

FORUM 8

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Eighth Judicial Circuit Bar Association, Inc.

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President's Message

By Meshon Rawls



The Silent Generation. Baby Boomers. Generation X. Millennials. Generation Z. Where do you fit in? What is your perception of other generations? Is it difficult to understand the way younger or older generations think? How do we bridge the gap between generations? The hot topic in recent years has been about

Millennials and their approach to reaching success in the work place. Like other professions, it seems that since Millennials have begun to enter into law firms, the legal profession has experienced growth in the number of young professionals who have a unique perspective about work life. This month EJCBA is making space to address intergenerational relationships at two of our signature events.

Thanks to the leadership of Stephanie Marchman, on April 13th we will host the 5th Annual Leadership Roundtable. The committee has invited judges and lawyers, whose lives and experiences span several generations, to share their perspective on issues such as communication, work hours, and loyalty. It appears that differing perspectives may be interfering with the development of cohesive work environments and creating a divide among generations. In her January 2018 ABA Journal article, "Millennial Lawyers are Forging Their Own Paths - and It's Wrong to Call Them Lazy," Lauren Stiller Rikleen discusses four myths about Millennials: (1) they have a sense of entitlement; (2) they are slackers; (3) they are disloyal and job hunters; and (4)

they are too different from previous generations. Rikleen attempts to dispel these myths by sharing the stories and perspectives of Millennials who chose non-traditional routes to attain success in the legal profession. Reading the stories and considering the examples that Rikleen presented to demonstrate how Millennials are mislabeled affirmed the present necessity to have this dialogue at the Roundtable, which will certainly open the door for young lawyers to correct the record. One of the goals of the Roundtable is to see the value in different perspectives and identify ways to enhance the profession for both attorneys and clients. Those who attend will have a chance to share their opinions and hear the opinions of attorneys from different generations.

Thanks to the leadership of Ray Brady, we have set aside time on April 20th to promote professionalism in the legal practice, as we do each year. I am looking forward to seeing how our small groups, which are organized by practice area, will incorporate the thoughts shared by our speaker, Mayanne Downs, after she speaks on the topic, "A New Approach to Professionalism: Competence, Kindness and Millennials." While thinking about professionalism within the framework of developing intergenerational relationships, I questioned what advice seasoned lawyers would give to young lawyers, but more importantly how young lawyers would respond. I found an article entitled "20 Professionalism Tips for Millennial Attorneys" by Michelle Silverthorn, and as a member of Generation X, the advice she shared resonated with me. A few of the more spot-on tips that Silverthorn mentioned are: (1) remember that you are the newest member on the team; (2) project

Continued on page 5

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Contribute to Your Newsletter! From The Editor

I'd like to encourage all of our members to contribute to the newsletter by sending in an article, a letter to the editor about a topic of interest or current event, an amusing short story, a profile of a favorite judge, attorney or case, a cartoon, or a blurb about the good works that we do in our communities and personal lives. Submissions are due on the 5th of the preceding month and can be made by email to dvallejos-nichols@avera.com.

About This Newsletter

This newsletter is published monthly, except in July and August, by:

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News, articles, announcements, advertisements and Letters to the Editor should be submitted to the Editor or Executive Director by Email. Also please email a photograph to go with any article submission. Files should be saved in any version of MS Word, WordPerfect or ASCII text.

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Deadline is the 5th of the preceding month

Alternative Dispute Resolution

By Chester B. Chance and Charles B. Carter



Personal Injury Case: Mediation Suggestions For The Defense

There is a dramatic difference between the defense room at a personal injury mediation and the plaintiff's room. The plaintiff is likely the *only* mediation participant who has never been to a mediation.

