptions. We can get to know one another as individuals.

The presence of women and minorities in numbers in any one situation changes the dynamics. This is a fact that I have repeated a lot this past year. This is why we encourage OWLS members to run for OSB House of Delegates, to become bar committee members, or to run for judge. And by OWLS members we mean women, minorities, and men. We should not and cannot exclude anyone from our group because they are different.

Last year as part of our long-range plan, the OWLS board decided that we could fulfill our mission statement "to promote women and minorities in the legal community" only if we understood our own suspicions and misconceptions. This May, at our annual board retreat, we will participate in diversity training. Our purpose is to help us create programs and coalitions with minority groups that help open doors for all of us in the legal community.

For the last three years, the Oregon State Bar has explored racial bias in our legal system. Last fall, the OSB made a commitment to explore gender bias, too. The Gender Bias Task Force is looking for volunteers to work on committees and sub-groups. It is important for OWLS members to participate. It is critical that all of us share our stories and insights with task force members. The report will be a service to all who participate in the legal community.

This is my last President's Message. The new terms for the OWLS board now start in May. I was the beneficiary of a short term as president, which is good and bad. We crammed a lot into a very short time: Annual Bar Breakfast; Bar Leadership Conference; introduction of Judges Forum and German Legal Circle lunches in Portland; Family and Medical Leave seminar; Hitching Your Wagon to the Right Stars seminars in Portland and Salem; Women Litigators Seminar; Roberts and Deiz Awards Dinner; and Eighth Annual Spring Conference—plus our regular activities.

A very special thank you to our executive director, Diane Rynerson, for all her work. Of course, none of this could have been accomplished without the members of the OWLS board, the executive committee, and our members, who donated many hours to ensure the success of our programs. Their commitment to the mission and goals of OWLS is what keeps this organization's energy at such a high level. I am proud to be an OWLS member because we work so hard to offer a place at the table for everyone.

GRAFF & O'NEIL

SPECIALIZING IN CIVIL APPEALS
IN ALL COURTS
AND IN MEDIATION

Suite 100
2121 S.W. Broadway
Portland, Oregon 97201
(503) 222-4545 Fax (503) 242-9001



JOHN PAUL GRAFF



KATHERINE H. O'NEIL

Gender Fairness Task Force Begins Its Work

By Janet Regnell

The joint Oregon State Bar and Supreme Court Task Force on Gender Fairness in the Justice System, a group of 20, has begun its work. The task force has met twice and has plans for special training that will help its members reach the goal that has been set for them: to help assure that all people in the Oregon judicial system and the bar are treated fairly. This means finding ways to help the judicial system and bar eliminate any gender unfairness or perception of unfairness—to make sure no actions are taken based on perceived gender roles or other gender-based expectations or stereotypes.

The Job Ahead

Under the leadership of Justice Susan P. Graber and former Oregon State Bar President Robert H. Fraser, the task force is pursuing an indepth study of various aspects of the judicial system, the law, and the bar to determine whether and how these bodies treat people unfairly on the basis of gender, to recognize fair treatment where it exists, and to make recommendations for change where it does not.

First, the task force will undergo training to achieve understanding of gender discrimination and the ways in which the interplay of race and gender operates in society. By May or June the group will divide into teams that will gather information by means of surveys, focus groups, and analysis of data already gathered by others.

These teams will address the substantive areas of criminal and juvenile law; domestic relations, civil litigation, and administrative law; judicial administration; professional and lay interactions; legal education, admission, and discipline; and opportunities in the legal profession and professional life.

Task Force Members

Task Force members are Hon. Donald C. Ashmanskas, Diana L. Craine, Okainer Christian Dark, Sidney A. Galton, Hon. Michael J. Gillespie, Hon. Jeannette Hamby, Elizabeth S. Harchenko, Hon. Will-

iam D. Johnson, Hon. Bryan M. Johnston, Debra Fee Jing Lee, Joseph D. Matarazzo, Hon. Jean Kerr Maurer, Hon. Joseph V. Ochoa, David Orf, Kathey Warnock, Gloriella Webster, Wendy Rae Willis, and Hon. Janice R. Wilson.

How You Can Help

The Task Force on Gender Fairness asks for your input on six substantive areas of its inquiry. The most persuasive information you can offer, of course, comes from your personal experience, supported by names, dates, and places.

The six areas and their chairs are: Criminal Law and Justice—David Orf; Domestic Relations, Civil Litigation, Administrative Law—Diana Craine; Judicial Administration—Sid Galton; Professional/Lay Interactions—Hon. Janice Wilson; Legal Education, Admission, Discipline—Elizabeth Harchenko; Opportunities in the Legal Profession, Professional Life—

We announce with deep sorrow the



Andrea Redding

death of our friend and colleague Andrea Redding. Andrea, who was 40, was a member of the OWLS board from 1990 to 1995. She died April 5, 1996 in Portland.

Andrea was assistant dean for career services at Northwestern School of Law of Lewis & Clark College, where a scholarship fund has been established in her name. We will profile her in the summer issue of the *AdvanceSheet*.

Hon. Jean Maurer. Find out how to add your insights by contacting Task Force Coordinator Jessica Mindlin at (503) 986-5721. Don't delay, because the task force's work is on a fast track!

Janet Regnell, an OWLS and the Mary Leonard Law Society board member, is an attorney with the Workers Compensation Review Board in Salem.



