

Western San Bernardino County Bar Association BAR BULLETIN

Volume XVI Issue 5

www.wsbcbba.org

May 2016



REMARKS FROM THE PRESIDENT'S DESK -

By: *Diane M. Hartog*

The minimum wage in California is \$10.00 per hour, effective January 1, 2016. This amount is greater than the Federal Minimum Wage.

In recent years, many cities and municipalities in California have set their own minimum wage. Here is a list of some of those cities:

- Berkeley: \$12.53
- Emeryville: \$12.25, increasing to \$13.00 (7-1-16), \$14.00 (7-1-17), \$15.00 (7-1-18), and \$16.00 (7-1-19)
- Los Angeles (city and county): businesses with 26 or more employees will be \$10.50 on July 1, 2016, with increases to \$12.00 (7-1-17), \$13.25 (7-1-18), \$14.25 (7-1-19) and \$15.00 (on 7-1-20). Businesses with 25 or fewer employees will be \$10.50 on July 1, 2017, with increases to \$12.00 (7-1-18), \$13.25 (7-1-19), \$14.25 (7-1-20) and \$15.00 (7-1-21).
- Mountain View: currently \$11.00 to increase to \$13.00 (1-1-17) and \$15.00 (1-1-18).
- Oakland: currently \$12.55 to be adjusted annually for inflation.
- Palo Alto: currently \$11.00 to be adjusted annually for inflation.
- Richmond: currently \$11.52 increasing to \$12.30 (1-1-17) and \$13.00 (1-1-18). Small business exemptions are available.
- Sacramento: will increase the minimum wage for businesses with 40 or more employees on January 1 2017 to \$10.50, with further increases in January 2018 (\$11.00), January 2019 (\$11.75) and January 2020 (\$12.50). Businesses with 39 or fewer employees will increase the minimum wage on January 1 2017 to \$10.50, with further increases in July 2018 (\$11.00), July 2019 (\$11.75) and July 2020 (\$12.50).

On March 28, 2016, Governor Brown approved California to increase its minimum wage to \$15.00 by 2022 as part of the national campaign to lift the "pay floor". "This plan raises the minimum wage in a careful and

responsible way and provides some flexibility if economic and budgetary conditions change", Brown said. He also said that it is his goal and moral responsibility to do what he can to make our society more harmonious, to make our social fabric tighter, closer and to work toward a solidarity that every day appears to become more distant". The governor can temporarily suspend the hikes in the event of poor economic conditions or a large budget deficit.

There is no lack of controversy here. For example, Assembly Republican leader Connie Conway is quoted as saying, "To cover the costs of this increase, employers will have to cut hours and hire fewer workers. Our state unemployment is still higher than the national average. The legislature should be taking steps to create more high-paying jobs, not penalizing the people who need the help the most".

The minimum wage in the United States is set by a network of federal, state and local statutes. Employees must be paid no less than the statutory minimum wage specified either through federal, state or local government. As of July 2015, the federal government mandates a nationwide minimum wage level of \$7.25 per hour. As of January 1, 2015, there were 29 states with a minimum wage higher than the federal minimum. In 1912, Massachusetts organized a commission to recommend non-compulsory minimum wages for women and children. Within eight years, at least 13 U.S. states and the District of Columbia passed minimum wage laws.

Continued on page 2

See April's new WSBBCBA Members on page 5.

Do not forget to vote for Jennifer Brooks' Lawyer of the Year and Legal Assistant of the Year on page 6.

Don't vote to the Robert Shouse Scholarship Fund on page 8.

See University of La Verne College of Law-American Bar Association Full Accrediation Celebration of April 28, 2016 on page 9.

SBCBA's 17th Annual Kaufman-Campbell Awards Banquet on page 10.

President's Remarks (Continued from page 1)

However, the Lochner era of the United States Supreme Court consistently invalidated compulsory minimum wage laws as unconstitutional, as it interfered with the ability of an employer to freely negotiate appropriate wage contracts with their employees.

