

# Addendum

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## Peer Pressure Can Be Positive

With the Montgomery Youth Court program, teens guide each other down the right path

Approximately five years ago, the **Montgomery Junior League** provided a grant to help start a local Teen Court program. With the continuing help of volunteers from the legal community, the program is flourishing.

This year, Teen Court underwent a name change—it is now **Montgomery Youth Court**. There are 951 Youth Court programs in the United States. Five Alabama cities have a Youth Court program: Montgomery, Birmingham, Prattville, Huntsville, and Dothan.

Montgomery Youth Court (MYC) is not mock court; it is real court for youth offenders. In order for a youth offender to be eligible for MYC, he or she must admit guilt to a first offense. The purpose of MYC is to determine the appropriate sentence for a youth's conduct. Some of the offenses typically involved include shoplifting, vandalism, minor in possession of alcohol, and disorderly conduct.

MYC utilizes area youth volunteers in the roles of prosecutor, defense counsel, bailiff, court clerk, and juror. The prosecutor and defense counsel review the youth offender's file and prepare opening statements, direct and cross examinations of the offender, and closing arguments.

Attorney volunteers help the youth attorneys prepare their case.

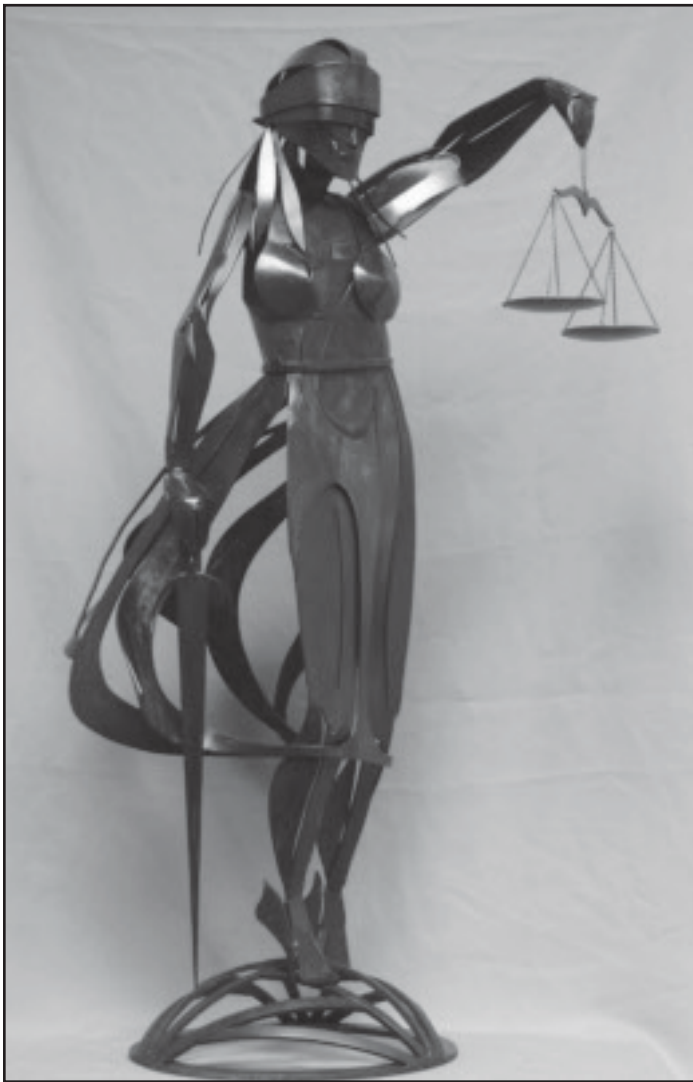
The youth volunteer jury listens to the trial before deliberating. The jury must render the mandatory sentence



requiring the youth offender to make an oral apology to parents, serve one time as a youth court juror, and attend group counseling sessions. In addition to the mandatory sentences, the jury may impose a variety of sentences including curfews, essays, preparing a budget, attending job training courses, and finding employment.

The purpose of MYC is to discourage delinquent behavior of youth offenders at an early stage and to put those youths on the right path. Additionally, the youth volunteers provide a positive example for offenders. According to Youth Court Coordinator **Mary Jeter**, previous volunteers and youth defendants state, "Youth Court works!" Jeter explains that the youth volunteers, by pledging their support to the program, take a positive stand in helping their peers become responsible citizens; they are leading by positive example.

If you are interested in serving as an attorney volunteer for Montgomery Youth Court, contact **Emily Marks** at (334) 387-7680.