AGNES SOWLE

ATTORNEY AT LAW

Founding member and Past
President of
Oregon Women Lawyers

2121 SW Broadway
Suite 100
Portland, OR 97201
224-5197

*Organization and care of small businesses; civil
litigation emphasizing employment issues*

The Fundamentals of Networking

At the January 20 OWLS Leadership Workshop, presenter Katherine O'Neil offered the following helpful advice to lawyers who want to network.

Start now. It's never too late to build a network, but do so purposefully.

Set goals. Know why you need a support system. If you want to establish an appellate practice, you need a broad acquaintance in the litigation bar. If you hope for a judicial appointment, you'll need to be well known in your county bar and with the state board of bar governors. If you seek a BOG seat, know how many votes you'll need.

Chart your career goals over blocks of time. How many new contacts do you want to develop each week? Each month?

Develop a strategy. Decide where you're most likely to meet the people you'd like to know. Is there a senior partner at work who can get you appointed to a bar committee? Are there lawyers at your health club you could run with or good contacts you could cultivate at meetings of the county bar or OWLS? Also, establish yourself as a competent volunteer at all levels of bar association work. You'll need to work your way up to those plum appointments, judicial or otherwise.

Establish your network before you need it. For a judicial appointment, that may be 10 years in advance. Regardless of your goals, contacts and friendships should be cultivated carefully, with sincere friendships and collegial relationships in mind.

Never miss a chance. Your next opportunity to network may come the next time your phone rings or at your next CLE.

Follow up. Always carry business cards and pass them out readily. Collect others' cards, too, and on returning to your office write on the backs the date and occasion on which you met these individuals. For important contacts, write a note saying how much you enjoyed meeting the person. Mention any highlights of your initial conversation. Keep in touch.

Be a good network member. Refer cases and opportunities to members



Sylvia Stevens of the Oregon State Bar offers helpful pointers to participants in OWLS' first-ever Bar Leadership Workshop, held January 20. Listening to her are (center) Ingrid McTaggart, an attorney with Dellett & Walters in Portland and president of the Oregon Patent Law Association, and (right) Jane Angus, another presenter from the Oregon State Bar.

of your network. Be sure that they understand where the referral originated. Invite them to OWLS luncheons or arrange to drive to CLEs together. Call every six months or so to check in and offer *your* help to them.

Be persistent. We women worry too much about whether we're "bothering" others. Always assume that people will be as pleased and flattered to hear from you as you would be to hear from them. You'll be right 90 percent of the time.

Be reliable. If you promise to help, keep your promise. If you can't help, call back promptly and explain why. Ask if there's anything else you can do. Even with 12,000 lawyers, the Oregon legal community is small. If you fail to complete a bar committee project, that fact will be remembered 10 years later when the governor's office phones a former committee member for a reading on your character.

Respect the confidentiality of each network member. Never repeat what a member tells you. Even a seemingly trivial piece of information can wreak havoc if repeated to the wrong person.

Be patient. It takes time to develop a strong, reliable business network. Keep your goals in mind, for the rewards of belonging to a work-related network will make any effort involved seem trivial.

OWLS Gets Some Flood Relief

The flood affected OWLS as individuals and as an organization. We had to postpone our Deiz-Roberts awards dinner, originally scheduled for Friday, February 9, and move our storage items to "higher ground."

The OWLS awards dinner, was rescheduled for Friday, April 12 in conjunction with OWLS' Spring Conference. Its honorees: **Norma Freitas** and former Chief Justice **Edwin Peterson**.

Our eternal thanks to the **The Hilton Hotel**, which graciously agreed not to charge OWLS for the banquet food that had already been ordered for the February dinner by the time the flood hit. Again, the Hilton came through when it was time to reschedule the dinner, giving us their largest banquet space, the Pavilion Room, in April.

Another big thank you to OWLS member **Susana Alba** and to the firm of **Hoebet and Snyder** for allowing us to move our OWLS storage boxes into their offices until the flood danger was over. The boxes had been stored in the basement of the Standard Insurance Center, one of the buildings Portland city officials feared might be flooded.

Letters

Recently, I wrote a letter to many members of Oregon Women Lawyers. I did not realize, at the time I wrote the letter, that it contained an error. The letter failed to acknowledge that Hattie Bratzel Kremen was elected Marion County District Attorney forty years ago. My apologies to her for this oversight of her significant achievement. Please assist me in correcting my error by publishing this public apology to her. Thank you.

Terry Gustafson

I am returning after a year long sabbatic leave from the practice of law. I was delighted to read the Winter 1996 "AdvanceSheet" as I sit at my desk anticipating a new law practice.

Thank you for being there—

Susan Boyd

A Billion Drops of Rain *continued*

membered reading that a couple of years ago the American Bar Association's Young Lawyer's Division (YLD) had helped advise people in the Midwest after the flooding there. I called the ABA and spoke to Amy Peebles, who agreed to send me the Disaster Legal Services handbook, prepared jointly by the YLD and the Federal Emergency Management Agency (FEMA).

As I was telling Amy my street address for Federal Express, the telephone went dead. I re-dialed and got a fast busy signal, but I kept trying for an hour. Later, I learned that a 200-foot stretch of Highway 30 had collapsed, taking the fiber optic cable with it. It was now unlikely that Federal Express would be in town any time soon. With the highway washed out and the phone lines dead, a sense of isolation from the rest of the world set in.

February 9, 1996

Not much has changed. Water is everywhere. The city commandeered the local cable access station for public announcements and put out the word that the city attorney would be available to talk to flood victims. Since my firm has the contract for providing representation to the city, I went to the evacuation center at Clatskanie High School to set up shop and talk to victims. The school has been transformed into a fully operational evacuation center, with cots, blankets, clothing, food, and lots of volunteers.

