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the Advocate





President's Letter || Sarah Chase-McRorie

Pausing to Reflect: Doing It All, and Can We All Do It?

This edition of the *Advocate* explores our lives outside the office and common issues we face when major life events occur. Most of us will face challenges and choices in balancing our careers and personal lives. We take a deep dive into the various leave options available to Colorado attorneys in Colorado and we look at lawyers in transition.

I had my own wonderful, major life event last summer when my family welcomed Carl Joseph to the world. While on maternity leave, I had two major observations: any attempt to "do it all" requires a strong team with a deep bench and a paid leave policy is imperative for the well-being of our membership and all Coloradans.

Soon after I found out I was pregnant, I began preparing for this new life, personally and professionally. As president-elect of the CWBA, senior legal counsel at work, and a mother to one dynamic 4-year-old girl, I already had a lot of commitments. Everyone asked how I was going to "do it all." But I learned several years ago that doing it all is a never-ending task and a waste of time. I prioritize by planning ahead, being as prepared as possible, and then leaning on my teams, because it is impossible to "do it all" by myself.

Working for a company that offers a paid-leave program allowed me to pause my career to care for my new son. Unfortunately, Colorado is in the majority of states with no paid leave laws and the majority of Colorado women go unpaid during a major life event or illness. Worse, the federal Family and Medical Leave Act

(FMLA), which provides unpaid family and medical leave, excludes roughly 40 percent of Americans. Of those who qualify for FMLA leave, nearly half cannot afford to take time off without pay to provide care to loved ones.

During my recent pause, I experienced the importance of paid leave for an individual, a family, and the community. Many times I reflected on my good fortune to have such a benefit. While on leave, I attended the first meeting of the year for the coalition on Family and Medical Leave Insurance for all Coloradans (the FAMLI Act), of which the CWBA has been an active member of since 2014. The FAMLI Act would guarantee all Colorado workers paid leave to care for themselves and their families. It would be entirely funded and sustained through employee contributions. Hearing stories of women who returned to work just two weeks after giving birth inspired me to keep shining the light on the important issue of paid leave.

Supporting a paid family and medical leave policy crosses political lines because we all will face a major life event or illness that requires us to hit the "pause" button. With the determination and influence of our membership, taking a pause should be something we can all afford.

Sarah Chase-McRorie is Senior Legal Counsel for Matrix Settlement & Clearance Services, LLC, a Broadridge company, and one of the nation's largest providers of back-office, trust, custody, trading and mutual fund settlement services for financial institutions.

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Public and Private Parental Leave: One Couple, Two Lawyers, and a New Baby

We asked **New Mom** (partner at a Denver law firm) and **New Dad** (public sector attorney) about their recent experiences with parental leave.

How has parental leave worked in your new family?

New Mom: I took six months, and my husband took seven weeks. His time was split between six weeks off and a month of working four-day weeks.

What leave options exist at your workplace?

New Mom: You must be employed with the firm for one year to be eligible for two possible programs: the pregnancy/childbirth program that provides six months leave, three months of which is paid; and the other parental leave program (for adoptive parents or the spouse/partner of a mother who gave birth) that provides twelve weeks off, three of which are paid.

New Dad: I was eligible to take twelve weeks under the FMLA, but that time is only paid if you have accumulated vacation days. I had saved six weeks of vacation days, so I took that time immediately after our daughter's birth. I would have taken more, but my wife's generous six month leave allowed me to take less.

How did you deal with clients while on leave?

New Mom: I work with a small team of attorneys at my firm, and they provided incredible support and coverage while I was out. Occasionally, clients contacted me with discrete issues, and it was more efficient for me to manage those questions directly. That contact allowed me to feel still "dialed in" at work and has made my transition back smoother.

New Dad: I worked a lot before our daughter's birth and attempted to clear my calendar for the leave. My clients also knew that I would be out of the office during my daughter's first few weeks of life.

How did you handle being new parents in terms of maintaining a work/life balance?

New Mom: I feel fortunate that my firm and coworkers allowed me to take a true leave, meaning I could really focus on what was going on at home. When I needed to do work, I made sure that I had short-term childcare coverage so that I could focus on the work, rather than having divided attention.

