



November 2020

Ingham County Bar Association

BRIEFS

A TRIBUTE TO OUR VETERANS

President's Message
Page 4

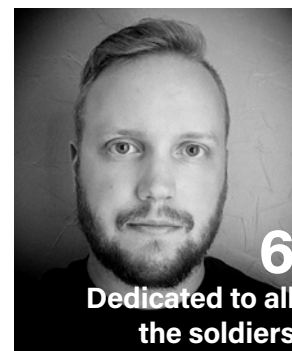
**Relationships: Marriage,
Motherhood, and the
Dual Military Family**
Page 11

**Building a Mutually
Beneficial Partnership**
Page 12

Contracting Services
Page 15

Contents

POW Speech	9
Dual Military Family	11
Building a Mutually Beneficial Partnership.....	12
Contracting Services	15
Disability Rights Committee.....	17
Food Insecurity	18
Featured Young Lawyer: Bob Wood.....	19
Section Chair spotlight: Chad Karsten.....	20
Press Releases	24-33



@inghamcountybarassociation



@ICBALawyers



ICBA Logo And Letterhead Policy

The ICBA has adopted a policy regarding the use of the ICBA logo and letterhead. If you are currently using or are planning to use the ICBA logo, we ask that you become familiar with and abide by the revised policy. You can read the full policy [here](#).

About ICBA

Founded in 1895, the Ingham County Bar Association continues its longstanding tradition of service to the legal profession and the greater Lansing community, bringing lawyers together to join in a strong organization that works to achieve objectives that transcend the individual.

INGHAM COUNTY BAR ASSOCIATION

P.O. Box 66
Grand Ledge, MI 48837
www.inghambar.org

BOARD OF DIRECTORS

President

Sandra J. Lake
Hall Matson, PLC

President-Elect

Charles A. Lawler
Clark Hill, PLC

Vice President

Pamela Amato
Mallory Lapka Scott & Selin, PLLC

Treasurer

Steve Sinas
Sinus Dramis Law Firm

Past President

Charles E. Barbieri
Foster Swift Collins & Smith, PC

James L. Dalton
Attorney at Law

Lindsay N. Dangi
Murphy & Spagnuolo, PC

Paul McCord
Fraser Trebilcock

Alexander S. Rusek
White Law, PLLC

Jessica Zimbelman
State Appellate Defender Office

Mary Bowen
City of Lansing

Emily Jefferson
Michigan Dep't of Attorney General

Christopher Wickman
Nichols Law Firm, PLLC

Mark J. DeLuca
Foster Swift Collins & Smith, PC

SECTION CHAIRS

Bankruptcy Law

Norman Witte
Witte Law Offices, PLLC

Patricia Scott
Foster Swift Collins & Smith, PC

Criminal Defense Law

Mary Chartier
Chartier & Nyamfukudza, PLC

Chris Wickman
Nichols Law Firm, PLLC

Takura Nyamfukudza
Chartier & Nyamfukudza, PLC

Employment & Labor Law

John A. Maise
White Schneider, PC
Chad Karsten

Family Law

Jennipher Martinez
White Schneider Young & Chiodini, PC

Brooke Elise Van Buren-Hay
Private Practitioner

Erica Terranova
Bailey & Terranova

Probate & Trust Law

Sally D. Babbitt
Babbitt Legal Group, PC

April Alleman
Crenshaw Peterson & Associates, PC

Real Estate Law

William D. Tomblin
William D. Tomblin & Associates

Christopher Patterson
Fahey Schultz Burzych Rhodes, PLC

Young Lawyers

Theodora Eisenhut
Ingham County Prosecutor's Office

Paralegal/Legal Assistant

Elizabeth Cary
Chartier & Nyamfukudza, PLC

Heidi Pierce
Fraser Trebilcock

COMMITTEE APPOINTMENTS

Annual Dinner:

Charles Lawler

Annual Meeting:

Charles Lawler

Ask A Lawyer:

Ray Harris/Brandon Schumacher/Emily Jefferson

Awards:

Jessica Zimbleman/Alex Rusek

Barristers:

Mark DeLuca

BRIEFS:

Angela Wall, Editor; Mary Bowen, Board Liaison

List Serve: Staff

Meet the Judges:

Steve Sinas/Emily Jefferson

Education:

Chris Wickman, James Dalton

Membership:

Lindsay Dangi /Steve Sinas

Monthly Deliberations:

Alex Rusek

Judicial Deliberations/Panels:

Chris Wickman/Emily Jefferson

Judicial Review:

Charlie Lawler/Alex Rusek

Nominating Committee:

Charles Barbieri

Past Presidents:

Charles Barbieri

Section Chair Liaison:

Chris Wickman, Patricia Scott

Shrimp Dinner:

Robert Refior/Elias Kafantaris

Social Media: Steve Sians/Staff

Sponsors:

Pam Amato/Paul McCord

EXECUTIVE DIRECTOR

Madelyne Lawry
517-627-3938



President's Message



Sandra Lake,
ICBA President
slake480@gmail.com

The ICBA Board has been hard at work offering new benefits in this virtual era. I would like to thank everyone who participated in the Judicial Deliberations, where our members were offered the opportunity to speak to judicial candidates directly. If you missed one, the discussions are available to view on YouTube. A special thank you goes out Board member Christopher Wickman, who was technologically astute enough to put these meetings together.

I am also excited to introduce another new membership benefit. The ICBA Board of Directors has approved a proposal to collaborate with the State Bar of Michigan Lawyer Referral Service (SBM LRS). The ICBA, along with other local bar associations, will participate in the recently revamped Lawyer Referral Service with the intent of offering an opportunity for you to find new clients *and* support the Ingham County Bar Association.

For more than 40 years, the people of Michigan have turned to the SBM

when they need trusted help finding an attorney. After paying a small administrative fee, callers are referred to a participating lawyer who provides a consultation of up to 25-minutes to help the caller decide what to do next.

Each year, more than 14,000 potential clients call the SBM LRS. Callers have a wide variety of legal needs and are screened by trained specialists to ensure the best client-attorney match. Matches are based on a number of factors, including practice area, geography, and language preference. Specialists also screen potential clients for their ability to afford legal services. Through the screening process, SBM will endeavor to never refer to you a potential client who cannot afford market-rate legal fees. Rather, such potential clients will be matched with alternative legal services resources.

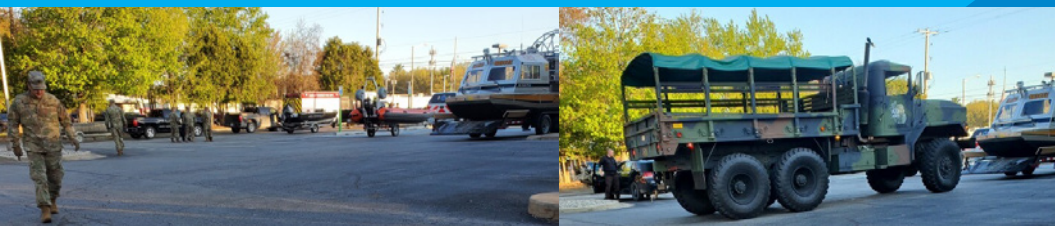
In addition to helping you connect with new clients, as an added bonus, the Ingham County Bar Association will receive a financial incentive for every ICBA member who joins SBM LRS.

Information and a link to the sign up page for the SBM LRS will be added to our webpage at Inghambar.org. You can also reach out to SBM Lawyer Referral Service Coordinator Monique Smith (msmith@michbar.org or 517-346-6323).

Although we are unable to hold our annual banquet in person this year, we will be holding a virtual annual banquet in January 2021. The annual banquet is where lawyers are recognized for their outstanding service to our community and our profession. Recipients have been selected by the awards committee for the following awards: Leo A. Farhat Outstanding Attorney Awards, the Camille S. Abood Distinguished Volunteer Awards, the Theodore W. Swift Civility Awards, the Thomas E. Brennan Lifetime Achievement Awards and the Liberty Bell Awards.

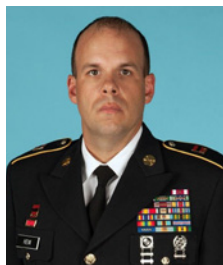
Although the annual banquet is normally held in November, we have decided to hold it this coming January in order to better prepare for the technical challenges that go with holding a large virtual banquet. The award committee, Alex Rusek (co-chair); Jessica Zimbleman (co-Chair); Hon. James Jamo; Hon. Cynthia Ward; and Takura Nyamfukudza; has done a spectacular job reviewing nominations and preparing for this event.

Finally, I would like to give a special thanks to all of the ICBA Board members, as well as our Executive Director Madelyne Lawry and her staff, who have gone above and beyond to keep the ICBA moving forward and offering new opportunities to our members despite the obstacles we have faced this year.



Mission: COVID

By Sergeant First Class (SFC) Heim



The ongoing COVID-19 pandemic has affected every one of us differently. As a current member of the Michigan Army National Guard (MIARNG) I have two missions: one

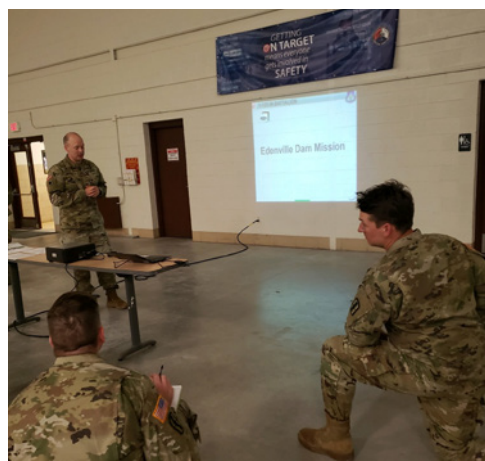
to my country and one to my State. This is unique as I have deployed three times for my country but have never been mobilized for relief efforts for my State.

I was overseas during the Flint water crisis which caused Governor Snyder to activate members of the Michigan National Guard in January 2016. I was also out of the state during the Detroit power outages in the summer of 2017. However, in March 2020 when Governor Whitmer activated the Michigan Army National Guard for the COVID-19 response, I was there.

Due to my status as an Active Guard Reserve (AGR) member, I was not authorized to physically conduct any COVID-19 missions. My role was to mobilize Soldiers, track overall readiness, and preposition resources. The most important function of this was to ensure how many Soldiers were available in response to a COVID-19 mission. I had ensured Soldiers were medically ready for the mission but more importantly, we would not devastate the first responder mission by activating members of the MIARNG.

Therefore, any Soldier serving in a first responder role including but not limited

to police officers, nurses, pharmacists, firefighters, and emergency managers could not be on the available roster. The available roster was simply a list of names with detailed notes on who is and who is not, able to respond within 72 hours. At this time, the roster of available Soldiers had to be sent up to Command daily. This caused each leader to exercise their alert roster daily. Normally Soldiers are contacted once or twice in 30 days. With the need to gather information and the ever-changing requirements, Soldiers are now being contacted daily.



I was involved with a handful of COVID-19 missions from a deployment and redeployment standpoint. These missions included: converting the TCF Center in Detroit to a field hospital, running supply warehouses in conjunction with the Michigan State Police, preparing to stand up integration and reception locations at the Suburban Showplace Center in Novi and the COVID Testing Team Command and

Control cell. At all times during the pandemic, CDC guidelines were to be followed. Every Soldier was required to wear a mask, all buildings were set up for one way traffic with one entry point and one exit point, hand wash stations were scattered throughout, and daily temperature checks and screenings were conducted by trained medical staff.