Although I have no disaster-relief information to offer victims, I make sure that their immediate needs for food and shelter are being met and listen to their stories. Between inter-

views I help in the evacuation center command post, reporting where people have put dead animals, keeping track of the latest mud slides, locating missing people.

Still no information from Amy Peebles at the ABA, so I resort to high technology. At my office I sign on to the Internet. The local server is flooded, but I sign on through Longview and quickly find the FEMA home page. That gives me 10 pages of information that I can print and distribute to flood victims.

February 10 and Beyond

The weekend drags on as the community slowly takes stock of the damage. The water has receded, leaving behind mud mixed with sewage and petroleum. Cleanup begins. By now, public announcements have done their job and most people know to call FEMA teleregistration to access federal aid.

Surprisingly, few people have approached our law firm with flood-related legal questions. The community has been too busy cleaning up, and landlords and tenants have had a common interest in working together. FEMA staff members have now arrived, and most needs are being met through disaster assistance. When I leave my home and turn east on my way to the office, though, I see a mobile home park that will probably never reopen and is still choked by a foot of mud—a reminder of the power of a billion drops of rain.

Heidi Olsen is an outgoing board member of Oregon Women Lawyers and a partner in the Clatskanie firm of Salisbury & Olsen.

A Standing Ovation...

...goes to Heidi Olsen and all OWLS members who volunteered to assist the Federal Emergency Management Agency (FEMA) during the "Great Flood of '96."

FEMA and the ABA Young Lawyers Division have an agreement whereby volunteer lawyers will provide free legal services to victims who require them in a situation officially declared a disaster by the president of the United States.

After the February floods, the Oregon State Bar Young Lawyers Division and FEMA called for volunteer lawyers and provided training to give them basic information about FEMA assistance, programs available to disaster victims, landlord-tenant issues, and consumer fraud matters.

Oregon Women Lawyers members who offered their services to FEMA include: Linda Algar, Mari Bailey, Stephanie Barrie, Kathleen Buckley, Claudia Burke, BethAnne Darbay, Lori DeDobbelaere, Cynthia Domas, Linda Gast, Jill Gelineau, Susan Glen, Ann Golovko, Linda Gouge, Jenefer Stenzel Grant, Susan Hammer, Laura Hammond, Kathleen Hansa, Kristen Harris, Rebecca Heintz, Steffany Hergert, Valerie Hodges, Lisa Kaner, Teresa Kraemer, Vivian Lee, Emi Murphy, Heidi Olsen, Gayle Patterson, Shana Pavithran, Patricia Raskin, Tara Schleicher, Pendleton Serrurier, Diana M. Shera Taylor, Barbara Jo Smith, Sharon Toncray, Rachel Unger, Margaret Van Valkenburg, and Carol Vogt.



SOMEONE TO LOOK UP TO.

Girl Scout Volunteers

Call 620-4567

Supported in part by Thrifty Payless, Inc.



GIRL SCOUTS

Take Notice!

■ **Coalition Social.** On Thursday, May 2, at 5:30 p.m. members of OWLS and the various minority bar organizations will meet at Chang's Yangtze in the Galleria, SW 10th and Morrison in Portland, for a coalition social. All are welcome to attend. For details, call Joan Van Almen at 598-1278.

■ **Avoiding Legal Malpractice and Ethical Violations Seminar.** The Professional Liability Fund and the Oregon Attorney Assistance Program are offering a seminar on "Avoiding Legal Malpractice and Ethical Violations" on Thursday, June 6 at the Benson Hotel in Portland. The seminar will address ways to break the procrastination cycle, deal effectively with clients, and correctly account for clients' funds. To pre-register for this free seminar, which qualifies for 3 MCLE credits (2 Practical Skills and 1 Ethics), use the form on page 7 of the Spring 1996 *In Sight* or call Linda D'Agostino at

639-6911. Space is limited, so pre-registration (before May 30) is advised.

■ **The Casualization of the Work Force.** On June 27 the Industrial Relations Research Association (IRRA) is presenting a talk by author Jane Slaughter on "The Casualization of the Work Force: Temporary, Part-Time, and Contract Employees." She will speak at 11:30 a.m. at a luncheon sponsored by the IRRA and the Labor Education and Research Center at the University of Oregon. The cost is \$15 for IRRA members and \$20 for non-members; the place, Shenanigan's Restaurant at 4575 N. Channel (Swan Island) in Portland. To register, send a check to Luella E. Nelson, 4306 NE Mason Street, Portland, OR 97218.

■ **Transforming Dreams Into Reality.** OWLS former president Agnes Sowle will be the keynote speaker at a conference for women entrepreneurs, "Mind Your Own Business," on Saturday, May 18. The title of her talk is "Transforming Dreams Into Reality." For more information about the conference, which will be held