The first attempt to establish a national minimum wage came in 1933, when a \$0.25 per hour standard was set as part of the National Industrial Recovery Act. However, in Schechter Poultry Corp. v. United States 1935 (295 U.S. 495), the United States Supreme Court declared the act unconstitutional and the minimum wage was abolished. The minimum wage was re-established in the United States in 1938, pursuant to the Fair Labor Standards Act, again at \$0.25 per hour (\$4.23 in 2015 dollars). In United States v. Darby Lumber Co. (1941), the Supreme Court upheld the Fair Labor Standards Act, holding that Congress had the power under the Commerce Clause to regulate employment conditions.

In an article written by Sarah Shemkus, Salary.com, she echoes many of the pro and con arguments I have been hearing from all sides. For example, I have heard many in my generation comment about their first jobs. For many of us, a minimum wage job was an entry level, temporary job, a stepping stone to a better job. According to Shemkus, for many American workers, minimum-wage employment was a temporary, teenage job, which usually involved bussing tables, answering phones or cleaning rooms. However, in 2011, 3.8 million American workers, mostly not in their teens, earned the federal minimum wage of \$7.25 per hour, or less, according to estimates by the U.S. Bureau of Labor Statistics.

The population of the United States, according to the census bureau as of April 26, 2016, is 323,687,784, so 3.8 million American workers do not sound like much. If you are one of the 3.8 million and you work full time and struggle just to put food on the table, the problem is monumental.

Recently, the debate has heated up and even become a platform for certain politicians about whether the government should raise the minimum wage, which ultimately will increase the earnings of the lowest-level employees and at the same time, raise the costs of doing business for the employers.

This may make small business owners change their hiring practices, thus potentially preventing segments of the population from finding jobs in many entry level positions.

Advocates of the higher wage argue that it is right to ensure that workers earn enough to live on. An employee working 40 hours per week at the federal minimum wage will earn \$15,080 per year. The income would leave a two-person household, perhaps a single parent with one

child, just below the federal poverty threshold of \$15,130. And that's if one works 40 hours per week.

About 70 percent of minimum wage employees work fewer than 35 hours per week.

Further argument in favor of increasing minimum wage contends that increasing the minimum wage would act as an economic stimulus. When low-income households earn more money, they are likely to spend more, putting more dollars into the economy. A recent study by the Federal Reserve Bank of Chicago concluded that following an increase in the minimum wage spending by household with at least one minimum-wage worker increased by \$700 per quarter.

The Economic Policy Institute, a left-leaning Washington D.C. think tank concluded that, "By increasing workers' take-home pay, families gain both financial security and an increased ability to purchase goods and services, thus creating jobs for other Americans".

A higher minimum wage may also decrease turnover and keep training costs down, supporters say.

Those who oppose an increase to the minimum wage however, argue that the effects on employment rates would be exactly the opposite of those supporters foresee. A higher minimum wage they claim, would be too heavy a burden on employers, especially small business owners. And those employers, in turn, would be unable to hire as many people, an understandable result when unemployment continues to hover at about eight percent.

According to Jeff Jacoby, a columnist for the Boston Globe, "When legislators raise the price of low and unskilled labor, it is usually the low and unskilled laborers who end up paying the price. Young workers willing to accept \$5 per hour for low-level work or to gain valuable experience should be allowed to do so, Jacoby argues, especially if the alternative is being unable to find a job at all.

Furthermore, increasing the minimum wage has not proven to be effective at lowering the poverty rate, according to the business-backed Employment Policies Institute. According to their findings, multiple studies had demonstrated little to no relationship between a higher minimum wage and reductions in poverty.

The current concept is a "living wage", not minimum wage. What if the minimum wage is raised to \$15 per hour and that amount is not enough to provide for one's family? Do we raise the minimum wage to \$20 per hour, or \$30? What will that do to entry level positions? It all remains to be seen.

