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# AdvanceSheet™

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e-mail: Orwom.enlaw@aol.com

**Newsletter Editor**  
Carolyn Buan (503) 224-8024

**Graphic Design**  
Jeanne E. Galick

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## GET THAT SECOND CHANCE TO MAKE A FIRST IMPRESSION

BY LINDA GREEN

Welcome to 1997 and a stronger market for lawyers than any we have seen in the last three years! With an improved local economy, employers are trying to fill jobs that didn't exist two to three years ago and lawyers are finally finding career-enhancing positions open again. This means more opportunities to interview, but competition is still fierce and the trick is getting a *second* interview.

From the employer's point of view, a second interview provides a chance to confirm or reject impressions formed during the first interview. From your point of view, the second interview is an opportunity to confirm a favorable first interview and receive a job offer. It is also a chance to set yourself apart from the pack. Those who are interviewing you for the second time are looking for *confidence, consistency, energy, and enthusiasm*—and they are comparing you to other candidates.

In your second visit, you usually meet with the same people who interviewed you before, but there will be some *new* faces—people who have read your résumé and know that the firm considers you to be qualified. Beyond that, you should assume that they know nothing about you. They will be looking for more detail about your work background and will want to know if you are a person they can work with on a daily basis.

Enthusiasm in the second interview is a must. This is no time to relax and assume you have the job. You must answer the same question for six or seven individuals—and do so with the same level of energy each time.

In turn, you must have your own questions to ask. Even if you have already asked a question of a prior interviewer and been satisfied with the answer, ask someone else the same question. *Never say that all your questions have been answered.* In a private firm, you might ask partners, associates, or a staff member a general question such as "How

would you characterize the culture and work style of this firm?" You will get a tremendous variety of answers and gain revealing insights into this work opportunity.

This is often the interview when an employer will try to hear your thoughts on salary. Tact and composure are essential. However, if possible, don't be the first to put a dollar offer on the table. If you present a figure that is too low, you may short yourself. If the figure you present is too high, you may be taken out of consideration. An appropriate response might be, "Money is a component in these negotiations, but not the only one I am considering. I have become more encouraged with each meeting. I look forward to entertaining your strongest offer." Practice this presentation to yourself several times before the second interview.

No firm or company likes to hear sour grapes about your previous employer, so avoid this at all costs. If you have been terminated in a layoff or downsizing, for example, a response might be, "It's unfortunate but true that an economic decision by the firm puts me in a positive frame of mind to search out a more select fit. I am enthusiastic about the process

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President Julie Levie Caron (left) and past OWLS presidents (left to right) Phyllis Myles, Katherine O'Neil, Agnes Sowle, and Kathryn Ricciardelli pose for a photograph at the Fifth Annual Justice Betty Roberts and Judge Mercedes Deiz Awards.

## President's Message



On Friday, March 7, the evening of the gala 5th Annual Justice Betty Roberts and Judge Mercedes Deiz Awards Dinner, 250 members of the legal community gathered to pay homage to two women—Katherine O'Neil and Armonica Gilford—for their work in advancing women and minorities in the legal profession.

That evening I realized how far we had come from our formative days, when a few determined charter members met in Katherine's living room to dream up an organization that would give women and minorities their rightful place in the state's legal profession. As I reveled in the camaraderie and high spirits of the evening, I understood that those founding members—and the hundreds of others who joined them in the following years—have succeeded in ways they never could have anticipated. It was an evening that made me feel honored to be your president.

As you read this message, I will be finishing my term as president, and what an active year it has been. Along with

our annual events—the Awards Dinner, Spring Conference, Annual Meeting at the Oregon State Bar Convention, and summer picnic—we have undertaken several additional activities. With the help of co-chairs Antonio DeMeo and Debra Hall and their committee, OWLS put on a very successful Rainmaker's Seminar. We also sponsored a Bar Leadership Workshop to help members aspire to roles in such bodies as the OSB House of Delegates and Board of Governors. And our incoming president, Patricia Heatherman, is working with a dedicated committee to create OWLS' 501(c)(3) foundation.

One exciting development this year was a change of venue for our board meetings. In June we met at *Nuevo Amanecer* in Woodburn, a new state-of-the-art migrant housing complex that OWLS board member Nargess Shadbeh helped develop. In September, we met at the Eugene Relief Nursery, a family service and daycare facility that helps families at high risk. Judge Ann Aiken is one of the founders of this vital program. And in March we met at the Portland Rehabilitation Center, which provides training and employment to individuals with disabilities. Another OWLS board member, Janis Hardman,

serves on its board. The point of moving our meetings around like this was to reach out to other nonprofits and to learn from them. Following each board meeting, our directors toured the facilities and learned some creative ways individuals can make a difference in their communities.