Here are some other differences between the two rooms: 1. Plaintiffs are often confused about and lack knowledge about legal issues. 2. Plaintiffs do not understand the difference between what they think is relevant and what is legally relevant. 3. Plaintiffs often come to mediation with emotions including grief, anger, frustration and subjective viewpoints. 4. Plaintiffs often come to mediation with high monetary expectations which may or may not be justified. 5. Plaintiffs often suffer from optimistic over-confidence about their chances at trial. 6. Plaintiffs often evaluate a case in terms of what goes into their pocket and thus feel the need to have their costs and fees addressed. 7. Plaintiffs often value their case on unrelated needs (e.g., pay off debt) or unrelated 'wants.'

What can the defense counsel do to address the differences between the two rooms at a personal injury mediation? Here are some suggestions.

BEFORE THE MEDIATION

1. Select the right mediator for the plaintiff. Will the plaintiff be more receptive to an older man, a southern accent, a woman, etc.? Discuss any possible needs with plaintiff's counsel.

2. Be prepared at mediation. The mediator uses your factual and legal ammunition and the more prepared you are the more prepared the mediator becomes. Ask opposing counsel for anything you need (medical bills, recent medical updates, etc.) well in advance of mediation.

3. Bring documents to the mediation. Give the mediator an important medical record so he/she can review it with the plaintiff. Bring copies of favorable case law. Bring photos that are important.

4. Bring copies of any significant pending motions such as a Motion for Summary Judgment.

5. Let the mediator and opposing counsel know what discovery has been scheduled or remains to be completed so that each side can consider the

cost saving associated with resolving things at mediation.

6. Consider whether you need two mediators. Are there numerous parties or numerous complicated issues? Two mediators may be more cost effective. One mediator can be meeting with two or three defendants while another mediator is meeting with multiple defendants. We have heard tales of cases involving up to 40 claims and involving 6-8 insurers and somebody thought it was wise to retain a single mediator. It wasn't wise.

7. Try and provide the mediator with a mediation statement. No mediator can be fully prepared without a statement.

8. Are you going to show surveillance film at mediation? If so, consider letting plaintiff's counsel know that in advance. Sometimes getting blindsided at mediation by surveillance results in a psychological step backwards.

9. PowerPoint or not? Whatever you are comfortable with although often a PowerPoint presentation shows you are prepared and in the 21st century receives more attention from the other side.

AT THE MEDIATION

10. Dress for success. Plaintiffs often compare the professional appearance of the respective attorneys.

11. At the joint conference, say you are sorry or apologize if the circumstances call for it or allow for it. This often goes a long way to reducing emotional issues.

12. Do not hesitate to speak to the mediator privately during the mediation.

13. If there is a strong defense to liability, advise your adjuster that although the defense wins a good deal of that type of case, when the defense loses the result often breaks the bank. Sometimes an adjuster focuses so much on the 'win' they lose sight of the danger of a loss.

14. Encourage your adjuster not to walk away. If an adjuster is turned off by a demand, the demeanor of opposing counsel, etc., they should be reminded to stay the course rather than getting angry and insisting the other side "get reasonable."

15. Has your adjuster considered variables



Continued on page 5

Criminal Law

By William Cervone



Time was when there was such a thing as a general practitioner of the law. Maybe not for those like me who by virtue of their employment are limited to a single area of the law, but by and large you could a generation or so ago have walked in to a lawyer's office with whatever your problem was - tort, contract, criminal, probate, divorce - and been signed

up. I suppose that is why I had to endure classes in all of those areas back in the day, not to mention face all of them on the Bar exam. I distinctly remember a question that I hadn't a clue as to whether it was a contract issue, an estates and trust issue, or something else.

Not so much anymore as we generally find ourselves specialized in one or two areas of the law. The great divide that catches me, of course, is the criminal world versus the civil universe. It's all made us rather provincial, and we sometimes lose sight of the similarities and commonalities that exist. I, for one, am thrilled that when I read each week's FLW I can skip page after page of opinions that have nothing to do with criminal law.

There is, however, a downside to that in missing something insightful, which brings me to today's lesson, a matter of relevance. In a blatant appeal to increase readership among the civil Bar, I bring you a civil case that is applicable to the criminal world in equal measure.

