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STRESS AND WOMEN ATTORNEYS

By Janis L. Hardman

Not so long ago I, like so many others, approached the practice of law with eagerness and enthusiasm. I anticipated being able to make a positive difference in people's lives and welcomed the profession's intellectual challenges. However, those initial feelings have been tempered by the daily stress of practicing law.

That stress begins before we establish our careers. New attorneys must deal with the difficulty of finding work, the often forced entry into solo practice without a mentoring period, and the inability to make career choices in the face of needing to take what is available. Lawyers working in firms encounter the stress of pleasing multiple senior attorneys, meeting billable hours, and satisfying expectations regarding pro bono and community service work. Solo practitioners have the stress of managing a business and often wearing all the hats: bookkeeper, office manager, secretary, marketer, attorney. All of us experience the stress of increased competition for clients.

All too often we deal with these pressures alone and not always in a constructive manner. Each of us knows individuals who have left the practice and others who have turned to drugs and alcohol or compulsive eating to ease the pain of their stress. Some of us know of attorneys who have committed suicide to escape problems of the profession.

WHAT DO WE HAVE IN COMMON AS WOMEN ATTORNEYS?

Dr. Carmen Davis, a psychologist with a private practice in Northwest Portland, notes that women who are attracted to the legal profession share similar traits:

- a high degree of achievement orientation and comfort with confrontation, competition, and aggression—usually considered typically male characteristics;
- perfectionism;
- more comfort with thinking than with feeling—and concomitant difficulty acknowl-

edging and identifying feelings;

■ more likelihood, when under stress, to label ourselves as bad, wrong, or crazy rather than to see ourselves as the victims of external stressors;

■ a tendency to judge rather than sense a situation;

■ a surprisingly high tolerance for putting up with blatant sexism rather than recognizing and acknowledging it;

■ a tendency to be more task oriented than emotionally supportive.

Patty Wightman, a licensed professional counselor with a private practice in Lake Oswego, applies to attorneys James Masterson's ideas about the real vs. the false self, from his book *In Search of the Self*. Wightman says that as attorneys we experience a particularly high degree of conflict between our real selves and our false selves.

At birth, she explains, we have only the real self, but to avoid disapproval from our primary caretakers we modify our natural behaviors. Each such modification causes alterations in the self, and we gradually develop a false self that the world sees. Meanwhile, the real self is not validated, safe, acceptable, or humanly connected.

Wightman says that some features of work as attorneys support the false self. One is the

Continued on page 4

OWLS 1996 BAR BREAKFAST

See you at the Oregon Women Lawyers' Annual Bar Breakfast, 7 a.m. Saturday, September 28, at the Medford Red Lion. The breakfast—keynoted by The Hon. Rebecca Orf—immediately precedes the Oregon State Bar's free Ethics CLE and business meeting.



President's Message



I am on the last leg of a flight home from Israel, where my husband and I took my almost-two-year old daughter to visit her cousins who now live outside of Tel Aviv. We left four days after the bombing at the Tel Aviv shopping mall.

On the day of the bombing, I called my sister-in-law to discuss whether it was safe for us to visit Israel at this time. When I called, I learned that my niece was in the mall at the time of the bombing, but while I was on the telephone, she arrived home safely. Our fears of her being injured were put to rest.

For the next few days, I felt tormented about whether we should go to Israel, especially because we might be placing my two-year-old daughter in danger. After much debate, however, we decided to go. We wanted to send a small message to the Israelis that we, as Americans, support them.

Once there, we had a wonderful time and met a number of my husband's relatives. We saw numerous religious and historical sites and relaxed in the sun at a resort in the southern-most part of the country. Visiting Jerusalem was the only time

that I felt tense and fearful of my daughter's safety. However, we even managed to go to the old city and visit my husband's aunt and uncle who live on the route of the No. 18 bus (the one that was bombed a number of times before our arrival) without me having a nervous breakdown.

Now, with my daughter asleep in my arms, I can reflect on the trip and its significance. Before leaving, everyone told me not to take the risk, even if the chances of getting hurt were remote. Returning, I realize we made the right choice. I know that is easy to say now because I am on the plane home.

How does this have any significance to us as women lawyers? Taking the risk of going to Israel in a time of turmoil and having a successful trip makes me think of all of the times I either did not do something out of fear of the unknown or hesitated. Yet one must take risks and push oneself to complete tasks and fulfill journeys.

In our professional lives, we often are confronted with risks concerning our livelihoods. Frequently, I hear lawyers wavering about leaving a firm where they are not happy—to go solo, take time off, be with family, preserve their sanity, or even take a case that might be controversial. Often I think our instincts tell us what is right, but we do not make a change because of the fears and risks involved. Later we wish we had.