Personally, I would like to see our politicians work on getting jobs back in California and in America.

End.



Ontario, California, 117.39 West, 34.4 North. All times Pacific Daylight Time (PDT), which is minus seven hours from UTC (Universal Time Coordinated).

May Sky: The May Full Moon is called the “Full Milk Moon.” The recently Full Egg Moon rises at 7:48 p.m. on May 21, having gone full at 2:15 p.m. Mars, Jupiter, and Saturn rule the night sky. Venus is not visible in May, as it is headed for a superior opposition in June.

Mercury v. Mars: Battle of the Planets!

Mercury: On May 9, Mercury will transit the Sun. The sweet spot for viewing the transit will be from Western Europe to the Eastern North America, as you can see the entire transit, only by the use of an expensive solar filter telescope. Don’t look directly at the Sun! In our area, the transit will be visible after sunrise in progress from about 6:00 a.m. until 11:42, a.m. when Mercury finishes the transit. A transit of Mercury is a somewhat rare phenomenon, Mercury passes between the Earth and the Sun about 13 or 14 times per century. A transit of Venus is even rarer. Venus transited in 1882, 2004 and 2012 and will not do so again until 2117.

Mars: Due to a much more elliptical orbit Mars will be closest (apogee) to Earth (apogee) on May 30 and at opposition (Earth directly between Mars and Sun) on May 21. Look for that angry red planet in the rising in the eastern sky about 2 hours after sunset in early May and just after sunset by May 22. Of course, you won’t need a \$700 solar scope to see Mars on display. Did you notice how the “Most Interesting Man in the World was just sent off on an one way mission to Mars? ¡Viya con dios, mi amigo!

Garden Notes: Time to think about some summer flowers. Sunflowers, Asters, and Zinnias all do very well in the hot summer months to come. Zinnias are super easy to grow and will provide bold color, especially when it gets hot in the summer. All do well in containers and are super easy to start from seed. I use Botanical Interests seeds (Mt. Fuji in Upland; Armstrong Garden Centers) and get fantastic results. The sunflower mixes are all terrific. For Zinnias, “Solar Flare” and “California Giant” live up to the name. Asters do very nice as well. Flowers are not high nitrogen users, so don’t overdo the fertilizer.

May Recipe: Albacore Sandwich Mix. Mother’s Day, Sunday, May 8. I am truly blessed. Even though we lost my mom in 1996, we still have my mother-in-law, Mary Gatti. Mary is a kind and generous woman. She is a world class horse trainer and successful business woman. Here is her simply fabulous recipe for Albacore Sandwich Mix. This is enough for 12-14 sandwiches. You can also serve a scoop for a “big salad” or make a killer tuna melt in your cast iron skillet. So rather than taking mom out to a crowded brunch, consider having a fancy lunch at home. Last month’s Potato Leek soup (cold version) would go also be great. Your favorite White Wine will work quite nicely with this. Add some fresh berries and whipped cream for a simple yet elegant lunch.

Mary Gatti’s Albacore Sandwich Mix

(3) 12 oz. cans of Albacore (Water packed only) Starkist, Chicken of the Sea or Bumblebee.

(2) 8 oz. cans of Water Chestnuts, finely chopped.

(1) cup of finely diced Celery

24-30 oz. of Best Foods Mayo.

(1) 8 oz. can of Salted Cashew Pieces (Planter’s is the best).

1/4 cup finely minced Onion.

Wheat Bread, toasted if you like.

Mix all chopped ingredients together with Mayo. Drain Albacore well and combine . If you have any left, cover tightly with plastic wrap or sealed container and it will keep in the fridge for a two or three days. Have a Happy Mother’s Day.

Buon Appetito! Tony Sears



Innovating Legal Education in Challenging Times

Law schools have faced harsh, but sometimes appropriate, criticism in the last five years. Headlines tell stories of high student debt, a dwindling job market, and sharp drops in enrollment. With these challenges, some people may wonder why the American Bar Association would grant full accreditation to yet another law school. As dean of a Southern California law school that just received full ABA approval, I am hoping my experiences can help answer this question. And with these answers, I challenge other law schools to adapt to society's changing needs as my institution has had to do.

