



April 2011

P.O. Box 936 • Sacramento, California 95812  
www.womenlawyers-sacramento.org

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## Jocelyn Larkin Presents:

### “The Impact Fund’s Fight Against Wal-Mart”

By: *Bhavani G Murugesan, Co-Chair Programs Committee*

Let’s start with a riddle. You are a Wal-Mart employee. You are competent, hard-working, loyal. You are working the aisles when a store manager taps you on the shoulder about a promotion to management. Who are you? Answer: According to Jocelyn Larkin, you are seven



times more likely to be a man than a woman. WLS’ March luncheon featured the story of Jocelyn Larkin and the Impact Fund’s involvement in the eleven year battle against Wal-Mart – a story that is nothing short of a Agatha Christie novel or a Paramount Pictures legal drama. Ms. Larkin provided attendees with a snapshot of the Impact Fund’s behind-the-scenes work on the case and the issues pending before the U.S. Supreme Court.

According to Ms. Larkin, the story began when lawyers from New Mexico approached the Impact Fund in 2001 with anecdotes about the retailing giant that just didn’t seem right. Women were not making it into the upper echelon of America’s largest retailer despite protests and complaints. Could the Impact Fund look into this? Look into it they did. And what did they see? A surreal reminder of what Corporate America looked like in the 1970s. Over the next year, the Fund talked to over a hundred women and discovered that only one third of women made it into management. Now that did not necessarily equate to discrimination. Rationally speaking, if women were unwilling to take positions in management, then no discrimination has occurred. If however, a comparison of data from Wal-Mart’s competitors showed disparate results, then the Impact Fund would have a nascent case. The data collected from Target, Costco and other large retailers did not help Wal-Mart’s case.

In any discovery process, lawyers look for the smoking gun: the email, the letter, the witness who has the vital information to take the other side down. Except in this case, the smoking gun was an elusive, intangible “tap on the shoulder.” As Ms. Larkin explained, the Impact Fund discovered that the

process of joining management was simply this: Get into management training. However, there was no selection process for getting into management training. Wal-Mart practiced business the “Wal-Mart Way” and that meant that people at the local stores picked the candidate they thought best for the job. Ms. Larkin explained that, as social science has long laid to rest, when given personal choice, people pick others exactly like them, and in the case of Wal-Mart, when asked to pick the “best man,” management took it literally. Most of Wal-Mart’s executives worked their way up from the bottom; an otherwise admirable practice but for the repeated exclusion of women.

The Impact Fund also examined cases where women actively sought out management positions. In doing so, they found another disturbing trend: women were told that they still lacked certain experiences and that they would be considered for the training once they acquired the requisite skill, which some of them would do. As was common within Wal-Mart, management was rotated between stores and when the women came back with their new gained experience, the new manager in charge would often tell them that his criteria was different and a new set of experiences were necessary.

Discovery in the case also excavated another disturbing issue of which the Fund had not been aware: at every level, women were paid less than men. The Impact Fund found that

## WLS April 2011 Luncheon

### “Human Trafficking: Its Victims and the Legal Remedies Available to Them”

#### Featuring:

Eloisa Rivera and  
Nilda Valmores

April 25, 2011 at  
Lucca Restaurant  
(See page 3 for details)

## Jocelyn Larkin Presents : “The Fight Against Wal-Mart” (Continued from Page 1)

store managers were told to pay from a range and women almost always fell at the bottom of the range and men above them on the pay scale. In response, Wal-Mart argued that each person’s wage was based on individual performance and other criteria determined by local management.

The Impact Fund originally filed its complaint in the U.S. District Court for the Northern District of California in 2004 and subsequently sought certification of a class of over one million women. The District Court granted class certification and after several appeals over several years, the Ninth Circuit affirmed certification in an en banc (6-5) decision. It wasn’t long thereafter that the case caught the Supreme Court’s attention.

Ms. Larkin explained that the question before the Ninth Circuit focused on the relief available under Federal Rule of Civil Procedure 23(b)(2), one of the federal rules governing class. The Impact Fund relied on notes from the Federal Rules Committee that in Title VII cases, injunctive relief and back pay are available as remedies; in addition, compensatory damages and punitive damages have been available in these cases since 1991. Wal-Mart argued that back pay was unavailable, an argument the Impact Fund says is neither backed by case law nor by the rule itself. The Supreme Court independently asked the parties to also argue the questions of numerosity, commonality, typicality, and adequacy of representation under Rule 23(a). Wal-Mart has argued that no commonality exists as the local management at the stores made the decisions, and that each individual case has a different fact pattern and each of the more than million cases needs to be tried independently. The Impact Fund argues that each woman is entitled to roughly \$1,100, a sum so small that the million class members would effectively have no remedy at law. Another issue before the Court is whether a subjective standard can be challenged in a class action. If the Supreme Court agrees with Wal-Mart on this issue, the Fund’s case will be crushed. But Ms. Larkin reported that no matter which way the Court goes, changes have already begun within the retailing giant; today’s Wal-Mart is not the same company that women worked at a decade ago.