Back an unknown time ago, one Marie Harrison was involved in a traffic accident in Orlando. Who did exactly what remains murky but Joshua Lopez ended up dead. Liability issues aside, it seems to have been a classic car versus motorcycle incident and Lopez, the motorcycle rider, lost. At the (I suppose) inevitable trial, however, Harrison lost, at least for the most part under a comparative negligence verdict. The equally inevitable appeal resulted, and somehow my eye caught the resulting opinion despite the key (to me) phrase "State of Florida" being nowhere in the citation, headnotes, or case caption.

Anyhow, it seems that while still at the accident scene Harrison (apparently uninjured as I gather often seems to be the case in such cases) said to her sister "I just killed a kid." She was also overheard by someone else saying "I think I killed someone." At trial, the first statement was disallowed but the second was admitted into evidence. Neither should have been.

And here we get to our common ground. FS 90.403, applicable to all cases and not the exclusive

property of either civil or criminal practitioners, requires the exclusion of even relevant evidence if its probative value is outweighed by its prejudicial effect. I summarize because all of you know the rule's language about confusion, unfair prejudice, misleading impact, and so on.

The problem is really a simple one. What, exactly, was Harrison saying? Was she acknowledging the probably obvious reality that Lopez was dead on the road in front of her? Or was she admitting that it was her fault? As the DCA noted, the first statement, properly excluded at trial, "doesn't necessarily imply fault." Nor did the second statement, which should not have been admitted either, per the DCA. The result? A new trial, just like in the criminal world.

This concept should not be new to any of us. It comes up frequently in criminal cases as well. I know because once or twice or maybe more I have been reduced to the sputtering protest of last resort used by many a lawyer when your really most excellent and cool evidence is tossed: "But Your Honor!!!" It got me nowhere. The criminal world is full of such problems. Want to talk about the general behavior of drug dealers in that Heroin Trafficking case? Not going to happen. Inclined to describe the high crime area where the defendant did his deed? Nope. Until we someday maybe adopt the British view that propensity evidence is indeed quite probative (I watched this happen once at Old Bailey where the sputtering came from the defense lawyer as the Crown presented his client's multiple past similar misdeeds - it was a delight for a prosecutor to behold) the good old "too prejudicial" fallback remains alive and well for all of us, no matter what kind of law we practice.

So I conclude with this: maybe it's a good idea to look at all of those FLW cases. I'm not going to, mind you, except now and then when for some unknown reason my eye catches something interesting, but maybe it is for you.

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President's Message

Continued from page 1

confidence and not arrogance; (3) incorporate feedback into your work; (4) limit your personal screen time; and (5) triple spell and grammar check everything. All these tips seem like advice *any* lawyer could use. However, I must wonder if some of the advice given by well-meaning seasoned lawyers could be seen as too restrictive, and be dismissed by younger lawyers who tend to think outside of the box or color outside of the lines. There is much that we can consider, and small group discussions among attorneys who practice closely together may yield stronger and more positive intergenerational relationships.

I hope that you are inspired to think about these issues and are encouraged to attend both of these events. I assure you, your perspective is desired. We are committed to excellence in the Eighth Circuit and it's your commitment and participation in programs like the Leadership Roundtable and Professionalism Seminar that has helped us garner our reputation of having the best attorneys across the state.

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ADR

Continued from page 3

such as exposure to taxable costs, any extra value based on a consortium claim, etc.?

16. Stress to the adjuster any new information received at mediation which may prompt re-evaluation.

17. Do not wait until the end of the mediation to discuss settlement terms such as confidentiality, Medicare issues, etc.

18. Explain any time restrictions (airline flight schedules for instance) at the *start* of the mediation.

AFTER MEDIATION (if there is an impasse)

Follow up with the mediator.