Some of my most cherished memories as an attorney came from my time working in private practice in New York early in my legal career. For 18 years, I handled a wide variety of cases, from arbitrating for the New York City Transit Authority, to protecting the public from police misconduct for the New York Civil Liberties Union.

That was some time ago, and the legal landscape since then has dramatically changed. In many respects, it has not been for the better.

I see the challenges facing students who wish to follow the path I took. They face an uncertain future, one where criticism abounds about the relevance of a law school education. The percentage of employed law graduates dipped from about 76 percent in 2001 to 66 percent in 2014, according to the National Association for Law Placement. ABA statistics show 54,000 people applied for law school in 2015, compared to nearly 89,000 five years earlier.

These factors have forced numerous law schools to shrink their incoming classes, buy out tenured faculty members and impose salary freezes, prompting many students to either surrender their dream of entering the legal profession, or uproot themselves to complete their education elsewhere. We owe it to law students to provide them a relevant and practical education, a real shot at passing the bar exam, and a chance at a successful career without a lifetime of debt.

Before I took on my current role as dean of the University of La Verne College of Law in 2013, our law school had suffered its own set of challenges. The American Bar Association denied us full accreditation in 2011, which led to a sharp drop in enrollment. As one of four colleges within a private institution that is tuition-driven, our College of Law needed to be subsidized to continue. Our Board of Trustees and university President faced the crucial decision of whether to continue to support our cause, but being a university deeply rooted in community engagement and conscious of the need for an

accredited law school in our region, our leaders took a risk and remained supportive.

It was clear that the College of Law had to provide certainty not only to the board and president, but also to our students. Especially our students. We had a clear mission to level the playing field to bring legal career opportunities to a diverse pool of aspiring attorneys and leaders.

With the help and support of the university leadership, the College of Law did away with tuition discounts and instead instituted a program called True Tuition: one tuition price for all students, fixed for their 3 year course of education (or 4 year course for part time students). It provides a discount for all students, not just the ones who scored well on the LSAT. We also scrapped application fees, and together with the True Tuition model, this provides affordability and accessibility to students. Our enrollment has been on an upward trajectory for the past three years as evidence of the success of this model.

Many law schools are integrating practical applications into their curriculum and we incorporated many these best practices into ours. We followed Drake University and established a Court Observation Week in the second semester of the first year to introduce our students to the profession. Seeing Baylor's success, we instituted a Litigation Track and a Transactional Law Track in the required second year curriculum. And we incorporated University of Baltimore's ILS course and promoted experiential learning through clinics and externships in the final years of the program. We built all those reforms and more into each year of our 3-year curriculum, embedding legal writing and the development of skills for success in the first-year courses. We knew we were successful when employers of our students remarked at how well prepared they were.

Bar preparation, usually a post graduate event with added costs to law students, is fully integrated at the La Verne College of Law, in a readiness curriculum that starts in the first year and continues throughout the program and beyond, with all of this included in tuition.

Since incorporating this entry to exam preparation, our bar pass rates jumped skyward, and our 3-year average meets the ABA standards -- at a time when the bar pass rate for first-time takers from ABA-approved law schools on the California bar exam has decreased.

Continued on page 5

Innovating Legal Education in Challenging Times

Continued from page 4

We are especially proud of our students' success because they generally do not have the advantages of their wealthier peers. University of La Verne College of Law students are significantly first generation, minority population.

In an affirmation of our innovation and students' success, the American Bar Association granted us full accreditation this month, ending our provisional ABA-accredited status.

As leaders in legal education we are accountable for how we prepare law students for their professional lives as leaders, attorneys or law professors. Our focus must extend beyond rankings and admissions tests, and zero in on quality curriculum at a price that does not exacerbate the rising student debt problem.