So many people have contributed to the success of this year's board—beginning with the directors themselves. To Marcy Butcher and Connie Wold, whose terms are ending, my thanks for your devotion and my hope that you, like so many past directors, will continue your active participation in OWLS. Thanks, also, to all of you who volunteer your time to make this organization what it is. Involvement in OWLS committees is an excellent way to network and form new friendships, and we're always looking for more volunteers!

Additionally I would like to thank the law firms that have given OWLS substantial support: Tonkon, Torp, Galen Marmaduke & Booth; Bullivant Houser Bailey Pendergrass & Hoffman; Graff & O'Neil; and my own firm, Horenstein & Duggan. Thanks, too, for ongoing support from Lane Powell Spears Lubersky.

Finally, I would like to thank our executive director, Diane Rynerson, for the excellent job she does. Without Diane, OWLS would not be able to pull together so many successful events and respond to our members' needs. I know, as president, I would not have been able to keep my sanity this last year without Diane's support.

The end of my term as president coincides with the birth of my second child. As I take on those new joys and responsibilities, I know OWLS will be in good hands under the leadership of our new president, Patricia Heatherman. Good luck, Patricia!

**Julie Levie Caron**



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## KUDOS

Kudos to David Jensen, a candidate for the Board of Bar Governors, who dropped out of the race so that M. Janise Augur could become the first woman elected from Region 2, Lane County.

More kudos to OWLS member David Hytowitz, who withdrew from the Region 5 (Multnomah County) race because he felt there were already two good candidates, Ed Harnden and Agnes Sowle.

## Highlights From Maria Andrade's Remarks at the Campaign for Equal Justice Luncheon

*The Campaign for Equal Justice luncheon, held in December 1996, was an inspiring event that featured Maria Andrade of Oregon Legal Services' Pendleton office and Roberta Cooper Ramo, immediate past president of the American Bar Association. Here we present Maria's remarks and some of Roberta Remo's responses.*

Out in Pendleton, where I work, my official title is Farm Workers Staff attorney, which means that my primary responsibility is to work with clients who are farm workers, migrant workers, seasonal workers. They are cherry pickers and tree pruners; they work in canneries; they work in food processing plants. Out there in a nine-county area I am their lawyer. From any of those nine counties somebody can give me a call and I go to work.

My clients are grandparents, entire families, mothers and daughters, young adults. Some are trained professionals in their home countries—doctors and engineers who have found it to be economically necessary to come to the United States to work. Because of awkward scheduling and the great distance between me and my clients, I often drive a lot: I drive to people's houses, I meet people in small towns in coffee shops at weird hours, I make a lot of calls before 7 a.m. and after 8 p.m.

The types of cases that come across my desk are those that you would probably expect: wage claims, claims arising out of complaints of unsafe working conditions, claims of unsatisfactory housing conditions in the farm labor camps where many of my clients live.

Probably the most significant thing about the Pendleton Legal Services office is the fact that it exists—that there's a place people can call and look for help when they feel they've been wronged. Not all of our cases turn out to be big cases. In mainstream lawyering terms, we may recover \$200 or \$300, but I tell you sincerely that that money makes a difference in my clients' lives. Even if we don't win a case, the mere fact that people who feel estranged from mainstream society can plead a case, can have someone act as their advocate, means something to them. And it should mean something to all of us. It's a very valuable part, I think, of what we're doing here.



*Speaker Maria Andrade (left) with Gayle Patterson (center) of Oregon Legal Services for Yamhill County and Debra Lee of the Center for Non-Profit Legal Service.*

I wasn't really sure I was going to become a lawyer at all until after I completed my undergraduate work. I took part in a volunteer program—a domestic Peace Corp type of program that took me to inner Jersey City to organize tenants and the community to rehab houses and help tenants own the places where they lived. There I first got to see what life was like for people who lived in urban poverty—to see the frustrations of people who work

40 hours a week, on such meager salaries they couldn't afford to move if they wanted to. It was there that I began to have regular interactions with homeless men and women, and it was there that I learned some very important, but very grim, lessons about our society.

The overriding lesson was that if you want to be counted in this society as a human of value, if you want to be looked upon as worthy, it's going to cost you something. If it's higher education so that you can develop skills to be proficient at English, write a letter, speak clearly, carry yourself with confidence, and develop into your own self-advocate, it's going to cost you. If you have to pay rent and buy shampoo and get hot water so you can clean up and present yourself to society at large as somebody worthy of respect, and if you want somebody to address a wrong, or to redress a wrong that you felt you suffered, or to demand that you be treated with dignity, if you want the broadest sense of justice, it's going to cost you. And we need to recognize that.

*Continued on page 9*

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A year ago, OWLS initiated a monthly meeting of judges and lawyers at the Standard Insurance Center in downtown Portland. The Judges Forum meets over lunch the fourth Thursday of each month. It is an informal gathering designed to increase the sense of comfort and collegiality among the bench and bar. With this article on judicial ethics, the AdvanceSheet expands OWLS' original effort. We hope the Judges Forum will also become a regular feature.