19. Ask the mediator to write a follow-up to you for your client which touches upon key issues at the mediation.

20. Summarize, again, new information which was received at the mediation.

NOTE: In the next article we will try and provide some suggestions to plaintiff counsel with respect to achieving an effective result at mediation for a personal injury case.



Edith Richman will retire before long and wants another attorney to take over her law office. Call 352-495-9123 or email erichman@cox.net for more info.

Upon, Across, and Over: Specificity in Easements

By Michael S. Alvarez



As land is divided, subdivided, platted, and resold, the importance of easements for ingress and egress become ever more important. But to what extent does the language of the easement matter? If there is an easement for ingress and egress for 20 ft, can the servient estate build a fence within the 20 ft or a gate over

the easement? With our ever-populating state¹ and the rise of planned communities, these questions crop up with increasing frequency. As is always the case in law, specificity is essential to meet clients' needs and intent when drafting easements. On the back end, litigators should be aware of the specific language included or absent in an easement when advising and advocating for clients.

If the intent of an easement is to allow ingress and egress without any obstructions, then the document should state so specifically. In *Dianne v. Wingate*, 84 So.3d 427, 430 (Fla. 1st DCA 2012), the Court noted that “where parties want to keep an easement completely free of gates, speed bumps, signs, or other obstructions, they can specifically express such intent in their easement agreement.” Likewise, where an instrument creates a general “easement for ingress and egress,” the “instrument should be construed as having created a **nonexclusive** easement allowing [the servient tenement owner] *any use of the land which does not interfere* with [the dominant tenement owner's] rights under the easement.” *Dama v. Bay Bank & Tr. Co.*, 56 So.3d 827, 829 (Fla. 1st DCA 2011). Courts have regularly held that a servient estate holder can erect a gate or fence around or over an easement if it does not **substantially interfere** with the intended use of the easement. See *Sandlake Residences, LLC v. Ogilvie*, 951 So.2d 117, 122–123 (Fla. 5th DCA 2007) (holding that the servient estate holder did not have to remove an electric gate built over an easement). The court in *BHB Dev., Inc. v. Bonfish Yacht Club Homeowners Ass'n, Inc.*, 691 So.2d 1174, 1176 (Fla. 3d DCA 1997), held that “the grant of a way without reservation of the right to maintain gates does not necessarily preclude the owner of the land from doing so, and unless it is expressly stipulated that the way shall be an open one, or it appears from the terms

of the grant or the circumstances that such was the intention, the owner of the servient estate may erect gates across the way, *if they are constructed so as not to interfere unreasonably with the right of passage.*” Ensure that an easement remains an “open one” by stating so specifically.

Likewise, to restrict the servient estate from any encroachment on the easement area, add the three magical words, “upon, across, and over.” Easements aiming to prevent any encroachments on the easement area, must meet the “coterminous” test. See *Condron v. Arey*, 165 So.3d 51, 55 (Fla. 5th DCA 2015) (“The threshold question in this case is whether the right of ingress and egress is coterminous with the area set aside for the easement. If the right is found to be coterminous, then there can be no encroachments into the easement area.”). The cases finding an easement area is “coterminous” to the right of ingress and egress involve express language in the easement stating that the right of way is “upon,” “across,” or “over” the easement property. See *id.*; see also *Diefenderfer v. Forest Park Springs*, 599 So.2d 1309, 1312–13 (Fla. 5th DCA 1992); *Sand Lake Shoppes Ltd. P'ship v. Sand Lake Courtyards, L.C.*, 816 So.2d 143, 146 (Fla. 5th DCA 2002); *Hoff v. Scott*, 453 So.2d 224, 225–26 (Fla. 5th DCA 1984); *Richardson v. Jackson*, 667 So.2d 928, 929 (Fla. 5th DCA 1996). Easements that simply state the ingress and egress is “to,” “up to” or “for” a specific area fall short of the “coterminous” test, and encroachments by the servient estate holder will likely be permitted.