Let’s end the way we started - with a riddle. You are the biggest company in America. Your employee count is in the six figures. You are chugging along selling, buying, and retailing when Jocelyn Larkin taps you on the shoulder. Who are you? Answer: You are Wal-Mart and you have just received a forceful invitation from Ms. Larkin and the Impact Fund to join the rest of America in the 21st century.



*Pictured from left, Jamie Errecart, WLS President, Jocelyn Larkin, The Impact Fund, and Bhavani Murugesan, Co-Chair WLS Programs Committee*

## CONGRATULATIONS!!

WLS would like to congratulate member NANCY SHEEHAN on being named a Fellow of the American College of Trial Lawyers at the 2011 Spring Meeting of the College in San Antonio, Texas.

## Please Join Us At The Women Lawyers of Sacramento April Luncheon Featuring Nilda Valmores and Eloisa Rivera



**DATE: April 28, 2011**

**TITLE: Human Trafficking: Its Victims and the Legal Remedies Available to Them.**

**Pending 1.0 Hour MCLE Credit for Substantive Law.**

Many are not aware that human trafficking is the second largest criminal industry in the world, after drug smuggling, and, it is the fastest growing. Human trafficking is not something we can ignore because it is occurring on our doorsteps. Indeed, California is among the top destinations for traffickers in the US. And, Sacramento is among 18 medium-sized US cities identified as a hub for human trafficking in the US. Please join us to hear Nilda Valmores and Eloisa Rivera discuss this modern day form of slavery.

**Nilda Valmores** is the Executive Director of My Sister's House and has more than 20 years of experience working with non-profit organizations that help low-income families. Ms. Valmores has a Masters Degree in Public Administration from Harvard University's John F. Kennedy School of Government. Under her 7 years of leadership, My Sister's House has expanded its services, increased its number of clients of volunteers, and has earned a growing recognition of contributions to Sacramento and the Central Valley.

**Eloisa Rivera** is the Human Trafficking Program Manager for My Sister's House. Ms. Rivera also volunteers as Managing Attorney for the legal program of My Sister's House. Under Ms. Rivera's two years of leadership, volunteer attorneys and law students have provided legal assistance to over 200 victims of domestic violence, over 1000 consultations and document preparation, and direct representation in immigration matters to victims pursuant to the Violence Against Women Act. In her spare time, Ms. Rivera also serves on the board of Women Lawyers of Sacramento, recruiting and mentoring volunteer attorneys to provide legal assistance to victims of human trafficking.

**WHERE:** Lucca Restaurant and Bar, 1615 J Street, Sacramento, CA     **TIME:** 12:00-1:15 p.m.

**MENU:** The Governor's Special Salad (mixed greens, spicy sausage, smoked bacon, cherry tomatoes, and blue cheese), Lucca Chicken Caesar Salad, Vegetarian Risotto, or Spaghetti and Meatballs. **Each item comes with the choice of soda or iced tea.**

**COST:** \$25.00 for current WLS members, past presidents of WLS, and judges; \$30.00 for all others, except law students, whose cost is \$20.00. Without advance reservation, it may not be possible to get the entrée of your choice.

**RSVP with menu choice and confirmation of mailed check by April 25, to Julia Reeves at (916) 781-2550 or jreeves@hansenkohls.com.** Please mail your check, payable to WLS, with menu choice **for receipt by April 25, to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95812. Please indicate if you are a current WLS member, past president, or judge on the check.** WLS is charged for cancellations. Payments must be received in advance and are not refundable. Seating at the door is subject to availability. Please bring any unused toiletries and women's personal items to the luncheon for donation to Maryhouse, a non-profit organization that helps homeless women and children.

**Don't forget to bring your gently-worn, clean professional attire & accessories to donate to WLS' Annual Career Clothing Drive, which benefits the deserving women at My Sister's House and Women's Empowerment.**



## WLS Joins Amicus Brief in U.S. Supreme Court Case Involving Pay and Promotion Discrimination Against Women

*By: C. Athena Roussos*

**W**LS recently joined an amicus brief filed by the National Women's Law Center and the American Civil Liberties Union in support of the plaintiffs in the U.S. Supreme Court case, *Wal-Mart v. Dukes*. This important case concerns whether class actions may be used to challenge large employers who engage in company-wide discriminatory practices. The case will also likely affect the ability of plaintiffs to utilize class actions in other contexts, like antitrust, securities, and product liability claims.

The Wal-Mart case is the largest employment discrimination case in U.S. history. It involves hundreds of thousands of women who have worked for Wal-Mart across the country in various positions. The lawsuit alleges that Wal-Mart engaged in a pattern and practice of discrimination against women. Evidence of discrimination includes statistical evidence, anecdotal evidence, and evidence of company-wide policies contributing to the discrimination of women in pay and promotions. Women at Wal-Mart earned an average of \$5,000 less than their male counterparts, even though their performance ratings were higher and they had more seniority; women were less likely to be promoted; and women had to wait significantly longer for promotions than men.

