

# PGCBA NewsJournal

Newsletter of the Prince George's County Bar Association, Inc.

October 2013

## PRESIDENT'S MESSAGE



*Dear Colleagues,*

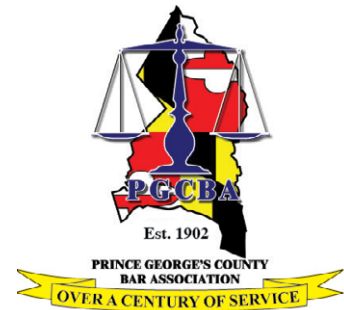
Transitions are up and coming for the Prince George's County Bar Association! Since July there have been 2 judicial retirements, Judge Sherrie L. Krauser and Judge Jean Szekeres Baron. The Prince George's County Bar Association is proud to honor Judge Krauser's and Judge Baron's many achievements and service to our community.

Judge Krauser was elevated to the Circuit Court for Prince George's County on 14 November 1995. From 2001 – 2004, she was the coordinating family law judge of the family division and from 2004 -2007, Judge Krauser was also the jury judge. Judge Krauser received many honors and awards throughout her career including the President's Award for Extraordinary Service to the Bar & Community, Top 100 Women in Maryland (the Daily Record), Circle of Excellence, Top 100 Women in Maryland (the Daily Record), Mothers & Daughters Award, Women of Achievement in Maryland History and Distinguished Service Award for Promotion of Equal Access to the Courts. Judge Krauser has served as Chair of the Civil Law and Procedure Committee, Maryland Judicial Conference and she is a member of the Mental Health, Alcoholism and Addiction Committee, Family Law Committee and Civil Law and Procedure Committee. She also chairs our bar association's mock trial program committee. From August 1989 to November 1995, Judge Krauser was an Associate Judge on the District Court for Prince George's County, Maryland.

Judge Jean Szekeres Baron was appointed to the District Court for Prince George's County on 27 July 2000. Judge Baron was a member of the editorial board, *Justice Matters*, the Judicial Education Committee, and served as Chair of the Public Awareness Committee.

By now all members should have received notice of on-line judicial voting. Thank you to Bryon Bereano for identifying our new balloting system, Association Voting. I hope you find this an effective way to run the online judicial election.

Our bar association has also experienced changes to our internal structure. Georgia Perry and Becky Tippet have retired. Over the past 2 months, our executive committee has undertaken the daunting task of selecting a new Executive Director. As many of you know, Georgia began her service with our bar association in 2007. Becky began her service with the bar association in 2006. I want to personally thank Georgia and Becky for their



### INSIDE THIS ISSUE

#### **Member Announcements**

*Pages 4 & 5*

#### **Alter Ego Program with Corrections**

*Pages 6 & 7*

#### **Get Healthy Today**

*Page 8*

#### **Community Legal Services**

*Page 10*

#### **Retirement for Honorable Sherrie Krauser**

*Page 11*

#### **Family Law, Matters**

*Pages 12 & 13*

#### **Tort Law Seminar**

*Page 14*

#### **Law Practice 101**

*Page 15*

#### **Law Library**

*Page 16*

#### **Classified Ads**

*Page 19*

# PGCBA NewsJournal

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## The Prince George's County Bar Association

Established 1902

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...to represent the legal profession and to serve its members  
and the community by promoting justice, professional excellence,  
collegiality and respect for the law.

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James Flynn ..... 301-932-0700  
Robin Shell..... 240-472-9919

#### Ethics Hotline

Any member wishing to obtain an informal ethics opinion may call the Ethics Hotline

John R. Foran..... 301-441-2022

#### Designated Conciliator Program

William Renahan..... 301-351-7531  
Gerald C. Baker ..... 301-577-4600

commitment to the bar association and their assistance to me during the first few months of my presidency. You will be missed! Walter Laake told me that a Bar Association is its Executive Director. He is correct. Thank you to our executive board and Jeff Harding, Denise Bowman and Judge Joseph Wright for their continuing commitment to our bar association by interviewing candidates for Georgia's and Becky's replacement.