Supreme Court Justice Thurgood Marshall, illustrated the importance of our role in legal education.

"None of us got where we are solely by pulling ourselves up by our bootstraps. We got here because somebody — a parent, a teacher, an Ivy League crony, or a few nuns — bent down and helped us pick up our boots," he said.

The University of La Verne College of Law is that somebody. With nearly 60% of our students coming from underserved ethnic minorities, our work will empower these future lawyers to successfully serve their burgeoning diverse communities. We will continue to innovate, make opportunities available and bring relevance to legal education for the individuals and communities that we serve. That said, we have a long way to go – a challenge we welcome and encourage our colleagues to join.

*By Dean Gilbert Holmes
University of La Verne College of Law*

*In honor of the brave
men and women who have
given their lives...*

May 30, 2016

Celebrate Memorial Day

Welcome New WSBCBA Members

Mathew Alden, Esq. - Law Office of Mathew R. Alden

Laurel Buchanan, Esq. - Law Offices of Decker & Buchanan

David P. Colella, Esq.-Fullerton, Lemann, Schaefer & Dominick, LLP

Brett P. Davidson, Esq. - Law Office of Brett Parker Davidson

Michelle Iskander, Esq. - San Bernardino County District Attorney

Ramandeep Johal, Esq. - San Bernardino County District Attorney

Lisa H. Mann, Esq. - San Bernardino County District Attorney

Richard G. Osborn, Esq. - Osborn Law, APLC

Jean-Luc Renault - JAMS

Bettina L. Yanez, CFLS - Family Law Offices of Yanez & Associates



Remember to vote for Jennifer Brooks' Lawyer of the Year and Legal Assistant of the Year

WESTERN SAN BERNARDINO COUNTY BAR ASSOCIATION

8409 Utica Avenue

Rancho Cucamonga, CA 91730

Tele: (909) 483-0548 Fax: (909) 483-0553 Email: mail@wsbcba.org

The "Jennifer Brooks Lawyer of the Year Award" is given each year by the Western San Bernardino County Bar Association to a local lawyer who demonstrates the finest qualities of our profession and long-term commitment to our community.

An award is also given each year to a Legal Assistant who exhibits the utmost in professionalism, experience, and assistance, not only to his/her employer, but also to the legal community and who goes above and beyond the call of duty.

If you know of a lawyer and legal assistant who merits these awards, please use this form to make your nominations and return it to the WSBCBA no later than June 3, 2016 by 4:30 p.m.

NOMINATION FORM

Name of person making nomination (optional): _____

Phone number of person making nomination: _____

If you are an attorney, your state bar number: _____

Name of Lawyer nominee: _____

Address of nominee: _____

Qualifications upon which nomination is based: _____

Name of Legal Assistant nominee: _____

Address of nominee: _____

Qualifications upon which nomination is based: _____

ATTENTION ALL NON-WSBCBA ATTORNEYS FREE ATTORNEY MEMBERSHIP!

The Western San Bernardino County Bar Association is now running a promotion for all Attorneys who are not WSBCBA Members! We are offering you FREE WSBCBA Membership for the rest of our 2016 Fiscal Year (until October 31, 2016).

You must be a first time member or a non-member attorney for at least five years.

Joining is easy. Fill out our application on our website at wsbcb.org, go to "For Attorneys", then "Membership Applications".

Complete the application and hit send.

Or, you may call or email (deva@wsbcb.org) our Executive Director, Deva Mora at (909) 483-0548 and ask for an application to be sent to you either by mail or email.

WE WELCOME ALL ATTORNEYS TO THE WSBCBA!

OFFICE SPACE FOR RENT

One office suite for rent. Located in Rancho Cucamonga just steps from the courthouse. Building features ample parking, and access to a park and tennis courts behind the building.

Suite 102 - Approximately 1,500 square feet. Four private offices, kitchenette, storage closet and a large reception/work area.

Private ground floor entrance. Available February 1, 2016. Rental rate is \$1.55 per square foot.