In order to advance, we need to take the time to evaluate ourselves in our professional lives. For me, the challenge this year will be balancing my family, my part-time employment practice, and the presidency of OWLS. I am hoping this year's journey will be as enjoyable as my trip to Israel (without the 20-hour plane ride with a small child).

We have a number of new projects, such as practice-area networking and development of a speakers bureau. We also continue to grow with the number of events and forums OWLS sponsors. My hope is that more OWLS members will get involved. I am looking forward to meeting a lot of new people and continuing to network with all of our members.

At times, people feel that they are overwhelmed at work and at home, and that they cannot get involved with any new activities. I have felt that way

myself. But I have also found that various OWLS functions provide an avenue to network with other women lawyers and explore our personal situations.

Julie Levie Caron

Judicial Appointments of Women Decline

OWLS member Jane Edwards, director of the Oregon Women's Political Caucus's Campaign for Parity, reports that only 20 percent (4 of 20) of Governor John Kitzhaber's judicial appointees are women (compared to 38 percent for Governor Barbara Roberts).

Of Governor Kitzhaber's nine appointments to the circuit court, only one—Julie Frantz of Multnomah County—is a woman. Of nine appointments to the district court, three—Deanne Darling of Clackamas County, Jean Maurer of Multnomah County, and Eveleen Henry of Lane County—are women. Neither of two justice of the peace appointments nor four district attorney appointees is a woman.

Only 6 of 16 professional appointments (38%) on the governor's staff are filled by women, and these women earn on average \$5,094 less than their 10 male counterparts. Of 28 agency directors who make up the governor's cabinet, only six (21%) are women, and of 19 agency directors appointed directly by the governor, only three (16%) are women. In the Department of Human Resources, women make up 69 percent of its employees and more than half of its clients, yet only two (15%) of its top administrators are women.

The Campaign for Parity has one goal: Appointments to top state positions and judgeships shall reflect gender parity. The Campaign for Parity is modeled after the national Coalition for Women's Appointments, which has resulted in the appointment of—among others—Attorney General Janet Reno, Justice Ruth Bader Ginsberg, and Secretary of Health and Human Services Donna Shalala. Jane Edwards can be contacted at (503) 378-7489 (e-mail: ytirap@aol.com).

AUGUST IS PICNIC TIME!

Sunday, August 25, from 1:00 to 4:30 p.m., OWLS, friends, and families will gather at Pat and John Urquhart's home on the banks of the Sandy River for a summer potluck. Bring a dish to share, something to drink, and a blanket or lawn chair. There will be face painting for the children and a swimming hole for all of us. Call Diane Rynerson at (503) 221-2135 for a map or more information.



Remembering Andrea Swanner Redding

By Trudy Allen

Andrea Swanner Redding died on April 5, 1996 at the age of 40, the victim of a baffling and little-known condition called "adult respiratory stress syndrome."

Andrea was very near and dear to OWLS and was a valuable contributor of time, energy, intelligence, and support. She served on our board from 1990 through 1995. During that time, her most visible contribution was her work with Kathryn Ricciardelli to develop the Mentor Program in the three Oregon law schools—a program that has attracted national attention. In her position (since 1990) as director of Career Services at Northwestern School of Law of Lewis & Clark College, she was uniquely situated to spearhead the Mentor Program there. She devoted countless hours to recruiting and matching student and attorney participants and was a great ambassador for OWLS, touting the organization's benefits to students, both before and after they received their degrees.

As many speakers said at her memorial service on April 8, Andrea was much loved and admired by students, administration, and faculty alike. She was an informal mentor to many students and potential applicants, taking a personal interest in their well-being and success, both in school and in their job searches. She made a difference in many people's lives, and it was clear that making a difference meant a lot to her. It was why she sought the job in Career Services, although she was already in a successful, ambitious, and more traditional career track as an associate at Stael Rives. In her six years building Career Services, she did a "magnificent job," according to Dean James Huffman. In 1995 she was promoted to assistant dean of the law school.

Andrea was born in North Carolina, where in high school, as she reported with self-deprecating good humor, she was a debutante with a traditional "coming out." She graduated in 1979 from North Carolina State University with a B.A. in sociology with honors. Meanwhile, she had earned a certificate in 1978 from the National Center for Paralegal Train-



ing. She worked in Portland as a paralegal for the Georgia Pacific Corporation before attending Northwestern School of Law at Lewis & Clark, where she graduated number one in her class in 1986.

In addition to her activities with OWLS, Andrea was active in the National Association for Law Placement and in the Oregon State Bar and Multnomah Bar Association. In the OSB, she was a past chair of the Legal Management Section and served on the Balancing Personal Life, Family and Career Committee. She ran for House of Delegates in the March election, winning a seat posthumously.