Turning now to the responsibility of the bar, as practicing lawyers, I hope that you will reach out to assist Judge Erik Nyce with Law Practice 101. Law Practice 101 started in winter of 2008 as a pilot project with the Prince George's County Bar Association. Over the past 5 years, with the direction and attentiveness and true skill of Judge Erik Nyce, Law Practice 101 is not only an "award winning"

program (recognized at the 2012 MSBA President's Conference), but it has become a well attended program for new (and more experienced) practitioners. This year, Law Practice 101 kicked off the year with a session on Domestic Violence. Judge Lawrence Hill, Judge Robin Bright and Judge John Morrissey navigated us through domestic violence and peace orders. I hope everyone who attended walked away with having learned something new. I want to give a very special thank you to Judge Lawrence Hill, Judge Robin Bright and Judge John Morrissey for sharing their insight not only with the law, but with the practice approach of trying such a case.

I would like to conclude with a few upcoming events. Please mark your calendar for the 17 October 2013 Happy Hour at the Olde Town Inn. This event will be held from 5pm to 6:30 pm and will be a great way to

connect with colleagues after court. Please also mark your calendar for 19 October 2013, where board member, Giancarlo Ghiardi will be presenting, along with David Kopstein, Thomas Doran and Robert V. Clarke, a Tort Law Seminar on "Effective Use of Expert Witnesses for Civil Trials." On 14 November 2013, we will be holding our first happy hour at the DAV hall. I hope to encourage our lawyers to give back to our profession by getting involved in programs such as Law Practice 101, Happy Hour and the Tort Law Seminar - not only as a speaker or as a moderator, but by attending and supporting these great programs!

Thanks,  
Jennifer L. Muskus  
President, Prince George's County Bar Association

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CHASENBOSCOLO INJURY LAWYERS

*"The PGCBA is glad to have you as our new members!"*

## BROWN BAG LUNCH

FREE TO MEMBERS!

October 17, 2013 - 12:00 PM  
Lawyer's Lounge, 3rd Floor  
Duvall Wing

Speaker:  
Judge Tiffany Anderson

Topic:  
Maryland Legislative Update

FREE • FREE • FREE • FREE • FREE • FREE • FREE • FREE • FREE • FREE •  
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# \*\*\*UPCOMING EVENTS\*\*\*

## Happy Hour

Nov. 14, 2013  
DAV Hall - Bowie  
Free to All Members

## Annual Memorial Service

November 21, 2013  
Court House

## Holiday Party

December 17, 2013  
Newton White Mansion



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## Circuit Court

Sheila Tillerson Adams .....Elizabeth Hewlett 301-952-3561  
Michael Whalen .....Bruce Marcus and Bob Bonsib 301-952-1400  
Sean Wallace.....Maurene Epps-Webb 301-952-5181  
Hassan El Amin ..... Bridgette A. Greer 301-952-5225  
Philip Nichols.....Leslie Moore Romine 410-767-8055  
Toni Clarke .....Elizabeth Hewlett 301-952-3561  
Albert Northrop .....Perry Becker 301-262-4400  
DaNeeka Varner Cotton .....Donnaka Lewis 301-952-2708  
Sherri Krauser.....William Brennan 301-952-1400  
Maureen Lamasney .....William Brennan 301-952-1400  
Leo Green, Jr. ....Sam De Blasis 301-352-4950  
Krystal Alves.....William Brennan 301-952-1400  
John Davey ..... Andre Gingles 301-572-5009  
Melanie Shaw Geter.....Theresa L. Moore 301-316-1877  
Dwight Jackson ..... Arthur Horne 301-925-1800  
Larnzel Martin, Jr..... Maurene Epps Webb 301-952-5181  
Crystal Mittelstaedt .....Anne Magner 301-952-3640  
Nicholas E. Rattal..... John M. McKenna 301-474-0044  
Michael Pearson ..... Ayo Stevens 301-306-3800 and  
William Moomau 301-344-0105  
Julia Weatherly .....Walter Herbert 301-952-0707  
Beverly Woodard ..... Stan Derwin Brown 301-883-8888