Contact Matthew Taylor at (909) 989-7774 for details.

**WSBCBA ROBERTA SHOUSE
SCHOLARSHIP FUND
DONATION FORM**

YES, I/We would like to donate to the "Western San Bernardino County Bar Association Roberta Shouse Scholarship Fund." Please accept my contribution to this fund.

NAME _____

AGENCY/COMPANY (if applicable) _____

ADDRESS _____

Amount of Contribution: \$ _____

Optional - This contribution is in honor of:

NAME _____

PLEASE MAKE YOUR CHECK PAYABLE TO:

WSBCBA Shouse Scholarship

PLEASE MAIL THIS FORM WITH YOUR CHECK TO:

Western San Bernardino County Bar Association
WSBCBA Roberta Shouse Scholarship Fund
8409 Utica Avenue • PO Box 624
Rancho Cucamonga, CA 91729

Please designate:

Contribution given to specific Scholarship - 2015 Scholarship Recipient: \$ _____

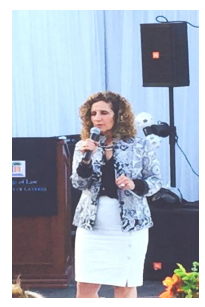
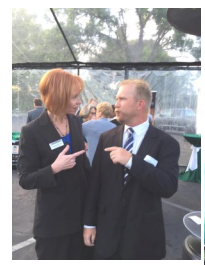
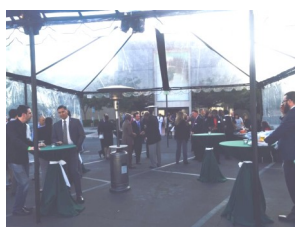
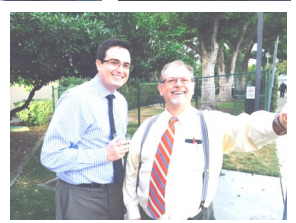
Contribution given to general Scholarship - General Fund: \$ _____

This is a tax-deductible charitable donation.

Tax ID #: 33-0172529

THANK YOU FOR YOUR DONATION!

University of La Verne College of Law - American Bar Association Full Accreditation Celebration April 28, 2016



The San Bernardino County Bar Association, High Desert Bar Association,
and the Hon. Joseph B. Campbell American Inn of Court
cordially invite you to attend the

17th Annual
Kaufman-Campbell Awards Banquet
acknowledging

THE HONORABLE JOHN P. VANDER FEER
Judge of the Superior Court, County of San Bernardino

Thursday, May 19, 2016
Social 5:30 p.m. - Dinner 7:00 p.m.

DOUBLETREE BY HILTON - SAN BERNARDINO
285 East Hospitality Lane - San Bernardino, California

Please reserve _____ dinner tickets @ \$70 each. OR... please accept my sponsorship for (circle):

Diamond \$1,250 -- table for 10	Platinum \$1,000 -- includes 8 meals	Gold \$750 -- includes 6 meals
Silver \$500 -- includes 4 meals	Bronze \$250 -- includes 2 meals	Solo Sponsor \$125 -- includes 1 meal

We are providing a full buffet - something for everyone.

Name(s) _____

Please list additional names:

Phone _____ Amount Enclosed \$ _____

Indicate special accommodations below (special menu, allergies, wheelchair access, etc.):

Please return this card by May 16, 2016 with your check made payable to the San Bernardino County Bar Association.
OR you may RSVP by calling 909/885-1986 with your credit card info;
or by going online to <http://www.sbcba.org/kc.html>



CONSUMER ATTORNEYS OF INLAND EMPIRE
 CHAPTER OF THE CONSUMER ATTORNEYS OF CALIFORNIA
ORANGE COUNTY TRIAL LAWYERS ASSOCIATION