When the National Judges Association invited me to Baker City last summer to lecture on judicial ethics, I did my best to create interest in—and make sense of—the areas covered in Oregon's recently revised Code of Judicial Conduct.

Imagine my surprise later that day when, during the evening cocktail hour, a justice of the peace rushed up to exclaim, "I did it. It quit!" What, I asked, had I said to make her decide to step down?

"Don't worry," she replied, "I've been trying to think of an excuse to quit the school board for years. Finally I have one!" It turned out she had been unaware of the provision of the Code that



BY THE HON. ELLEN ROSENBLUM

makes it unethical for a judge to run for or hold any other elected office during his or her term.

Because most misunderstandings of the Code do not have such happy resolutions, this column will attempt to provide a primer on the subject. While knowledge of the Code is essential for judges, it is equally important for lawyers who serve as pro tem judges. An understanding of our Code can also help lawyers in their everyday dealings with judges. (Please keep in mind that the interpretations offered here are mine and, thus, do not carry any official weight. Moreover, due to space constraints, only a handful of the Code provisions can be included in this discussion.)

#### Contributions

The Code explicitly prohibits judges from contributing or soliciting money, services, or property to a political purpose or political organization. So lawyers and others should not ask judges to contribute to political causes or candidates. (The only exception to this rule allows judges to contribute to the campaigns of judicial candidates.)

#### Political Activity

The Code prohibits a judge from engaging in political activity that creates a reasonable doubt about the judge's impartiality or implies support in the judge's official capacity of any cause other than the improvement of the law, legal education, the legal system, or the administration of justice. The nuances of "official" vs. "personal" capacity make this a troublesome area. As a result, most judges, out of an abundance of caution, avoid political events and activities altogether. (This is true even though the Code does not include mere attendance at political events in its definition of political activity.) So lawyers should take judges off their political Rolodexes, especially for events that require or expect contributions.

#### Ex Parte Contacts

Judges may only make contact with

a lawyer in a case in the absence of opposing counsel when circumstances require it for scheduling, administrative purposes, or emergencies that do not deal with issues on the merits. When such circumstances exist, two additional requirements apply:

1. The judge must reasonably believe that no party will gain a procedural or tactical advantage as a result of the ex parte communication; and

2. The judge must ensure that all parties are notified of the substance of the communication and are allowed an opportunity to respond.

This rule discourages ex parte contacts as much as it could without banning them altogether. Lawyers should avoid such encounters with judges. When circumstances require it, they should deal instead with the judge's staff and—even then—remember that the staff, too, is subject to the rules concerning ex parte contact. Chitchats with the courtroom clerk during breaks in a trial, for example, could be perceived as communication about a substantive matter in the proceeding, just as friendly banter with the judge during courtroom "downtime," even in the presence of opposing counsel, can easily be misperceived by litigants, members of the public, and lawyers who may be less familiar with the judge.

#### Disqualification/Gifts

While there is a procedure for disclosure and waiver of disqualification under certain circumstances, the general rule is that a judge shall disqualify him or herself in a proceeding in which the judge's impartiality *reasonably may be questioned*.

So if there's a reasonable chance that you or members of your law office would appear before the judge,

1. Do not offer to pay for *anything* for the judge. (Don't let the judge pay for you either.)

2. Do not give the judge or judge's staff a gift of any kind.

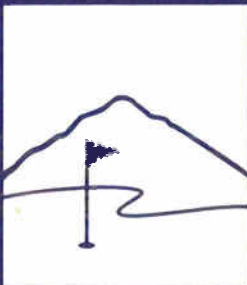
3. Do not offer a judge a reduced rate on your beach house. Better yet, don't offer it at all! Likewise, don't rent vacation property from the judge. (The same goes for Blazer tickets and other items or services of value.)

4. Do not enter into financial partnerships or other business relationships with the judge.

Even if there's little chance that you would appear before the judge, avoid asking for a contribution to a cause or group that might come before him or her.

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## Public Comment

A general rule is that while a proceeding is pending, a judge may not make any public comment that might reasonably be expected to affect the outcome or impair the fairness of the proceeding. In the political context, a judge is prohibited from making pledges or promises of conduct in office that could inhibit or compromise the faithful, impartial, and diligent performance of the duties of the office. Most judges come to realize that any public comment concerning their position on issues has the potential of being interpreted as bias, which in turn could lead to the prospect of disqualification.

## Attending Social Events

Judges may accept "ordinary social hospitality." For example, they can attend law firm open houses and bar-sponsored events. However, in order to avoid the appearance of partiality, judges need to be cautious before accepting invitations from specialty bar groups (i.e., plaintiffs bar, defense bar, DAs, etc.), especially if they are particularly lavish and expenses are covered.

## Fundraising

Judges cannot personally solicit funds. So, for example, judges should decline requests to be on the school auction procurement committee or to sell coupon books to friends and neighbors. Judges may not even raise funds for their own campaigns, although they may organize committees for that purpose.