New Dad: We were very fortunate that my wife had six months of leave, which eased my burden. I had the opportunity to go to work if need be. Otherwise, I tried to leave work at work and focus on our family at home.

What are your thoughts about parental leave at your workplace or in the country overall?

New Mom: My firm's maternity leave policy is on the generous end of policies. It benefited me tremendously. It allowed us to figure out sleeping and feeding issues with our daughter and to organize our nanny-share for when I returned to work. I also have a new appreciation for the flexibility to work from home; not everyone has that luxury. I think the United States would benefit from a federal parental leave law. To think that some parents have no leave to speak of, or very short leaves, strikes me as unconscionable.

New Dad: While private sector jobs may have more generous leave policies, firm culture might actually discourage new fathers from taking full advantage of those programs. My job was the opposite. My office was extremely supportive. There was no disincentive to take advantage of the leave. As a country, we should require a minimum of twelve paid weeks for men and women.

Do you have any advice for new parents who are on leave?

New Mom: To the extent possible, make sure to carve out break times for yourself. Whether it requires hiring a babysitter or asking your partner or relative to take the baby for a few hours, it's really important to avoid burn out so that you can return to work with as much energy and enthusiasm as possible.

New Dad: Find a way to give your partner a break. For example, breastfeeding is constant work, so if your partner is breastfeeding, you should be willing to do everything else to help her. Try to take advantage of leave programs to the full extent it makes sense for your family. The early months of a child's life are important for development and bonding. Once that time is gone, you can't get it back.

Claire Mueller is a member of the CWBA Publications Committee and an Associate in the Trial Group at Davis Graham & Stubbs.



Debbie O'Neil || Elizabeth Meck



Programs Committee Update

CWBA Programs Committee

The Programs Committee has been busy planning and hosting great events this year. First, we hosted our annual "Tea and CLE" on November 18, 2016. This year, our theme was *How to Build a Book of Business*. All practitioners can benefit from being able to bring in business and in some cases, it is essential.

An article in ABA Law Practice Today, "Rainmakers: Born or Bred?" (<http://www.lawpracticetoday.org/article/rainmakers-born-bred/>), concluded that we all need to be "selling" our services, expertise, and brand. The question is: were you born with that skill or is it something you need to work on? We had several wonderful panelists who provided insight from the perspective of a large firm, a medium firm, a small firm and a solo practitioner. Each shared her techniques to get new clients in the door and to maintain relationships with existing clients. We also included hands-on activities so that the participants could try out some new techniques.



Second, we hosted the Annual CWBA Holiday Party on December 1, 2016 at the beautiful Haddon Morgan & Foreman, P.C. Mansion in Denver. This party is always a great way to get into the holiday spirit and to share warm wishes with your friends and colleagues. Each year we support a local non-profit organization, and this year we raised more than \$3500 to support Florence Crittenton Services.

Many thanks to our generous sponsors whose support helped cover our expenses.



Finally, we will have a spring CLE event focused on encouraging and supporting women who are interested in seeking elected positions at all levels of government: national, state, and local. Additional details will come as we get closer to the spring event in early 2017.

Debbie O'Neil is Vice President at Assured Equity Management Corporation where she works with business owners of privately held companies to help them identify and implement their business and estate planning objectives.

Elizabeth Meck is a CWBA Board Member and an attorney. As a member of the trust advisory department with the Denver office of The Northern Trust Company, Elizabeth focuses exclusively on complex trust and estate administration and works with her clients in various aspects of wealth transfer planning and business succession planning.





Inside The CWBA: Meet Gina Glockner

Board Member Spotlight



Recently I had the opportunity to catch up with one of the CWBA's newest board members, Gina Glockner. If you have had the pleasure of meeting Gina, you were undoubtedly awed by her warmth and radiance. Gina currently serves as co-chair

of the Legal Services Committee with Sally Roller.

A Minneapolis native and Vikings fan, Gina and her family have lived in Colorado for four and a half years after braving the harsh winters of the Midwest, Connecticut, and New York. Gina is married to Andy, a sports writer, and they have three children – two sons and a daughter.