# Big Changes Are Comin'

The Alabama State Bar is excited about presenting the newest, most innovative benefit ever to ASB members!

**K**now what is considered to be the number one member benefit from the Alabama State Bar? Many would say the *Alabama Bar Directory*. (Admit it, the information in that book is worth its weight in gold!). Attorney rosters, court information, *Rules of Professional Conduct* and MCLE Rules and Regulations—it's all there, and more. No law practice is complete without it.

One problem arises, though—how current is all that information? The ASB receives more than 750 member address changes *each month*—about 10,000 updates *per year*. With our increasingly mobile society, a printed directory is sadly out of date even before the ink dries.

The solution? To provide clear, concise and up-to-date information, the Alabama State Bar unveils the new and improved online bar directory! Information is now available online at the simple click of your mouse—for free! So, what makes the online directory something I should use?

**It's searchable!** That means you can search for:

- Attorneys by name, city, law firm, even the law school they attended
- Court information by county, city, name, circuit
- Alabama Rules of Professional Conduct

- MCLE Rules and Regulations
  - OGC Opinions
  - Membership Services
  - Specialty bar information
  - Legal positions available
- Plus** you will find direct links to:

- ASB Staff
- ASB Programs and Operations
- Specialty, state and national bar associations
- Administrative Office of the Courts information
- Executive and Legislative branches
- Alabama law schools

And look what you can do for yourself:

- Update your own information
- Check and update your own CLE status.

**It's easy!** Most offices run an Internet connection full time. Simply bookmark your pages to quickly link to up-to-the-minute information.

The online directory is closely related to the past printed directory, but contains even more information. By using the **"quick search"** located on each page, you can easily navigate around the site.

**Why not try it?** Take a moment to explore this exciting, new benefit, just part of the new ASB electronic suite of services. To date, there is no other service or state bar association in the country that offers this much information in one place. And this is just the beginning! With the addition of **Casemaker®** this spring, the ASB's electronic suite on [www.alabar.org](http://www.alabar.org) will quickly become the number one resource for your practice.

Check it out now at [www.alabar.org](http://www.alabar.org)!

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## Welcome, aboard, Ashley!

The Addendum board of editors welcomes Ashley H. Hamlett as the new editor. She has been on the Addendum committee since 1997, and served as associate editor since 2000, working with prior editors Susan S. DePaola and Gloria J. McPherson.

Ashley practices part-time in Montgomery with her husband, James D. Hamlett, whose practice focuses primarily on domestic relations. She earned her B.A. from the University of North Carolina at Chapel Hill in 1990 and her J.D. from the University of Alabama in 1993. Before entering private practice, Ashley served as a deputy attorney general for the State of Alabama assigned to the State Department of Education, and later to the Alabama Department of Health. She has also served as an adjunct instructor at Alabama State University.





## Taking Time Off— Are You Treating Your Practice as a Sprint or a Cross-Country Race?

Getting away from the office is a necessity and not a luxury, according to this law firm

**U**ndoubtedly, the key to success in our profession is hard work, but through the years, my law partner **Fred Granade** and I have observed the impact of overwork on older lawyers we both admire.

We have watched some lawyers slowly replace all of their hobbies with work. When these lawyers become unable to practice law due to their age or medical condition, they sometimes experience extended periods of depression.

Fred and I both acknowledged that during the past 27 years of practicing, our concept of self-worth has been integrally tied to our production as lawyers. To help create a balance between our professional and personal lives, the shareholders in our firm hold each other accountable in taking off time, and we implemented the following policies to require our lawyers to take extended vacations:

### **Rotating Sabbatical**

In addition to regular vacations and holidays, we rotate a six-week sabbatical among the shareholders in the firm, with one shareholder taking the paid sabbatical each year. We require that the sabbatical period be six *consecutive* weeks, making it easier for the other lawyers to plan for the absence of the shareholder. Some lawyers do an excellent job of taking advantage of the sabbatical, while others get pulled back into the office too easily.

As a result of these sabbaticals, all of the shareholders have realized that our firm can function fine without any one of us for at least a six-week period. Knowing that none of us is indispensable has resulted in a healthy bruising of each of our egos.

### **Month off for lawyers with 20 years of service**

If a lawyer remains in continuous, full-time service with the firm for 20 years, the lawyer receives, in addition to his

or her holidays and vacations, a one-month paid vacation each year for as long as he or she is in full-time, active law practice. The one-month period consists of four consecutive weeks off and is received by each of the senior lawyers each year, except in the senior lawyer's sabbatical year.