Ultimately, if the purpose of the easement is simply to ensure the dominant estate can get to and from a location, then simple “ingress and egress” language will suffice. However, as is common in planned communities, when the dominant estate holders want the easement to be free of gates, fences, speed bumps and other obstructions, the easement should state so specifically. And when the dominant estate wants to prevent any encroachments whatsoever over the easement area, use the three magical words: “upon, across, and over.”

¹ Florida passed New York in 2014 to become the third largest state in the US. Census: Florida's population overtakes New York's, USA TODAY (December 23, 2014) available at <https://www.usatoday.com/story/news/nation/2014/12/23/census-florida-new-york-population/20812473/>

Larry Turner, Peg O'Connor, and Ron Kozlowski are pleased to announce that

Caleb S. Kenyon, Esquire

HAS JOINED THE FIRM AS AN
ASSOCIATE

The firm welcomes Caleb Kenyon, who clerked for Turner O'Connor Kozlowski for over two years while attending law school at UF. Mr. Kenyon will concentrate his practice in criminal defense and administrative law. He can be reached at csk@turnerlawpartners.com or at the address and phone number below.



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Bad Tweets: Social Media and the Workplace

By Laura Gross



On a Tuesday afternoon in February, The New York Times proudly announced it had hired journalist Quinn Norton, a “lead opinion writer on the power, culture and consequences of technology.” A blog post by Norton soon followed. She said those who had interviewed her “made it clear that they weren’t

going to get put off by a little weird.” Yet, just seven hours after the Times’ announcement, she was fired. In the intervening time, twitter users had resurfaced old tweets in which Norton had used derogatory terms for African Americans and gay people. And, she had proudly acknowledged her friendship with well-known neo-Nazis, though she claimed she “never agreed with them.” The Times promptly issued a second announcement that she had been fired: “Despite our review of Quinn Norton’s work and our conversations with her previous employers, this was new information to us. Based on it, we’ve decided to go our separate ways.”

Prescreening an applicant’s social media can raise questions of legality and job-relatedness. And, many companies who do not prescreen cite concerns about legal risks related to discovering information about an applicant’s protected characteristics or using discovered information that is not job-relevant. More importantly, the ability to prescreen is limited when applicants or employees make their accounts private and state laws prevent the employer from requesting the username and password. Since 2012, twenty-six states have enacted laws that prohibit employers from requiring access to employees’ social media accounts. New York is not one of them. (Neither is Florida.) Regardless, Norton’s tweets were public. While The New York Times apparently did not discover them through prescreening, they were certainly job-relevant to this high-profile technology hire.

REALTOR ETHICS?

#2

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Nominees Sought For 2018 James L. Tomlinson Professionalism Award

Nominees are being sought for the recipient of the 2018 James L. Tomlinson Professionalism Award. The award will be given to the Eighth Judicial Circuit lawyer who has demonstrated consistent dedication to the pursuit and practice of the highest ideals and tenets of the legal profession. The nominee must be a member in good standing of The Florida Bar who resides or regularly practices law within this circuit. If you wish to nominate someone, please complete a nomination form describing the nominee’s qualifications and achievements and submit it to Raymond F. Brady, Esq., 2790 NW 43rd Street, Suite 200, Gainesville, FL 32606. Nominations must be received in Mr. Brady’s office by Friday, May 4, 2018 in order to be considered. The award recipient will be selected by a committee comprised of leaders in the local voluntary bar association and practice sections.

New Collaboration with Three Rivers Legal Services and Southern Legal Counsel

By Marcia Green



Persons in Alachua, Gilchrist and Levy counties who are experiencing homelessness and those at risk of becoming homeless are the target of a new collaborative effort of Three Rivers Legal Services (TRLS) and Southern Legal Counsel (SLC). We are working together, under a grant from the Florida Bar Foundation, to integrate

legal services into local community efforts to end homelessness.