When asked what influenced her decision to become a lawyer, Gina gives credit to her college roommate and her roommate's family – all of whom are lawyers in Pennsylvania. With their encouragement, Gina applied to law school and ultimately graduated from Brooklyn Law School in New York. Gina jokes that the irony of her career path is that both of her parents are in medicine and her practice has focused on medical malpractice defense at Childs McCune, LLC.

Gina joined the CWBA after members of both the CWBA and the Foundation encouraged her to join as a way to meet new people and find a community of like-minded individuals. Gina's excitement for the CWBA's growth is contagious. With her Legal Services Committee, she is focused on working with our members to encourage and promote our ethical responsibility as lawyers to find ways to volunteer our services and time. As Gina says, "It's like exercise...the more you do it the better you feel!"

I have had the pleasure of getting to know Gina over the past few years through the CWBA and admire her strength, positive outlook, and calm assertiveness. What you might not know about Gina is that she is a cancer survivor. When asked how beating cancer impacted her, Gina responded, "Being a cancer survivor has impacted me in countless ways. One of the most meaningful things to come out of the experience is learning how to really sit in gratitude. I am grateful for the people and experiences that have shaped my life, and forever humbled by and thankful for the family, friends and strangers who helped me find strength to let go of fear and stay positive."



Gina with her husband Andy and children.

During her free time, Gina enjoys Barre3 classes to help her feel balanced inside and out. As with the CWBA, Gina has found valuable support through the community of amazing women. "Barre3 is a physically challenging workout that focuses on core strength and mindfulness. It's a great reminder that sometimes we need to get out of balance in order to find it." Those are good reminders, Gina.

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Plan B: Why We All Need One

By Evan Jones

We've all been there on the day when someone with whom we worked, maybe closely, loses her job for one reason or another. Maybe she is forced to resign because of something she did outside of work. Maybe she gets into an argument with a supervisor and gets left holding the bag. Maybe the firm, company, or agency has to cut positions for budgetary reasons. Maybe her position is "taken in another direction." (Many of you have seen the movie "Up in the Air" in which George Clooney's character uses this phrase, with a twinkle in his eye and ice in his veins.) Maybe the firm, company, or agency decides that you are not really a good fit, after all. Most attorneys are at-will employees, so the reasons can be quite farfetched, or they can be 100% justified. Regardless, it never seems to be something we see coming. Because it is never going to be you. Until it is.

It can be an uncomfortable topic to consider, but you can do a number of things to prepare or protect yourself and find a new road to follow on your professional journey.

When things are going smoothly—especially then—ensure your resume is up to date. Remove outdated items and update any new skills, certifications, or areas of expertise you acquired along the way. If you can afford it, hire a resume writer to give your CV an extreme makeover.

Think about what else you might like to do, both within and outside your specialty or even the practice of law. Kim Cotter, formerly of Colorado Legal Services, shared that it was difficult balancing work in a litigation position while she and her husband built a family of three adopted children. Adding kids frequently disrupts the career plans of women, and attorneys are no exception. But adding them through adoption involves another layer of complication because the adopting family cannot plan around a due date. Kim tried flexing her schedule and practicing part time, but she could not strike the necessary balance between work and raising her new family, particularly during the periods of waiting for a new child to arrive without a pregnancy to set the obvious dates. Ultimately, she left the practice of

law and became a substitute teacher. She keeps her eyes on the legal field and considers a return once the youngest is in school full time.

Many articles on this topic exist, and in one, "How [to] Be Prepared for Losing Your Job without Losing Your Shirt," Deborah Fowles advises that there are four key ways to be ready, instead of living in fear of the possibility of a job loss: 1) assess your current financial situation, 2) get an idea of the stability of your position and maintain your network, 3) understand your company's severance policy and benefits, and 4) establish a rainy day fund. Deborah Fowles, *How [to] Be Prepared for Losing Your Job without Losing Your Shirt*, THE BALANCE, <https://www.thebalance.com/how-be-prepared-for-losing-your-job-1289303>.

In this writer's opinion (which is largely founded in hindsight), maintaining and growing your network might be the most important thing you can do, other than having an emergency savings fund. It is always good to make connections with others who work in your specialty and in the broader category of other attorneys. Also, maintain and grow relationships with other professionals, some of whom work in agencies or businesses that routinely hire attorneys either to practice law or for other positions. The time to do that is definitely while everything is going as planned, not when everything goes sideways.