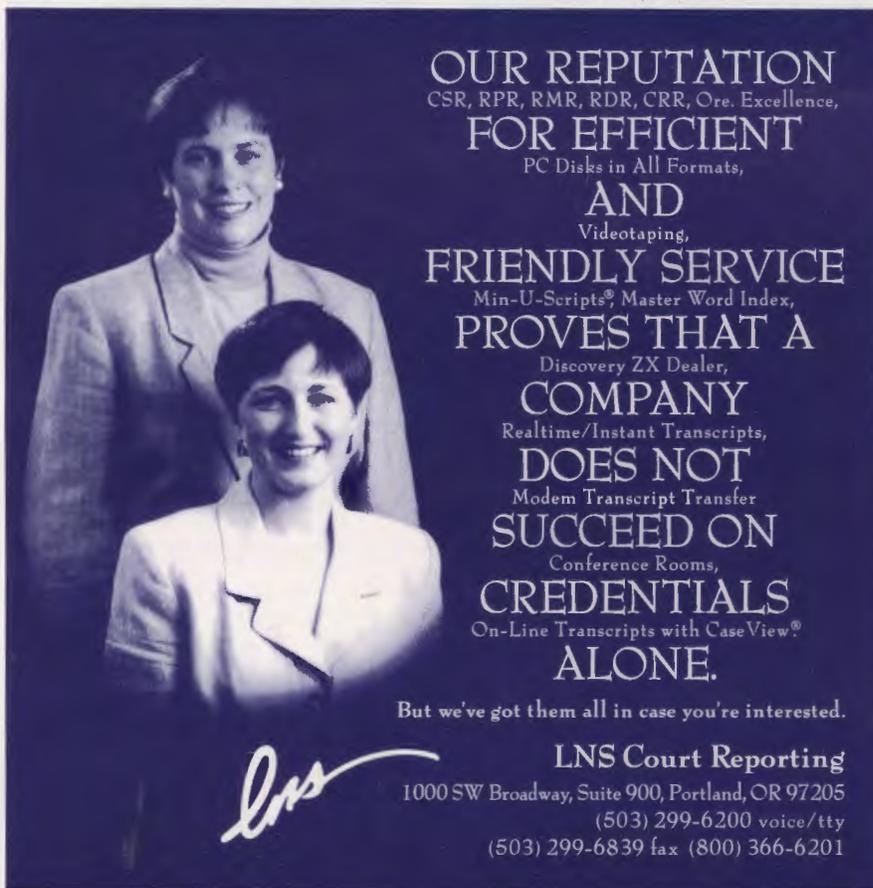
at the Red Lion Lloyd Center, call Joy Marie at (503) 224-8636.

■ **Governmental Contracting Forum.** OWLS members will receive a 50 percent price break on an upcoming Professional Services Coordinating Council of Oregon forum that will explain how to tap into \$97 million in professional service firm contracts each year. The forum, to be held from 2:30 to 6:00 p.m. May 30 in the World Trade Center in Portland, is aimed at keeping government contracts going to Oregon firms. Because OWLS is a PSCC member association, the cost to OWLS members is only \$25. For more information call 274-9381.

■ **Access to Justice Project.** Governor John Kitzhaber kicked off the Oregon Trial Lawyers Association's new Public Justice Project at a March 14 gathering of community groups at Portland's Montgomery Park. The project will provide pro bono legal representation on public justice issues and, as Portland attorney Jana Toran, co-chair of the Public Justice Committee, said, "allow the Oregon Trial Lawyers Association to remedy health, safety, and welfare problems that are usually ignored." For information about the project, call (503) 223-5587.

■ **Volunteer Opportunities for the FBA Annual Meeting and Convention—This Year in Portland.** The Oregon Chapter of the Federal Bar Association is hosting the FBA Annual Meeting and Convention in Portland, September 18-21, 1996. This national event will feature meetings of the national FBA committees and officers, CLE programs directed to local practitioners, and a number of social events. Volunteering to help with the event is an excellent way to get to know federal practitioners. To volunteer for specific committees, call the following individuals: Dan Lindahl (Events), 499-4634; Bob Maloney (Finance), 226-6151; Jackie Tommas (Treasurer), 631-2660; Larry O'Leary (Transportation), 249-0681; Gilion Ellis (Promotion/Advertising), 226-7677; and (for CLEs) John Barker, 228-5626, or Chris Helmer, 224-5858.

■ **The ABA Meets Mickey Mouse.** A



OUR REPUTATION
CSR, RPR, RMR, RDR, CRR, Ore. Excellence,
FOR EFFICIENT
PC Disks in All Formats,
AND
Videotaping,
FRIENDLY SERVICE
Min-U-Scripts®, Master Word Index,
PROVES THAT A
Discovery ZX Dealer,
COMPANY
Realtime/Instant Transcripts,
DOES NOT
Modem Transcript Transfer
SUCCEED ON
Conference Rooms,
CREDENTIALS
On-Line Transcripts with CaseView®
ALONE.

But we've got them all in case you're interested.

LNS Court Reporting
1000 SW Broadway, Suite 900, Portland, OR 97205
(503) 299-6200 voice/tty
(503) 299-6839 fax (800) 366-6201

dynamite program and special discount packages for family visits to the Walt Disney Theme Parks are sure to be strong draws for the 1996 ABA Annual Meeting, to be held August 1-7 in Orlando, Florida. This year, program tracks have been introduced for the solo practitioner, the corporate counsel, and the "techie." Over 70 educational programs will be offered in these areas. In addition, ABA President Roberta Cooper Ramo has selected six Presidential Showcase Programs and a new series of "The Greatest Law School Lectures You Never Heard" promises to be enlightening. The program truly is exciting. Call (312) 988-5870 for a complete rundown of events and for registration information.

■ **NCWBA Public Service Awards.** Once again it's time to nominate worthwhile pro bono projects by women's bar associations for the National Conference of Womens Bar Associations' annual Public Service Awards. Winners will be feted at the NCWBA Annual Meeting in Orlando, Florida August 2-4, 1996. Award-winning projects usually are those in which women lawyers use their knowledge of the legal system to aid women and children. For information about submitting nominations, call Mary Ann Coffey at (919) 482-8202.