As with the Ask-A-Lawyer Project, we recognize that there are legal barriers that both cause and perpetuate homelessness. Using a nationally recognized screening tool, an assessment will be used to determine a variety of needed services, including those involving legal issues. The Continuum of Care (CoC), the local provider of homeless assistance, uses a “coordinated entry process” and prioritizes assistance for housing and services based on vulnerability and severity of service needs. Our new project coordinates the legal assistance aspect of services.

The project adds a holistic legal assessment and coordination with attorneys to address legal needs. The collaboration allows us to partner with Southern Legal Counsel, the Public Defender’s Office, volunteer lawyers from the Eighth Judicial Circuit Bar Association, and student volunteers from the University of Florida Levin College of Law.

Many of the underlying systemic causes of homelessness—extreme poverty, unemployment, lack of affordable housing, mental illness/physical disability, domestic violence, incarceration, substance abuse, severe adversity/trauma, and lack of social support—are perpetuated and exacerbated by the experience of homelessness. Not only does homelessness produce bad health outcomes (including worsening of existing health conditions), it makes it harder to access jobs, public benefits, social services, medical care, and housing—the very things needed to obtain and maintain a permanent place to live. As we know, homelessness also has significant economic impacts on communities. While there are a number of causes and solutions to homelessness, we recognize that there are legal issues that create

barriers to maintaining safe and stable housing, employment and income supports, health care services, and other opportunities that allow homeless individuals to stabilize and achieve their goals. This project, a compliment to the Ask-A-Lawyer project, will help ensure that people are not remaining locked in homelessness due to lack of access to legal care. It is notable that within the target population, we expect to serve seniors, veterans, families with children, persons with mental and physical disabilities, and members of the LGBTQ community, because each of these groups is affected in unique ways by homelessness.

Kimber Tough, who holds a Master of Social Work from University of Chicago, joined the TRLS staff as the Paralegal/Social Worker on the project. Previously, Kimber has worked as a social worker in health care settings, domestic violence shelters and as a Street Outreach Specialist for a homeless advocacy center. She will work with Mark Watson, TRLS’ experienced homelessness outreach paralegal, and Kirsten Anderson, litigation director at SLC.

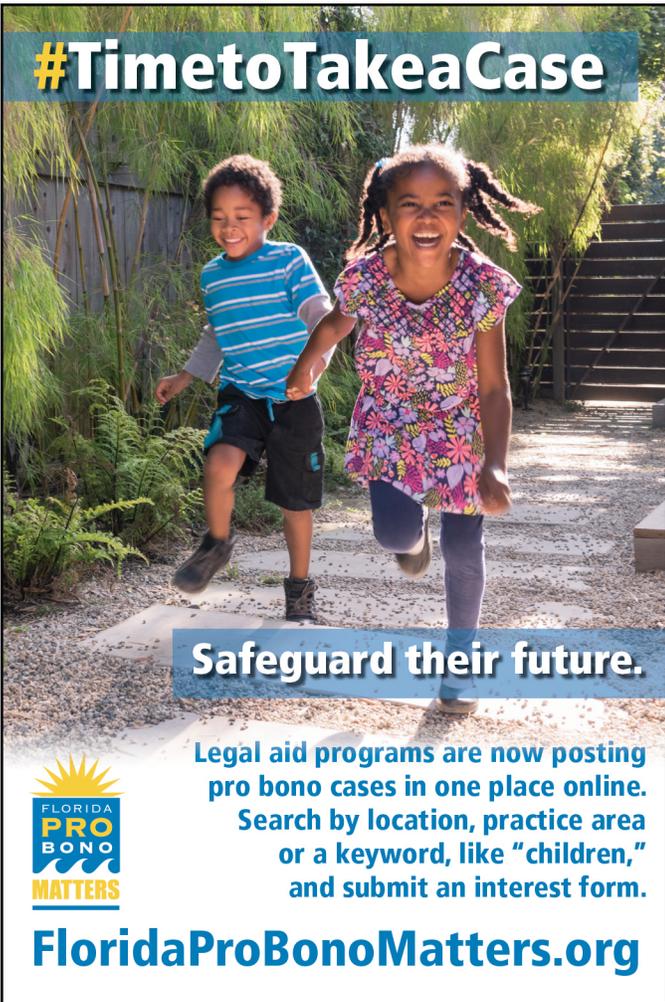
Looking forward to seeing you at Three Rivers Legal Services 40th Anniversary Event, Thursday, April 12 from 6:00 - 8:00 p.m. Tickets available at www.trls.org.