## District Court

Thomas Love ..... Ron Willoner 301-699-1400  
Patrice Lewis .....Sandy David Baron 301-255-0547  
John Morrissey..... Thomas Lackey 301-390-6400  
Tiffany Anderson ..... Gabriel Christian 301-218-9400  
Robert Heffron ..... Dan LaPlaca 301-952-0100  
G. Richard Collins ..... Theresa Moore 301-316-1877  
Mark O'Brien..... Steve Chappelle 301-627-5152 or  
Susan Bailey 301-405-4945  
Thurman Rhodes .....Any Bar Member  
Karen Mason .....Steven B. Vinick 301-220-2200  
Eric Nyce..... Ralph Powers 301-627-1000  
Robin Bright .....Denise Bowman 301-292-3300  
Joseph Wright .....Katina Steuart 301-952-3511  
Patrick Duley ..... Kevin C. Gale 301-317-6300  
Susan Bailey 301-405-4925

# ALTER EGO PROGRAM WITH CORRECTIONS

Lawrence Hill ..... William Snoddy 301-952-5249  
Joel Worshtil..... Thomas Hendershot 301-474-3965  
Josef Brown ..... Herbert Levenstein 301-459-8200  
Gregory Powell..... Brain Tansey 301-699-3100  
Lisa Hall Johnson..... Erik Barron 301-804-3613

## US District Court

Alexander Williams..... Arthur Horne, Jr. 301-925-1800  
Deborah Chasanow..... Susan Bailey 301-405-4945  
William Connelly ..... Midgett Parker, Jr. 410-925-1800

## Masters

Paul Eason ..... Martin Oliverio 301-513-0613  
Thomas Rogers, Jr. .... Jaki Buckley 301-899-1400  
Walter Herbert, Jr. 301-316-1877  
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(L to R) Rick Jaklitsch, Stacy McCormack,  
Suzanne Vetter and Debbie Potter

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The Jaklitsch Law Group has shown its appreciation this year to the communities it serves through donations and participation in community events. Our thanks to the many organizations in our region that do so much good for so many causes:

- ◆ **MSP Polar Bear Plunge** to benefit **Maryland Special Olympics**, Annapolis
- ◆ **J. Franklin Bourne Scholarship Fund**, Upper Marlboro
- ◆ The **Robert Packard Center for ALS Research**, Baltimore
- ◆ Bingo with the **St. Mary's Nursing Center**, Hollywood
- ◆ **Josh's Ride** to benefit the **Huntingtown Volunteer Fire Department**, Calvert County
- ◆ **Maryland vs. Hunger**, Annapolis
- ◆ Bingo with the **Calvert Nursing Center**, Prince Frederick
- ◆ **Jacob's Ride**, cross country bike ride to raise money for people with hearing loss
- ◆ **ASPCA Puppy Plunge** Sponsor, Annapolis
- ◆ **Walk Against MS**, Annapolis

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## HOW TO USE CARBS EFFECTIVELY FOR WEIGHT LOSS, MUSCLE GAINS, AND INCREASED ENERGY

Anyone will tell you that carbohydrates (or “carbs”) are bad for you unless you’re preparing for a Marine Corp Marathon or some other cardio intense exercise activity. Carbs serve no purpose other than helping you gain weight and prepare for extended bouts of exercise.....or so you thought! What most people don’t know is that there are different types of carbs and carbohydrates are found in numerous food sources that you wouldn’t typically consider as “carb source”. For instance, there are carbs in milk, seeds and nuts, yogurt, and vegetables. Depending on the type of carb you consume, you can expect a different impact on your body thus allowing you to manipulate carbs so that they meet the purpose you intend for them.