This is all important information as on May 19, 2020, everything became more complicated. With inches of rain in hours, the Edenville Dam near Edenville, MI/M-30 failed. When the dam failed it put thousands of residents in danger. Governor Whitmer ordered an immediate response to evacuate and to provide as much aid as possible. In a matter of 24 hours, over 200 members of the MIARNG were mobilized on-site at the Bay City Armory. This is the National Guard Armory used as the Base Support Installation for the Midland Flood Response. As a tenant unit in the Bay City Armory and the building manager, I was directly involved in this mission. Amid the COVID-19 pandemic, this building was turned into a staging area for over 200 Soldiers. The staging area was where all mission briefs took place and where all Soldiers slept and ate.

The challenge with so many Soldiers in the building is how to maintain COVID-19 protocols? The answer: by thinking outside the box. Office spaces were turned into briefing rooms, outside garage bays were converted into sleeping quarters and entranceways were turned into COVID-19 screening stations. For just over 72 hours, 24-hour operations were run in support of the communities. The final numbers for the Midland Flood response were: 215 Soldiers from 13 units, 4 battalions and 2 Major Subordinate Commands (MSCs) were mobilized in less than 10 hours, over 2,100 miles were driven, 3,100 gallons of fuel were consumed and countless lives touched.

This piece is *dedicated* to all the soldiers who died in service to their country, both overseas and at home...

By Eric J. Horwood



I would like to preface this by stating my thanks to Takura Nyamfukudza who offered me the opportunity to write this piece. Takura volunteers as a Veteran Mentor in the

Matt Brundage Memorial Ingham County Veterans Treatment Court¹ (ICVTC). It is because of the efforts of dedicated Mentors like Takura that our program is as successful as it has been – their experience and support certainly makes my job easier and I am fortunate to have them.

I have the honor and the privilege of being the Probation Officer supervising participants of the ICVTC. My first exposure to the ICVTC was in 2014 when former 54-B Chief Probation Officer, now Deputy Court Administrator, Kevin Tatroe had the wild idea to hire me on as an intern. I instantly became intrigued, the atmosphere of positivity and comradery was like nothing I had ever even heard of in the justice field – judges, prosecutors, and probation working together with the defendants?!

I come from a family of servicemen; my father is a former Marine Corporal who served during the Cold War (later Specialist Sergeant in the National Guard), with several other family members serving in both the Vietnam and Korean wars. Following his discharge from the military, my father served for 28 years as a police officer. Wanting to follow in his footsteps, I too achieved a degree in Criminal Justice. This led to employment as a Jail Officer while I was

still studying Criminal Justice at Michigan State University. While working at one of the local jails, I met a man who had just been arrested for a litany of felonies. At first, he seemed like any of the other hundreds of inmates I had processed. After booking him in and leading him to his cell, I stayed for a moment to chat with him – I soon found out he was a Veteran. This moment turned into a four-hour long conversation. By some bizarre coincidence, he was a former Marine who had served in the same exact unit at the same exact time as my father; the USMC 2nd Radio Battalion stationed out of Camp Lejeune, North Carolina. Following his service, my father had returned and gone to college, graduated top in his class at Northern Michigan University's Police Academy, and served as a police officer for nearly 3 decades... and this other man came back to nothing; wallowing in drugs, alcohol, and his deteriorating mental health. This bizarre dichotomy was eye opening; this could very easily have been my dad – this could very easily have been any of our family members. Months later, I found out that this man had gotten into the ICVTC and was on the track to success. It was at this point I knew I had to be a part of this program, and in 2018, I was hired as a Probation Officer to supervise the ICVTC.

They say there is no greater honor than serving one's country. This assumed "they" also says this without truly understanding the toll it takes on an individual. According to the National Association of Drug Court Professionals² (NADCP), there are over 18 million Veterans currently living in the United States. They estimate that close to 20% of our Veterans nationwide suffer from PTSD, while over 6% suffer from substance abuse disorders; many of which are co-occurring. Even more alarming, although not

entirely surprising, 9% of female Veterans and 3% of male Veterans reported being sexually assaulted in the duration of their service. While all these percentages seem statistically low, this translates to tens of thousands of Vets nationwide that suffer from these issues. The nexus between service history and trauma is undeniably paramount. According to the Michigan Veteran Affairs Agency³, there are 634,000 Veterans in the state of Michigan, and over 13,000 in Ingham County⁴ alone. We have the honor of being one of the earliest Veterans Treatment Courts in the state, let alone the nation. The ICVTC has served over 225 justice involved Veterans, most from the Tri-County area, in our 10 years of operation.

If you have gotten this far, one would assume you know what a Treatment Court is, but it is certainly possible that you might not. The first Treatment Court was a Drug Court in Miami Dade, Florida, established back in 1989. There was a push to realize that certain individuals were statistically unsuccessful in the Criminal Justice system – the cycle of relapse and recidivism was rampant, and something needed to be changed. Courts realized that certain issues, namely mental health disorders and substance abuse disorders, resulted in a large percentage of crime, and current measures of intervention were proving unsuccessful. Per the NADCP, over 65% of all inmates have a diagnosed substance use disorder, and if left untreated, their likeliness to recidivate is extraordinarily high. It was not until 2008 when the Honorable Judge Robert Russell's creation of the Buffalo Veterans Court⁵, the nation's first Veterans Treatment Court, that the justice system truly realized we were failing one of our most marginalized and vulnerable populations, our Veterans. Statistically,

Veterans exceed all other demographics in nearly every negative category: substance abuse, mental health, homelessness, unemployment – the list goes on.

Counties that create Specialty Treatment Courts (Mental Health, Veterans, Sobriety, Sex Trafficking, Tribal, Drug) see a dramatic decrease in recidivism rates and criminal justice costs. This compounds even further the more the community invests in its Treatment Courts. Per the National Institute of Justice⁶, if individuals are properly diagnosed and treated, recidivism rates in a community can decrease by nearly 30%. However, Veterans offer a unique challenge in terms of treatment: their training. Our soldiers are trained to tough things out, to “embrace the suck” as they say; accept your circumstances and overcome, the mission always comes first. They spend their career in the military burying their pain, their trauma, their feelings, their individuality in order to accomplish their objectives... and then they are discharged. They are tossed back into society often without any reintegration plan, without any gainful employment, without any guidance about how to utilize their very narrowly focused training into establishing any semblance of a normal life for themselves. It is a wonder that any Vets can reintegrate into society without issues.

What about our combat Veterans? The ugly truth is that many of our soldiers are shipped overseas, exposed to the horrors and trauma of combat zones, and then discharged when they return with little to no access to assistance. I have a participant in my program - Tom* who was deployed during Operation Iraqi Freedom. He was in the process of clearing a building when a rocket hit his position and launched him across the room, slamming him into the far wall. This Vet did not receive a Purple Heart, let alone a screening, for a Traumatic Brain Injury. As he told me, “If the wound wasn’t immediately visible, to the military, it didn’t exist.” Tom returned home, discharged and unemployed, and decided to self-medicate

with alcohol. His reward for his service and sacrifice was three arrests for drunk driving.

Let me introduce you to another Vet - Owen* dropped everything and enlisted following the 9/11 terrorist attacks. He quickly excelled in all training and became a Sergeant First Class in the Green Berets, one of America’s primary Special Operations units. He served four combat deployments in which he saved countless lives. During his deployments, he executed over 90 combat parachute drops behind enemy lines. While in Iraq, he suffered debilitating injuries which should have resulted in his discharge. Rather than risk being sent home, rather than risk “abandoning his brothers”, Owen* instead became addicted to the opiates that the medics gave him to mask his pain. The perceived shame of leaving his brothers in arms was far worse a thought to him than seeking medical attention for his injuries.

“ We were not allowed to speak of the unseen wounds of war. We were not allowed to prepare for them.

*- Army Psychologist Brig.
General Loree Sutton⁷*

When he returned from his deployment, the stateside medics cut him off “cold turkey” from those opiates. As addicts do, he sought out other methods of obtaining his vice, eventually getting hooked on heroin. He was inevitably discharged due to his untreated injuries sustained in Iraq as well as his opiate addiction. He engaged with the VA and was well into the psychiatry and counseling programs to help with his PTSD and substance abuse issues. Despite the support he received, he still succumbed to his demons and died via opiate overdose this past summer.

Owen* is a dramatic but solemn example to all of us that there is no such thing as “trying too hard.” You can never advocate too much for a Vet, or any client for that matter. It is nearly impossible to address a concern if that issue remains buried. If you have a client, a friend, a family member, with an untreated substance use disorder or mental health disorder – seek help immediately; you do them a disservice by allowing it to continue unassailed. While it is no single persons fault any time a Veteran dies from something preventable, you could say it is all of society’s fault - we must all do better to ensure that the needs of our heroes are met. Service to one’s country bears a burden that has yet to be adequately repaid.

In recent years, the U.S. Department of Veterans Affairs⁹ (VA) has made dramatic reforms to try and meet the needs of our ailing Veteran population. The local Lansing Community-Based Outpatient Clinic (CBOC) and the VA Battle Creek campus have proven invaluable to our program. And yet, the VA is still incapable of meeting the full needs of all our Veterans. To that extent, we turn to our community organizations. The ICVTC has had the privilege of partnering with Prevention and Training Services (PATs as many of you know it) since the early days of our program. More recently we have also engaged with other local programs, House of Commons, Community Mental Health, Cognitive Consultants, and RISE Recovery Community to name a few. We are so blessed to have such dedicated, prevalent, and affordable services at our disposal right here in our community.

This year has been particularly difficult regarding the situations and treatment of our Veteran population; according to the VA, over 49,000 Veterans contracted COVID-19 resulting in over 3,000 deaths. The Substance Abuse and Mental Health Services Administration¹⁰ (SAMHSA) has acknowledged the detrimental effect that COVID-19 has had on individuals with a diagnosed Substance Disorder and Mental Health Disorder. The Kaiser

Family Foundation¹¹, in a recent study, noted that 53% of adults in the United States experienced negative impacts due to COVID-19; mentally, behaviorally, and regarding substance use. This decline can obviously be extrapolated to our ailing Veteran population - forced isolation, lack of access to treatment and programming, shutdowns affecting positive hobbies and coping mechanisms, and many extraneous factors have exacerbated pre-existing conditions. Now, more than ever, it is important to extend care and concern to our most vulnerable members of society.

The ICVTC hosts a graduation rate of approximately 77%, exceeding the estimated 50-70% of the average success rate of treatment courts nationwide. Founded by the Honorable Judge David Jordon, and now headed by the Honorable Judge Richard Ball, our treatment team consists of over a dozen dedicated individuals from the Court, Ingham County Prosecutors Office, Veterans Administration, Ingham County Department of Veterans Affairs, the aforementioned local treatment agencies, and more. Like all Veterans courts, we have a Mentor Program which pairs Veteran participants with Veteran mentors. The mentor program is what separates Vet courts from other treatment courts – the bonds forged between the mentor and mentee often exceed far beyond the duration of the Court’s jurisdiction. We are fortunate to have an exceptionally involved group of mentors. If you or a Veteran you know is interested in becoming a Veteran Mentor, please have them contact me, the more assistance we can get, the better we all are. We have been able to work together to address all manner of needs for our participants - employment, housing, mental health and substance abuse counseling, transportation, benefits, compensation and pension, disability, and medical services. The success is tangible;

we witness lives being transformed right in front of our eyes every single day. The Vet I mentioned earlier, Tom* - once he completes the ICVTC, he will be over 16 months sober, employed, and has aspirations to get his master’s degree and become a counselor for other struggling Vets.