Want to volunteer and take a Pro Bono Case? Contact marcia.green@trls.org or go to thefloridabarfoundation.org and search “Three Rivers”.

It’s that time again!

The Eighth Judicial Circuit Bar Association Nominations Committee is seeking members for EJCBA Board positions for 2018-2019. Consider giving a little time back to your local bar association. Please complete the online application at <https://goo.gl/forms/fm0A3CSL7s00H1gm2>. The deadline for completed applications is May 7, 2018.

#TimetoTakeaCase



Safeguard their future.

Legal aid programs are now posting pro bono cases in one place online. Search by location, practice area or a keyword, like "children," and submit an interest form.



FloridaProBonoMatters.org

Full-time, experienced Legal Assistant/Paralegal wanted for busy Elder Law Firm in Gainesville. Excellent spelling, grammar and organizational skills a must. Experience in Estate Planning/Probate/Guardianships is a plus. Proficiency in Word, Microsoft Outlook and Excel is preferred. Experience with Trialworks & Timematters is a plus. Salary commensurate with experience. We are a hard-working team of attorneys and staff who enjoy the occasional bring your dog to work day. Please fax resume to (352)379-3926 or email to sandir@millerelderlawfirm.com.

Attorney seeking space-sharing arrangement: 10th-year attorney, former Assistant Statewide Prosecutor, seeking space-sharing arrangement for use of single office and coordinated use of a conference room. No other amenities needed. My practice will be focused on criminal defense, personal injury, and assisting other veterans with their legal needs. Contact Dan Weisman at 352-328-6577 or weisman.dan@gmail.com.

Reserve Now for the EJCBA 2018 Professionalism Seminar

WHEN: Friday, April 20, 2018 – 9:00 a.m. – 12:00 NOON

WHERE: Trinity United Methodist Church
4000 NW 53rd Avenue, Gainesville, FL 32653

PROGRAM: Mayanne Downs, Past President of The Florida Bar, speaking on "A New Approach to Professionalism: Competence, Kindness & Millennials"

COST: EJCBA paid members: \$50, Non-Members: \$100

CLE: 3.5 Hours of CLE is expected

DEADLINE: Register on or before **Monday, April 16, 2018 at:**
<http://www.8jcba.org/event-registration/2018-professionalism-seminar/>

When registering online, you will need to select your first and second choices for your area of specialty for small group discussions from the following four options:

Family/Domestic Relations Law

Criminal Law

Civil Trial
(e.g. Torts, Commercial & Government)

Civil Non-Trial
(e.g. Transactional, Estates and Trusts, & Real Estate)

Parking:

Free parking is provided. Arrive early to allow sufficient time to check-in and find your seat.

LEADERSHIP ROUNDTABLE



The Eighth Judicial Circuit's diversity and inclusion conference sponsored by the Eighth Judicial Circuit Chapter of the Florida Association for Women Lawyers, Eighth Judicial Circuit Bar Association, The Florida Bar Diversity Leadership Grant, Josiah T. Walls Bar Association, and The North Central Florida Chapter of the Federal Bar Association

Intergenerational Relationships in the Legal Profession

April 13, 2018, 1:00 p.m. – 5:30 p.m.