There are two main types of carbohydrates – simple carbs and complex carbs. Simple carbs are the type which are commonly found in fruits and vegetables, sodas, fruit beverages, dairy products, and various sweeteners and syrups. These carbs comprise one or two sugars, bound together, and are considered a more immediate source of energy. Complex carbs are, for the most part, found in foods containing whole grains, and they usually contain more fiber and nutrients than simple carbs. This includes food sources like rice, bread, pasta, beans, cereals, oatmeal, potatoes, and the like. Complex carbs are made up of three or more sugars and they take longer to absorb. Because of their more complex structure, and the fact that they take longer to be absorbed and processed by your body, these carbs help to avoid sugar cravings, they keep you satisfied longer, and they can aid your body in the process of burning fat. Complex carbs also help

build and maintain the body’s glycogen stores which provides fuel for your muscles during exercise.

So if you are planning on running a marathon or engaging in a prolonged bout of exercise, then a breakfast containing complex carbs such as oatmeal or a sweet potato or cereals would be ideal for prolonged energy. In the same fashion, complex carbs are ideal immediately after a prolonged exercise bout to replenish your glycogen stores and provide you with continued energy. On the other hand, if you need an immediate short boost of energy to run, say, a 50 yard dash or to do a power lift, then you want to consume simple carbs immediately before hand, such as fruit or sugary sports drinks. As well, this type of simple carb consumed immediately after a workout will have the effect of spiking your muscle-building insulin, which can trigger greater muscle gains when consumed together with a post-workout protein meal or shake.

The key to making carbs work for you is to be certain to consume them only when they are needed. So, to be specific, consume your complex carbs in the morning to provide sustained energy throughout the day, and to get you through the 8 hour work day. Eight hours is a long day, and you may need to consume an additional small serving of a complex carb mid-day to keep up energy levels until the end of the work day. And then, if you plan to exercise at the end of your work day, It’s even appropriate to consume simple carbs immediately prior to working out to boost strength and short term energy needs, and then again after the workout to aid in muscle building. Just before and after your work-out are ideal times to consume carbs...this is when your body and muscles will make use of this extra fuel. What you do NOT want to do is consume carbs during period that you will be sedentary or immediately before bed. Research has proven that consuming carbs and sugar ( a form of simple carbohydrate) during period of the day when you will be sedentary, leads to the accumulation of a much greater

percentage of body fat than consuming these same carbs (and calories) around periods of exercise.

One of the best, most beneficial carbs... when it comes to providing nutrients and fiber, but without spiking blood sugar levels or turning to fat more easily, are leafy green vegetables. They are very low in calories, filling, and nutrient dense. These carbs will not provide a great deal of energy to prepare for long bouts of exercise, but are excellent post workout to provide nutrients to depleted muscles, and can even be eaten during sedentary periods of the day without any fear of the calories being more easily converted to fat. During the day, when working at a desk or similar setting, its ideal to include carbs in the form of a mixed field greens salad or a spinach salad with other vegetable garnishes such as peppers, onions, and cucumbers. The fiber and nutrients provided from this type of carbohydrate meal, especially when complimented with a protein source such as tuna or baked chicken breast, is an excellent way to aid the body in actually burning calories. So a calorie is not a calorie, particularly when it comes to carbohydrates, and the timing of the consumption of these carbs, and the choice of the type of carbohydrate can have a substantial impact on how the particular type of carbohydrate will effect your body. So enjoy your carbs, make them work to meet your specific goals, and happy eating to you!

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**In Partnership with Anne Arundel Bar Association**

**LEG 395 – Estate Planning for Same-Sex Couples: Where Do I Begin?** Gain knowledge and practical tips for estate planning for same-sex partners, whether unmarried, married, or in a civil union. \$55.00 (add'l \$10.00 if out of county resident)

**Speakers:** Michele Zavos, Esq. & Frank Campbell, Esq.

**When:** October 23, 2013 6 – 8:30 pm

**LEG 397 – Critical Developments in Liability Cases:** Gain knowledge on all the recent critical developments in liability cases. \$55.00 (add'l \$10.00 if out of county resident)