“

No single agency or organization has the manpower, resources, or intellectual capital to provide a lifetime of care and support to our military family. We, as a nation, must build key partnerships and link national and local community efforts. If the Sea of Goodwill is leveraged by leaders and citizens wanting to contribute, the military family will strengthen our communities, which in turn, will strengthen our nation
Sea of Goodwill

-By Major John Copeland &
Colonel David Sutherland⁸

”

We also have many of you to thank – the Ingham County Bar Foundation is the largest donor to the ICVTC’s partnering non-profit organization, the Friends of the Ingham County Veterans Treatment Court¹² (Friends, for short). The Foundation’s annual golf outing has resulted in tens of thousands of dollars being funneled into

improving the lives of local Veterans in need. The Friends have been able to assist with services as simple as paying for a Vet to do his laundry, paying for transportation to important medical procedures, all the way up to paying for a Vet to heat his house for the winter. While donating is charitable, it is also exceedingly effective; the NADCP calculated that for every \$1 donated to a treatment court, the average taxpayer saved over \$3 in costs that would have otherwise gone to the Justice system. The community truly must come together in support if we ever want to attempt to pay back those members to whom we owe so much.

If there is no greater honor than serving one’s country, then the next greatest honor must be helping those that have served.

Sources and footnotes:

- 1: www.cityofeastlansing.com
- 2: www.nadcp.org/
- 3: www.michiganveterans.com
- 4: www.census.gov
- 5: www.nij.ojp.gov
- 6: www.buffaloveteranscourt.org
- 7: Quote by Brigadier General Loree K. Sutton
- 8: “Sea of Goodwill” Book by Major John Copeland & Colonel David Sutherland
- 9: www.va.gov
- 10: www.samhsa.gov
- 11: www.kff.org
- 12: www.inghamvctc.com

** Tom and Owen have had their names changed to respect the privacy of these Veterans and their families**

About the Author:

Eric has been a Probation Officer at the 54-B District Court and the Ingham County Veterans Treatment Court since 2018. He studied Criminal Justice and Socio-cultural Anthropology at Michigan State University, Diversity & Inclusion at Cornell University, and is currently pursuing a Master of Science in Forensic Psychology.

ehorwood@54bdistrictcourt.com

Office: 517-336-8642

POW Speech

By LTC Leonard Rusher



Most of you are familiar with Amber Alerts and how they work. You understand they are emergency messages issued when a law enforcement

agency determines that a child has been abducted and is in imminent danger. This kind of alert instantly galvanizes communities to assist in the search and rescue of an abducted child. You have seen electronic marquees over expressways displaying the alerts, including the child's name, vehicle description and license plate number. You have received text messages warning that a child is missing and to be on the lookout. By every available means is a call to action to aide in the recovery efforts of a missing child.

My beautiful wife of 27 years is here with me today. She and I share the love of two beautiful daughters. Although they are grown now, heaven forbid, if they suddenly came up missing, we would not sleep, we would hardly eat, and we could not have peace knowing they were not accounted for. We would want every emergency system available, all of heaven and earth to come to a halt, and help us to find our daughters. In light of that, I submit to you that America has lost 83,000 sons and daughters as POW or MIA and none of us should be able to rest or be at ease knowing they are unaccounted for.

The novelty of their absence may have worn off but the pursuit of their honor remains. Therefore, let us never forget.

Let us never forget that we hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are life, liberty, and the pursuit of happiness.

Let us never forget that these warriors said "I do somberly swear that I will Protect and defend the constitution of the United States against all enemies foreign and domestic."

Let us never forget there are, have been, and will be, people and organizations Foreign and Domestic, that will seek to take your unalienable right to life.

There are, have been, and will be, people and organizations Foreign and Domestic, that will seek to take your unalienable right to liberty.

There are, have been, and will be, people and organizations Foreign and Domestic, that will seek to take your unalienable right to the pursuit of happiness

We have heard the phrase *All gave some but some gave all*. You see, I risked my life, twice in that desert. Some of you risked your life in that desert, that jungle, that rice patty, those mountains or some other barren wasteland but there. There are others who did not risk their life - they gave their life. This is why we are here, to give our deepest appreciation to the ones who gave all so that we could have our unalienable

rights secured and safe. Our 44th President said,

"The hardship experienced by prisoners of war and by the family members of those who have gone missing in action is unimaginable to most Americans; it is our country's solemn obligation to bring these heroes back to the land they served to defend, and to support the families who, each day, carry on without knowing the peace of being reunited with their loved ones."

In my fraternity there is bible verse (St John 15:13) we sometimes reference: *"For there is no greater love than a man lay down his life for a friend"*.

Now think about that for a moment. Life is the greatest and rarest gift God has bestowed upon mankind. It more precious than money. It is more precious than time. Our missing brother and fallen sister loved their country and their fellow brother and sister so that they could live.

Now that our fallen sister and missing brother gave their greatest gift their husband or wife did not get the

opportunity to have his/her anniversary. A young adult did not to hug their parent after they received their diploma. A dad did not get the chance to walk his daughter down the aisle. These things many of us take for granted - they sacrificed for, by their blood, by their sweat, and by their tears.

Accordingly, today, as we fly the familiar black and white flag across our entire country, remember that it's not only a representation to honor the POW and MIA community, it's a reminder of our sacred obligation to the men and women we placed in harm's way. We are called to love and honor their memory:

- Remember, they left home as teenagers or in their early 20's for an unknown adventure
- Remember, they loved their country enough to defend it and protect it with their own lives
- Remember, they said goodbye to friends and family and never said hello again

- Remember, they went from basic training to the four winds of the Earth
- Remember their sacrifice of all their comforts
- Remember, they didn't earn a great wage
- Remember they missed out on key life events
- Remember they grew up fast, and yet somehow, they never grew up at all
- Remember, they fought for our freedoms
- Remember, they dealt with physical and psychological warfare
- Remember that didn't know if or when they would ever come home again and many didn't

In Conclusion:

There was a homeless man who pushed all of his possessions around in a shopping cart. Every morning after waking up from a park bench, bridge under path, or wherever he could find

to sleep that night, he would get up and visit all the dumpsters looking for food to eat. One day as he was on the hunt for food in dumpster, he found a Burger King bag that had only one bite missing from the burger and nearly a whole thing of fries. The homeless man, dusted off the burger and fries and then sat them down on top of the BK wrapper and before he took one bite, he put his hands together and said grace, thanking God that he found a meal that day.

This serves as a reminder to us all that if a man can thank God for garbage, we can be thankful for honorable service and everything greater than garbage. When people see a Veteran, they thank them for their service - that's a wonderful practice. However, another practice is, when you see a family that has lost someone that became a POW or MIA thank them for their service as well, because that family is still serving. THANK YOU!

ICBA Membership Scholarship Application

The Ingham County Bar Association may offer scholarships to prospective members who are experiencing a hardship and cannot pay the standard rates to be an active member of the bar.

Scholarship recipients remain anonymous. It is the discretion of the ICBA President to grant any scholarships. Scholarships can only be approved on an annual basis (i.e., the scholarship does not automatically renew year-to-year).

The scholarship application can be accessed [here](#).

Relationships: Marriage, Motherhood, and the Dual Military Family

By Fredlisha Lansana



Being a military spouse has its own unique set of challenges, but top that with shared military duties, marriage, AND children, well...that is enough to

force Ms. Doubtfire into retirement. I can only give my perspective as an African American woman.

As I look back on my military career overall, I do not regret a thing! I enjoyed the organized workouts, the time learning to service my vehicle in the motor pool on Monday mornings, working together with my section to accomplish various missions, closeouts on Friday, and having a blast with other service members on the weekends. Those were great times in my career that I enjoyed before marriage. I noticed a slight shift when I was married to my husband of 14 years; not only had I changed, but the attitudes of those in my organization also changed. They knew that soon the children would come, and the hard-charging soldier that everyone knew they could count on would go down in history and shift her focus to another horizon.

They were right, my daughter was born only a year later, and my focus TOTALLY shifted to my daughter after I got over post-partum depression. It seemed to be the most difficult time in my life; I was on recruiting duty, while

my husband was a drill sergeant (two very stressful jobs in military service), my body had changed, my spouse's attitude towards me seemed to change, the morning norm had changed, and our marriage was rocky. We had not afforded ourselves enough time to get to know each other, and, we had different cultural backgrounds, which magnified the conflict; we were destined to fail.

I know that I am not the only one that endured such challenges; as the saying goes, birds of a feather flock together. My military buddies and I have all sat around and shared; the stories seem to echo throughout the circle. I am not saying that this will be the story that resonates with ALL dual military wives. I am only sharing my version and those that are a part of my inner circle.



Dual military parents get up and drop the children for daycare by 5:30 a.m. because physical training starts at 6:00 a.m. We return home to shower afterward and report by 9 a.m., get off and get the kids before 6 p.m. Mothers like myself seem to carry the remainder of the evening out, we bathe the children, feed them, go over homework or read to them depending on the age, put them to bed by 8 p.m., if not earlier, and start over the following day. Depending on the type of unit, weekends can prove nonexistent and taxing on an already stressed relationship.

To those that survive the many hardships attempting to have a military career with another service member while raising very young children, my hat is off to you. To those that are still managing, hang on and know that one day your sacrifice will yield the opportunity to leave the children behind while you and your spouse can celebrate a long overdue trip to an exotic beach and laugh about the stressful times. Lastly, to those that have attempted to accomplish the mission while dragging along the collateral damage, know that I feel your pain and better days are ahead.

Although I attribute much adversity to my time in service, I will not change my time served for anything. Thanks to the Army, I have the family that I have. We have given our children a better life than I experienced coming up, and I have established social networks that have proven beneficial not only in my professional life; but also in my personal life as well. Hooah!

Building a Mutually Beneficial Partnership – Veteran / Employer

By Kevin L. Day, Command Sergeant Major (retired), Michigan Army National Guard

I had the pleasure of serving the United States Army and Michigan Army National Guard for 24 years to include 17 years of overlap with my civilian profession. I retired from military service in 2017 and have worked for the same employer since 2000 (Thomson Reuters where I am Vice President of Technology). I was away from my civilian profession for more than 40 months during the 17 years of overlap to include two deployments and several periods of two-plus weeks of training; that is nearly 20% of the overlap.

Why would an employer agree to such an arrangement? It is my intent with this article to demonstrate how employers benefit from working with veterans and how veterans can work with their employers to build an effective partnership.

Why would an employer agree to such an arrangement?

There is the legal obligation to protect veterans from employment discrimination ([Uniformed Services Employment and Reemployment Rights Act](#)). It is illegal for a potential employer to reject a candidate based on veteran status to include those that are actively serving in a reserve component. With that said, I do not advise hiding military experience on your resume or during the interview process. Instead, I highly recommend leveraging your experiences

to include using them to assist with career advancement. Here's what I have found that veterans bring to an employer that their civilian peers often do not possess:

- **Leadership experience:** I became a squad leader in the Army within 6 years; it took me 12 years to get to the same level of leadership responsibility in the corporate world. The military offers leadership experiences, to include opportunities to fail, much more readily than businesses. This applies to junior enlisted members all the way through senior commissioned officers.

- **Training:** No other profession in the world offers as much training as the military. Sure, some is not relevant to a business, but achieving results in training demonstrates dedication and perseverance. Noncommissioned officer training and commissioned officer advancement training is certainly relevant for future leadership positions in any profession.

- **Programs:** Veterans often fail to cite their involvement in special programs, many of which are relatable to running a business. Property accountability, awards programs, evaluation processes, and leadership selection systems should be considered highly relevant.

- **Values:** All branches of the U.S. military are values-based organizations; being able to demonstrate experiences and actions that support those values should be highly coveted by civilian employers.