At the end of the day, if you find yourself on the receiving end of the pink slip or out of your current position one way or another, it is not the end of the world. It is the beginning of a different leg of your professional and personal journey. It is a much smoother transition if you had your eyes open before you needed to see so far ahead.



Evan Jones is a member of the CWBA Publications Committee and a Freelance Contractor at EWJLaw, LLC.



Whitney Beck || Casey Cassinis



“Engage To Grow” *CWBA Membership Committee*

With membership numbers growing quickly, the 2016–17 Membership Committee has hit the ground running. This year’s goal: Engage To Grow! We hope that by getting members more engaged in the organization and *with each other* that stronger relationships will be built, creating an energy that will encourage growth.

How do we accomplish such a task with more than 1,300 members? By uncovering any “mysteries” related to the Board and our committees; utilizing the ripple effect of task delegation; connecting all levels of mentors and mentees; and approaching both members and non-renewed members with personal phone calls.

As part of this new initiative, the Membership Committee recently created four sub-committees: the Social Subcommittee; the “Ninjas” Subcommittee; the Roadshow Subcommittee; and the CWBA Lift! Subcommittee.

What does this mean for you? More opportunities for involvement in an area suited for your skills and personality. This translates into more friendships, better networking, and a better understanding of the organization through “behind the scenes” involvement. What exactly do these subcommittees do?

- The Social Subcommittee is tasked with planning the Membership Committee’s four annual networking socials. From working with the venue to planning door prizes and food, members have the chance to plan some of the CWBA’s largest events.
- The “Ninjas” Subcommittee consists of a group of CWBA members who are actively dedicated to growing the organization. By reaching out to past members whose membership in the organization has lapsed and by planning ways to recruit new members, the “Ninjas” are focused on personal connections and actively promoting the incredible aspects of the CWBA.

- The Roadshow Subcommittee is focused on increasing awareness about the CWBA by organizing small meetings throughout the Front Range and the state at large. This subcommittee is currently working with our At-Large representatives to plan roadshows in Larimer and Boulder Counties to better engage chapter members in those areas.
- The CWBA Lift! Subcommittee, still teaming up with the Colorado Attorney Mentoring Program (CAMP), is putting together a team of members to facilitate the best mentor program in the Bar, utilizing our law students, solo practitioners, government employees, and everyone in between.



Our organization is great because of our members and the incredible network of support, camaraderie, and professionalism found within. We want to help everyone discover that feeling. Engage in our committees. Engage in our programs and events. Engage with each other and let’s grow together!

Whitney Beck is co-chair of the CWBA Membership Committee and a CWBA Board member. She owns her own firm, Whitney K. Beck, Attorney At Law where she focuses her practice in the areas of personal injury and family law.

Casey Cassinis is co-chair of the CWBA Membership Committee and a CWBA Board member. She is a partner at Schaden & Cassinis, PLLC where she represents clients in a variety of matters requiring litigation expertise such as personal injury, bad faith insurance, and contract disputes.

Someone's Gotta Say It: *Parental Leave is for Parents*

By Megan Murphy

[Meghann Foye](#) is the author of the novel "Meternity" published in April 2016. The novel, which I have not read, is about a woman who fakes a pregnancy to take a break from work. Foye defines "Meternity" leave as "a sabbatical-like break that allows women and, to a lesser degree, men to shift their focus to the part of their lives that doesn't revolve around their jobs."¹

Give me a break; parental leave is for parents. Maternity leave is for mothers and paternity leave is for fathers. I don't know what it takes to be a working parent in America, but I do know it is hard work and far from a "sabbatical" or extended vacation.

In her article "Stop With 'Me-ternity:' Maternity Leave Is Anything but a Sabbatical," Jennifer Gerson Uffalussy argues that viewing maternity leave as an unfair bonus for women who go through the process of having and raising a child is the attitude that makes it so hard to guarantee paid leave for parents in the U.S.²



Perhaps realizing that paid parental leave is far from a "sabbatical," in May 2016, Chicago-based law firm Winston Strawn LLP announced a new gender-neutral parental leave program.³ The firm will offer all associates and of counsel attorneys, regardless of

gender, paid parental leave of up to 20 weeks. Unfortunately policies like these are not the norm. For most, it is extremely difficult to take even six weeks of maternity or paternity leave in the United States.