Nor may a judge permit the use of the prestige of the judicial office in connection with fundraising for the benefit of non law-related organizations. That means a judge should also decline invitations to be a speaker, master of ceremonies, awardee, or guest of honor at such organizations' fundraising events. On the other hand, flipping pancakes behind the scenes at a fundraiser would probably be permissible, so long as it neither involves personal solicitation nor use of the prestige of the office.

The Code specifically allows judges to assist certain types of law-related organizations in raising, managing, and investing funds. While this may permit a judge to be honored at a law-related organization's fundraising event or the like, assisting in raising funds is not defined in the Code. Thus, judges would be wise to err on the

side of caution in this area until there is greater clarity of interpretation.

## Memberships

Judges may not be members of organizations that discriminate illegally on the basis of sex, race, national origin, religion, sexual orientation, marital status, disability, or age.

## Bias or Prejudice

Judges may not act in a way that would be perceived as biased or prejudiced. They must also require lawyers to conduct themselves accordingly.

## Letters of Reference

Judges may write letters of reference or otherwise provide character or ability references, but only for people about whom they have personal knowledge.

## Pro Tempore Judges

Lawyers serving as judge *pro tempore* are, with a few exceptions, subject to the Code of Judicial Conduct while serving. So if you're thinking of serving as a pro tem—or running for judge—keep a copy of the Code somewhere where you'll be likely to read it several times over. Take particular note of the rule providing that pro tem judges may not, without express consent of all parties, accept an assignment involving any lawyer or law firm that the judge is currently opposing in any legal proceeding.

## Enforcement of the Code

The Oregon Commission on Judicial Fitness and Disability is the body that investigates ethical complaints made against Oregon judges. If warranted, it files a complaint against the judge and conducts a hearing. If a violation of the Code is found, the Commission's recommendation, in turn, is submitted to the Oregon Supreme Court.

Before becoming a judge, I had little appreciation for the purpose of a Code of Judicial Conduct. Now it surprises me when non-lawyer acquaintances and even lawyers occasionally react with near disbelief when they learn of the things I can't do because I am a judge. While I am convinced of the importance of stringent rules governing judges' behavior, I hope the rules will not be perceived as a way for a judge to avoid remaining a relevant participant in his or her community nor, certainly, as an excuse to avoid the company of lawyers.

It is of great importance that judges and lawyers communicate both in the courtroom and outside of it. That's why opportunities like the OWLS Judges Forum, the Bench-Bar Breakfasts sponsored by OTLA and OCDLA, and participation in the American Inns of Court are ideal ways to get together, discuss issues of mutual interest, and—perhaps most important—enjoy each other's company.

## Ellen Rosenblum

*has been a Multnomah County judge for the past eight years.*

*She currently chairs the Judicial Conduct Committee of the Oregon Judicial Conference.*

*She also serves on the Board of Governors of the American Bar Association and as president of the Owen M. Panner Chapter, American Inns of Court. Copies of the Oregon Revised Code of Judicial Conduct are available from Judge Rosenblum or from the Oregon Judicial Department.*



Ellen Rosenblum



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## ETHICS WATCH

By Sylvia Stevens

The Standing Committee on Ethics is part of the ABA's Center for Professional Responsibility. Its function is to issue opinions on professional conduct of lawyers and judges and to formulate amendments to the Model Rules of Professional Conduct and the Model Code of Judicial Conduct. The Committee also serves as a resource to other professional groups in their development of standards of professional conduct. Its most widely recognized product is the ABA Formal Ethics Opinions.



Sylvia Stevens

The Committee consists of ten members who serve staggered, three-year terms. Presently, there are three women and seven men—four members from Washington, D.C., and the others from New Jersey, Baltimore, Philadelphia, Cleveland, San Francisco, and Portland (me). All but three are in private practice with large firms. Most have served the ABA in various capacities for several years. About half are over 55 and at this time all are white. Committee members have a wide range of views and approaches to the issues and take their work very seriously.

My term on the Committee began in August 1995. We meet four times each year in person (in conjunction with the ABA Midyear and Annual meetings and also in the fall and spring). In addition, we meet by telephone each month.

I spent the better part of my first year working on what became ABA Formal Opinion 96-404 (Clients Under Disability) and am currently drafting an opinion on class-action conflicts. Each new inquiry (whether it resulted from a call to the ABA EthicSearch service or was developed independently by the Committee) is assigned a member for initial drafting. Thereafter, the Committee discusses the draft opinions and offers comments and suggestions for revisions.

The expertise I gain from working with the Committee benefits the Oregon State Bar and its members because it gives me a broader knowledge base from which to ren-

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der ethics advice. It also helps me keep on top of trends in the area of professional responsibility. And on a personal level, it provides a wonderful opportunity to do meaningful work in an atmosphere of collegiality and high-level thinking. I have met some very fine and interesting people, whose paths I would undoubtedly never have crossed otherwise.