Forming a proactive partnership

Focusing on actively serving reserve component veterans, having a proactive relationship with your employer will mitigate most concerns before they arise. In my opening paragraph I described 40- months of absence from my civilian profession. When I was proactive about my schedule and obligations, I received a tremendous amount of support. Examples include sharing a physical copy of my training dates as soon as they're published, blocking off my digital calendar for time of unavailability, and offering persistent verbal reminders as I approached an obligation.

The two times I mobilized were events that tested our partnership. It could not have been easy for my direct manager to be facing my absence for an extended period. Being transparent was the primary strategy to help us through these situations. First off, I didn't wait to inform my employer; I attempted to give as much notice as possible (six weeks in my first deployment and 12 weeks for my second).

Second, I demonstrated empathy by acknowledging their loss of my



productivity and offered suggestions to distribute my workload. This included training my temporary replacements. These two actions afforded me the opportunity to express concerns; for example, I was very concerned about my gap in pay (my civilian pay was greater than my military pay) and the amount of time it takes to receive the first military paycheck upon mobilization. Because of my proactiveness and transparency, my direct manager became my ally in helping me overcome those two concerns. In fact, my company changed their military leave policy as a result to include six weeks of full pay upon mobilization (to cover the amount of time it takes for military pay to begin) and pay differential throughout the period of mobilization.



Kevin Day - Last day of mobilization

Veteran's Resources

I must admit, the situation with my employer was ideal – tremendous support and two-way partnership. I served with fellow-veterans in which that wasn't the case with their employer. I cannot say my recommendations above would have yielded good outcomes for them; therefore, I highly recommend you do not let issues fester. Here is



my recommended path for escalation when things aren't going well. For example, suppose your employer is not accommodating to your training schedule, such as loss of shifts (and therefore income) each time you have a training event.

- **Direct manager:** If you haven't taken the time to explain your concerns to your direct manager, you should not proceed through the rest of this list. I recommend putting your concerns in writing (such as email) so you have their response on record.
- **Human Resources (HR) manager:** Address the concerns next through your HR partner to include sharing previous conversations with your manager. The HR partner might be able to easily correct the situation by comparing the outcome with company policy.
- **External assistance:** Once you have exhausted internal resources, you might have to get external assistance. For example: Employer Support of the Guard and Reserve ([ESGR](#)).

Involving an external agency, such as ESGR, to resolve a dispute should be

used as a last resort; as you can imagine, springing an external agency on your employer would put them in a defensive posture. Instead, I highly recommend attempting to connect your employer with ESGR early in your relationship. ESGR is very well equipped to help you form a proactive partnership with your employer to include helping with regulatory requirements, benefits review, and education for employers in working with veterans. They even have a program where veterans can nominate their employer for nationally recognized awards.

Summary

I was very proud to serve my company as an actively serving veteran. Our mutually supporting partnership, however, did not happen on accident. I exercised transparency, openly communicated, and connected my HR team with ESGR very early in my career. In turn, my employer demonstrated support and benefits to such an extent that I felt my service was complimentary to my professional career.

Recommendations:

- Don't hide your service or your service obligations
- Communicate early and often to include regular reminders
- Don't let concerns fester and give your leadership and HR team the opportunity to assist
- Attempt to build a partnership between your employer and ESGR so you have an avenue for support if a problem arises

"Green to Gold"

By Arnold Williams



I joined the Michigan Army National Guard at 19 years old. I served for 26 years before retiring in 2015. I had a great career in which I served in

many different units, in several Military Occupational Specialties (MOS), in both the enlisted and the commissioned ranks. My pathway from green to gold was somewhat unique and if I had to frame it, it would be more accurately framed as Green to Gold, then from Gold to Green, and then to Green to Gold again. But so as not to confuse the centerpiece of the conversation which is "Green to Gold" let me tell you what it meant to me.

I would have to say that for the most part you get an extremely well-rounded officer, when you go from the enlisted side to the commissioned side of the fence. When you have an opportunity to remember what life was back when you had no rank on your collar and no idea what you were supposed to do, other than what you were told. Slowly developing into a leader/Soldier as you promote through the ranks and eventually enter the sergeants' / non-commissioned officer (NCO) ranks. I remember not even thinking or wondering what it was like at the commissioned level. Officers were just that - a thought. I hardly saw them

during my day to day operations and they hardly saw me. I never thought that the job I was doing was in furtherance of the mission planned by the officers.

I remember being in the foxhole on "stand too" pulling 50/50 sleeping shifts while on post guarding for enemy attack during a field training exercise (FTX). I remember digging the foxhole and filling the sand bags. I remember being part of the recon team driving the company commander during advance party to identify and secure a defensible location for the company. I remember pulling Kitchen Patrol (KP) duty, and some genius deciding that beginning with the beginning of the alphabet to staff the detail, should be changed to beginning with the end of the alphabet to staff the KP detail. I hated KP. I always seemed to catch it coming out of the field going back to garrison, which is the worst.

I recall working outside of my MOS and being licensed on every piece of equipment that the unit had, to include immersion burners. When I made Sergeant, I was ecstatic. I remember being a brand new E-5; I told myself that I had to make sure that if I ever had a fire team or Soldiers under me that it would be my job to ensure they had all of the appropriate tools and training and that I had to take care of them. I took it seriously as my duty. I maintained a Soldiers book for each of my Soldiers, and I learned how to motivate constructively, and the disastrous effects of poor leadership and planning. I had the opportunity to truly develop as junior leader.

I actually do not recall the exact reason why I wanted to become an officer. I think that after I had about 60 hours of college credit, there was a presentation on Officer Candidate School. I did not know any officers personally, but the possibility piqued my interest. I made some further inquiries and determined that it was something that I wanted to do. Of the 26 years I served, I was enlisted for 13 years and commissioned for 13 years. I served in two combat deployments, numerous training exercises, and leadership courses. I learned how to plan, execute, and refine a mission. The time I served as an enlisted Soldier was important in my development as an officer.

I am currently a member of the Detroit Police Department, and where I have served for over 22 years.

Contracting Services

By Major Andrene Alexander

Contracting Officers are an essential group of specialized Soldiers in the US Army who have a fiduciary responsibility to be good stewards of taxpayers' dollars. We are business advisors who develop and prioritize requirements based off the operation, developing the best acquisition strategy to align with operational needs supporting the War-fighter. Often times these operations are joint, working with other Department of Defense branches and governmental agencies. Contract support further allows interoperability across all services, providing a more efficient and effective solution, allowing commander's to focus on their wartime functions. Contracting is a major source of combat power that is an integrated part of sustainment when conducting plans for major operations, humanitarian operations, training exercises, and the garrison environment. The Contracting Officer ensures that there's effective use of other governmental agencies such as DLA, GSA and LOGCAP when framing the contract support that's necessary depending on the phase of the operation and the operational environment.

Contractors accompanying the force are instrumental in the success of mission accomplishment. They provide essential base life support and logistic requirements, whose effects supports national interests and strategic objectives. Contractors bridge capability shortfalls within our formations and are often times a more expedited solution to support combat operations.

I have been deployed to several humanitarian, bilateral and contingency operations where contractors provided

essential services to sustain daily operations. Bilateral exercises in the Pacific Region are essential to building and strengthening US relations with our allies. Soldiers' Airmen and Marines conduct training exercises with the host nation military. Contracting with local vendors in these regions further stimulates the local economies and national interests by providing interpreter, transportation, catering, and port handling support to our troops. In a contingency environment these services are also procured along with other base life support facilitated through a Logistics Civil Augmentation Program (LOGCAP) contract. LOGCAP contracts are normally awarded when an operation is expected to go more than one year and considered to be enduring. These contracts last for several years and are best suited when number or personnel and duration is unknown. In addition to the aforementioned services, LOGCAP can also include the following services:

- **Power Generation:** Provide power to all living quarters, work facilities, generators, light sets, and other key infrastructure; determine backup priorities and maintenance of all equipment
- **HAZMAT:** Proper storage and disposal of hazardous waste



From left to right; SSG Henry Caldera, SSG William Maynard, MAJ Andrene Alexander, SSG Lucy Bonner, and SFC John McDonald. This was our last group photo before we headed back home from our deployment in Afghanistan.

- **Vector and Pest Management Services:** provide approved pesticides to eradicate vectors, eliminating dangerous infection and diseases
- **Water Production:** Ensure potable water is produced and stored in compliance with TB MED guidelines with sufficient back-up to sustain and preserve operations for three days at a minimum
- **Sewage and Waste Management:** Laundry Services: Ensure waste is picked up and eliminated from DFACs, living quarters, laundry, latrines and other facilities throughout the base; reduce waste to ash and dispose IAW applicable laws
- **Fire Fighting Services:** Maintain and inspect all fire-fighting equipment; provide all fire extinguishers, smoke detectors, carbon monoxide detectors to ensure safety of all personnel

“Contractors accompanying the force are instrumental in the success of mission accomplishment.”



Reverse Osmosis Water Purification Unit (ROWPU) Service Contract



Cargo Transport Contract Services



Waste Water Treatment Plant Services Contract



Medical Suturing with contracted pig parts for bilateral training exercise



Vehicle Transport Services Contract



Thanksgiving Day at the DFAC in a deployed environment



Troop Transportation Contract Services



Medical Sterilization Equipment Contract



Thanksgiving Day at the DFAC in a deployed environment

ELDRS New Disability Rights Committee

By Christine Caswell



Christine Caswell, Caswell Law PLLC
Chair of the Elder Law & Disability
Rights Section
christine@caswellpllc.com

My father went blind at four and a half and later developed paranoid schizophrenia. My mother was legally blind. Because there was no ADA when I was growing up, they both had very limited options.

While we now have the ADA, there are still major hurdles for those with disabilities. The Elder Law & Disability Rights Section (ELDRS) of the State Bar of Michigan has branched out

to focus specifically on those issues. With the creation of the Disability Rights Committee, which is chaired by ICBA member Nadia Vann, we have addressed access issues, are currently working on what has been referred to as the “hamster wheel” where ALJ decisions approving services are then ignored by government agencies, and have partnered with other organizations, such as Disability Rights Michigan, the Michigan Federation for the Blind, and the Mental Health Association in Michigan.

Previously, when it came to disabilities, ELDRS focused mainly on special needs trusts, Medicaid issues, and guardianships and conservatorships, which are still huge parts of our mission. However, once the Disability Rights Committee was formed in 2019, we learned our own section members were dealing with access issues in government buildings, including courts and bathrooms. We were working specifically with the Coleman A. Young Municipal Center when the pandemic

struck. However, we hope to resume that work soon. In addition to helping those needing public benefits, we want to address broader issues under disability rights.

The committee continues to learn about the myriad of legal issues in this area. We would welcome assistance and insight from attorneys who practice in disability rights. For more information, please feel free to contact me.

About the author: Christine Caswell, of Caswell Law PLLC in Lansing, was appointed as chair of the Elder Law & Disability Rights Section (ELDRS) of the State Bar of Michigan on October 8. Caswell, who has been on the ELDRS Council for eight years, mainly practices as a professional fiduciary but also does estate planning with a focus on special needs and Medicaid planning.

All opinions are those of the author and do not represent official positions of the Elder Law & Disability Rights Section or the State Bar of Michigan.

Food Insecurity

By Mike Farrell

Food insecurity is the stark reality for thousands in Lansing, Ingham County and other nearby mid-Michigan counties. Too little to eat, too often, for too many.

Our unemployment rate approaches 9%. Of the 1.3 million jobs lost in Michigan when Covid-19 hit, only about 1 million of the jobs have been recovered, leaving a glaring gap of over 300,000 jobs lost - over 300,000 Michigan residents out of work.