As someone without children I am supportive of parental leave because I know it benefits everyone. Maternity leave is much more than a sabbatical-like break, as taking parental leave is strongly correlated with far-reaching, positive effects on a given child's education and income later in life. There is also evidence that offering parental leave benefits employers by improving their ability to recruit and retain talent, lowering costly worker turnover and increasing worker productivity.

We should accept parental leave for what is it, a chance to care for your child, recover, and figure out the changes that a new baby brings. We should strive to create workplaces that are supportive of all employees and their families because that benefits us all. Then maybe after we figure that out, we can all take a sabbatical.



Megan Murphy is a CWBA Publications Committee Member and an attorney with White, Bear, Ankele, Tanaka & Waldron in Centennial, Colorado. She focuses her practice on special districts and municipal law.

¹ Anna Davis, *I want all the perks of maternity leave – without having any kids*, *New York Post*, April 28, 2016

² Jennifer Gerson Uffalussy, "Stop With 'Me-ternity:' Maternity Leave Is Anything but a Sabbatical", *Glamour*, April 28, 2016

³ Wintson & Strawn LLP, <http://www.winston.com/en/thought-leadership/winston-strawn-announces-gender-neutral-parental-leave-policies.html>.

"Someone's Gotta Say It" is a regular fun feature of The Advocate, committed to bringing you true, relevant, and/or hilarious information.

I am Starting a Family - What Are My Rights as an Employee?

By Jennifer Tiedeken



Lawyers devote many hours a day to their work, and many new mothers and fathers experience the stress of starting a family while attempting to keep up with work demands. Knowing your rights as a new parent is an important part of navigating your work-life balance. There is no right to paid maternity/paternity leave as a working mother or father in the United States. Thus, many parents are left to juggle the joys of parenting with their work obligations—a daunting task. Fortunately, there are a few laws that provide new mothers and fathers with certain rights related to the birth of a son or daughter (including adopted children).

New mothers or fathers may be able to take off time from work to care for a new child under the Family and Medical Leave Act (“FMLA”). The FMLA allows a father or mother of a newborn child—including adopted children—to take up to twelve weeks of unpaid leave to care for the child. Before leave is permitted, certain eligibility requirements must be met and the employer must employ over 50 employees within a 75-mile radius. Of course, many employers opt to provide some paid maternity and paternity leave, although they are not required to do so under the law.

There are also several laws intended to accommodate pregnant women and women who have just gone through childbirth. These laws generally provide rights to mothers only. For instance, it is illegal to discriminate against pregnant women under the Pregnancy Discrimination Act (Title VII of the Civil Rights Act). Recently, the Equal Employment Opportunity Commission made clear that under the PDA, employers must also provide the same accommodations to pregnant women as they provide

to temporarily disabled individuals. The Supreme Court recently ruled that providing accommodations to non-pregnant workers, while refusing to provide accommodations to pregnant workers, may also be used as evidence of discrimination on the basis of pregnancy under the Americans with Disabilities Act (“ADA”). *Young v. United Parcel Serv., Inc.*, 135 S. Ct. 1338, 1354, 191 L. Ed. 2d 279 (2015). Pregnant women may also be considered disabled under the ADA, in which case the employer would have to provide additional accommodations.