Andrea was married in 1984 to Judge Robert Redding. She is also survived by two sisters and two stepchildren.

Andrea will be remembered for many wonderful qualities, not the least

of which were her compassion, warmth, grace, ready wit, common sense, and wonderful good humor. She is sorely missed and will continue to be missed for a long time.

It is the goal of the friends and family of Andrea Redding to set up a permanent endowed scholarship in her name at Northwestern School of Law of Lewis & Clark College. Although the specifics for awarding the scholarship are still being developed, we do know that Andrea's intelligence, humanity, and compassion will be reflected in the award criteria.

Many OWLS members have already made generous donations to the scholarship fund. A total of \$31,000 of the \$50,000 needed for an endowed scholarship has already been raised. If you are able to make a donation, please indicate that the check is for the Andrea Swanner Redding fund and send it to the attention of Scott Staff, Assistant Dean, Northwestern School of Law of Lewis & Clark College, 10015 SW Terwilliger Blvd., Portland, OR 97219.

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STRESS AND WOMEN ATTORNEYS

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professional requirement to look at things from the viewpoints of others—clients, opposing parties, opposing counsel, judges. When we are thrown into difficult client situations, we cloak our real selves, yet these situations often trigger our own unresolved issues.

Conflict and anger trigger further development of the false self and cause increasing frustration for the real self. The real self becomes concealed and unavailable for resolution. According to Wightman, "Stress triggers the strongest person's regression to false self tendencies."

WHAT STRESSES US?

Dr. Davis identifies certain stressors as common to attorneys: trial work, the task of balancing personal life and job, time pressures, the need to turn work around quickly, the expectations of a firm for billable hours and community service, the inability to admit that we need help and a feeling of weakness and shame associated with that need. Additionally, we experience isolation because much of our socializing is with other attorneys and revolves around business. A stressor specific to women attorneys is the fact that household chores and personal-life management are still seen primarily as a woman's responsibility.

I would add to Dr. Davis's list of stressors the cultural conditioning that makes women likely to be people-

pleasers and caretakers. Additionally, women attorneys are working in a traditionally male profession, where even today we comprise less than 25 percent of the professional work force.

Men and women generally have different styles. We labor daily in a field in which the historical style has been a male style that is often incompatible with our own. I do not judge the value of the styles, I merely assert that because the standard style is not a female one, female attorneys experience additional stress. We experience stress regardless of whether we choose to adapt that style or to use our own feminine style, the latter being a course of action that often causes confusion and conflict, especially when dealing with a traditional male style on the opposite side.

WHAT ARE THE SIGNS OF EXCESS STRESS?

According to Dr. Davis, physical indicators of extreme stress include Krohn's disease, high blood pressure, TMJ, skin conditions, allergies, migraines, and ulcers. Emotional or mental signs include depression, anxiety, sleep disorders, alcohol or drug abuse, eating disorders, irritability, burn-out, suicide, difficulties in primary relationships, lack of boundaries, taking on too much, and feeling guilty if one cannot do it all.

Patty Wightman says that depression accompanies stress and the real self feels itself under constant attack. The world becomes unsafe and hostile and the individual feels like an alien, unsure how to cope. Relationships are stifling and appear to be on the verge of ending. The real self feels hurt and abandoned, and

STRESS TEST

The *Pensacola News Journal* recently published a quiz—adapted from *When Feeling Bad Is Good* by Ellen McGrath (Bantam)—to help readers determine whether they are taking on too much in their lives. Here is an abbreviated version of that quiz. How do YOU score?

1. Do you consistently sleep less than 7 hours?

2. Are you a principal care-giver to an aging relative or mother to one or more teenagers or children under 6?

3. Do you often feel that no matter how much you do, you never get enough done?

4. Are you frequently irritable or impatient when you have to stand in line, get stuck in traffic, or fix the "small" things that go wrong in an average day?

5. Do you dread holidays, birthdays, anniversaries, or other events because they mean more work and organizing?

6. Do you play more than two roles daily or often find yourself doing several things at once (talking on the phone while fixing dinner and watching the kids)?

7. Do you find yourself losing or forgetting important things like keys, money, appointments, or directions because you're always racing the clock?

8. Do you often overeat or eat "junk food" to give yourself energy, comfort or pleasure, or do you light up a cigarette when you're stressed or tired?

9. Are you in a significantly unhappy relationship at work and/or at home?

10. Are you the only "minority" in at least one group important to you?

Scoring based on "Yes" answers: 0-2—your life is in balance; 3-5—you're vulnerable; 6-7—you have a significant depletion depression that could easily become unhealthy; 8-10—you're running on empty.

RESPONSIBILITIES • PRIORITIES • JOB DEMANDS • COMMITMENTS

SEARCHING • RUSHED



Feeling Stressed?