Further, there was wide-spread stereotyping against women even at the highest levels. Despite having centralized authority in many other respects, Wal-Mart gave unfettered discretion to managers to set pay and promotions and rarely advertised open job positions, which allowed discriminatory thinking to be used in making these

decisions. And women faced significant barriers to challenge discrimination: employees were prohibited from discussing their pay, and women faced retaliation when challenging discriminatory practices.

Both the district court and Ninth Circuit concluded that class certification was proper under Federal Rule of Procedure 23.

Wal-Mart's chief argument against class certification is that the size of the class is simply too large. Notably, this case is not the largest class action ever. For example, as the plaintiffs have pointed out, Justice Sotomayor previously voted to certify an even larger class of 8 million merchants—and Wal-Mart was a plaintiff in that case.

Moreover, as the Ninth Circuit observed, Wal-Mart is by far the nation's largest private employer. Plaintiffs presented evidence of company-wide discrimination—not mere allegations—showing that the class, though large, had common issues. Thus, the plaintiffs met the requirements of Rule 23.

Class actions provide a practical remedy where the individual claims are small and help to protect against retaliation. Class actions also provide an opportunity to present a more complete picture of the employer's conduct where discrimination is pervasive and wide-ranging.

To see more information about the case and the amicus brief WLS joined, please visit <http://www.nwlc.org/resource/wal-mart-v-dukes-basics>.



## President's Corner

### How You Can Get Involved in WLS

By: WLS President, Jamie Errecart

**W**omen Lawyers of Sacramento offers many ways to get involved in the organization. Not only is it a resume-building opportunity, but more importantly (at least to me), it is a way to meet wonderful women who practice law. Some of my closest relationships have grown from my involvement with WLS. I am extremely grateful to have developed such wonderful relationships with the women involved in this organization. How can you get involved with WLS?

There are many ways to get more involved in WLS. First, you need to think about your interests. Are you interested in planning events? How about major fundraisers? If so, helping with WLS' annual Artfest is a perfect way for you to get involved! We always need help. Your time goes directly back to the community since all proceeds result in scholarships to local law students and grants to local non-profit organizations. Perhaps you are more interested in the scholarship and grant process. The Grants & Awards Committee solicits applications, reviews the applications, and makes recommendations to the WLS Board as to whom should receive the scholarships and grants. What a great opportunity to make a difference in the community!

Maybe you are more interested in legislation and improving California law. If so, the Delegations and Bar Committee is right for you. The committee identifies areas of need and proposes resolutions. In fact, one of our most recent resolutions that was passed at the Conference of Delegates is proposed as AB 1147 by Assemblymember Mariko Yamada. Perhaps you are more interested in judicial and legislative appointments. If so, the Judicial and Legislative Committee is perfect

for you. The committee reviews applicants and makes recommendations to the WLS Board as to whether WLS should support a candidate.

WLS also has great opportunities to help plan programs that benefit our membership and the community at large. WLS' Programs Committee finds speakers every month to discuss fascinating topics. If you are interested and/or have ideas for WLS' monthly programs, the Programs Committee is the perfect place for you! WLS' Career Advancement and Retention Committee (CAR) is also great fun! It hosts brown-bag lunches that incorporate great topics for women in law! On April 13, the CAR committee is hosting a Brown Bag lunch, "Practicing Law and Parenting." This is a great opportunity to ask questions to those of us women who are going through this experience. If you have ideas for brown bag lunches or other career advancement and retention ideas, such as improving mentoring in the area, please get involved with our CAR committee!

There are also great opportunities if you are interested in membership, publicity and community relations (e.g. human trafficking and child protection issues), and/or getting involved with the production of this newsletter. We are always looking for interesting articles to publish to our members. Please feel free to submit an article to publish in our monthly newsletter.

With that, I strongly encourage you to get involved! Build your resume AND build great relationships at the same time.

## Please Support WLS' Annual Career Clothing Drive

For 49 years, Women Lawyers of Sacramento has contributed to building leadership in the Sacramento community by forming partnerships with nonprofit organizations that support women and girls in need. This year, WLS continues the tradition by sponsoring another WLS Career Clothing Drive, with all contributed items being donated to My Sister's House and Women's Empowerment.

Please support the Clothing Drive by bringing your clean, gently-worn professional clothing and accessories (suits, slacks, skirts, blouses, purses, etc) to the April 28th WLS Luncheon or drop off your donations at one of two locations between April 18-29, 2011: Jackson Lewis, 801 "K" Street, Suite 2300 & Wilke Fleury, 400 Capitol Mall, 22nd Floor



Donations are tax-deductible. For a receipt, include your name and e-mail address with your gift.