**Sylvia Stevens** is Assistant General Counsel with the Oregon State Bar. She served for three years on the OSB Board of Governors.

### OWLS in Great Britain

Mark your calendars now for OWLS' joint conference with Great Britain's Association of Women Solicitors, Friday, July 24, through Sunday, July 26, 1998 in Cambridge, England. Call Sandra Smith Gangle (503) 585-5070 or e-mail her at sandrasg@open.org.

### Let the Task Force for Gender Fairness Hear from YOU

The Task Force on Gender Fairness is studying whether (and if so how) Oregon's judicial system and legal profession treats people unfairly on the basis of gender. The Task Force will recognize fair treatment where it exists and recommend changes where it does not. Please submit detailed examples from your personal experience to the task force c/o Jessica E. Mindlin, Supreme Court Building, 1163 State Street, Salem, OR 97310. Identifying information is optional and supporting documents are welcome. Call Jessica at (503) 986-5921.

### FIRST IMPRESSION *continued*

and the opportunities it brings me."

Finally, if the conversation leads to your interest in the organization and you have decided you want the job, ask for it, perhaps by saying, "I have been encouraged with each meeting and telephone conversation and would give serious weight to any offer made."

**Linda Green** is president of Northwest Legal Search, Inc., an executive search firm dedicated to lawyer placement which was established in 1987. In addition to filling positions for client law firms and corporations, she coaches lawyers in their career planning on an hourly fee basis.

## 5TH ANNUAL AWARDS DINNER



Top left photo: Toby Graff, The Hon. Mercedes Deiz, and 1996 Justice Betty Roberts Award winner Katherine O'Neil. Bottom left photo: Delia Anderson, Loree Devery, and Karin Guenther. Top right photo: Justice Ted Kulongoski and 1996 Justice Mercedes Deiz Award winner Armonica Gifford. Bottom right photo: Elizabeth Harchenko and Sid Galton.

### Please Accept Our Thanks—

*Special thanks goes to the following individuals and firms for their patronage and support of the 5th Annual Justice Betty Roberts & Judge Mercedes Deiz Awards Dinner:*

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# Take Notice!

## ■ Second Oregon Women's Summit.

Following a successful first Oregon Women's Summit in September 1996, a committee has been convened to plan the second Summit. Proposed workshops will address homeless women and families, impacts of violence and abuse, teen pregnancy and parenting, workplace rights, and topics related to women's education and career potential. If you are interested in helping sponsor the event, scheduled for Sept. 13, 1997 at Lane Community College in Eugene, or want to participate in it, please call Kappy Eaton at (541) 344-2027.

■ **Call for Submissions.** In the interests of stimulating a dialog on gender issues and issues of race, class, sexual orientation, sexual identity, and culture, the *Michigan Journal of Gender & Law* is seeking articles from writers in many fields, including law. Contributions ranging from traditional law journal articles to reviews, speeches, critiques, and fiction are invited. The goal is to promote equal recognition

of diverse voices, regardless of education and occupational background. Submissions should be sent to the journal's selection coordinator at University of Michigan Law School, Hutchins Hall, Ann Arbor, MI 48109.

## ■ Domestic Violence Project Update.

The Domestic Violence Project—which matches volunteer attorneys with low-income survivors of domestic violence facing the loss of their restraining orders—has moved to Multnomah County Legal Aid Service. Prospective clients can now call the Project at (503) 224-4086 and speak to a bilingual (Spanish-English) paralegal weekday mornings from 9 to noon.

The Domestic Violence Project also needs more volunteer attorneys to handle short restraining order hearings. (A CLE on representing victims of domestic violence will be offered later this spring.) If you can make the time to make a difference in the fight against domestic violence, call Kathy Hernandez at (503) 224-4094.

■ **CLE Speakers Needed.** The Oregon State Bar CLE Committee is seeking speakers on various topics and is particularly interested in finding individu-



*Kathryn M. Ricciardelli (left), former president of OWLS, has won the 1st Annual Andrea Swanner Redding Mentorship Award. The award, sponsored by the Northwestern Law School of Lewis and Clark College, is given in memory of Andrea Redding, director of career services at the law school before her untimely death in April 1996. Kathryn is seen here with her mentee, Allison Brennan (center), and the current career services director, OWLS board member Lisa LeSage.*

als who represent the ethnic diversity of the bar. If you can offer your services, call Committee member Juli Point at (541) 267-2156. Or call any of the other committee members: Susan Eggum, Michael Lewis, Michael Scott, Constance Wold, Jeff Baker, Molly Burns, J. David Fine, Jon Terry, Theresa Kohlhoff, Lisa Lear, Russell Lipetzky, and Kevin Myles.