Balancing family and career?
Trying to find the career path that is right for you?
Finding you no longer have time for fun?
Constantly juggling competing interests?



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RELATIONSHIPS • GOALS • FAMILY NEEDS • TIME PRESSURE

it becomes more and more difficult to imagine oneself happy and truly connected.

WHAT CAN WE DO ABOUT THIS PROBLEM?

Help for attorneys facing stress and depression can come from several sources: the Oregon Attorney Assistance Program, mental health professionals, faithful use of self-help techniques, and colleagues.

Dr. Davis says that effective self-help techniques include regular exercise, yoga, and meditation; a balanced diet; care in using alcohol; regular medical check-ups; social activities, often with friends outside the profession; nurturing hobbies such as gardening, art, and music; and a church or spiritual connection.

More than this, though, we have the ability to help one another. Wightman says that the healing process involves being with gentle people who encourage the emerging real self and validate feelings and desires.

We have a professional culture that encourages us to appear knowledgeable and in control, to have the answers and not to hesitate to provide them, to be tough negotiators and accomplish our goals by coercion. We are not to admit weaknesses in our clients, our cases, or ourselves. We are not encouraged to acknowledge our uncertainties and difficulties to trusted professional friends. We are not encouraged to inquire as to one another's well-being or to encourage a troubled individual to disclose and seek help.

Yet we have the ability to change these expectations—to address one another as whole human beings. We can be professionals and supportive of one another. We can slow down, intuitively listen, respectfully inquire. This is a contribution we can make to one another. We must develop a consciousness about one another that we do not now have. Let us learn from those whose stress overwhelmed them.

Janis L. Hardman, an OWLS board member, is in private practice in Portland doing family law and estate planning.

On the Move

Sheri B. Greenbaum has joined the firm of Landerholm, Memovich, Lansverk & Whitesides, P.S. in Vancouver, Washington, where she will continue to emphasize employment law and related litigation. She was most recently associated with the firm of Greene & Markley, P.C. in Portland, Oregon.

Teresa M. Kraemer, formerly associated with Davis Wright Tremaine, has accepted a position as director of regulatory and government affairs with Oregon Association of Homes for the Aging in Tigard.



Teresa Kraemer

Congratulations to **Mark A. Johnson**, who was elected to the OSB Board of Governors from Multnomah County; **Marilyn J. Harbur**, who will represent the Oregon State Bar Association on the ABA House of Delegates; and the following OWLS members, who were elected to the new OSB House of Delegates: Region 2—**Suzanne Chanti**; Region 4—**Rose Jade** and **Emily Lynn Knupp**; Region 5—**Diana Godwin**, **Charles Hinkle**, **Corinne "Corky" Lai**, **Jeffrey S. Mutnick**, **Hon. Roosevelt Robinson**, **Agnes Sowle**, **Michael Sweeney**, and **Kristen Winemiller**; and Region 6—**Marilyn J. Harbur**, **Linda C. Love**, **Mitzi M. Naucler**, **Charese Anne Rohny**, and **Lynne J. Wehrle**.

Catherine Teach is serving a two-year term as president of the Oregon Court Reporters Association.



Catherine Teach

Ingrid Slezak has worked with Amy Swift, MSW, to develop Parents Helping Children Cope With Divorce, a mandatory parent education program in Clackamas County for divorcing and separating parents. For more information, call Ingrid at (503) 248-0938.



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Take Notice!

■ OGALLA CLE and Annual Dinner.

OGALLA is sponsoring two upcoming events. In cooperation with the Oregon State Bar, it will sponsor a half-day CLE on Friday, September 20, that will focus on domestic partnership issues, including the drafting of domestic partnership agreements and dissolution litigation, both with and without formal agreements. OGALLA is also planning its Annual Dinner, to be held Friday, October 11. The featured guest will be Suzanne Goldberg of the Lambda Legal Defense and Education Fund. For information, call Scott Nichols at (503) 275-6670.

■ **CEELI and Help for Emerging Democracies.** As OWLS member Terry Ann Rogers completes her year as Central and East European Law Initiative (CEELI) liaison to Kyrgyzstan, it is time to remind our members that CEELI continues to recruit lawyers who want to serve emerging democracies by providing technical advice concerning the law and legal systems.

Much of this activity is on the Peace Corps model, with lawyers spending time in the country for per diem only.

CEELI also helps indigenous women's advocacy groups develop legal, economic, and social rights for women. Recently, CEELI helped a group of Albanian attorneys establish a sizable new Albanian Association of Women Lawyers. To volunteer or to learn more about CEELI, call (202) 662-1950.