Questions? Contact Bindhu Varghese, Vice-Chair, WLS Community Relations at [bv.bindhu@gmail.com](mailto:bv.bindhu@gmail.com)



**WOMEN'S  
EMPOWERMENT**



## Remembering Jean Nieman Klingensmith Mills (1945-2011)

*By: Susan J. Orton and Marguerite Roth, WLS Past Presidents*

It is with great sadness that WLS reports that one of its former officers, Jean Nieman Klingensmith Mills, 65, died at home in Akron, Ohio on February 25, 2011.

Jean came to Sacramento's legal community from Canada, where she had received her LL.B. from the University of Toronto and was called to the bar for the Law Society of Upper Canada. She was admitted to the California Bar in 1974 and served as secretary to WLS during a critical time of transition. The WLS tradition of hosting the California Supreme Court at a reception each fall began during this period. WLS also sponsored a debate on the pros and cons of nuclear power plants during Jean's tenure.

In Sacramento, Jean served as a Deputy Legislative Counsel and then as a lawyer for the Department of Consumer Affairs before going into private practice, specializing in employment and administrative law. Sacramento Superior Court Judge Jim Mize remembers her as remarkable for qualities which distinguished her both as a lawyer and in her later roles: "She was kind and approachable—the kind of person with whom you would share your innermost soul."

In December 1985, Jean married Peter E. Mills, a Sacramento lawyer who was a former president of the Capitol City Trial Lawyers Association. Jean and Peter, very active in the Greenhaven Lutheran Church, made major changes with Peter's decision to close his law practice in 1992 in order to enter Concordia Theological Seminary in Ft. Wayne, Indiana, from which he was graduated in 1996. He was ordained a minister in December 1996 after serving a vicarage in Richville, Michigan.

Jean, along with daughters Lisa Klingensmith and newly adopted second daughter, Abigail Mills, accompanied Peter to Indiana and then to vicarage service in St. Michael's Evangelical Lutheran Church in Richville, Michigan, a pastoral assignment in Lamesa, Texas, before Peter's 2001 acceptance of a call as pastor of Grace Evangelical Lutheran Church, 989 North Portage Path, Akron, Ohio, 44313. Peter continues to serve as pastor of the Akron congregation. ([www.grace-lcms.org](http://www.grace-lcms.org).)

In addition to daughters Lisa Klingensmith (now Lisa Cornwell of Westfield, Indiana) and Abigail, Jean and Peter adopted sons Joseph (from Russia) and Andrew (from South America) and a third daughter, Hannah (from the Philippines), all of whom survive their mother. She is also survived by a granddaughter, Kaitlyn Cornwell of Westfield, Indiana, and a brother, Ted Nieman, of Canada.

Jean homeschooled the youngest four children, in addition to organizing music and athletic events and filling the role of pastor's wife until her diagnosis with ovarian cancer in 2009. Throughout this time, she also maintained her WLS ties, which were very important both to her and to her friends in Sacramento. She left us too soon.

## Important Changes to the Frances Newell Carr Award Selection Committee

**By: Rebecca A. Dietzen, Co-Chair Grants & Awards**

As many members are aware, each year WLS awards an outstanding lawyer, judge, or scholar in the Sacramento legal community with the Frances Newell Carr (FNC) Award. The awardee is selected each year by vote of the full WLS board, however, WLS has for many years utilized a specially formed committee to review the FNC nominations and make recommendations to the Board. The FNC committee is chaired by the WLS Grants and Awards Co-Chairs and the award is given at WLS' December luncheon.

For a multitude of reasons, the Board has determined to standardize the FNC award committee selection process. Given the volunteer nature of the WLS organization, standardization will make an easier transition between years. It will also alleviate potential conflicts because people will know in advance that it is "their year" to serve on the FNC committee and can therefore decline their own nomination or opt out of nominating someone else on a year they are to serve. And, it will standardize the committee composition so that the committee's make-up does not vary wildly between years.

Accordingly, WLS has adopted the following policy regarding the Frances Newell Carr Award Selection Committee. Each year, the Selection Committee for the Frances Newell Carr Award ("Selection Committee") shall consist of the following members:

- ◆ The current President of the WLS Board;
- ◆ The current Vice President of the WLS Board;
- ◆ The current Past President Liaison of the WLS Board;
- ◆ The Past President of the WLS Board who served five (5) years prior to the current year (for example, in 2011, this position would be filled by the 2006 WLS President);
- ◆ The most recent recipient of the FNC Award;
- ◆ A past recipient of the FNC Award, to be chosen by the Grants and Awards Committee Chair(s);
- ◆ The current Grants and Awards Chair (or Co-chairs); and
- ◆ The current Grants and Awards Vice Chair(s), if any.