Lost work and lost wages mean that putting food on the table for children, family members and vulnerable citizens becomes an even steeper, uphill climb for those families.

While all segments of the local economies have been hit hard, low wage, low skilled, part-time and hourly workers have absorbed the brunt of the pandemic. As we, and as they know all too well, their jobs do not fit into a format for working virtually.

More often than not, many of those who have been laid off or furloughed or whose hours have been cut and, consequently, their ability to purchase food for their families has been reduced, are single parents trying hard to raise a family. Clerks, fast food and restaurant employees, unskilled workers are just several sectors which have been hit hard.

“Meal Pickup” postings on signs in front of many, many area school buildings have become commonplace since March as schools shuttered due to the pandemic. Those notices continue as many students remain isolated at home, unable to access meals previously provided at school under various federal food assistance programs.

While there are no billboards or neon signs declaring its presence, poverty is here. Big-time. In virtually every school district in the Greater Lansing area and mid-Michigan counties, children of significant numbers of families qualify for “free or reduced lunch” under the

federal School Lunch Program. How is eligibility determined? Federal poverty guidelines. Those families are not focused on 401Ks, IRAs or Roth plans. While such food assistance programs address a need, a significant void in ensuring that children and others receive adequate food and nutrition remains.

If you are able to join the effort to combat hunger in our communities, please forward your financial contribution to the Greater Lansing Food Bank, P O Box 16224, Lansing. MI 48901.

The direct link below has been inserted for your convenience.

<https://interland3.donorperfect.net/weblink/weblink.aspx?name=E344133&id=13>

Thank you for your generosity.



ICBA-YLS

Featured Young Lawyer:

Bob Wood



Bob Wood

rwood@willinghamcote.com

Bob practices insurance law at Willingham & Cote', P.C. where he represents insurance companies by defending against disputed policyholders' claims. His practice involves mainly first party no-fault insurance personal injury protection (PIP) benefits. Prior to joining Willingham & Cote', P.C., Bob worked at a Detroit/Grand Rapids plaintiffs' firm for three years where he litigated cases statewide. Bob is a graduate of Michigan State University (B.A. in Accounting) and Cooley Law School, where he was an Honors Scholarship Recipient. Bob is

from Bath and now lives in East Lansing with his wife and golden doodle puppy.

Where do you work and what do you do there?

I am an associate attorney at Willingham & Cote' where I am in the insurance defense practice group. I handle a variety of different insurance defense cases involving both first and third party claims through all phases of litigation.

Where did you go to school?

I have a BA in accounting from Michigan State and a JD from Cooley Law School. I also graduated from Bath High School.

When were you admitted to practice in Michigan?

2015.

Why did you go into the legal field?

I wanted to do something that had a wide variety of applications and the law encompasses almost every area of life.

What advice do you have for those considering law school?

It's a marathon not a sprint. The legal landscape is also rapidly changing so it is important to be adaptable. The bar exam I took is likely not to be the bar exam you will take.

If you weren't a lawyer, what would you do?

I'd probably go into landscaping.

Where did you grow up?

I'm from Bath.

Who is your biggest role model and why?

My parents. They both have a strong work ethic and are down to earth. They also value education and educational pursuits.

What do you do in your free time?

I enjoy reading, outdoor activities and interacting with the dog. I'm getting married in October so I've been spending a lot of time lately assisting with wedding planning.

Do you have any pets? If so, tell us about them.

Yes! I have a one-year old golden doodle named Hester. She demands all of the attention and I spend a large amount of my free time spoiling the dog.



Section Chair Spotlight:

Chad Karsten



Chad Karsten assists Fahey Schultz Burzych Rhodes' growing Municipal and Labor and Employment practice groups. He particularly focuses on the representation of municipalities in labor and employment matters, from negotiating collective bargaining agreements to assisting in the handling of employee disciplinary matters. The rules and regulations that surround public sector labor and employment issues can be complex. Focusing on forward-thinking measures that prevent labor and employment issues from arising in the first place is essential. Chad regularly evaluates the employment practices of municipalities by working closely with elected public officials and by reviewing the effectiveness of employee handbooks and personnel policies to make sure that they are in compliance with current labor laws.

When labor and employment situations arise, Chad is dedicated to finding workable solutions to issues and informing clients of their best options for moving forward. When the need arises, Chad is there to vigorously represent his clients and fight for their best interests, whether it be in arbitration, negotiation, mediation, or even litigation.

Chad joined Fahey Schultz Burzych Rhodes in 2017 as a law clerk before becoming an associate attorney with FSBP in November of 2019. Chad has a history of a strong work ethic, graduating summa cum laude with a Juris Doctor Degree and graduating in the top 6% of his class at MSU College of Law. While in law school, Chad was an extern at the Michigan Supreme Court Judicial Institute.

When Chad isn't at the office, he enjoys spending time with his fiancée, Brooklyn, playing golf and watching football.

Where are you originally from?

- Rogers City, Michigan

What was your motivation for becoming a lawyer?

- To be in a position to use knowledge and specialized skill to help others resolve difficult problems or to prevent those problems from arising in the first place.

What is your educational background?

- Bachelor's Degree in Political Science from Grand Valley State University, *magna cum laude*
- J.D. from Michigan State University College of Law, *summa cum laude*.

How long have you been with your current firm and what is the nature of your practice?

- Law Clerk from October 2017-July 2019, Associate Attorney from August 2019- present
- My practice mostly involves representation of municipalities in labor and employment matters.

What are some of the greatest challenges/rewards in your area of practice?

- One of the greatest challenges is the personal nature of labor and employment law. Someone's employment is one of the defining characteristics of their life, and conflict at work becomes emotional very easily.
- One of the greatest rewards is the impact that working with municipalities can have. Positive labor relations in the public sector means a happier and more efficient workforce, which translates into better service for the residents of these municipalities.

Describe some of the most significant accomplishments of your career:

- I'm still very early in my career, but had the pleasure of serving as second chair in the successful defense of both a grievance arbitration and an unfair labor practice charge.
- As a first-year associate, I was also asked to mentor one of my firm's summer associates, and I took great pride in helping her navigate the firm and the labor and employment practice area.

How did you become involved with the Ingham County Bar?

- It was recommended by a partner at my firm that I get involved to better understand the experience of others in this practice and in this geographic area.

What do you feel ICBA provides to Michigan lawyers?

- Regardless of which side one practices in, every attorney practicing in Ingham County has certain shared experiences and comes into contact with many of the same important players. Having a resource like this geared towards the experience of attorneys in this area is invaluable to share those experiences and to interact with those common players.

What do you feel the greatest benefit has been to you in becoming involved with the Bar?

- I'm new to the bar but I'm confident there will be great benefit in getting to know those outside my firm and to understand a more diverse set of viewpoints than those I encounter in my daily practice.

Why would you encourage others to become involved with the Bar?

- Again, with the shared experiences and common connections of attorneys in the Greater Lansing area, it is invaluable to come together with other practitioners to share knowledge, network, and build social connections that otherwise may not be possible.

What are some of your hobbies and interests outside of work?

- Outside of work I'm an avid football fan who has been saddled with the lifelong disappointment that comes with rooting for the Detroit Lions. I also enjoy all manner of trivia competitions.

Lawyer Referral Application

Please take note that the Ingham County Bar Association does not do Lawyer Referrals. If you need to use this service provided by the State Bar of Michigan, please call them at **(800) 968-0738** between the hours of 9:00 a.m. and 5:00 p.m., Monday through Friday, to speak with a lawyer referral representative or you can use the links below.

- [Lawyer Referral and Information Service Registration Form](#)
- [LRIS Quick Reference Guide](#)
- [Become a Lawyer Referral Service Panel Member](#)



Remembering Philip James Rosewarne



Rosewarne, Philip James 8/20/1935 - 10/25/2020 Ann Arbor, MI Philip James (Phil) Rosewarne passed away on Sunday, October 25th, 2020, in Ann Arbor, MI of Lewy Body disease. Phil was born in Grand Rapids, Michigan and graduated from the University of Michigan with degrees in Engineering, Math, and Law. He practiced law at private firms prior to joining the State of Michigan Attorney General while raising his family. Later in his career, he met his wife, Betty, who was by his side caring for him until the end. He will be remembered for his warmth and humility, and his ability to see and appreciate the value in others. As a boy, Phil developed a lifelong

love for Michigan's lakes, paddling the entire Antrim chain of lakes, and hitting the Lake Michigan beaches. As a young man, he was an avid sailor, and in retirement, he lived for much of the year on Lake Michigan with Betty, continuing to regularly take a running plunge into Lake Michigan until he could no longer do so. He was an outdoors enthusiast, once sleeping outside in a snowstorm to test a new sleeping bag; he skied, ice skated, biked, hiked, and "jogged" before anyone else did, always in ancient, patched together clothing and equipment that he said, "worked just fine." He played tennis his entire life, and to the end was fixated on his never-ending quest to improve his serve. Some in Ann Arbor may remember him roaming Bird Hills Park-at times on his bike at his own peril-which he was able to do until the last year of his life. Phil is loved and remembered as an American original. He had eccentric ways of doing everything, from dressing, to cooking, to "organizing" his things. His gentle, self-effacing sense of humor complemented his eccentricity: Instead of trying to change or explain himself, he just

shrugged his shoulders and laughed. He was also open minded, and innately drawn to people who were different from himself, and loved prowling Ann Arbor for new acquaintances. Above all else, Phil was curious. Everyone he met was "fascinating." He read, ruminated, and wanted to discuss his latest interests in great detail. He didn't like leaving any conversation topic behind. It was impossible to bore him, and he was never boring. He is survived by his wife, Elizabeth (Betty) Schwartz; his children, Amy, Stephen, and Brian, and his former wife, Anne; and his stepchildren, Michael, Annie, and Ruthie; along with a long list of grandchildren, all of whom will miss him greatly. He was preceded in passing by his daughter, Katherine. Phil offered the best of himself in the most open, simple ways. He loved and respected his family and friends, especially those who have struggled, for their own qualities, whatever they might be. In particular, he was devoted to Betty and was especially proud of her professional and artistic success. We will all miss his sweetness, his wit, and his light touch.