Colorado is one of a few states that has taken extra measures to require employers to provide accommodations to pregnant employees and employed women who have just given birth. On August 10, 2016, the Colorado Pregnant Workers’ Fairness Act (“CPWFA”) went into effect. C.R.S. § 24-34-402.3. The CPWFA provides protection to pregnant employees and mothers who have just given birth over and above protections provided under federal law. The CPWFA prohibits employers from failing to provide reasonable accommodations to any employee, applicant, or potential hire who has a health condition related either to pregnancy or physical recovery from childbirth. Specifically, the CPWFA requires employers to engage in a “timely, good-faith and interactive process” with covered employees to determine reasonable accommodations. If the accommodation is reasonable, it must be provided. Reasonable accommodations include, but are not limited to: more frequent or longer restroom, food, and water breaks; modifications to equipment or seating; temporary transfers to less strenuous positions (if available and would not result in the demotion of another employee); light duty; or modified work schedules. The CPWFA also prohibits employers from retaliating against or denying employment opportunities to an employee who needs an accommodation. This is unlike federal law, in that the ADA requires employers

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Victoria Johnson || CWBA Foundation Board Member

CWBA Foundation’s “Raising the Bar” Dinner Honored Pro Bono Leaders

On September 8, 2016, the CWBA Foundation celebrated four “**Women Lawyers Who Raise the Bar by Maintaining a Significant and Sustained Commitment to Pro Bono Services**” at its 11th annual Raising the Bar dinner held at the Brown Palace hotel. Nearly 400 individuals were in attendance. The four women honored were:

Lucy Hojo Denson, an associate attorney at Hinds & Hinds Family Law. Lucy was honored for her remarkable work with the Pro Bono Domestic Clinic in Arapahoe County, which she founded and for decades has been a reliable Friday volunteer with the program.

Christina Gomez, a partner at Holland & Hart. Christina was honored for the pro bono work she herself has done and for the time she has volunteered to help connect clients in need with pro bono attorneys through the Colorado Bar Association Appellate Pro Bono Program, which Christina helped create in 2010.

Tamara Goodlette, a partner at Lewis Roca Rothgerber Christie. Tamara was honored for the six years she spent as a lead attorney on a team representing a Texas death row inmate through several habeas proceedings, ultimately securing his release, and for serving many years as a pro bono legal adviser to the Rocky Mountain Children’s Law Center.

Mari Newman, a partner at Killmer, Lane & Newman. Mari was honored for representing, since 2006, five prisoners detained at Guantanamo Bay and her pro bono advocacy on behalf of the LGBT community, prisoners, and employees who have faced discrimination.

Victoria V. Johnson is Secretary of the CWBA Foundation. She is also “Raising The Bar” Dinner Committee Co-Chair. She works as an employee benefits attorney for Davis Graham & Stubbs LLP in Denver.

The CWBA Foundation gratefully acknowledges the support of event sponsors, whose support helps the CWBA Foundation continue its important charitable and educational work.

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5 Ways to Make Sure Your Interpreted Deposition is Accurate and Useful

By Judy Stevens



Because it's so important in depositions that all parties understand the questions asked and the answers given, there are going to be times when an interpreter is necessary when deposing someone who doesn't speak English. There are interpreters who are very well trained in the appropriate

ways to do simultaneous interpretation, but there are also those who are not trained specifically in the interpretation skills associated with taking a deposition.

1. Make sure your interpreter is a court-certified interpreter in the exact language you need. In India, for example, there are 22 "official" dialects that are spoken. In Africa, there are over 200 languages spoken. If your deponent is from North Africa in particular, you'll need to ask specifically what their native tongue is and make sure your interpreter has the qualifications for that specific dialect. We recently had five deponents who spoke Swahili, but, oddly enough, two different dialects of Swahili. That required two interpreters because the dialects were just different enough to warrant a dialect-specific interpreter for each deponent.

2. Make sure the court reporter swears in the interpreter with the following or very similar language: *Do you solemnly swear or affirm that you will accurately translate from English into _____ and from _____ into English to the best of your ability?* The court reporter will then ask the interpreter to have the witness raise their right hand and will administer the standard oath.

3. If the interpreter starts "answering" questions rather than truly repeating exactly what the witness says, it's absolutely imperative that you stop the proceedings and mention to the interpreter that it would be more accurate if they translated exactly what the witness says. For example, if the question asked is, "What are your children's names?" but the

interpreter says, "His children are Paul, Elisha and Marina," you'll need to ask him or her to interpret the witness's words exactly. In the final transcript, the reporter would identify the speaker in this example, as THE INTERPRETER rather than simply an A for the answer because it's obviously not what the witness said but rather is the interpreter speaking his interpretation. This makes the record more convoluted than it needs to be.