■ **Top Business Women.** Twenty-five top women-owned businesses will be recognized at a luncheon Friday, September 20, at the Rose Room of the Portland Hilton Hotel. Those who attend will also hear an entertaining and informative talk on "Leadership Magic" by Mary Ann Campbell, owner of a financial planning company and a Clinton appointee to the National Women's Business Council. Cost for the luncheon is \$50. For information, call (503) 796-2162.

■ **Civil Practice Clinic Gift.** An anonymous donor has given \$1 million over a nine-year period to support the Civil Practice Clinic at

PRACTICE AREA NETWORKS—AN IDEA WHOSE TIME HAS COME?

OWLS is interested in forming a new support network that links attorneys who work in the same practice areas. Networking could happen through phone, fax, e-mail, or face-to-face meetings and could involve mentoring, referrals, work on CLEs, or other forms of support. If you are interested in joining one of these networks, please contact Diane Rynerson, so she can begin to compile a list for each practice area. Once networking begins, the members of each group can determine the exact form their support activities will take. Diane can be reached at (503) 221-2135 or e-mail: orwomenlaw@aol.com.

Willamette University. The gift comes after the program, which was established in 1986, was removed from the federal budget. The clinic serves 16 students each semester, and they in turn serve a population three times as large. Mitzi Naucner, Mary Leonard/OWLS member, is the Clinic's supervising attorney and David Daniel its director.

■ **Oregon Women's Summit: Look at Oregon Through Women's Eyes.** On Saturday, September 7, from 9 a.m. to 4 p.m., women from all over Oregon will gather at Chemeketa Community College, Building 50, in Salem to discuss issues of health, economic security, and empowerment. Registration is just \$1. For more information, call (541) 344-2027 (Eugene) or (503) 246-0496 (Portland).

■ **MBA Golf.** Upcoming "non-tournament" tournaments, sponsored by the Multnomah Bar Association, will be held Tuesday, August 27, at Persimmon Golf Club (cost \$75, including cart, due by August 12); Thursday, September 19, at Tukwila in Woodburn (cost \$32, due by September 4); and Thursday, October 10, at McNary-Shamble (cost \$32, due by September 30). Please send checks payable to "MBA Golf Account" to David C. White, 2400 SW 4th Ave., Suite 210, Portland, OR 97201.

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IN MEMORIAM



Nargess Shadbeh, past award recipient, with The Hon. Edwin Peterson, winner of the 1995 Mercedes Deiz award.



Norma Freitas, winner of the 1995 Betty Roberts award, with OWLS Executive Director Diane Rynerson.

Around Oregon

The **Mary Leonard Law Society** has elected the following new officers for 1996-97: Kristin Preston, President; Alison Greene, Vice-President; Corinne Sherton, Treasurer; Janet Regnell, Secretary; Kay Kinsley and Tom Elden, Historian/Publicist (shared position); Lynn Rosik and Mitzi Naucler, Program Coordinator (shared position); Janet Regnell and Kay Kinsley, OWLS Liaisons; Julie Armstrong (third-year law student), Student Liaison; Megan Hassen, Newsletter Editor.

Washington County Women Lawyers held a networking social on July 23 at the Cornelius Pass Roadhouse and will hold its next meeting at noon Tuesday, August 27, at Miller's Homestead in Hillsboro. WCWL has donated \$50 to the Oregon State Bar Youth Internship Program to sponsor a summer intern at St. Matthew Legal Clinic in Hillsboro, with additional donations on behalf of WCWL made by Patricia Chor, Teri Powers, Elissa Ryan, Suzanne Upton, and Doris Winegar. Thinking ahead, WCWL is planning to form a team for the 1997 Hood to Coast Walk or Run and is asking for volunteers (all OWLS members are welcome). Call Katherine Foldes at (503) 641-7010.

Suellen A. Dahlborg, R.N., J.D., died May 10, 1996 at the age of 46 after building a distinguished career in nursing and medical research, as well as a career in the law.

A native of Brockton, Massachusetts, Suellen graduated in 1971 from Michigan State University with a B.S. in biology and in 1977 earned her B.S. in nursing from Texas Christian University. After completing an internship in trauma and intensive care nursing at Parkland Hospital in Dallas, Texas, she taught neuro-oncology at the University of Texas Health Science Center.

In 1981 Suellen moved to Oregon with Dr. Edward Neuwelt's neurosurgical brain tumor research program and was instrumental in establishing the Blood Brain Barrier Program at Oregon Health Sciences University Hospital. While working at OHSU, she completed her law degree at the Northwestern School of Law of Lewis & Clark College, graduating in 1990. After 2 1/2 years as an associate at Hallmark, Keating & Abbott, where her practice emphasized the defense of members of the medical community in malpractice claims, Suellen accepted a position as assistant professor in the Department of Neurology at Oregon Health Sciences University and national coordinator of the OHSU Blood Brain Barrier Program. Through her work at OHSU, Suellen was instrumental in offering cutting-edge treatment to persons with brain tumors. She published numerous abstracts, contributions to books, and articles in medical and scientific journals, including an article in the May-June 1996 *Cancer Journal*. In the fall of 1995, Suellen returned to the practice of law as an associate at Ater Wynne Hewitt Dodson & Skerritt.