**Speakers:** Hon. Clayton Greene, Susan Zuhowski, Esq.  
Michael Russo, Esq.

**When:** November 12, 2013 6-8:30 pm

Room 100, Center for Applied Learning Technologies (CALT) Building  
Anne Arundel Community College

**Mediation Seminars and Trainings**

**LEG 396 – 20 hour Child Access Mediation Training:** \$300.00 (\$310.00 if an out-of-county resident)  
*Note: This training meets Maryland Rule, Title 17-104(b)(2) requirements for mediating child access disputes.*

**Speakers:** Robert A. McFarland, Esq., Robert Baum, Esq.  
Susan Krohn, LCSW-C, Patricia Cummings, LCSW-C

**When:** Oct. 24-26, 2013 8:30 am-5 pm

**Where:** Room 219, Cade (CADE) Bldg.

**LEG 513 – Breaking the Code: Ethical Decision-Making with POISE:\*** Mediation practice is filled with ethical puzzles and pitfalls. Come join your colleagues in this interactive workshop and learn to use a strategic tool called POISE to crack the puzzle of ethical decision-making in mediation. \$50.00 (\$60.00 if an out-of-county resident)

**Speakers:** Tara Taylor, Barbara Williams, Esq.

**When:** Nov. 5, 2013 6 – 8 pm

**Where:** Room 255, Careers (CRSC) Center

**LEG 364 - Mediator Ethics: Impartiality:\*** Explore the requirements and issues related to impartiality in the practice of mediation when dealing with different litigants whether represented or self-represented, and examine MPME Maryland Standards of Conduct for Mediators and Maryland Rule, Title 17. \$50.00 (\$60.00 if an out-of-county resident)

**Speaker:** Linda Deming

**When:** Dec. 10, 2013 6-8 pm

**Where:** Room 258, Careers (CRSC) Center

*\*Note: This course satisfies Title 17 continuing education requirements and MPME mandate for continuing education in ethics training.*

**For easy and fast registration, print out a registration form from the website below  
and fax it to (410) 777-4325 or email a PDF to [lehoward1@aacc.edu](mailto:lehoward1@aacc.edu).**

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Wednesday, October 16, 2013

6 p.m. – 8 p.m.

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Cost: \$50.00 per person

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Retirement Celebration for  
**THE HONORABLE SHERRIE LAVINE KRAUSER**  
Circuit Court for Prince George's County

Monday, November 18, 2013  
6:00 p.m. – 10:00 p.m.

Samuel Riggs IV Alumni Center  
University of Maryland  
College Park

Tickets: \$ 65.00 per person  
RSVP: by November 4, 2013

Questions: Amanda Appelbaum  
301-952-3640  
aappelbaum@co.pg.md.us

*In lieu of gifts, please bring a new, unwrapped book for a child in foster care, ages 1 to 21  
(books for young adults and teens especially appreciated)*

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Telephone: \_\_\_\_\_ E-mail: \_\_\_\_\_

Number of tickets: \_\_\_\_\_ @ \$65 per person Check payable to: *Krauser Retirement Party*

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# FAMILY LAW, MATTERS: WHEN ATTEMPTS BY PARTNERS TO DELEGATE BOOMERANG, WATCH OUT! | *by Lynn Friedman, Ph.D and Ronald B. Bergman, JD*

You're a successful senior partner in your firm, swamped with work.

However, you believe help is at hand because you've hired Mary, a seemingly terrific senior associate, to lighten the load.

On paper she is qualified to assume some highest-level responsibilities and manage the detail work. Mary is personable and seems to be well-liked by her colleagues.

But soon you begin to notice that she is inattentive to detail and often displays questionable judgement.

Her writing is so full of misspellings, grammatical errors, and incomplete sentences that you feel compelled to review each item before it goes out.

She also annoys clients with questions she should be able to easily answer.

After several snafus, you feel you must carefully monitor all her actions.

You've brought these issues to her attention several times, and each time she responds with an appropriate level of contrition: "I'm sorry. I don't know why I messed up." Or: "I feel terrible about this and will be more careful in the future."