4. If the interpreter begins to add commentary, such as "He said Broadway, but I think he really meant Colorado Boulevard," again, you'll need to interrupt the proceedings and ask the interpreter to not add their opinions or corrections. Explain that it is your job to make any clarifications in the record.

5. At the end of the examination, be sure to explain the reading and signing process to the witness on the record so it will be interpreted and the witness will understand the process. If the witness has an attorney attending the deposition, this matter will be handled through that attorney and is not required to be explained on the record.

Again, most interpreters know the process and do their job well. However, as court reporters, we see many depositions taking place through interpreters who simply don't understand the importance of translating exactly word-for-word what the deponent says. They think they're being helpful, but it can make for a messy, confusing record. This is not something that can be controlled by the court reporter. Our job, as always, is to be the "guardian of the record" and we write what is said as it's said. We don't control or correct the record in any way. When interpreted depositions are handled correctly by a certified interpreter, even if gently reminded if they stray off the path of verbatim translation, you'll have a complete and useful record.

Judy Stevens is CWBA member and president of [Stevens-Koenig Reporting](#), providing premium court reporting services in the Denver metro area since 1973. Stevens-Koenig is an "Ethics First" firm through the National Court Reporters Association, committed to excellence in their work and ethical practices in all services.

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Gina and her daughter

Thank you for all that you do for our profession and the CWBA.

Gina Glockner is a senior associate at Childs McCune, LLC specializing in medical malpractice and civil litigation defense work.

Diane Hankins Wozniak is a CWBA Board member and co-chair of the CWBA Publications Committee. She is a family law attorney in Baker & Hostetler's litigation practice.

Cover Artist Credit: David Lopez



David Lopez, also known as Adamant Recluse, is a local Denver artist specializing in mixed media art. David is also a musician and often uses both music and visual art in his creations. More of his work and contact information can be found at adamantrecluse.com.

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to provide accommodations only to individuals who suffer complications from pregnancy or are otherwise rendered temporarily disabled. The CPWFA requires an accommodation to any employee who has a health condition related to her pregnancy or childbirth—a more expansive definition. Under the CPWFA, employers are also required to give notice to employees of their rights under the CPWFA, including all existing employees and new-hires. Colorado's new law should help pregnant workers manage the demands of work with the demands of pregnancy and childbirth.

Jennifer Tiedeken is a member of the CWBA Publications Committee and a litigation associate at Davis & Ceriani, P.C., focusing on employment law, securities law, and commercial litigation.

You Are Invited

“Appealing For Justice”

**CWBA Foundation Scholarship
Fundraiser celebrating
The Hon. Jean E. Dubofsky,
Colorado’s First Female
Supreme Court Justice**

**6-8 PM, February 9, 2017
Home of Stephanie Donner
\$50 includes admission,
appetizers, and wine.**

**All proceeds will support CWBA Foundation
scholarships to CU and DU Law students.**



Confetti!

Bench Strength

- **Judge Sharon Holbrook** was appointed as District Judge for the 17th Judicial District (Adams and Broomfield Counties).
- **Judge Craig Welling** was selected for appointment to the Colorado Court of Appeals bench.

On the Move

- **CWBA Board Member Gina Glockner** joined Childs McCune, LLP as a Senior Associate.
- **CWBA Board Member Elizabeth Meck** joined The Northern Trust Company as a Vice President for its trust advisory department.
- **CWBA Board Member Diane Wozniak** joined Baker Hostetler LLP as counsel and will continue her practice devoted to family law.
- **Joan Allgaier** was promoted to Special Counsel at Hall & Evans.
- **Hannah Seigel Proff** joined Johnson, Brennan and Klein, PLLC as a senior associate.
- **Jennifer Henslee** joined the Colorado Alternate Defense Counsel's office as the new Director of Training and Evaluation.
- **Tiffany Todd** joined the legal team at Arrow Electronics.

You Were Recognized

- The Colorado LGBT Bar Association and its Foundation awarded the 2016 LGBT Attorney of the Year Award to **CWBA Past President and CBA President Patricia Jarzowski**. They also awarded a 2016 Scholarship to **CWBA Board Member Jennifer Guzman**.
- **CWBA Board Historian Janet Drake** received the Drug Enforcement Administration,

Denver Field Division Award for leadership and partnership for work on Operation Cargo, a wiretap case involving the seizure of 55 pounds of methamphetamine.