■ **Washington County Women Lawyers Board.** At its March meeting, Washington County Women Lawyers elected its first-ever board. The new board members are Carol Carmichael, Pat Chor, Debra Hart, Teri Powers, Elissa Ryan, Suzanne Upton, and Doris Winegar. Future Washington County Women Lawyers' luncheons will be held at Miller's Homestead Restaurant in Hillsboro on the fourth Thursday of each month.

■ **The Art of Legal Interpretation.** A new book by OWLS member Connie Crooker is now available from the Continuing Education Press at Portland State University. *The Art of Legal Interpretation* is a clear, practical guide for court interpreters, attorneys, and judges. To order your copy from the publisher, send \$39 (includes shipping and handling) to P.O. Box 1394, Portland, OR 97207.

On the Move

Deborah S. Berg has moved to the Seattle law firm of Tousley Brain, P.L.L.C., where she will continue to focus her practice on real property, real property finance, and commercial leasing.

Anne C. Davies, formerly associated with Harrang Long Gary Rudnick, has opened a law office in the Centre Court Building in Eugene. Her practice will continue to emphasize land use and real estate.

Clifford L. Freeman has been appointed to the bench of the Multnomah County District Court. Judge Freeman has worked as a trial lawyer, as a pro tem juvenile court referee, and as an education and training consultant. He managed the Office of Minority, Women and Emerging Small Business Enterprises under Governor Barbara Roberts and served in a volunteer capacity as president of the National Association of State Boards of Education.



CLASSIFIED

JOB OPPORTUNITY. The University of Oregon School of Law is seeking applicants for the position of Director of the Mediation Clinic. The two-year position (renewable depending on performance and successful fundraising) holds the rank of assistant professor and pays \$55,000-\$60,000. Applicants should have a J.D., teaching experience, and experience as a mediator, mediation trainer, and mediation program coordinator. Send a letter of application, résumé, and three letters of recommendation to: Mediation Clinic Director Search Committee, Attention Dean Chuck O'Kelley, School of Law, 1221 University of Oregon, Eugene, OR 97403-1221 before May 1, 1996.

YOUR #1 COURT REPORTERS

*"You are a professional . . .
You need to work with a professional team"*

30%

discount on your 1st scheduled deposition
(must mention discount when scheduling)

NAEGELI & ASSOCIATES, INC.

Serving All of Oregon and Washington

1-800-528-3335 • 227-1544

The U.S. Bancorp Tower, 111 SW Fifth Ave., Suite 2020,
Portland, Oregon
Fax 503-227-7123

Dorothy Kliks Fones

By Trudy Allen

It is with much sadness that I report the death on January 1, 1996 of Dorothy Kliks Fones, one of the pioneers of Queen's Bench. She would have been 88 on January 17.

Dorothy was admitted to the bar over 59 years ago. But even more noteworthy than her long career in the law was her significance to Queen's Bench, for she can be credited with the organization's very survival. For over 40 years, she was its most loyal supporter. She was among those who faithfully attended from the late '40s, but she continued to attend monthly right up to the late '80s when all the rest of her generation had passed away or retired.

At one time, Dorothy was president of QB, and for a couple decades—through the '70s and up until the beginning of 1988, when Queen's Bench incorporated as a nonprofit corporation—she was the permanent secretary. (In fact, it was she who signed the bylaws of the new corporation.)



Dorothy Kliks Fones

There was a period during the late seventies when the attendance of the early members was waning — as they retired — and few women of the "younger" generation had started to come. Dorothy ensured that new women were recruited and that members would attend meetings by keeping a phone list of women attorneys and calling each woman with a reminder a few days before the second Tuesday of each month. She did this right up to the late '80s when the list got too long—well over 100. Then she divvied it up with some of the members until they started mailing reminders.

Dorothy was at every meeting, cheerfully greeting everyone and

showing interest in the newer members. She was a shy person and very unassuming, but her compassion for people shone through. Her contributions to Queen's Bench were enormous. We honored her when she retired as secretary and again with a few moments of silence at the January 1996 luncheon.

Dorothy's story is not just one of devotion and contributions to Queen's Bench—or even of unfailing interest in the well-being of women attorneys. There was much more to her that few of her fellow women attorneys knew.

Dorothy was born January 17, 1908 in McMinnville. She graduated from Linfield College in 1930 as valedictorian and was one of only three female graduates of her class at the University of Oregon Law School in 1936. She had always wanted to practice law. She had worked in her father's law office as a youngster, filing and answering phones, and she worked for him weekends and summers between college and law school. After her admission to the bar in 1936, she joined his practice in McMinnville. Later, her younger brother, Bernard Kliks, joined the firm and the family moved the practice to Portland in 1949. Dorothy continued to practice landlord/tenant and real property management law with her brother until her retirement three years ago—a career spanning 57 years. In 1973 she married Norman Fones, who died in 1980.

After her father's death, Dorothy took over the management of the eight apartment buildings he had owned. At one point, she served as president of the Oregon Apartment House Association. Many of her tenants were senior citizens, and Dorothy charged them bare minimum rents. She resisted



Bernard and Dorothy Kliks were close as children and later became law partners



INGRID E. SLEZAK
ATTORNEY AT LAW

*Practice limited to mediation of domestic relations matters
representation of children in custody
and visitation disputes*

1020 S.W. Taylor • Suite 845 • Portland, Oregon 97205
(503) 248-0938 • Fax: (503) 248-0943

raising the rents, doing so only to keep up with property taxes and expenses—and then raised them only \$25 at a time. As late as 1992, she was charging some of her tenants as little as \$100 a month! Regarding this policy, she told the Portland *Downtowner* in 1992, "It's one of the best ideas I can think of, to serve the people who really need it." In the same interview, she remarked, about continuing in her law practice (although she was then 84), "...I like my work. I like seeing people made whole and happy again."