On the surface, she appears to take responsibility.

But the problem persists and with each passing day your resentment increases.

Mary has successfully achieved "reverse delegation." Instead of reducing your workload, she's increased it, further draining your valuable time and energy.

Your repeated explicit feedback meets with seemingly sincere regret and heartfelt apology, but nothing meaningful changes. Your frustration mounts.

You find yourself being impatient and short-tempered. But when Mary tells you apologetically, that she can't seem to please you, you wonder if you are now being harsh and unfair.

Although effectively dealing with associates has always been a strong suit, you now experience powerlessness and self-doubt.

When Mary alienates yet another client, you lose your temper and loudly criticize her in an area where other staff members can overhear, behavior that is out of character for you.

As a general rule, partners set goals and standards for the firm, and associates attempt to respond effectively.

When associates fall short, they are usually sincerely concerned and take steps to improve their mistakes or short comings.

But in this situation, Mary has in effect, turned the tables on her employer.

Instead of worrying about her own performance, Mary has managed, perhaps unconsciously, to engender feelings of self-doubt in her boss.

Nearly all experienced law partners have had their "Mary moment."

In recounting their experiences, even the most savvy attorneys found themselves behaving uncharacteristically by expressing frustration or even occasional outbursts of rage.

## **Satisfaction under siege.**

How might one understand this unwieldy state of affairs?

Unlike the typical concerned employee, Mary doesn't take steps to identify the

source of her poor performance, nor does she begin to work on a plan to improve. Instead, Mary merely expresses regret that she is not satisfying the partner's demands.

Her congenial response to critical feedback creates the illusion that she wants to change and is trying her best to do so. But the subtext of her message belies those assertions, conveying the impression that the partner's expectations are unrealistic and unachievable.

As Mary characterizes the partner as "impossible to satisfy," she shifts the focus from her inadequate performance onto the partner's ostensibly unreasonable expectations. She asserts, "I can't seem to please you," as if it is the partner who is now at fault.

No wonder the partner is left feeling irritable, helpless, powerless and even enraged at times.

Despite understandable frustrations in dealing with associates like Mary, a partner must recognize that the seemingly manipulative behaviors of these associates are often outside their own awareness, which makes them challenging to manage.

It can be very useful to obtain consultation from an objective colleague, a skilled human resources professional, or an organizational consultant to develop a strategy for associates like Mary.

To maintain your perspective and emphasize the seriousness of the situation, consider having a third person attend a feedback meeting with the associate. In this meeting, provide concrete, descriptive feedback about the performance concerns.

Specify behaviors that must change. Make recommendations on ways the associate might develop the skills to address your concerns. Be explicit about how and when change will be measured, as well as the consequences that will accrue if performance does not improve.

Remember to document how you are addressing performance problems.

As disconcerting as these associates can be, hear in mind that their behavior may indeed be driven by factors outside of their awareness.

<Individuals with these types of struggles often grew up in difficult family situations that they were powerless to change.>

Consequently, when faced with current challenges, they may be very uncertain about how they can effectively change.

<Direct and specific feedback can help them rectify the situation or even lead them to seek outside counseling or therapy so they can become more self-aware and

can manage their behavior better with colleagues and clients in the workplace.>

Lynn Friedman, Ph.D., is a clinical psychologist, psychoanalyst and organizational consultant in full time, private practice Chevy Chase where she sees individuals in psychotherapy, psychoanalysis & provides consultation to organizations. More about her practice can be found at: [www.washington-dc-psychologist.com](http://www.washington-dc-psychologist.com).

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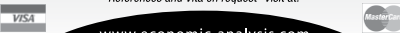
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SEPTEMBER 5, 2013



Thank you to Judge Robin Bright, Judge John Morrissey and Judge Lawrence Hill for taking part in Law Practice 101 on Sept. 5, 2013. The topic was "Protective and Peace Orders-Procedures and Practice Pointers." Jennifer Muskus, President of the Bar Association, acted as moderator.

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