## ■ Announcing—The Women Lawyers Support Group for Personal and Professional Development.

The Oregon Attorney Assistance Program and Oregon Women Lawyers are offering a special six-week program aimed at women lawyers who want to achieve a healthy balance between work and home. In a confidential and mutually supportive environment, participants will work with Licensed Professional Counselor Virginia Terhaar—a specialist in women's issues—to build skills for dealing with difficult clients, bosses, and co-workers and to learn how to avoid stress and burnout.

Participants meet from 12:15 to 1:15 p.m. on May 12 and 19 and June 2, 9, 16, and 23. The group size is limited to six who must participate for the entire cycle.

Total cost of the program is \$100. To reserve a place, send a \$25 deposit to: Oregon Attorney Assistance Program, 722 SW Second, Suite 210, Portland, Oregon 97204. For information, call Virginia Terhaar at (503) 274-1945.

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KATHERINE H. O'NEIL

## Campaign for Equal Justice Luncheon Highlights continued from page 3

At that point I thought perhaps there was a place for me in the legal world as an advocate for people who otherwise would not be able to afford the price of justice. So I returned back home and told Mom and Dad that I was going to law school. And I tried to explain to them what I was about to do.

My mom, who has memories of working in strawberry fields with her older brothers and sisters for long hours, looked at me and said, "Why? Why would you do this? Why when we worked so hard to bring you away from that life would you just thrust yourself back into it?" And my dad who was so humiliated and shamed as a child when he went to school and spoke only Spanish, asked me, "Why don't you go out and get yourself some security? You don't have to live like we did."

Today it's probably no easier for me to explain my reasons to you than it was to explain them to my parents. There's simply a rightness about this work. Being educated—whether it's having completed high school, completed college, being a lawyer, or knowing about laws—gives one a sense of power. It *is* power. And if you can offer that power, allow it to be accessed by people who do not normally have access to it, it's good for the individuals, their families, communities, society. It's good for the world we live in.

I can't tell you what kind of joy and happiness it brings me to be able to treat somebody who is commonly shunned and looked upon as unworthy with respect and with dignity—to bring that person into my office, close the door, and give him my full attention when he is used to being passed over, to treat people like they deserve to be treated. There's a happiness in that which I can't explain. The message it gives our clients is one that they all too often do not hear: that they are worthy people *period*. And they are worth our time.

Having said that, there are bad parts of our job—not the fact that we're not taking home big paychecks, but the times when you have to look someone in the eye and tell them, "I'm sorry, we can't help you." Whether it's because we have too many cases, or because our program mission or our limited resources dictate the types of

cases that are generally considered more urgent than others, or because we don't do the type of work that the person is asking us for, the message that that person hears is the same. And it's the same message that they hear over and over and over from other people: because you are poor, you are not worthy of our time. And because you are poor, we get to decide which of your problems are important and which are not.

So my co-workers and I get a lot of mileage out of the fact that we feel great about what we do when we're allowed to do it. And *you* should all feel good about it, because we would not exist without support, moral and otherwise, without financial support, pro bono work, and advice from the private bar. So I would like to thank you for allowing us to continue this good work and recognize everyone for the good work they've done.

## Some Responses from Roberta Cooper Ramo

"The justice system in our country is important for a very particular reason. Our country was founded by people who came very often from the sad and tragic underbelly of their cultures and who came here not just to find a better life but to form a society that was going to be very different from any that had ever been seen on the face of the earth. . . . As that society came together, our brilliant drafters of the Constitution recognized that for it to work, there had to be a miraculously different legal system."

"In our country, it is lawyers and the legal system that make it possible for those among us who live at the margins of society to believe that in America there is at least the possibility of justice. And it is people like Maria and everyone sitting in this room today who remind us what it feels like to represent not just the powerful, but the powerless."

"We need models of success and courage, and the truth is that we need the Campaign for Equal Justice to be successful, not just in Oregon. What we need to make sure in the United States of America is that equal justice is for everyone."



Roberta Ramo

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# 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 Nona Soltero (503) 228-0097.

## Question: How can I be sure I get paid for the work I do?

**Answer:** First, think about what you will refuse to put up with. Decide ahead of time exactly how much delay (or failure to pay) is acceptable so you can take appropriate steps when the time comes.

Second, when the relationship or project begins, establish the time when you expect payment. If you have a formal written agreement, it can specify that you will be paid within two weeks (or ten days, or thirty days) of submitting your bill. The bill should contain such language as well. Make sure the hiring lawyer understands that you expect payment immediately—not whenever the client pays.

Distress at a bill's size can be a factor in a hiring lawyer's reluctance to pay you, so establish in advance how many hours she expects you to work. Then if you find yourself exceeding the limit, you can alert her before you spend time that you may not get paid for. If time expectations were never set, call to discuss the time you spent before submitting the bill. If you feel you devoted too much time to a project, you can offer to cut some hours.

Another rule is not to accept a large project until you have completed and been paid on time for a small one. If you decide to ignore the rule, present a bill at the end of each week instead of waiting until the project is completed. This precaution should prevent any large losses.