The Leadership Roundtable immediately follows the Eighth Judicial Circuit Bar Association Luncheon beginning at 11:45 a.m. with Featured Speaker:

**Chief Justice of the Florida Supreme Court
Jorge Labarga**

Diversity Award

Submit your [nomination](#) by April 6th to recognize a member of our legal community who advances diversity, inclusion, and equality in the legal profession!



We encourage you to [support](#) future generations through Pace Center for Girls



Panel and Roundtable Discussions on Intergenerational Relationships

Stephanie Marchman will lead a workshop and panel discussion with representatives from each generation (including Baby Boomer Chief Justice Labarga) to better understand generational differences and commonalities, as well as identify potential tools for members of different generations to work together more effectively and enjoyably. The program will conclude with roundtable discussions and a networking reception.



The Woolly, 20 North Main Street, Gainesville, Florida 32601

Cocktail Networking Reception from 4:30-5:30 p.m.

The Roundtable is free for members of sponsoring organizations; \$50.00 for non-members. The Luncheon is \$17.00 for EJCBA Members; \$25.00 for Non-EJCBA members. Register for the Roundtable and/or Luncheon by April 9th at <http://www.8jcba.org/event-registration/apr-2018-luncheon-roundtable/> Space is limited and will be guaranteed on a first come, first serve basis only. 4 hours of Bias Elimination CLE anticipated.

Contact Stephanie Marchman at 352-281-1047 or stephanie.marchman@gray-robinson.com with questions.



Judge Hulslander shows off his Hulslander University sweatshirt given to him in thanks for his multiple Trial Skills Workshops

April 2018 Calendar

- 4 EJCBA Board of Directors Meeting – Thomas Center, 5:00 p.m.
- 4 EJCBA 4th Annual Spring Fling, Thomas Center Outdoor Garden, 6-8 PM
- 5 Deadline for submission of articles for May Forum 8
- 11 Probate Section Meeting, 4:30 p.m., Chief Judge's Conference Room, 4th Floor, Alachua County Family & Civil Justice Center
- 12 40th Anniversary of Three Rivers Legal Services, 6-8:00 p.m., Florida Museum of Natural History
- 13 EJCBA Luncheon, Chief Justice of the Florida Supreme Court Jorge Labarga, The Woolly, 11:45 a.m.
- 13 EJCBA Leadership Roundtable, "Intergenerational Relationships in the Legal Profession," The Woolly, 1:00-5:30 p.m. (with cocktail networking reception from 4:30-5:30)
- 17 Family Law Section Meeting, 4:00 p.m., Chief Judge's Conference Room, Alachua County Family & Civil Justice Center
- 20 EJCBA Annual Professionalism Seminar, Mayanne Downs, "A New Approach to Professionalism: Competence, Kindness & Millennials," 9:00 a.m. -12:00 p.m. (registration begins at 8:30), Trinity United Methodist Church, NW 53rd Avenue

May 2018 Calendar

- 2 EJCBA Board of Directors Meeting – 5:30 p.m., Levin College of Law, Room 355D
- 5 Deadline for submission of articles for June Forum 8
- 7 Deadline to apply for 2018-2019 EJCBA Board of Directors
- 9 Probate Section Meeting, 4:30 p.m., Chief Judge's Conference Room, 4th Floor, Alachua County Family & Civil Justice Center
- 11 EJCBA Luncheon, UF Women's Basketball Coach Cameron Newbauer, The Woolly, 11:45 a.m.
- 21 Family Law Section – Free CLE on Technology, 4:00 p.m., Chief Judge's Conference Room, Alachua County Family & Civil Justice Center
- 28 Memorial Day, County & Federal Courthouses closed

Have an event coming up? Does your section or association hold monthly meetings? If so, please fax or email your meeting schedule to let us know the particulars, so we can include it in the monthly calendar. Please let us know (quickly) the name of your group, the date and day (i.e. last Wednesday of the month), time and location of the meeting. Email to Dawn Vallejos-Nichols at dvallejos-nichols@avera.com.