If the Past President from five (5) years prior to the current year is not available to serve on the Selection Committee, then the Grants and Awards Chair(s) shall go back in time chronologically, beginning with the Past President who served six (6) years prior to the current year, until a past president is available to serve on the Selection Committee. If there is an even number of members on the Selection Committee, then the current President of the WLS Board shall have the discretion to select one (1) additional member from the current membership of WLS.

The Grants and Awards committee is also considering formalizing the nomination process for the FNC Award. Stay tuned! WLS also looks forward to both working with the 2011 FNC Award committee and celebrating this year's deserving awardee.

***For those of you who are wondering about the namesake of this award, here is a brief background of Frances Newell Carr:***

*A pioneer and champion for women on the bench, Frances Carr was born in El Centro, California, October 27, 1923. One of four children of itinerant farm workers, she worked her way through the University of California, Berkeley, and Boalt Hall School of Law. Admitted to the California Bar in 1949, Carr practiced law in Antioch, California, before moving to Sacramento. In 1975, she became the first woman to be appointed to the bench of the Superior Court, Sacramento County, where she also served as Presiding Judge from 1978 to 1979. In 1980, she was appointed to the Court of Appeal, Third Appellate District. Unfortunately, Justice Carr died suddenly, at home, on January 16, 1992, six weeks before she was to have retired.*

## Join WLS in a Fun-Filled Networking Event Supporting Equal Pay for Men and Women

WLS is hosting a **Pay Inequity Awareness Reception, April 12, 2011**, at Lucca Restaurant & Bar, 1615 J Street, Sacramento, from 5:30 – 7:30 pm. Enjoy appetizers and a no-host bar at this unique networking opportunity.



On Tuesday, April 12, 2011 thousands of women and men from across the United States will join in a national day of action against unfair pay called Equal Pay Day. April is symbolic of the point into the new year that a woman must work in order to earn the wages paid to a man in the previous year. The National Committee on Pay Equity reports that census statistics show, on a national level, women are paid only 77 cents for every dollar a man is paid, based on the median earnings of full-time, year-round workers in 2009. In California, women on average made 82.7 percent of what men earned. Because women earn less, women must work longer for the same pay.

At a time when America's economy is facing a downturn, every penny counts! Economist Evelyn Murphy, president and founder of The WAGE Project, estimates that the wage gap costs the average American full-time woman worker between \$700,000 and \$2 million over the course of her lifetime. WLS encourages the business community to review their pay practices to ensure that women are not discriminated against in Sacramento, by performing an Equal Pay Self-Audit provided by the U.S. Department of Labor's Women's Bureau. WLS applauds those businesses that already employ equal pay! More information about the wage gap can be found at: <http://www.pay-equity.org/info.html>.

Attendees are asked to wear red to the event to visually demonstrate that women's wages are still "in the red" compared with men, who are "in the black," for performance of equal work. Wear your red "loudly and proudly" to show your support of equal pay.

**Ticket price is \$25.00 at the door.**

For additional information about the event, contact Dena Bez (916-643-9624) or Susan Hill (916-568-0212).

We hope you can join us to make this networking event a spectacular statement in support of equal pay.



**Next Equal Pay Day:  
Tuesday, April 12, 2011**



## The Career Advancement and Retention Committee Kicked Off the Year With a Lively Reception and Looks Forward to Exciting Mentor Program Events In 2011

*By: Peg Carew Toledo and Nina Santo, Co-Chairs, Christina Morkner Brown, Vice Chair*

On March 16th, over 40 women participated in the Career Advancement and Retention Committee's ("CAR's") 2011 Kickoff celebration. The group included both lawyers and law students. The event afforded an opportunity for casual interactions as well as more in-depth small group conversations among participants. In addition, prospective mentees were encouraged to seek out a personal mentor from among the many mentor volunteers who have submitted information about themselves through this program. The CAR Committee thanks the generous donations that made the event possible: CIM Management provided the reception space at no cost to WLS and the wine for the event was donated by Chandler Legal Group and Mennemeier, Glassman & Stroud.



In April, the 2011 Brown Bag Lunch Series will begin with "Practicing Law and Parenting," Wednesday, April 13, 2011, from noon-1:30 p.m. at 980 Ninth Street in the Second Floor Conference Center. This Brown Bag Lunch will be a roundtable discussion. Participants will receive .75 MCLE credits (pending) in the subject area of Elimination of Bias in the Profession. If you are interested in attending the Brown Bag, please RSVP to Cindie Wilding at [cwilding@mgsllaw.com](mailto:cwilding@mgsllaw.com) or 916-551-2596.

In May, the CAR Committee is organizing a WLS contingent to participate in the Saturday morning, May 7, 2011 Susan G. Komen 5K run/walk Race for the Cure. In addition to being a good cause and a fun event for WLS members to enjoy with each other and our families, it will be a good opportunity to increase WLS's public exposure and encourage WLS membership and networking among WLS members.