- **Judge Alfred Harrell** received the DU Law Stars Robert H. McWilliams Alumni Professionalism Award.
- **Clarissa Collier** was awarded the 2016 Gary McPherson Award for Outstanding Lawyer of the Year.

Leading The Way

- **CWBA President Sarah Chase-McRorie** was featured in a diversity bar roundtable feature in *Law Week Colorado*.
- **CWBA Foundation Board Member Melissa Hart** was featured on Colorado Public Radio discussing the proposed Amendment T during the election cycle.
- **CWBA Board Member Sarah Parady** wrote an article called "Remedies for Workplace Sexual Violence," which was published in the November issues of *The Colorado Lawyer*.

Passed The Bar!

- The following CWBA members passed the July 2016 bar exam:
Kelly Adams
Sonia Anderson
Paige Armstrong
John Baker
Courtney Bartkus
Ashley Basta
Katherine Brown
Chelsea Clark
Miranda Dalpiaz
Allison Derschang
Carolyn Gaglione
Tessa Gardner
Michelle Gomez

Kaelyn Gustafson
Megan Gutwein
Molly Hogan
Stephanie Howard
Erica Kasemodel
Jennifer Knight
Andrea LaFrance
Kayla Martin
Emily Miller
Sarah Mitchell
Samantha Moodie
Maryam Naioom
Morgan Oswood
Laura Peszek
Jessica Pingleton
Sandy Ramlo
Lindsey Sadler
Maral Shoaei
Stephanie Skeffington
Delany Steele
Michelle Steinfeld
Kaitlin Thomas
Alisha Turak
Kobi Webb
Kayla Weeres
Sarah Wobken

Congratulations!

- **Adrienne Herrera** married Ben Fischer on October 16, 2016.
- **Ashley Decker** married attorney Chris Basler on August 14, 2016.
- **CWBA President Elect Wendy Weigler** completed the Denver Rock & Roll half marathon.
- **CWBA Board Member Elizabeth Howard** and her husband welcomed their daughter Rooney Jane to the world in November.

Submit your
Confetti news to
publications@cwba.org

UPCOMING EVENTS

January

- 17 - "Balancing The Scales" Documentary Screening & Discussion with CLI | Wells Fargo Building
- 21 - Women's March on Denver | Civic Center Park
- 23 - Winter Social | Baker Street Pub in the DTC
- 29 - February 2 - Journey To Cuba

February

- 1 - Legal Night | Centro San Juan Diego
- 2 - "Job Market Reality" Mock Interviewing | Brownstein Hyatt Farber Schreck
- 8 - Larimer County Lunch & CLE | Larimer County Justice Center
- 9 - Claiming Your Value While Navigating Change CLE | Davis Graham & Stubbs
- 9 - Appealing For Justice - CWBA Foundation Scholarship Fundraiser | Private Residence
- 23 - Meet The CWBA Boulder County Reception with CU Women's Law Caucus | CU Law School

March

- 1 - Legal Night | Centro San Juan Diego
- 2 - Annual Judicial Reception | Davis Graham & Stubbs



Register Now
Winter Social
Monday, January 23, 2017
Baker Street Pub in the DTC



Interested in sponsoring the 40th Annual CWBA Convention?

Contact CWBA Executive Director Kim Sporrer at execdir@cwba.org or 303-831-1040.

The Advocate is published quarterly by the Colorado Women's Bar Association. The deadline for articles is the first day of the month prior to the publication month. *The Advocate* team reserves the right to edit any material submitted for publication.

Submit articles or comments to the CWBA, Attention: Advocate Editors, P.O. Box 1918, Denver, CO 80201 or to publications@cwba.org.

Send email and address changes to Executive Director, CWBA, P.O. Box 1918, Denver, CO 80201. Phone: (303) 831-1040; e-mail: execdir@cwba.org.



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Denver, CO 80201



For more information about CWBA events, membership, and activities, visit the website at www.cwba.org or contact the CWBA office at (303) 831-1040.