In addition to subsidizing her elderly tenants, Dorothy generously supported several charities and cultural activities. Before her death, she donated about \$2 million to many of these groups. Beneath her quiet outward appearance, she was a woman of tremendous generosity and benevolence, one with a heart of gold. She was a tribute not only to her gender but to the whole legal profession.

Trudy Allen is the historian of *Oregon Women Lawyers* and a long-time member and officer of *Queen's Bench*.

Multnomah CourtCare Needs Your Ideas & Support

Anyone who has watched a mother bring her toddlers to a restraining order hearing at the Multnomah County Courthouse or has seen small children sitting on the cold hallway floors knows how badly those who use the courthouse need child care. But what should be the scope of services offered? Who should be served? These are two of the questions that will be addressed in a study of the issues to be undertaken in the very near future by Multnomah CourtCare.

The committee is most interested in hearing from people with suggestions, ideas, or expertise in child care issues. Call Chair Gerri Sue Lent (503) 231-7533.

Funding the professionally designed survey will require about \$5,000. If you would like to contribute to the project, you may send a check to the YWCA, 1111 SW Tenth, Portland, OR 97205. Mark the check and envelope "Multnomah CourtCare survey." The donation qualifies as a charitable deduction for income tax purposes.



Dust Off Your Running Shoes— It's Race Judicata Time!

The Mary Leonard Law Society says it's time to dust off your running shoes, warm up those muscles, and head for Salem for the fourth annual Race Judicata. This year's race benefits Salem Outreach Shelter.

The 8K run begins at 10 a.m. Saturday, May 18, at Minto-Brown Island Park, but non-runners can show up a bit earlier and begin a 2-mile Fun Walk at 9:45. The cost is just \$7 per person, or \$17 for a family of three or more.

You can register on the day of the run (8:30 to 9:45 a.m.), or pre-register at Salem running stores or Martin's All-Star Sports, 135 Commercial NE.

If you want to be an official sponsor, the donation is \$100. That allows you to have your name—or anyone else's—printed on the official 1996 Race Judicata T-shirt. For information, call Cindy Forbes at (503) 378-6313 or Lynne Wehrle at (503) 378-4283.

Craine & Love ATTORNEYS

- PERSONAL INJURY
- WORKERS' COMPENSATION

DIANA CRAINE AND LINDA C. LOVE

Proud Members of
Oregon Women Lawyers



DIANA CRAINE



LINDA C. LOVE

Five Centerpointe Dr., Suite 480 ■ Lake Oswego, Oregon 97035

620-1088

Two Courageous Bosnian Women Lawyers Make a New Life in Oregon

By Katherine H. O'Neil

I met Zakira Bucan Gurda and Lala Bucan on a Saturday morning last November—two Bosnian women lawyers a long way from home. We met through Mary Burns Tomlinson, who had become acquainted with Zakira in the Lake Oswego Subway Sandwich Shop where Zakira works.

At that time, she had just arrived in Oregon after spending almost two years in a refugee camp in Croatia. Her husband and part of her family had to remain behind in Sarajevo, although he has now joined Zakira and their children.

Zakira's older sister Lala has been in Oregon for nearly nine months. She works as a bagger at the Lake Oswego Safeway.

A Life of Terror Begins

When the Serbs' bombs started falling on Sarajevo April 4, 1992, it was in the middle of a joint birthday cel-



(Left to right) Lala Bucan, Zakira Gurda, and Mary Tomlinson

bration for Zakira's daughter Ajla and her son Mirza. Immediately, all vestiges of normal life disappeared. (Zakira and her children fled, and two months later—when her husband was able to return to their home—the birthday cake was still on the table.)

Although Serb and Croat families were often close, most Serbs knew when the bombing would begin yet failed to warn their Croat friends. Zakira's best friend, a Serb, left for Belgrade without warning her of the danger. After the bombing started, Zakira, a young Sarajevo attorney, spent three days in the basement of her husband's aunt's home with her family, expecting that the war would soon end. "We were so naive we can't believe it now," she says.

After they were able to leave the house, one-year-old Mirza became ill. For a short time they stayed at Zakira's father's home, but it soon became clear that Mirza needed to be hospitalized. After 20 days in the hospital, it became too dangerous to stay and the family decided that Zakira and the children should go to Croatia, where they could get food and find medicine for Mirza.

That same day, they and 5,000 other women and children were taken hostage by Serbian soldiers in black masks. The soldiers refused to give them food or water and Mirza's condition worsened.

After their release, arranged by the United Nations, Zakira and the children were shipped to an island refugee camp. They were rescued by a

refugee organization and arrived in Portland February 1, 1994. Now Zakira works through Bosnia and Herzegovina Refugee Assistance, an Oregon group she co-founded, to help other refugees leave Bosnia.

Zakira's sister Lala was inhouse counsel for a trading company in Sarajevo for 22 years before taking a government job working for a Bosnian vice president. Unlike Zakira, she remained in Sarajevo during the war and was able to use a government satellite phone to contact Zakira in the Croatian refugee camp and later in Portland.

For Lala, life in Sarajevo became very dangerous. The two-story house she owned downtown was bombed repeatedly. Seven days a week she walked to her office, where she worked for 12 hours and then returned home to cook for her handicapped father and haul water from an old brewery a 30-minute walk away.