Palm Springs Seminar

OMNI RANCHO LAS PALMAS RESORT & SPA
RANCHO MIRAGE, CALIFORNIA

MAY 20 - 22, 2016



MICHAEL A. KELLY
LUNCH KEYNOTE

MICHAEL J. BIDART
WILLIAM SHERNOFF TRIAL LAWYER OF THE YEAR

YOSHIAKI C. KUBOTA
MENT AWARD

CONFIRMED SPEAKERS
 Ashleigh E. Aitken, Wylie A. Aitken, Gregory L. Bentley, Michael J. Bidart, Timothy G. Blood, Bruce A. Broillet, Deborah Chang, Brian D. Chase, Cynthia Chihak, Matthew W. Clark, Cynthia A. Craig, Donald M. de Camera, Christopher B. Dolan, Ricardo Echeverria, Don A. Ernst, Hon. Bryan F. Foster, Hon. Janet M. Frangie, Mark J. Geragos, Robert B. Gibson, Thomas V. Girardi, John H. Gomez, Browne Greene, Cynthia D. Haff, Daniel M. Hodes, Vincent D. Howard, Casey R. Johnson, Brian S. Kabateck, Jennifer L. Keller, Michael Kelly, Justin H. King, Yoshiaki C. Kubota, Patricia A. Law, Micha Star Liberty, Daren H. Lipinsky, David R. Lira, Clare Lucich, Geraldine G. Ly, Lisa L. Maki, Hon. Brian S. McCarville, Jill P. McDonnell, Valerie McGinty, John A. MonteVideo, Hon. Gilbert G. Ochoa, Brian J. Panish, R. Rex Parris, Craig Peters, V. Andre Rekte, John J. Rice, Gregory G. Rizio, Mark P. Robinson, Jr., Jason R. Sanchez, William D. Shapiro, Amy Fisch Solomon, Christine D. Spagholf, Eric Traut, Kimberly Valentine, Geoffrey S. Wells, Alexander Wheeler, Daniel E. Wilcoxon



2016 PALM SPRINGS REGISTRATION

RETURN WITH PAYMENT TO:
 CAOC, 770 L Street, Suite 1200 Sacramento, CA 95814
 T (916) 442-6902 x129 • F (916) 442-7734

PLEASE PRINT CLEARLY OR TYPE:

CAOC # _____ State Bar # _____ Bar Date _____

Name _____

Firm _____

Address _____

City _____ St _____ Zip _____

E-Mail _____

Phone(_____) _____ Fax(_____) _____

CAOC has permission to communicate with me by fax and email.

LUNCH: MICHAEL A. KELLY No. of tickets: _____ \$20pp

PRE-REGISTRATION: Registration includes CD syllabus, Welcome Reception (Friday), Judges Reception (Saturday) and MCLE Certificate.

ATTORNEYS	PRE-REG THRU 2/8	REGISTRATION 2/9-5/8	LATE REG 5/9-5/21
CAOC or OCTLA Member or Retired Judge	<input type="checkbox"/> \$230	<input type="checkbox"/> \$275	<input type="checkbox"/> \$305
Add'l CAOC or OCTLA Member of same firm	<input type="checkbox"/> \$240	<input type="checkbox"/> \$265	<input type="checkbox"/> \$295
Non-Member Attorney	<input type="checkbox"/> \$360	<input type="checkbox"/> \$385	<input type="checkbox"/> \$410
LAWYERS ADMITTED TO THE BAR SINCE 2014:	<input type="checkbox"/> \$190	<input type="checkbox"/> \$230	<input type="checkbox"/> \$280
<input type="checkbox"/> Please assign me a mentor.			
LAW OFFICE SUPPORT			
CAOC Law Office Support (LOS) Member	<input type="checkbox"/> \$130	<input type="checkbox"/> \$175	<input type="checkbox"/> \$205
Add'l LOS Member from the same firm	<input type="checkbox"/> \$130	<input type="checkbox"/> \$150	<input type="checkbox"/> \$180
Non-Member Law Office Support	<input type="checkbox"/> \$200	<input type="checkbox"/> \$225	<input type="checkbox"/> \$230
LAW STUDENT (MUST SUBMIT COPY OF ID)	<input type="checkbox"/> \$40	<input type="checkbox"/> \$30	<input type="checkbox"/> \$75
CURRENT SITTING Judges/Justices*	<input type="checkbox"/> FREE	<input type="checkbox"/> FREE	<input type="checkbox"/> FREE

*In conformance with judicial ethical policies, ticketed events must be paid.