Suellen was a loyal friend to many, often giving of her time, knowledge, and heart. Among others, she is survived by her sisters Maryann Loveday and Barbara Cataldo, her nieces and nephews, her fiancé Chris Hardman, and his son Jake. She will be sorely missed by them and by countless friends and colleagues.



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Gems From JEWL: Time to Refocus

By Antonia De Meo

Justice Endorsed by Women Lawyers Political Action Committee (JEWL PAC) has been a force in the arena of judicial appointments in Oregon for six years. Now the organization is taking stock of its mission and future direction in light of changing circumstances.

Where We've Been

JEWL PAC was formed in 1990—principally by Shirley Bade, Katherine Brown, Karen Elliott, Barrie Herbold, and Kathryn Root—to promote the full participation of women and minorities in the Oregon legal system. Since its inception, JEWL PAC has encouraged and had a direct impact on the election and appointment of women and minority judges in Oregon state courts.

In contested judicial races, JEWL PAC has rated and endorsed numerous candidates for judge through a process that includes investigation, interview, and evaluation of all consenting candidates. To gain JEWL PAC's endorsement, candidates had to meet certain criteria: strong commitment to community service, a reputation in the bar for outstanding integrity and professionalism, above-average legal ability, substantial experience, good moral character, high professional standards, and an ability to command respect from the bar. During Governor Barbara Roberts' administration, JEWL PAC rated and endorsed approximately 85 percent of all applicants who received judicial appointments.

Where We're Going

Recent campaign finance regulations that restrict PACs' operations signal the need to consider restructuring JEWL PAC. Moreover, with the Oregon Supreme Court leading task forces on racial/ethnic and gender bias in the legal system, the time has come to focus attention on the Court's findings and to support moves toward greater representation of women and minorities on the bench.

Recent brainstorming meetings have focused on such ideas as broadening endorsements to judicial and legislative candidates, creating a local Emily's List, and emphasizing training and education. Other discussions have concerned changing JEWL PAC's structure, establishing a board of directors or steering committee with statewide members, and sponsoring chapters to concentrate on local judicial or legislative races.

To have the strongest impact, JEWL PAC is constantly seeking fresh, energetic new members, especially from outside the Portland metropolitan area. We welcome input and interest from all. For more information or to join, please contact Kathleen McKeon, (503) 224-5430; Shana Pavithran, (503) 636-5245; Kathryn Root, (503) 226-7986, or Pamela Schultz, (503) 253-1083.

Antonia De Meo is an associate emphasizing business and complex litigation at the Portland firm of Markowitz, Herbold, Glade & Mehlhaf.

Queen's Bench Hosts Oregon Congresswoman Elizabeth Furse and The First Woman Royal Rosarian

Getting women into arenas traditionally closed to them was the theme of two Queen's Bench luncheons this spring, as the group was addressed by Oregon Representative Elizabeth Furse and Portland's first woman Royal Rosarian, Rosalie Drake.

On Tuesday April 9, Rep. Furse addressed Queen's Bench. Furse was first elected to the Congress in 1992 when only five women were in the House of Representatives. Today there are 47—a little over one-tenth of the membership.

Furse believes that women should be represented in every facet of government. "It's not that we should be so gender conscious that we think only women can do a good job. It's that we don't get good decisions unless we're all at the table," she says.

Women's health and the effects of pollution are two of Furse's major concerns. She has introduced a bill requiring the National Institutes of Health to do research on new pesticides, and she sits on the Commerce Committee, which has been holding hearings on hazardous wastes. The committee is considering the state of women's health in light of pollution.

Rosalie Drake, account executive for KPTV, became the first woman Royal Rosarian in 1989. (The Royal Rosarians serve as official greeters for the City of Portland.) She spoke to Queen's Bench at its May meeting.

As Drake was growing up, she often watched her Royal Rosarian father march in parades and hoped that someday she could march beside him. When he became the group's leader in 1986, her husband and brother were knighted as honorary members, but as a woman she was passed over.

In 1989 the Royal Rosarians were pressured to admit women, her father sponsored her, and she was admitted. Today there are 250 Royal Rosarians, 14 of whom are women. Drake hopes that other women and minorities will apply to join. They must be sponsored by a member of the group and pay all their own expenses. Drake can be reached at 736-0236.

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EVERY LAST PENNY...