No matter how careful you are, though, the time will come when the check you were counting on to pay your mortgage arrives a month late—or not at all. When that happens:

- Call the hiring lawyer. Often a simple reminder is all it takes. Ask when you can expect payment and, if necessary, offer to receive the payment in installments (half this month, half next month). If your calls are ignored, send a letter enclosing a copy of the bill. If these measures don't produce results, you can try presenting yourself at the lawyer's office and demanding payment—or at least a payment schedule.
- With a slow-paying lawyer, offer a discount for prompt payment, demand a higher hourly rate if payment is late, or require payment in advance (you can call it a security deposit).
- If a lawyer fails to pay and then gives you another assignment, you can refuse further work until you receive payment for the earlier project, or you can ask for an advance.

**Deborah Guyol** 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.

## A Visit with Judge Paula Bechtold

By Juli Point

It has been a little over two years since Judge Paula Bechtold donned her robe and became the first woman to take the bench in Coos County. Since she became a North Bend District



Paula Bechtold

Court judge, much has changed but some things have remained the same.

Judge Bechtold's duties now include handling mental commitment hearings at Bay Area Hospital, as well as structuring a predominantly criminal docket (together with civil and small claims). She also presides over night court every Tuesday, an innovation she developed to accommodate those whose schedules preclude daytime appearances. All in all, she finds her new career rewarding.

When she became a judge, Paula Bechtold was warned that she would be treated differently, but that has not been the case. Although litigants in her courtroom call her "Sir," she is still "Paula" to her friends and acquaintances. On the humorous side, some police officers and male litigants can be patronizing when they assume that she doesn't understand the "finer points" of hunting, fishing, and motor vehicles, but she finds all of those who pass through her courtroom to be unique and fascinating, each with a different story to tell.

Judge Bechtold still attends monthly women lawyer lunches and maintains her involvement with ZONTA and other charitable organizations. She has also become involved with a local benchmark committee targeting adolescent use of alcohol and drugs and youth involved in criminal activities, is helping a local sixth grader develop better reading skills, and is slated to speak at the dedication of the Nancy Devereaux Treatment Center.

Happily, she has also found that her work as a judge is very structured, freeing her from the crises so typical of private practice and allowing her to schedule vacations without taking along files. Her new career also affords quiet moments to spend with her family and its newest member, Sierra,

## RACE JUDICATA REMINDER



The reasons for taking part in this year's Mary Leonard Law Society's Race Judicata are many: ribbons, awards, prizes, and a T-shirt designed by nine-year-old Jake Laronge, an autistic child, are among them. Whatever your reason, plan to set May 10 aside, leave the law books behind, and lend your support to a worthy cause. The race will be held at Minto-Brown Park in Salem, and walkers are welcome.

Whether or not you can attend, there's still time to have your name placed on the back of the T-shirt. Individual names are \$100 and law firm names \$250. April 30 is the deadline, so call Cindy Forbes at (503) 378-4409 or Kristin Preston at (503) 378-8247 immediately. If you can't attend the Race, call Cindy or Kristin to order a T-shirt. The cost is just \$13.75.

The beneficiary of this year's race proceeds is Threshold, a program that offers comprehensive intervention services for autistic children and their families.

her 14-month-old granddaughter.

Rose Slevoigh, the judge's judicial assistant, gives her boss high marks. "In the courtroom or outside it, she is always hard at work. Her sense of humor makes every day a day to look forward to!"

**Juli Point** is a former OWLS board member who practices with the Coos Bay firm of Foss, Whitty, Littlefield & McDaniel.

## Around Oregon

■ In **Corvallis**, a group of women attorneys meets informally for lunch the second Wednesday of the month at The Valley. For details, call Gretchen Morris at (541) 754-1411.

■ **Queen's Bench in Portland** has elected the following officers: Lori E. Deveny, President; Concetta F. Schwesinger, Vice-President; Karna Gustafson, Treasurer; and Ingrid McTaggart, Secretary. Trudy Allen continues as Historian. In May and June, Queen's Bench will feature two women who hold key positions in top retail companies. On May 13, Cheryl Perrin, senior vice-president of Fred Meyer, will speak, and on June 10, Sunny Kobe-Cook, president of Sleep Country USA appears.

All meetings are held on the second Tuesday of each month at the downtown Portland Meier & Frank's 10th floor Georgian Room at 11:45. Reservations are not needed. For more information, call Lori Deveny (503) 827-8283.

■ **Washington County Women Lawyers** will meet May 28 (a Wednesday—speaker to be announced), June 24 (to hear Jessica Mindlin, coordinator of the Task Force on Gender Fairness), and July 22 (for a social event at the Cornelius Pass Roadhouse). The group usually meets the fourth Tuesday of the month at Miller's Homestead Restaurant at 640 SE 10th in Hillsboro, but please note changes in time (for the May meeting) and place (for the July luncheon). For more information, call Elissa Ryan at (503) 643-0504.