ICBA BRIEFS July 2020-June 2021

Committee appoints Associate Editors for the new fiscal year

November



Deadline: October 15th

Theme: Veterans

Associate Editor:

Takura Nyamfukudza

Phone: 517.885.3305

Fax: 517.885.3363

Email: takura@cndefenders.com

July



Deadline: June 15th

Theme: Power Couples

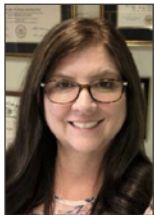
Associate Editors:

Dakota Larson

Phone: 623.210.2232

Email: dakota.a.larson@gmail.com

January



Deadline: December 15th

Theme: State Appellate

Defenders Offices

Associate Editors:

Tina Olson

Phone: 517.334.6069

Email: tolson@sado.org



Fred Baker

Phone: 517.318.6190

Email: fmbjrpllc@outlook.com

September



Deadline: August 15th

Theme: County Judicial Clerks

Associate Editor:

Larisa Zubac

Phone: 517.483.6500

Email: lzubac@ingham.org

May



Deadline: April 15th

Theme: Prosecutors

Associate Editor:

Mike Nichols

Phone: 517.432.9000

Fax: 517.203-4448

Email: mnichols@nicholslaw.net

ICBA Veterans

Hon. Rosemarie E. Aquilina, 30th Circuit Court,

Michigan Army National Guard

William H. Archer, Army and National Guard

Gary P. Bauer, The Wallace Firm, Air Force

Karl A. H. Bohnhoff, Army

Jay E. Brant, Army

El Juez Thomas Leo Brown, Ret., U.S. Navy

Michael E. Cavanaugh, Fraser Trebilcock, Army & MI National Guard

Russel Allen Church, Ingham County Office of the Public Defender,

Army & Reserves

Edward F. Cook, Edward F. Cook & Associates Inc, National Guard

Alphonse B. Dalimonte, The Senior Citizens' Law Center PLC,
US Army- first armored division

James F. Dunn, Jr, James Dunn PLLC, Army

George M. Elworth, Assistant Attorney General, US Army Reserve

Lawrence J. Emery, Lawrence J. Emery PC, Army

H. Derrick Etheridge, Law Offices of Derrick Etheridge PLLC,
U.S. Army

Richard A. Foster, Foster & Harmon PC, Army

William B. Hankins, Jr., Hankins Law Offices, US Army Infantry

Donald A. Hines, Fraser Trebilcock, Navy

Daniel J. Hude, Michigan Department of Attorney General, Army

Dr. Clark C. Johnson, Michigan State University College of Law,
Navy

James E. Lozier, Army Reserves

Jonathan E. Maire, Navy

Daniel C. Matson, U.S. Navy Reserves

Paul V. McCord, Fraser Trebilcock, U.S. Navy

Brigadier General Michael C. McDaniel, Ret., WMU Cooley
Law School, Army National Guard

Hon. David W. McKeague, US Court of Appeals 6th Circuit,
Army Reserves

Ronald G. Morgan, Army

Tim D Norris, Norris Murray & Peloquin LLC, Marines

John L. Noud, Noud & Noud PLC, U.S. Army

Takura N. Nyamfukudza, Chartier & Nyamfukudza PLC, Army

Charles A. Palmer, Army National Guard

Charles Parker, Army

William R. Ralls, William R. Ralls PC, Army

Larry A. Salstrom, Knaggs Brake PC, Army

Kenneth I. Smith, Kenneth I. Smith & Associates, Marines
Reserve

Webb A. Smith, Foster Swift Collins Smith PC, Army

Matthew T. Smith, Clark Hill PLC, Marines

Alan Vieth Stuart, Alan Stuart, Esq., Attorney at Law, Army

Jerry G. Sutton, Sutton Advisors PLC, Army

John L. Thurber, MDOC Division, Navy Reserve

Ronald J. Trosty, Army

Hon. William C. Whitbeck, Retired, Army Reserves

William S Wilkinson, USAF

Col. John J. Wojcik, National Guard, National Guard

Press Release

Fraser Trebilcock Welcomes Klint Kesto, Former State Legislator & Wayne County Assistant Prosecuting Attorney



Klint Kesto

kkesto@fraserlawfirm.com

Lansing, MI – Fraser Trebilcock is excited to welcome attorney Klint Kesto to the firm, where he will work primarily in the Lansing office focusing on litigation and general business law.

Immediately prior to joining the firm, Klint worked for his own law firm, where he handled general civil and criminal matters, and also had a government consulting practice. After winning the November 2012 election,

Klint was recognized by the Chaldean American Bar Association as the first Chaldean elected to the Michigan House of Representatives. Through his three terms, Klint served on several House committees, working tirelessly for the betterment of his constituents and the people of Michigan. He was appointed Chair of the House Committee on Judiciary during the 2015-2016 term, Charman of the House Committee on Law & Justice for the 2017-2018 term, and served as Co-Chair for the C.A.R.E.S. Task Force. In 2018, Klint was recognized as the "Legislator of the Year" by MIRS, and recognized by MADD as a three-time "Legislator of the Year."

Earlier in his career, Klint worked for the Wayne County Prosecutor's Office as an assistant prosecuting attorney, the U.S. Department of Energy, and the U.S. Department of Justice. Klint graduated from Wayne State Law School, and also has a bachelor's degree in political

FraserTrebilcock LAWYERS		
124 W. Allegan St. Suite 1000 Lansing, MI 48933 (517) 482-5800	One Woodward Ave. Suite 1550 Detroit, MI 48226 (313) 237-7300	125 Ottawa Ave NW Suite 153 Grand Rapids, MI 49503 (616) 301-0800

science from the University of Michigan. He is an active member of the Chaldean American Chamber of Commerce, the Chaldean Bar Association, the Small Business Association of Michigan, and serves as the Legislative Co-Chair for the Oakland County Bar Association.

"Klint's extensive experience and proven track record of success in his previous endeavors make this a great addition, and we are excited to have him join the firm," said Michael H. Perry, Fraser Trebilcock's President.

Since 1883, Fraser Trebilcock has been providing preeminent legal services and representation to small and large businesses, individuals, governmental entities, and associations. Through its association with SCG Legal, Fraser Trebilcock has access to a global network of independent law firms. More information is available at fraserlawfirm.com | scglegal.com.



PEOPLE'S LAW SCHOOL

FREE
VIRTUAL EVENT

Join the **Michigan Association for Justice** and **Sinas Dramis Law Firm** to *Learn the Law!* This multi-week, virtual event is free and open to anyone interested in learning about the law. Sessions will be held on Tuesday* evenings from 7-8 PM, followed by a 15 minute Q&A time. Presenters include some of Michigan's most reputable legal leaders discussing a range of current legal concerns and topics.

2020 SPEAKER AND TOPIC LINEUP

Sept. 29	<i>Distracted Driving & Pedestrian/Bicycle Law</i>	Bryan Waldman Sinas Dramis Law Firm
Oct. 6	<i>Employment Survival Guide: COVID-19 & Beyond</i>	Marla Linderman Linderman Law
Oct. 13	<i>Silver Tsunami: Issues Affecting the Elderly</i>	Hon. Curtis J. Bell Kalamazoo Probate Court
Oct. 20	<i>New Auto No-Fault Law</i>	Stephen Sinas Sinas Dramis Law Firm
Oct. 27	<i>Landlord/Tenant Rights During a Pandemic</i>	Karen Tjapkes Legal Aid of West Michigan
Nov. 10	<i>Fire & Explosion Cases</i>	Steve Weston Sinas Dramis Law Firm
Nov. 17	<i>Your Right to Protest</i>	Cynthia Heenan Constitution Litigation Associates

*We will not be holding People's Law School on Tuesday, November 3 in an effort to encourage everyone to **GO VOTE!**

REGISTER TODAY AT
michiganjustice.org/pls

Hosted By:



Media Partner:



Press Release

Attorney George Sinas Recognized as Lansing's Only "Top 100 Lawyers" in Personal Injury Law by Super Lawyers



Laura Zemaitis, Marketing Assistant,
616-301-3333, laurazemaitis@sinasdramis.com



George Sinas
georgesinas@sinasdramis.com

LANSING, MICHIGAN – Super Lawyers, a national attorney rating service, recently released its annual listings for the state of Michigan. One of the most significant of its annual rankings, is the Super Lawyers list of "The Top 100 Lawyers in Michigan." George T. Sinas, Managing Partner of the Sinas Dramis Law Firm, was one of the attorneys that made this prestigious list. The significance of this recognition is further reflected by the fact that George was one of only five attorneys from the Greater Lansing area to make the Michigan Top 100 list. George was also the only personal injury attorney from the Greater Lansing area to be so designated.

In addition to his inclusion on the Super Lawyers Top 100 list, George, along with seven other attorneys from the Sinas Dramis Law Firm made the Super Lawyers list of Michigan's top Plaintiff personal injury attorneys. Those Sinas Dramis lawyers so designated were James Graves, Bryan Waldman, Stephen Sinas, Thomas Sinas, Brian McKenna, Steven Weston, and Kevin Komar. Furthermore, two Sinas Dramis attorneys, Joel Finnell and Catherine Tucker, were designated as "Rising Stars" by Super Lawyers.

To be recognized in a "Michigan Top Lawyers List," an attorney must receive the highest points during the nomination, research, and blue ribbon review process. This list is comprised of attorneys from all practice areas across the entire state of Michigan. Sinas has specialized in the areas of personal injury law, auto no-fault law, and wrongful death cases in Michigan since the onset of his distinguished career. Currently, he acts as Managing Partner at Sinas Dramis Law Firm, headquartered in Lansing, Michigan, and with four additional offices throughout the state. In 2018, George

received the Cline Schreier Award for Excellence from the State Bar of Michigan Negligence Law Council as well as the Thomas E. Brennan Lifetime Achievement Award from the Ingham County Bar Association. In 2014, he received the Champion of Justice award from the Michigan Association for Justice. Sinas is an undergraduate of the University of Michigan and obtained his juris doctor from Wayne State University. He also is an adjunct professor at Michigan State University College of Law where he teaches a course on Michigan's auto no-fault law and acts as Legal Counsel for the Coalition Protecting Auto No-Fault (CPAN).

Recognition by Super Lawyers is only granted to the top 5 percent of attorneys in over 70 practice areas around the state. The peer nomination and evaluation are combined with independent research that evaluates 12 indicators of professional achievement. Listed attorneys have the honor of being recognized by outside sources as credible legal counsel to the public.

Press Release

People's Law School

Resumes Virtually This Fall



Laura Zemaitis, Marketing Assistant,
517-394-7500, laurazemaitis@sinusdramis.com

LANSING, MI (September 21, 2020)

- People's Law School will resume in a virtual format this fall. Hosted by the Michigan Association for Justice and Sinas Dramis Law Firm, People's Law School consists of seven free educational courses hosted once a week to share important, timely legal topics and help the public understand their legal rights. These sessions will be held from 7:00 to 8:00 PM on Tuesday evenings beginning on Tuesday, September 29 and finishing on Tuesday, November 17, with a recess on Tuesday, November 3 for Election Day. People's Law School is free-of-charge and available to the public. Session presentations will be led by reputable Michigan legal leaders and will take place via Zoom.

Topics for 2020 have been developed around current legal issues that many are facing, such as challenges due to COVID-19, reforms to Michigan's auto insurance laws, and civil rights concerns, to name a few.

Registration for these sessions can be found at michiganjustice.org/pls.

The full schedule of session topics and presenters are as follows:

- **September 29:** Distracted Driving, Pedestrian and Bicycle Law – Presented by Bryan Waldman, Personal Injury Attorney at Sinas Dramis Law Firm in Lansing

- **October 6:** Employment Survival Guide, COVID-19 and Beyond – Presented by Marla Linderman, Employment Litigation Attorney at Linderman Law PLLC in Ann Arbor
- **October 13:** Silver Tsunami: Issues Impacting the Elderly – Presented by Honorary Judge Curtis J. Bell, Kalamazoo County Probate Court in Kalamazoo
- **October 20:** Auto No-Fault Reform – Presented by Steve Sinas, Personal Injury Attorney at Sinas Dramis Law Firm in Lansing
- **October 27:** Landlord-Tenant and Foreclosure Law – Presented by Karen Tjapkes, Appeals Attorney and Director of Strategic Litigation for Legal Aid of Western Michigan in Grand Rapids
- **November 3:** No Session Tonight – Please Vote!
- **November 10:** Fire & Explosion Cases – Presented by Steve Weston, Personal Injury Attorney at Sinas Dramis Law Firm in Kalamazoo
- **November 17:** Your Right to Protest – Presented by Cynthia Heenan, Civil Rights Lawyer at Constitutional Litigation Associates, P.C. in Detroit

Sinas Dramis Law Firm and the Michigan Association for Justice have long recognized the importance of citizens understanding their rights and the legal systems. With similar missions to empower communities with knowledge, Sinas Dramis and MAJ teamed up more than twenty years ago to launch People's Law School – an educational opportunity that is open to anyone wanting to learn more about the law. Over the years, the series has featured a vast range of topics and presenters, with hundreds of residents attending. This is the first year the series is going completely virtual – an exciting update to the event that will make it more accessible to residents across the state of Michigan. Sinas Dramis Law Firm and Michigan Association for Justice gladly partner this year with WLNS 6 to bring People's Law School to all of Michigan.