If you are interested in being part of the WLS group of walkers/runners, please do the following:

1. Register for the event as an individual at [https://secure.info-komen.org/site/TRR/RacefortheCure/EDH\\_SacramentoAffiliate/509537366?pg=ptype&fr\\_id=2085](https://secure.info-komen.org/site/TRR/RacefortheCure/EDH_SacramentoAffiliate/509537366?pg=ptype&fr_id=2085)
2. RSVP to Cindie Wilding at [cwilding@mgsllaw.com](mailto:cwilding@mgsllaw.com) or 916-551-2596.

When you RSVP you will get additional details about where to meet the WLS group on the morning of the event.

3. If you would like a WLS visor to wear at the event, please provide a check for \$10.00 payable to "Mennemeier, Glassman & Stroud" and send it to Cindie Wilding, Mennemeier, Glassman & Stroud, 980 9th Street, Suite 1700, Sacramento, CA 95814.



# Announcements & Other News

## Mark Your Calendars!



### WLS 2011 Luncheon Schedule

All Luncheons will be held at Lucca Restaurant and Bar, located at 1615 J Street in Sacramento

- April 28
- May 26
- June 23
- July 28
- August 25
- September 22
- October 27
- November 17 (Grants Awarded)
- December 15 (Swearing-in of 2012 Board)

*The WLS Luncheons sound better than ever!! A new speaker system and French doors have greatly minimized background noise at the luncheons. Come "hear" for yourself!*



## Call for Sponsorship for Women Lawyers of Sacramento

### 18<sup>th</sup> ANNUAL ARTFEST

A Benefit for the WLS Foundation

Thursday, September 22, 2011

**For maximum advertisement exposure, please return the attached sponsorship forms by April 15, 2011.**

*WLS and the Recipients of Our Grants & Scholarships*

*Thank You for Your Support!*



## WLS Is Accepting & Publishing Readers' Announcements

**D**o you have an announcement that you would like to share with the WLS members? If so, please email Ellen Arabian-Lee at [ellen@gurneelaw.com](mailto:ellen@gurneelaw.com) and Erika Pickles at [piclese@jacksonlewis.com](mailto:piclese@jacksonlewis.com). We will make an effort to print your announcement in a future edition of the WLS Newsletter (depending upon available space). The deadline to submit announcements is the 20th of each month. Please attach any digital photos or other art that you would like to share with your email.

## ARE YOU A MEMBER OF WLS? HAVE YOU RENEWED YOUR WLS MEMBERSHIP?

Please remember to return the attached membership application or renewal form and your check to WLS. There is a form conveniently located near the end of this newsletter.

**WOMEN LAWYERS OF SACRAMENTO PRESENTS:**

# **“Career Clothing Drive”**

**WLS Members!**

**Please donate your gently-worn, clean professional attire  
& accessories (suits, slacks, shoes, purses, etc.)**

All items will be donated to the following partnerships:



**DATE:** April 18, 2011 – April 29, 2011

**LOCATIONS:** Jackson Lewis, 801 “K” Street, Suite 2300  
&  
Wilke Fleury, 400 Capitol Mall, 22nd Floor

*Or, just bring your donation to the monthly WLS Luncheon on April 28, 2011!*

Donations are tax-deductible. For a receipt, include your name and e-mail address with gift.  
Questions? Contact Bindhu Varghese, WLS Community Relations, Vice-chair: [bv.bindhu@gmail.com](mailto:bv.bindhu@gmail.com).



**Announcing the Women Lawyers of Sacramento  
Career Advancement and Retention Committee**

**BROWN BAG LUNCH**

**Topic:** Practicing Law & Parenting  
Round Table Discussion

**Date:** April 13, 2011

**Time:** 12:00 - 1:30 p.m.

**Location:** 980 9<sup>th</sup> Street, 2<sup>nd</sup> Floor, Room C  
Sacramento, CA

(Please bring your own brown bag lunch,  
light refreshments will be provided)

Please R.S.V.P. to Cindie Wilding  
at 916-551-2596 or [cwilding@mgsllaw.com](mailto:cwilding@mgsllaw.com)

# WLS

WOMEN LAWYERS OF SACRAMENTO

[www.womenlawyers-sacramento.org](http://www.womenlawyers-sacramento.org)

## Eighteenth Annual Artfest Underwriter Response Form

Please include me/my firm as a donor at the following level:

- \$1,000 Platinum Sponsor, includes 10 tickets
- \$500 Gold Sponsor, includes 4 tickets
- \$250 Silver Sponsor, includes 2 tickets
- \$100 Bronze Sponsor, includes 1 ticket
  
- I/We cannot attend but still wish to support the WLS Foundation as a donor with the enclosed \$\_\_\_\_\_ contribution to help defray the cost of producing the event.