By Shirley Eileen Fitzgerald, R.N.

Long ago it was rumored that copper wire was invented by two attorneys fighting over a penny. Now I would like to caution you about the dangers of actually trying to get every last penny to which children of your clients may be entitled under the Oregon Child Support Guidelines.

I recently became aware of a case involving a custodial mother who was unable to obtain regular child support checks despite regular twice monthly garnishments of her former husband's wages. During the summer following a lengthy hearing, child support had been reduced by nearly 25 percent at the non-custodial father's request (despite evidence that he had voluntarily reduced his income). Determined to establish child support in accordance with the Guidelines, the judge issued a seemingly arbitrary ruling as to the income of each parent and then computed child support to the penny—\$939.27!

Once his child-support payments were lowered, the non-custodial father continued to refuse to pay, and future collections were referred to the local Support Enforcement Division. The child-support checks continued to be irregular and it was finally determined that the problem was that one last penny.

It seems the State Department of Human Resources would request an initial garnishment each month in the amount of \$469.64, and then a second garnishment of an equal amount. The second garnishment resulted in an overpayment in the amount of one penny, halting garnishments for the subsequent month and preventing the State from releasing the funds already collected until the mom could personally contact her caseworker and get a "human" override of the computer's overpayment decision.

After three months of calls (and threats from her creditors), Mom again attempted to resolve this one-penny overpayment dilemma. By now the overpayment amounted to three pennies and more than a month's child support was still being withheld. Mom offered to reduce the child support by

one penny per month, but since the amount was determined strictly by the Guidelines, this simple solution would have taken another \$1,000 retainer for legal services and another day in court. For his part, the non-custodial father (who seems to be enjoying all this) will not pay even one additional penny in child support.

Mom suggested filing a satisfaction of judgment for 12 cents annually but was advised that the State's computers would count this as an additional overpayment. The only solution the support enforcement worker could offer was for the State to issue monthly refund checks to the non-custodial

father for exactly one penny—at a cost to the taxpayers of more than \$25.00 each.

After observing this case, I would strongly encourage judges and attorneys for all parties to pay particular attention to the realities of "getting every last penny" and truly consider the best interests of the children before accepting any child support order for an uneven number of pennies.

Shirley Eileen Fitzgerald is an OWLS member, president of Med-Legal Consulting, Inc., and vice-president of the Greater Portland Chapter of the American Association of Critical Care Nurses.

Thanks for a Great Job!



OWLS' programs could never be presented without the unstinting efforts of a fine group of volunteers. A big thank you to the following individuals for planning and organizing three recent events:

SPRING CONFERENCE—Terri Kraemer and Kim Jefferies (co-chairs), Pat Chor, Heidi Olsen, and Diane Rynerson;

ROBERTS-DEIZ AWARDS—Carmen Calzacorta, Janis Hardman, Phylis Myles, and Teresa Statler;

WOMEN LITIGATORS SEMINAR—Meagan Flynn, Sheri Greenbaum, Laura Lee Dellinger, Julie Levie Caron, Suzanne LaCampagne, Marilyn Litzenberger, Chrys Martin, Helle Rode, Diane Rynerson, and Noreen Saltveit.



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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.

Question: How should I decide what to charge for my services?

Answer: This is the question most often asked by contract lawyers. Money seems to be everyone's favorite subject!

There are at least three ways to approach the issue. The first is to consider what other contract lawyers charge. In Portland (and nationally) rates run from \$20 to \$100 per hour. At the low end are newly minted lawyers; at the high end are experienced lawyers with a well-developed niche. The range of \$40 to \$70 per hour covers most contract lawyers.

The second approach is to use as a starting point the rate lawyers and firms charge their clients. According to a 1994 Oregon State Bar survey, the average billing rate for lawyers with zero to three years of experience was \$98 per hour in Portland and \$90 statewide. For lawyers with ten to twelve years of experience, the comparable figures were \$136 per hour in Portland and \$124 statewide. You can always ask the lawyers you work for what they charge clients for their own services and estimate what they could charge for yours by comparing your experience to theirs.

You can then set your rate as a percentage of that rate. For example, if your client billing rate would be \$100 per hour, you could ask for \$50 per hour if you work independently, and \$35 per hour if you work on the hiring lawyer's premises using her equipment and support staff. These percentages are only suggestions, however. This flexible approach can be tailored to your skill and

experience level and to the hiring lawyer's relations with her clients.

A third approach is to use average lawyer compensation figures as a guide. If you're interviewing for jobs — or have recently left one — you know the salary you can command. For the rest of you, here's some information about salaries.