Press Release

Super Lawyers Recognizes 10 Sinas Dramis Law Firm Attorneys in 2020



Laura Zemaitis, Marketing Assistant,
616-301-3333, laurazemaitis@sinasdramis.com

MICHIGAN – Super Lawyers has included 10 attorneys from Sinas Dramis Law Firm on their 2020 lists. Of the 10 attorneys listed, 9 have been recognized in previous years. Attorney Kevin Komar is being included as a Super Lawyer for the first time in the area of Personal Injury General: Plaintiff.

Recognition by Super Lawyers is only granted to the top 5 percent of attorneys in over 70 practice areas around the state. The Rising Stars list recognizes

only the top 2.5 percent of attorneys aged 40 and under, or those who have been in practice for 10 years or less. The peer nomination and evaluation is combined with independent research that evaluates 12 indicators of professional achievement. Listed attorneys have the honor of being recognized by outside sources as credible legal counsel to the public.

Managing partner George Sinas is also being recognized in the Top 100

Michigan Super Lawyers in 2020. To be recognized in a Michigan Top Attorneys List, an attorney must receive the highest points during the selection process.

Lansing Personal Injury Attorney Kevin Komar is being included on the Super Lawyers list for the first time in 2020. Kevin has demonstrated exceptional client care and professional achievement in personal injury law, proving to be a valuable representative for Michigan's injured.

Sinas Dramis Law Firm is proud to recognize the following attorneys as **2020 Super Lawyers**:

George Sinas – Top 100 Personal Injury General: Plaintiff, Lansing

Jim Graves – Personal Injury General: Plaintiff, Lansing

Bryan Waldman – Personal Injury General: Plaintiff, Lansing

Steve Sinas – Personal Injury General: Plaintiff, Lansing

Tom Sinas – Personal Injury General: Plaintiff, Grand Rapids

Brian McKenna – Personal Injury General: Plaintiff, Metro-Detroit

Steve Weston – Personal Injury General: Plaintiff, Kalamazoo

Kevin Komar – Personal Injury General: Plaintiff, Lansing

Joel Finnell – Rising Star in Appellate, Lansing

Catherine Tucker – Rising Star in Personal Injury General: Plaintiff, Lansing

Press Release

Lansing Attorneys Selected

as 2020 Michigan Super Lawyers and “Rising Stars”

FOSTER SWIFT
FOSTER SWIFT COLLINS & SMITH PC || ATTORNEYS

Contact: Jacob Leuvoy | jleuvoy@fosterswift.com
313 S. Washington Square, Lansing, MI 48933 | 517.371.8125

Lansing, Mich. —Seven attorneys from the Lansing office of Foster Swift Collins & Smith, PC have been selected to the 2020 Michigan Super Lawyers list while two others have been selected as “Rising Stars.” Only five percent of the lawyers in Michigan are selected by Super Lawyers while the “Rising Stars” list recognizes no more than 2.5 percent of attorneys in each state.

2020 Michigan Super Lawyers

and their area(s) of practice for which they are listed:

Charles E. Barbieri	Environmental
Richard C. Kraus	Appellate
Scott L. Mandel	Business Litigation
Douglas A. Mielock	Estate & Probate
Patricia J. Scott	Civil Litigation: Plaintiff
Webb A. Smith	Business Litigation
Scott A. Storey	Energy & Resources

2020 “Rising Stars”

List and their area(s) of practice for which they are listed:

Zachary W. Behler	Business Litigation
Allison M. Collins	Insurance Coverage

Super Lawyers is a research-driven rating system of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement. Annual selections are made using a multiphase process that includes peer nominations, independent research by Super Lawyers and evaluations from a highly credentialed panel of attorneys.

To be eligible for inclusion in Rising Stars, a candidate must be either 40 years of age or younger, or been in practice for 10 years or less.

Since 1902, Foster Swift Collins & Smith, PC has provided comprehensive legal services to businesses, municipalities and individuals. The firm employs 100-plus attorneys and over 100 support staff in six locations; Lansing, Detroit, Southfield, Grand Rapids Holland and St. Joseph. For more information about the firm, its attorneys and to access recent publications, visit www.fosterswift.com.

Press Release

Former Michigan Court of Appeals

Chief Judge Henry Saad joins Plunkett Cooney



38505 Woodward Ave., Suite 100 | Bloomfield Hills, MI 48304
T: 248-901-4000 | F: 248-901-4040



BLOOMFIELD HILLS, MI
– October 23, 2020 – Plunkett Cooney, one of the oldest and largest law firms in the Midwest, has taken its appellate law practice to a new level with the addition of

retired Judge and former Chief Judge of the Michigan Court of Appeals, Henry W. Saad, as an of counsel attorney.

“We are extremely excited that Judge Saad has decided to join our already outstanding, nationally recognized appellate team,” said Plunkett Cooney President & CEO Thomas P. Vincent. “Judge Saad will share with our clients the expertise he has acquired from 40 years in practice, including 23 years as a member of the Michigan Court of Appeals.”

Saad works closely with clients and colleagues in Plunkett Cooney’s Appellate Law Practice Group to review and prepare complex and often high-profile appellate matters, including multi-district litigation and class actions. His expertise is particularly valuable with respect to issue spotting during the litigation process, creating trial and post-trial strategy and formulating persuasive appellate arguments.

In high stakes appellate litigation, Saad and the appellate team at Plunkett Cooney know that conducting mock oral argument is the best method for presenting a persuasive case and for anticipating tough questioning by appellate court judges. Plunkett Cooney’s appellate team is prepared to conduct mock oral argument in person and virtually in

order to best position complex cases for success.

“I have always loved appellate practice and held Plunkett Cooney and its impressive appellate lawyers in the highest regard,” said Saad, who authored more than 75 published majority appellate decisions. “In my experience, Plunkett Cooney appellate lawyers are the best at their profession. I’m thrilled to be working with them and look forward to helping the firm’s clients achieve successful appellate outcomes.”

Saad, who was appointed to the Michigan Court of Appeals by Gov. John Enger in 1994, retired from the bench in 2017, re-entering private practice with Young & Associates. Prior to becoming a judge, he worked for 20 years at the law firm of Dickson Wright. Saad also has the distinction of having been nominated by President George H.W. Bush to the U.S. District Court for the Eastern District of Michigan and by President George W. Bush to the U.S. Court of Appeals for the Sixth Circuit.

In addition to his public service, Saad has been involved for many years with several charitable and community organizations, including Detroit Public Television, Michigan Heart Association, McLaren Macomb Hospital and Brother Rice High School, where he served as Chair of the Board of Trustees.

Saad graduated with honors from Wayne State University Business School in 1971 and from Wayne State University Law School, *magna cum laude*, in 1974. He is the recipient of numerous honors and awards, including the Special Order of the Coif, the Salute to Justice John O’Brien Award and

the Civic and Humanitarian Award presented by the Arab-American and Chaldean Council.

Plunkett Cooney is one of only a few Midwest law firms with a dedicated team of appellate attorneys. The members of the Appellate Law Practice Group are responsible for over 1,500 cases decided by state and federal appellate courts, including all Michigan appellate courts, the Ohio Supreme Court, the Indiana appellate courts, the California Court of Appeals, and numerous federal circuit courts of appeal. Plunkett Cooney appellate attorneys are routinely retained to handle cutting edge appeals involving issues of first impression or to seek reversal of large adverse judgments. They have also prepared numerous *amicus curiae* briefs on behalf of firm clients for filing in state and federal courts.

Established in 1913, Plunkett Cooney is a leading provider of business and litigation services to clients in the private and public sectors. The firm employs approximately 150 attorneys in seven Michigan cities, Chicago, Illinois, Indianapolis, Indiana and Columbus, Ohio. Plunkett Cooney has achieved the highest rating (AV) awarded by Martindale-Hubbell, a leading, international directory of law firms. The firm was also selected by Crain’s Detroit Business as its inaugural Law Firm of the Year.

For more information about Judge Henry Saad joining Plunkett Cooney’s Appellate Law Practice Group, contact the firm’s Director of Marketing and Business Development, John Cornwell, at (248) 901-4008; jcornwell@plunkettcooney.com.

Press Release

Loomis, Ewert, Parsley, Davis & Gotting P.C.

is pleased to announce the addition of

Amia A. Banks and Gabrielle C. Lawrence to their firm.



Ms. Banks joined the firm in March of 2020 as an associate attorney, specializing in estate planning, corporate law, and regulatory matters. Ms. Banks earned her law degree from Thomas M. Cooley Law School and is licensed to practice law in the State of Michigan.

Amia A. Banks
aabanks@loomislaw.com

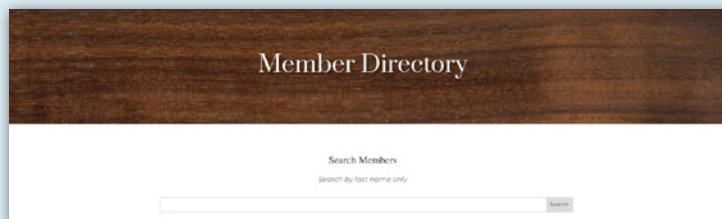


Ms. Lawrence joined the firm in July of 2020. She earned her law degree from Thomas M. Cooley Law School; she has been practicing law for 7 years and is licensed in the State of Michigan. She specializes in estate planning, probate, trust administration, and elder law.

Gabrielle C. Lawrence
gclawrence@loomislaw.com

ICBA MEMBER DIRECTORY

Are you listed in the
[online member directory?](#)



Press Release

Fraser Trebilcock Shareholder

Brian T. Gallagher Elected Secretary of the Taxation
Section Council of the State Bar of Michigan



Brian T. Gallagher
bgallagher@fraserlawfirm.com

Lansing, MI – Fraser Trebilcock is excited to announce that Shareholder Brian T. Gallagher was recently elected Secretary of the Taxation Section Council of the State Bar of Michigan.

Since 2017, Brian has been an active member of the Council, serving in various roles, including most recently as the Chair of the Section's 2020 Annual Tax Conference (which was ultimately cancelled due to COVID-19). Prior to being elevated to Council, Brian served two years as the Chair of the Tax Section's Employee Benefits Committee.

Brian is the current Co-Chair of the firm's Employee Benefits practice. He was named as a 'Rising Star in Michigan' by *Super Lawyers* for Employee Benefits in 2014, 2017, 2018, 2019, and 2020. Brian is also very



124 W. Allegan St.
Suite 1000
Lansing, MI 48933
(517) 482-5800

One Woodward Ave.
Suite 1550
Detroit, MI 48226
(313) 237-7300

125 Ottawa Ave NW
Suite 153
Grand Rapids, MI 49503
(616) 301-0800

engaged in the local Lansing community, having served on the boards of numerous local nonprofits. "I am honored to have been elected as an Officer of the Tax Section Council, and I look forward to working with my colleagues to build off of the proud tradition of the Tax Section with innovative initiatives that respond to this new environment we're all living in," said Brian.

Since 1883, Fraser Trebilcock has been providing preeminent legal services and representation to small and large businesses, individuals, governmental entities, and associations. Through its association with SCG Legal, Fraser Trebilcock has access to a global network of independent law firms. More information is available at fraserlawfirm.com | scglegal.com.