METHOD OF PAYMENT:

Check enclosed. Check # _____

Charge my credit card: MC Visa Amex

Card No. _____ Exp. Date _____

Signature _____

REFUND POLICY: Refunds will be honored only if a written request is submitted to CAOC before April 20, 2016 and will be subject to a \$75 service charge. Registration substitutions may be made only when the substituting party holds the same membership category as the original registrant.

AD

Omni Resorts Rancho Las Palmas
 41-000 Bob Hope Dr., Rancho Mirage, CA 92270
 Reservations: (866) 423-1195 • Room Rate: \$199
 Refer to: Consumer Attorneys of California - 2016 Inland Empire
 Cut-Off Date: 4/20/16 or until the block is sold

SEMINAR CHAIR: Gregory L. Bentley • CAOC PRESIDENT: Elise R. Sanguinetti • CAOC EDUCATION CHAIR: Micha Star Liberty • COMMITTEE: William D. Shapiro, Gregory G. Rizio, Geraldine Ly, Casey Johnson, Jason Sanchez, Cynthia Craig, Vincent Howard, Nancy Drabble, Lori Sarracino, Wendy Murphy

Western San Bernardino County Bar Association jointly
with the Eastern Los Angeles Bar Association present
“EAST MEETS WEST”

Speaker to be announced

1.0 General MCLE Credit

THURSDAY - JUNE 9, 2016

5:30 - SOCIAL GATHERING - HOSTED BAR

6:00 - “CANYON CITY BBQ” - BUFFET

6:30 to 7:30 - MCLE PRESENTATION

RAINBOW CANYON RANCH

2350 San Gabriel Canyon Road, Azusa, CA

\$40.00 per member

\$60.00 per non-member

Employment Opportunities

Family Law:

Family Law Paralegal/Legal Secretary with 3-5 years experience in the area of Family Law only. Claremont/Upland area. Send resumer to contact@courtneyfamilylaw.com or (909) 946-7270.

Family Law & Criminal Law:

Upland Law Firm seeking Paralegal with 3-5 years experience in Family Law and Criminal Law. Bilingual a plus. Call Fernando Bernheim at (909) 949-1960 and send resume to fjb@fjblaw.com.

Plaintiff Personal Injury:

Full time Plaintiff Personal Injury Litigation Secretary needed with a minimum of 5 years of experience for busy law firm in Rancho Cucamonga /Riverside. Knowledge in preparing/filing complaints, discovery requests/responses, minor's compromises, pleadings, helpful. Heavy litigation experience an absolute must. Bilingual in Spanish helpful. Submit salary history and resume to fernando@vargaslawoffice.com.



What should you be looking for when you need an arbitrator/mediator?

QUALITY

The Southland's top ADR neutrals.

FAIR PRICES

No excessive fees or inflated add-ons at IVAMS.

NO TRAVEL TIME CHARGES

IVAMS panel members see this as a service, not as a way to increase your costs.

CONVENIENT LOCATIONS

IVAMS has offices throughout Southern California.

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NEWS BULLETIN

SAVE THE DATES:

East Meets West
1 General MCLE Credit
June 9, 2016
5:30 p.m. - Social Gathering
6:00 p.m. - Canyon City BBQ
6:30p.m. - 7:30 p.m. MCLE
Rainbow Canyon Ranch
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Bench Bar BBQ
September 16, 2016
Rancho Cucamonga

2016-2017 Installation of Officers
Awards Ceremony
October 6, 2016
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