■ **OWLS Contract Lawyer Referral Service** offers temporary help from a contract attorney to handle any portion of a case. Call Contract Lawyer Referral Coordinator Nona Soltero at (503) 228-0097.

### ✓ JULY 11, 1997—USING OUR POWER: WOMEN IN THE LAW CLE

This summer, Oregon Women Lawyers will cosponsor a CLE with the Oregon State Bar. Using Our Power: Women in the Law will take place Friday, July 11, 1997 at the Oregon Convention Center in Portland. Video replays will be held throughout the state. The program is approved for 4.5 general MCLE credits and 1 Ethics credit.

Mary Becker, professor of law at the University of Chicago, will give a keynote address on the history of women in the law and the challenges and opportunities that lie ahead. Kristine Olson, U.S. Attorney, will speak on "Changing the Culture" during the luncheon presentation.

Other topics include: Communicating with Power, Negotiation and Mediation; Ethics Issues; and Gender Fairness Task Force Update.

At press time, confirmed speakers include Lori Deveny, Patricia Heatherman, Jacqueline Koch, Ruth Parvin, Lois Rosenbaum, and Noreen Saltveit. Program planners are Antonio DeMeo, Katherine Foldes, Janet K. Regnell, and Constance L. Wold. Registration materials will be mailed at a later date. For information, call Diane Rynerson (503) 221-2135 or Norma Freitas at the Bar, ext. 382.



Mary Becker

### ✓ JUNE 5, 1997 — NATIONAL WOMEN'S WORKING SUMMIT

From 10 a.m. to 1 p.m., Thursday, June 5, 1997, women from all over the country will take part in an interactive teleconference on "Economic Equity: Realities, Responsibilities & Rewards." For information, call (206) 553-1534.

### ✓ SEPTEMBER 25 & 26, 1997—THE NATIONAL FORUM FOR WOMEN CORPORATE COUNSEL

The National Forum for Women Corporate Counsel—sponsored by Fulcrum Information Services in cooperation with the ABA Law Practice Management Section, Oregon Women Lawyers, and Washington Women Lawyers—takes place September 25 and 26, 1997 in San Francisco. For more information, call Diane Rynerson at (503) 221-2135.



## 1997 Oregon Women Lawyers Membership Application & Renewal

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☐ \$15... Law students

☐ Include me as a member of

☐ Cascade Women Lawyers

☐ Myra Bradwell Forum (Roseburg)

☐ Klamath County Women Lawyers

☐ Lane County Women Lawyers

☐ Mary Leonard Law Society (Salem)

☐ Mid-Columbia Women's Bar Association

☐ Queen's Bench (Portland)

☐ Rogue Women Lawyers

☐ Washington County Women Lawyers

PRACTICE AREAS: \_\_\_\_\_

#### MAIL TO:

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

## On the Move

**Pamela J. Beery** has become a partner in the firm of O'Donnell Ramis Crew Corrigan & Bachrach. She will continue to chair the firm's municipal department and to focus her practice on land use and telecommunications law.



*Pamela Beery*

The **Hon. Mercedes Deiz** has received an honorary degree of Doctor of Laws from Hunter College of the City University of New York. Judge Deiz attended Hunter College from 1936 to 1939.

**Marge Garrow**, a member of Cascade Women Lawyers, has been appointed an inside organizer with OPEU-SEIU, the Oregon Public Employees Union's Service Employees International Union. She will be responsible for the central and southern Oregon regions and will handle contract negotiations, supervise the training of shop stewards, and generally mobilize the work force.



*Corky Lai*

**Corinne J. (Corky) Lai**, a founding director of OWLS, is shifting her criminal defense practice to estate planning, with an emphasis on the estate planning needs of unmarried couples. A sole practitioner in Portland since 1984, Corky will continue to take select criminal cases during the transition.

**Chrys A. Martin**, a shareholder in the Portland office of Bullivant Houser Bailey

*Our thanks to the following members for support at enhanced levels during the first quarter of 1997.*

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Trudy Allen Robert Varitz

### **SUSTAINING LEVEL: \$250-449**

Diana Craine

### **SPONSOR LEVEL: \$100-249**

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Sidney A. Galton Ellyn Sternfield

Pendergrass & Hoffman, has been elected secretary-treasurer of the Oregon Association of Defense Counsel. She is the first woman to hold that office, which puts her on a three-year leadership track to the organization's presidency.

**Agnes Sowle**, a newly elected member of the Oregon State Bar Board of Governors and former president of Oregon Women Lawyers, recently has closed her solo practice and is now with the Multnomah County Counsel's office.

**Lori Deveny**, president of Queen's Bench, announces the opening of her law office at 1001 SW 5th Ave., Suite 1900. She will continue her practice in civil litigation, emphasizing personal injury cases.

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