Name/Firm: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Telephone: \_\_\_\_\_  
Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_  
Email: \_\_\_\_\_

The Artfest will be held at the Vizcaya in Sacramento on Thursday, September 22, from 6:00 p.m. to 8:30 p.m. If you would like further information about the event, please contact Kimberly Lucia at (916) 321-4444 or Dena Bez at (916) 643-9624.

**Please return this form and donation  
made payable to "WLS Foundation" to:**

**WLS Foundation  
Attn: Kimberly Lucia  
Boutin Jones Inc.  
555 Capitol Mall, Suite 1500  
Sacramento, CA 95814**

\*In compliance with the Internal Revenue Service guidelines, the full amount of your donation above any benefit received is considered a tax-deductible contribution.

\*\*If you would like to be a Platinum or Gold sponsor and included in all of our pre-event advertising, please respond by **April 5, 2011**, otherwise, we cannot guarantee the acknowledgment in our pre-event advertising. We will accept all sponsorships up through the time of the event; however, we cannot guarantee published acknowledgment opportunities on the day of the event for donations received after **August 2, 2011**.



*You are Cordially Invited To Attend:*

**The Second Annual  
Modern Masters of America Fine Art Contest**

Gallery reception and Judging to take place on April 14, 2011

**Time: 5:30-8:30**

**Place: Hot Italian Restaurant**

1627 16th Street, Sacramento CA 95814

**Suggested Donation: \$10.00**

*Refreshments to be provided by:  
Two Rivers Cider, Hot Italian and Barsotti Juice*

*Featuring Special Guest: Gregory Kondos*

This is an open event.

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**DOWNEY | BRAND**  
ATTORNEYS LLP

**VCA**  
VERDE CULTURE ARTS



Raffle Tickets Available at Whitworth Cycles \$5  
Raffle Prize: A Bicycle Donated by Whitworth Cycles

*You're Invited!*



## **Wine, Hors D'Oeuvres Art, & Raffle Prizes!★**

*Elegant Scrunge Art  
Featured by local artist Gail Pocock*

**Monday May 2, 2011**

**5:30 to 8:00 p.m.**

**L Wine Lounge**

*1801 L Street*

**\$30.00**

*All Proceeds benefit*

**“Community Against Sexual Harm”**

*C.A.S.H. inspires hope and provides  
assistance for victims of sexual exploitation.*

*A project sponsored by The Community Pride Project, a 501(c)(3) non-profit.*

*Donate to  
our Raffle  
and Silent  
Auction*

*For tickets please go to  
our website:*

**[www.cashsac.org](http://www.cashsac.org)**

*Look for us on facebook*



*The South Asian Bar Association of Sacramento cordially invites you to...*

## **The SABA Sacramento Third Anniversary Reception**

*featuring...*

### **Keynote Speaker: Judge Jay C. Gandhi**

*United States District Court for the Central District of California  
First South Asian Magistrate Judge in the United States*



**Thursday, April 7, 2011**

**5:30 pm to 7:30 pm**

**Downey Brand LLP**

**621 Capitol Mall, 18th Floor**

**Sacramento, CA**

\$10/general (\$15 at the door)

\$5/students (\$8 at the door)

Justices & Judges complimentary

**RSVP by March 31, 2011 with check payable to SABA**

**Mail to:** Shama Mesiwala, Court of Appeal, 621 Capitol Mall,  
10th Floor, Sacramento, CA 95814

Please email [shama.mesiwala@jud.ca.gov](mailto:shama.mesiwala@jud.ca.gov) with any questions

*We look forward to seeing you there!*

*This event has been generously co-sponsored by the  
North American South Asian Bar Association*





## WOMEN LAWYERS OF SACRAMENTO

### ATTORNEY MENTORING FORM

*Be a legal leader by providing guidance to another attorney who is very interested in your practice and your experience in the legal profession.*

By filling out this form you agree to have this information placed in a file of mentor attorneys available to other WLS members for 2011.

#### Personal Information

Name \_\_\_\_\_

Address: \_\_\_\_\_

Phone number: \_\_\_\_\_

Email: \_\_\_\_\_

Best method and time to contact you: \_\_\_\_\_

Current Employer & Practice Area: \_\_\_\_\_

Law School(s) Attended: \_\_\_\_\_

Years in Practice: \_\_\_\_\_

#### Practice Area(s) (check all in which you have experience):

- |   |   |
|---|---|
| <input type="checkbox"/> Labor/Employment             | <input type="checkbox"/> Litigation                 |
| <input type="checkbox"/> Real Property                | <input type="checkbox"/> Administrative Law         |
| <input type="checkbox"/> Probate, Wills & Estates     | <input type="checkbox"/> Consumer Law               |
| <input type="checkbox"/> Family Law                   | <input type="checkbox"/> Appellate Law              |
| <input type="checkbox"/> Criminal Law                 | <input type="checkbox"/> Taxation                   |
| <input type="checkbox"/> Intellectual Property/Patent | <input type="checkbox"/> Business Law               |
| <input type="checkbox"/> Torts                        | <input type="checkbox"/> Environmental/Land Use Law |
| <input type="checkbox"/> Municipal Law                | <input type="checkbox"/> Civil Rights Law           |
| <input type="checkbox"/> Worker's Compensation        | <input type="checkbox"/> Bankruptcy                 |
| <input type="checkbox"/> Healthcare                   | <input type="checkbox"/> _____                      |