The 1994 OSB survey found that for zero- to third-year lawyers, average compensation was \$41,347, and for lawyers statewide the average was \$37,271. For the lawyer with ten to twelve years of experience, average 1994 compensation was \$76,747 in Portland and \$67,282 statewide. In 1995, salaries at major Portland firms ranged from \$46,000 to \$52,000 for first year associates, and from \$56,000 to over \$70,000 for sixth-year associates. (Most of these firms also provided bonuses.) To calculate an hourly compensation rate using salaries, assume 1,800 billable hours per year.

The resulting rate should apply only to situations in which the hiring lawyer or firm treats you as an employee—that is, provides working space, materials and support staff; pays your Social Security and withholding taxes; and provides benefits such as bar dues, PLF coverage, and CLE attendance. If you do not have such an arrangement, calculate your hourly rate using an appropriate salary figure, then add at least 50 percent for overhead and business expenses. For example, if an appropriate salary for you is \$70,000, the hourly employee rate would be about \$40; working as an independent contractor, paying your own taxes, and using your own equipment, your rate would be \$60 or more.

You can use any or all of these approaches to decide upon (or justify) a fair hourly rate. (Contingent and flat fee arrangements, not discussed here, are also possible.) To develop a workable system for yourself, first learn as much as you can about all aspects of the legal marketplace, then figure out your place in it.

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.



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Battered Women Are Routinely Denied Insurance

Oregon Rep. Peter DeFazio, acting with Rep. Bernie Sanders (I-VT), has introduced "The Victims of Abuse Insurance Protection Act" to prohibit all insurance companies from discriminating against victims of domestic violence. The portion of the legislation that prevents health insurers from discriminating was incorporated into health reform legislation that Congress passed in late March, but other abuses continue.

The examples are frightening:

■ In 1994 one of Oregon's largest insurance companies canceled an Oregon woman's homeowner's insurance after an abusive former spouse set fire to her home twice. Another insurance plan offered her coverage at 8 times the amount she had previously paid.

■ In Minnesota a woman whose husband had abused her for 12 years was denied health insurance by two companies because of the past abuse.

■ In Washington a woman was denied disability insurance because she had received treatment for physical, emotional, and sexual abuse.

Most frightening of all is the fact that some insurers claim domestic violence is a "lifestyle choice"—like sky diving or mountain climbing. They deny, limit, or terminate coverage for battered women; deny claims; and charge higher premiums. In so doing, they are victimizing the women a second time.

"What does it mean when coverage is dropped?" asks DeFazio. "It means that every woman victimized in the more than 11,000 incidents of domestic disturbances reported in Oregon in the last 9 months of 1995 (the most recent Oregon statistics available) may be made even more hesitant to come forward."

Insurance companies, he concludes, "should not be a silent partner in a system that all too often encourages victims of domestic violence to blame themselves."

C L A S S I F I E D S

LEGAL FLYERS™—Miriam Green, accurate/reliable freelance legal secretary, faster than a last minute Fed Ex, available to make order out of chaos, days/eves/weekends, 281-9022, e-mail lgflyers@teleport.com.

ERISA ATTORNEY for Portland office of large international employee benefits consulting firm. Will be responsible for advising staff and clients of legal issues affecting employee benefit plans; analysis of new legislation and regulations; document writing; and consulting on plan design and administrative issues. Minimum of 3-5 years exp. in Retirement, Health & Welfare and Section 125 plans; COBRA law; and FMLA. Exp. in employment law or HR issues a plus. Send resume to: Unit HR/Atty, P. O. Box 17901, Los Angeles, CA 90017-0901.

OWLS CONTRACT LAWYER REFERRALS. Could you use temporary help from another attorney to handle any portion of a case, from initial research to trial to appeal? Call OWLS Contract Lawyer Referral Coordinator Deborah Guyol at 228-0097.

VOLUNTEERS NEEDED TO ASSIST PARENTS. Share your parenting skills and provide other support to teen parents or mothers in recovery from addiction. Volunteer opportunities include: Mentor, Child Care, Tutor, Career Speaker and Support Positions. Flexible hours. On-going training provided. Contact Patty Unfred Montgomery at the Clackamas County Volunteer Connection, 655-8857.

HEALTHY START VOLUNTEERS NEEDED. Healthy Start of Clackamas County offers comprehensive support to families to promote positive parenting and healthy child development. Volunteers are needed to visit new parents in the hospital, provide in-home support and breast-feeding assistance through visits and phone calls, facilitate play groups, provide telephone screening and organize items in the Clothing and Supply Bank for low-income families. Training is available. For more information, contact Patty Unfred Montgomery at 655-8857.



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Elizabeth Harchenko, Willamette University College of Law's 1996 "Mentor of the Year" (center) poses with her mentees (from left) JoAnna McNamara, Cheryl Faas, Sophia Soumbeniotis, and Eric Faas.



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