**OFFICERS**

Andrew R. Bouck, President
Ingham County Undersheriff

John Hays, Vice President
JSG Monitoring

Ryan Larson, Secretary
LAFCU

Sherrie Blankenship, Treasurer
Maner Costerisan

MAILING ADDRESS

Andrew R. Bouck
c/o Maner Costerisan
2425 East Grand River Ave., Suite 1
Lansing, MI 48912
(517) 676-8201

DONATION ADDRESS

Sherrie Blankenship, CPA
Maner Costerisan
2425 East Grand River Ave., Suite 1
Lansing, MI 48912
(517) 886-9509

EXECUTIVE DIRECTOR

Jerre Cory

BOARD OF DIRECTORS

Jacquelyn Dupler
Sinus Dramis Law Firm

Robert Easterly
Foster Swift Collins & Smith, PC

Michael Green

Kimberly Hafley
Foster Swift Collins & Smith, PC

Haleigh Krombeen
Michigan Credit Union League & Affiliates

Nicole Matusko
Ingham County Prosecutor's Office

Brett Ramsden
Lansing Township Police Department

Brenda Rayle
Reality Counseling Services

Richard Snider
Michigan State University

Linda Vail
Ingham County Health Department

Brooke VanBuren-Hay, PhD
Cognitive Consultants, LLC

Thomas Woods
Attorney

EX-OFFICIO DIRECTORS

Hon. Louise Alderson
54A District Court

Hon. Donald Allen, Jr.
55th District Court

Hon. Shauna Dunnings
30th Circuit Court

Hon. Andrea Larkin
54B District Court

Hon. Janelle Lawless
30th Circuit Court

Jesse Besonen
55th District Court

Janice Dooley
30th Circuit Court

Mary Ferranti
30th Circuit Court

Amy Iseler
54B District Court

Scott LeRoy
30th Circuit Court

Christine Sayers
55th District Court

Da'Neese Wells
55th District Court

October 15, 2020 – For Immediate Release

VIDEOS REPLACE BREAKFAST TO RAISE FUNDS FOR INGHAM COUNTY TREATMENT COURTS FOUNDATION

LANSING – For the past 11 years the last Friday in October has been the Ingham County Treatment Courts Foundation's (ICTCF) annual fundraising breakfast. Unfortunately, this year COVID has prohibited the breakfast where graduates of the program were celebrated and the ICTCF raised most of its money to help program participants throughout the year.

This is unfortunate as the Ingham County recovery community has been negatively impacted by the COVID-19 virus. The National Alliance on Mental Illness (NAMI) reports the relapse rate for individuals during our current pandemic is 30%. "Our mission is to help support these individuals maintain sobriety as they face life's challenges – especially during COVID," says Linda Vail, ICTCF Board member and Ingham County Health Officer.

"ICTCF has the important job of supporting these vulnerable citizens in the trifecta of stressful situations – maintaining sobriety, learning healthy coping skills while avoiding coronavirus in one of the nation's most challenging socio-economic times," says Jerre Cory, ICTCF Executive Director. "The courts are open and are continuing to provide incredible and creative services to individuals enrolled in the Ingham County treatment courts programs. Every contribution goes to helping an individual deal with unexpected expenses that may challenge their sobriety. Every donation makes a real difference in someone's life."

Unable to hold its fundraising breakfast, the ICTCF quickly pivoted its focus on its new website and social media to share information, including a series of videos from Dr. Drew and local MSU celebrities including former MSU Basketball players Matt McQuaid and Kyle Ahrens to help with this year's fundraising campaign. To view the videos visit www.inghamsobriety.com or www.facebook.com/inghamsobriety

ICTCF is a 501(c)(3) organization where every contribution ICTCF receives helps our treatment courts provide recovery services and save lives. These courts have made a tremendous difference over the last 11 years recording over 1,000 graduates. Most graduates credit the program for keeping them alive, allowing them to have positive relationships with their families and be contributing members to the community.

Former MSU basketball players Kyle Ahrens and Matt McQuaid discussing the Foundation's efforts. Kyle Ahrens: <https://drive.google.com/file/d/1cOr8Nu2BYFbA58xTr-svQHgmX51cd2JJ/view?usp=sharing>

Matt McQuaid: <https://drive.google.com/file/d/1YUqldPXyfpVrrk8KCZBwXnwXoDadPkus/view?usp=sharing>

For more information on the positive impact of the ICTCF, visit its website at www.inghamsobriety.com.

Contact: Jerre Cory
Executive Director ICTCF
jerrecory@ymail.com
517.285.9359



Criminal Defense Law Section

The Criminal Defense Law Section is comprised of criminal defense attorneys who defend people accused of committing crimes. The Section is dedicated to sharing knowledge related to emerging and important topics specific to criminal defense. The Section is also committed to offering opportunities for attorneys to hone critical skills needed to defend those accused by the government.

If you are looking for a way to learn about the latest in forensics or practice your evidentiary knowledge, they you'll want to join this section. The Section meets at the State Bar of Michigan, 306

Townsend St., Rooms 1 and 2, in Lansing.

If you have suggestions for future topics, please contact Section Co-Chairs Mary Chartier, Takura Nyamfukudza or Christopher Wickman.

Upcoming Meetings: TBA

There is no cost to attend meetings. Speakers and topics will be announced. To RSVP for the Criminal Defense Law Section meetings, email Chris Wickman at cwickman@nicholslaw.net.

Employment and Labor Law Section

The Employment and Labor Law Section holds its meetings from noon to 1 p.m. each month at WMU-Cooley Law School, 300 S. Capitol Ave., Room 911, in downtown Lansing.

Section Co-Chair is John Maise. Contact John if you have ideas for topics and speakers.

Stay tuned for an updated schedule of events.

Upcoming Meetings: TBA

If you have questions about Section meetings, please email John at jmaise@whiteschneider.com.

Family Law Section

The Family Law Section meets on the second Wednesday of the month from noon to 1 p.m. in Rooms 1 and 2 of the State Bar of Michigan Building, 306 Townsend St., in Lansing. Lunch is provided.

Section Co-Chairs are Brooke VanBuren-Hay, Jennipher Martinez and Erica Terranova.

Upcoming Meetings:

- TBA

If you have suggestions for meeting topics, want to sponsor a lunch or just have general questions, please email erica@baileyterranova.com.

Paralegal/Legal Assistant Section

The Paralegal/Legal Assistant Section offers free networking and educational events for legal staff in Ingham County. Meetings are held the third Wednesday of each month at the State Bar of Michigan Building, 306 Townsend St., in Lansing.

Section Co-Chairs are Elizabeth Cary, a Paralegal at Chartier & Nyamfukudza, PLC, and Heidi Pierce, a Paralegal at Fraser Trebilcock.

Upcoming Meetings:

- TBA

If you have questions or would like to learn more about the Section, contact Elizabeth at lizzy@cndefenders.com.



Probate and Trust Section

The Probate and Trust Section holds its meetings the third Tuesday of each month from noon to 1 p.m. at WMU-Cooley Law School, Room 911, 300 S. Capitol Ave. in Lansing.

Section Co-Chairs are Sally Babbitt and April Alleman. If you plan to attend a meeting, please RSVP to April Alleman at april@crenshawpeterson.com.

Upcoming Meetings:

- TBA

Join The Section's Facebook Page

The Probate and Trust Section has a group Facebook page: [ICBA Probate & Trust Law Section](#). The Section encourages members to join the group. As a way to streamline RSVPs and minimize emails, you can RSVP for the Section meetings via this Facebook page. (Please let us know if you are not on Facebook.)

Lunch Sponsors

The sponsored lunches have been a very popular replacement for the brown bag lunches of old. The Section would like to continue the sponsored lunches. If you are interested in sponsoring a ¼ (\$100), a ½ (\$200) or full (\$400) lunch, please call Sally Babbitt at 517-507-3306 or email sally@sallybabbittlaw.com.

Real Estate Section

The Real Estate Section holds its meetings at WMU-Cooley Law School, Room 911, 300 S. Capitol Ave. in downtown Lansing.

Section Co-Chairs are Bill Tomblin and Christopher Patterson.

Upcoming Meetings:

- TBA

Lunch is served at meetings. Upcoming speakers and topics will be announced. Member input is always appreciated. If you plan to attend a meeting, please RSVP to Bill Tomblin at Wdtomblaw@aol.com.

Bankruptcy Law Section

The Bankruptcy Law Section meets at noon on the fourth Thursday of each month at WMU-Cooley Law School, 300 S. Capitol Ave., Room 911, in downtown Lansing.

Upcoming Meetings:

- TBA

Please feel free to join the Bankruptcy Section for its monthly meetings. Contact Section Co-Chairs Patricia Scott or Norm Witte for details.

To RSVP for meetings, contact Patricia Scott at pscott@fosterswift.com.

BRIEFS Author Guidelines & Policies

IN GENERAL

Publication Schedule

BRIEFS is published by the Ingham County Bar Association six times a year (September, November, January, February, April and July).

Copy Deadline

Content submissions are due the 15th of the month for the following month's issue (e.g., deadline is March 15th for the April issue). Late submissions are accepted at the discretion of the editor.

BRIEFS Committee Meetings

A minimum of four committee meetings are held each fiscal year. Additional meetings are held, as necessary. To be added to the mailing list for meeting notices, email the editor at briefs@inghambar.org.

Author and Article Pictures

The preferred picture format is full-color .jpg (JPEG) files, 72 dpi or better. For head shots, the resolution should be high enough to be viewed clearly when approximating a 2" x 3" photo online. Please do not send thumbnail photos, as they will not be published.

Article Length and Format

Article length varies, so the following is only a guideline. Articles may be edited to fit a specific amount of space.

Raising the Bar

announcements: 100-200 words

Local legal events notices: 100-150 words

Columns: 300-500 words

Articles: 700-1,000 words

Submit articles in a Word .doc/.docx

Article Ideas

Writing an article for BRIEFS is an excellent way to publicize your expertise, and we encourage your submissions. Please send ideas for articles or completed articles to the editor, at briefs@inghambar.org. Within 24 hours, you will receive an email confirmation that your article was received.

Opinion Articles

Opinion articles selected for publication will be printed with a disclaimer noting that the viewpoints are that of the author and not of the Ingham County Bar Association. BRIEFS reserves the right to reject, edit or modify content submitted for publication.

Author Information

Along with your article, please include your full name, e-mail address and a short biography (2-3 sentences). Please also send a photo of yourself, preferably in .jpg (JPEG) format and in color, if possible.

MEMBER ANNOUNCEMENTS

News of career moves, presentations, honors, recognitions, etc. is published in the "Raising the Bar" section. We accept and publish announcements only for ICBA members.

BRIEFS does not accept or publish announcements based on peer recognition and review sites, such as Super Lawyers, Best Lawyers, Best Law Firms, etc.

BRIEFS does publish honors and awards given by legal publications such as Michigan Lawyers Weekly (i.e., Leaders in the Law) under the following conditions:

1. BRIEFS will only publish such announcements for ICBA members.
2. Announcements will appear only in Raising the Bar and are limited to 50-75 words.
3. Announcements must comply with any applicable copyright/trademark requirements of the publication.
4. ICBA takes no responsibility for the published announcement.

ADVERTISING

Details on display and classified advertising can be found [here](#).

ARCHIVED ISSUES

Past issues of BRIEFS can be found [here](#).

BRIEFS Advertising Contract, Rates & Policies



Thanks
for reading Briefs

BRIEFS

Feedback? briefs@inghambar.org

Next issue:

January 2021 featuring our
State Appellate Defenders Office

Happy Holidays!



[@inghamcountybarassociation](https://www.facebook.com/inghamcountybarassociation)



[@ICBALawyers](https://twitter.com/ICBALawyers)