Once a grenade hit her shoulder, landing her in the hospital for a month. Her boss, whom she describes as "very famous, a smart, good man," was hunted down and killed with seven bullets as he tried to meet a Turkish delegation at the airport.

Starting Over—At the Bottom

Neither Zakira nor Lala spoke any English before coming to the United States. That meant starting on the bottom rung of the career ladder.

"It is very hard," says Zakira, who must still be content to make sandwiches for a living. "I understand that in America everyone must start from floor. But sometimes my heart does not understand."

Lala, who is studying English at Portland Community College, would like to work as a lawyer or do something with computers. But she understands that first she must speak English well.

At 36 Zakira says she would like to have any job that would allow her to use her mind. "I feel my intellect going down—I only think about how I make the sandwiches."

WOMEN'S GOLF SCHOOL
EAGLE CREST RESORT

JUST WATCH
WHAT YOU
CAN DO!



JOIN US! CONTACT PENNY LARSEN
(503) 256-2894

DATES AVAILABLE
APRIL - AUGUST

2063 N.E. 166TH DRIVE
PORTLAND, OR 97230

ask

THE CONTRACT
LAWYER
REFERRAL SERVICE

By Deborah Guyol

As a service to our members, the OWLS Contract Lawyer Referral Service will answer questions about contract work and contract attorneys. Feel free to submit your questions for upcoming issues. For more information, call Deborah Guyol at 228-0097. (In this issue, Deborah helps contract attorneys prepare for tax time next year.)

Question: Now that I'm self-employed, I understand I'll have to pay quarterly estimated taxes. What are they, and how do I know how much to pay?

Answer: This might be a good time to hire an accountant, so you can ask a real expert how to proceed. I can get you started, but to avoid the risk of penalties you'll need to approach the subject in more depth than I can provide here.

Because you do not have an employer to withhold taxes and pay your share of social security tax, you must do it yourself. Quarterly estimated taxes are due on or about April 15, June 15, September 15, and January 15 each year. Once you have a self-employment history, you can use your past year's income to estimate your current year's taxes. The first year, though, it's more complicated.

For the April 15 payment, begin by calculating your net income for January through March. Add up all the money you've received, then subtract your business expenses. These include items such as bar dues, PLF payments, CLE course payments, office supplies, and copying expenses. If you have a separate business telephone line, that's a business expense. If you pay rent for your office, count it too.

Your self-employment tax is 15.3 % of net income. If your net income was \$6,000, you must pay \$918 in federal self-employment tax that first quarter.

You must also pay income tax. To calculate the first quarter's payment, first multiply that quarter's net income by four to estimate the year's income. Then subtract your estimated deductions: taxes, home mortgage interest, charitable contributions, and so on. You can deduct one-half of your self-employment tax as well. Subtract the exemptions you claim for yourself and dependents, and you have your estimated taxable income. Use last year's tax booklet to calculate your tax for the year, and divide that figure by four to calculate the estimated tax for one quarter.

If your first quarter's net income was \$6,000, your estimated yearly income is \$24,000. Half your annual self-employment tax is \$1,836. If your deductions add up to \$8,500 and you have one exemption at \$2,500, your taxable income for the year will be \$11,164. At a 15% tax rate your income tax for the year is \$1,675. One-quarter of that is about \$419. Add that to the \$918 in self-employment tax, and \$1,337 is the amount you should pay the IRS on April 15.

Of course you must remember to pay state tax as well but once you've estimated your taxable income, the state's share is relatively easy to calculate. Simply use last year's tax table to determine your tax for the entire year and pay one-quarter of that amount. For the example we've used, your tax might be around \$800 for the year, or \$200 each quarter.

Even though your self-employment income may be erratic, it's best to pay at least as much each quarter as you paid the first quarter. If you've overestimated your income for the year, you can decrease the last (January 15) payment, or simply allow your overpayment to be credited toward next year's taxes. If your year turns out to be significantly more successful than you'd projected, however, you should beef up your payments accordingly, since you can be penalized for underpayment.

Deborah Guyol volunteers as coordinator of the OWLS Contract Lawyer Referral Service and is co-author with Deborah Arron of *The Complete Guide to Contract Lawyering (Niche Press, 1995)*. To order a copy of the book, call (800) 468-1994.



1996 Oregon Women Lawyers Membership Application & Renewal

NAME _____

FIRM/ORGANIZATION _____

ADDRESS _____

CITY/STATE/ZIP _____

PHONE _____ FAX _____

OSB NUMBER _____ EMAIL _____

CHECK ONE

- \$100 - 249... Sponsor \$250 - 499... Sustaining Member \$500+... Patron
 \$55... Regular members (law school graduates) New Renewal
 \$25... Out-of-state lawyers, non-lawyers, and those with incomes under \$25,000
 \$15... Law students

- Yes, I would like a \$10 rebate to go to my local chapter.
- | | |
|---|---|
| <input type="checkbox"/> Cascade Women Lawyers | <input type="checkbox"/> Mid-Columbia Women's Bar Association |
| <input type="checkbox"/> Myra Bradwell Forum (Roseburg) | <input type="checkbox"/> Queen's Bench (Portland) |
| <input type="checkbox"/> Klamath County Women Lawyers | <input type="checkbox"/> Rogue Women Lawyers |
| <input type="checkbox"/> Lane County Women Lawyers | <input type="checkbox"/> Washington County Women Lawyers |
| <input type="checkbox"/> Mary Leonard Law Society (Salem) | |

PRACTICE AREAS: _____

MAIL TO:

OREGON WOMEN LAWYERS, P.O. Box 40393, Portland, Oregon 97240

New Members

Alison Adair
Linda M. Algar
Benjamin Allen
Marnie Allen
Patrice Diane Altenhofen
Beverly Anderson
Linda Attridge
Kaarin L. Axelsen
Charles F. Beckman
Joyce Holmes Benjamin
Sydnee R. Berg
David F. Berger
Hillary Berk
Gail M. Berkowitz
Lisa J. Berry
Diana M. Bianco
Joyce A. Blaumer
Kathryn Diane Bourn
Nancy Brady
Janet H. Breyer
Lala Bucan
Kathleen J. Buckley
Sara Hamilton Burke
Lisa M. Caldwell
Amy Carlton
Sarah Castleton
Mark E. Chasse
Lois M. Coffey
Dorothy S. Cofield
Aileen E. Cohen
Nancy A. Combs
Wendy Harmon Conway
R. Nicole Cordan
Claudia A. Cullison

Colleen Kelly Dahl
BethAnne Darbay
Anne Colby Davies
Elizabeth Davis
Amy DeLaney
Ilene Dell'Acqua
Marie B. Desmond
Kate Donnelly
Susan F. Drake
Saville W. Easley
Margaret Oslund Ebers*
Ginger J. Enden
Cheryl Faas
Katherine L. Beck Fey
E. Joanna Fitzgerald
Kimberly A. Fletcher
Barbara A. Flug
Barbara H. Fredericks
Kym Gasper
Karen E. Gellen
Debra Thatcher Gilcrest
Mark J. Ginsberg
Ann E. Golovko
Linda K. Gouge
Julie Weston Griffin
Ann Griffith
Karin L. Guenther
Linda J. Guss
Karna R. Gustafson
Terry M. Gustafson
Laura L. Hammond
Monica Denise Hardy
Leah C. Harper
Stephanie M. Harper

Kristin Ann Hazard
Tracy Healy
Marilyn A. Heiken
Rebecca C. Heintz
Cindy S. Helmick
Lisa M. Henderson
Linda D. Hepp
Alena M. Herranen
Nancy Patterson Hinnen
David A. Hinton
Audrey B. Hirsch
Valerie L. Hodges
Cheryl L. Hodgson
Jeannette Kay Holman
Rose Savoy Jade
Susheela Jayapal
Leslie S. Johnson
Thomas Johnson
Jennifer M. Johnson
Sharyl Lunn Kammerzell
Emily Karr
Angel Dawn Kee
Dorothy Lendaris Kemp
Janet Knauss
Karin Koslow
Scott Kenji Kozuma
Michelle Shari Kruss
Henry Lacey
Dianne L. Lancaster
Alan S. Lanker
Vivian Lee
Lori H. Lindley
Bonnie Luax
Lisa Jane Ludwig
Denise Lukins
Brian J. MacRitchie
Patricia McGuire

Tamara E. MacLeod
Heidi L. Mandt
Abigail V. Marshall
Trisha Mayhew
Sheryl S. McConnell
Mark J. McGranaghan
Karin U. McMichael
Patricia M. McRitchie
Ingrid M. McTaggart
Elizabeth Mitchell
Jennifer E. Mulder
Emily Newton
Lisa J. Norris-Lampe
Lisa D. Nuss
David Patrick O'Brien
Karen L. O'Connor
Jennifer Kay Oetter
Cathy Ostrand
Mary A. Overgaard
N. Gayle Patterson
Joyce E. Patton
Sandi Luna Pellikaan
Michael V. Phillips
Kristine Marie Pizzuti
Janet Pollish
Kimberly A. Quach
Carole F. Race
Patricia Raskin
Rahela Khanum Rehman
Liane Inkster Richardson
Shelly Richardson
Ruth Casby Rocker
Charese A. Rohny
Ilisa Rooke-Ley
Marcelle B. Sannen
Tara J. Schleicher
Lara S. Scott

Kathryn Anne Short
Timothy E. Siegel
Norman J. Sievert
Caroline L. Skuzeski
Barbara Jo Smith
Caroline Louise Smith
Robert M. Smith
Sophia Soumbeniotis
Jeanne Anne Steffin
Eilyn L. Sternfield
Mary E. Tarkington
Jeffrey S. Tarr
Tricia K. Tazuk
Michael J. Tedin
Rebecca Biermann Tom
Nancy A. Whan Tong
Sarah R. Troutt
Susan M. Trowbridge
Daniel H. Van Eaton
Robert Dean Varitz
Shauna L. Vernal
Heidi von Ravensburg
Laura P. Walwood
Timothy R. Walker
Jeffrey N. Watkins
Shelley A. Webb
LaDonna Shearer Wetmore
Rebecca Whitney-Smith
Laura J. Wolber
Sarah J. Wolf
Judith Wroblewski
Angela Zink
Judic

Judicial Members
Hon. Douglas G. Beckman
Hon. Terry Ann Leggett

*Our thanks to the following members
for their support at enhanced levels
during the first quarter of 1996*

Sponsor Level: \$100-249
*Susana Alba
Teresa Kraemer
Agnes Petersen*

Sustaining Level: \$250-499
Robert Varitz



LSS

Litigation Support Services

DEBORAH C. LACOMBE, RN, JD
Medical-Legal Consultant

2245 SW Park Place
Suite 4A
Portland, OR 97205

(503) 222-9311

Medical-Legal Consultant



P.O. Box 40393
Portland, Oregon 97240

BULK RATE
U.S. POSTAGE
PAID
PORTLAND, OR
PERMIT NO. 2346