#### Practice Type(s):

- |  |   |
|--|---|
| <input type="checkbox"/> Solo              | <input type="checkbox"/> Government Agency            |
| <input type="checkbox"/> Small Firm        | <input type="checkbox"/> Judiciary                    |
| <input type="checkbox"/> Medium Firm       | <input type="checkbox"/> Education                    |
| <input type="checkbox"/> Large Firm        | <input type="checkbox"/> Public Interest Organization |
| <input type="checkbox"/> Corporate Counsel | <input type="checkbox"/> Legal Services Agency        |



# Women Lawyers of Sacramento 2011 Membership Application

## APPLICANT INFORMATION

- Please do not include my information in the membership directory
- New Member (Referred by: \_\_\_\_\_)

Name \_\_\_\_\_ CA Bar Number \_\_\_\_\_ Year Admitted \_\_\_\_\_  
 Firm/Office \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_  
 Area(s) of Practice \_\_\_\_\_

## APPLICANT STATUS

**Active Member:** (*Member of the CA/Other State Bar, including retired attorneys and law school faculty*)

- \$55: 0-5 years in practice/gross income under \$50,000
- \$65: 6-10 years in practice
- \$75: Over 10 years in practice
- \$100 or more: sustaining donor

**Honorary Member:** (*Justices, Judges, WLS Past Presidents*)

- Dues Waived

### Associate Member:

- \$25: Law school graduate not yet admitted to Bar
- \$25: Law school student (Specify year: \_\_\_\_\_)

### Add-ons:

- \$100 : California Women Lawyers dues  
(WLS members receive \$50 discount off the \$150 annual dues)
- \$ \_\_\_\_ : Foundation donor (tax deductible)

\$ \_\_\_\_ TOTAL enclosed by check payable to WLS.

Please return to WLS Membership, P.O. Box 936,  
Sacramento, CA 95812

## COMMITTEE PARTICIPATION

*Check those WLS committees in which you are interested in participating or receiving more information:*

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Career Advancement & Retention | <input type="checkbox"/> Legislation & Bar Delegation | <input type="checkbox"/> Publicity/Community Relations |
| <input type="checkbox"/> Grants & Awards                | <input type="checkbox"/> Membership                   | <input type="checkbox"/> Programs                      |
| <input type="checkbox"/> Development (WLS Foundation)   | <input type="checkbox"/> Newsletter                   | <input type="checkbox"/> WLS Mentor/Mentor Circle      |
| <input type="checkbox"/> Judicial & Other Appointments  |   | Leader (Identified in Directory)                       |
| Evaluations   |   |  |

Questions? Please contact a Membership Committee Co-Chair at [sacwomenlawyers@gmail.com](mailto:sacwomenlawyers@gmail.com).



# WOMEN LAWYERS OF SACRAMENTO

**Mission Statement:** Women Lawyers of Sacramento supports and encourages every woman lawyer in her career aspirations and helps promote a society that places no limits on where a woman's skills and talent can take her. Women Lawyers of Sacramento dedicates itself to (1) promoting the full and equal participation of women lawyers and judges in the legal profession, (2) maintaining the integrity of our legal system by advocating principles of fairness and equal access to justice, (3) improving the status of women in our society and (4) advocating for equal rights, reproductive choice, equal opportunity and pay for women, and current social, political, economic, or legal issues of concern to the members of Women Lawyers of Sacramento.

**Foundation Mission Statement:** Women Lawyers of Sacramento Foundation is the charitable arm of Women Lawyers of Sacramento. This charitable organization seeks to address the unmet needs of women and children and raises funds to support legal educational opportunities and community programs that satisfy these needs.

**Principles:** Women Lawyers of Sacramento is premised on the belief that women deserve equal rights, respect and opportunities in the workplace and in society at large. Women Lawyers of Sacramento endeavors to support and enhance the participation and representation of women in significant leadership and management positions in the legal profession. Women Lawyers of Sacramento also strives to eliminate all forms of bias, discrimination, and harassment, including all forms of violence against women and children, and supports diversity in the legal profession, in legal education, and in society in general. We work toward these goals through mentoring, legislative and administrative advocacy, community service, networking, educational seminars, and open forums of discussion focused on advancing and supporting women.

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### **JUDICIAL LIAISON**

Justice Kathleen Butz  
Court of Appeal, 3rd Appellate District

P.O. Box 936, Sacramento, CA 95812

[www.womenlawyers-sacramento.org](http://www.womenlawyers-sacramento.org)