After taking off time, we return refreshed and with a renewed commitment to the practice. Also, we have developed more interests and hobbies away from the office. In my case, learning to take time off without feeling guilty was like learning to hit a golf ball or throw a cast net. I did not do it very well at first, but I am getting better each year.

On a lighter note, when my wife learned the firm implemented a policy allowing me a month out of the office each year, her response was, "Why would they do a silly thing like that? What am I going to do with you?"

The following list was compiled by our shareholders for successful sabbaticals:

- Schedule the sabbatical as soon as possible and fight to keep the time free.
- Arrange to have the other lawyers in the firm cover your work in progress, hearings and client communications.
- Write down a schedule of what you plan to do on the sabbatical. If you memorialize it in writing, you are more likely to do it.
- Learn what your spouse wants to do on the sabbatical.
- Take a trip out-of-state on the first day of your sabbatical. This puts you out of touch with the office and breaks your routine.
- Have the staff ask clients if the matter can wait until you get back; if not, refer the matter to another lawyer in the law firm.
- Distinguish between real and perceived client crises.
- Include prayer time and exercise time each day of the sabbatical.

—Samuel N. Crosby, Daphne

# Reduced-Hours Arrangements in Law Firms

Do your homework before proposing any changes to the old “8 to 5”

**T**he **Women’s Bar Association of Massachusetts** recently released its far-ranging report on reduced-hours arrangements in law firms. The report, “More Than Part-Time: The Effect of Reduced-Hours Arrangements on the Retention, Recruitment, and Success of Women Attorneys in Law Firms,” compiled data from 45 of the top 100 law firms in Massachusetts and survey responses from almost 250 women lawyers and found:

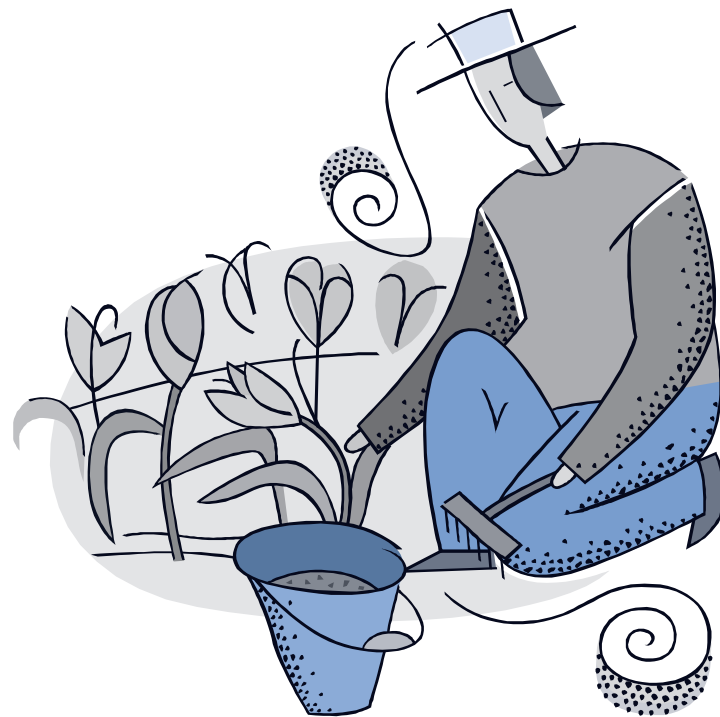
- Ninety percent of the respondents with a reduced-hour arrangement reported that their firm’s willingness to allow them to work a reduced-hours schedule affected their decision to stay at the firm.

- Almost 40 percent of the women who left their firms for any reason between 1996 and 1998 reported that their firm’s policies or approach toward reduced-hours arrangements affected their decision to leave. Thirty percent of these respondents had never actually worked part-time themselves.

The major sources of dissatisfaction reported by respondents working part-time included a lack of institutional support from their law firms, deterioration of professional relationships within their firms, and disproportionate adverse career consequences, such as not being given challenging assignments or being taken off the “partner track.”

What can you do to increase the likelihood that a reduced-hours arrangement will work for you? Here are a few suggestions:

- Communicate clearly about whether you still wish to be considered for more challenging (and therefore more time-intensive) cases and deals as your schedule permits. Otherwise, it may be assumed that you are not interested.
- During your annual review, make sure your part-time



arrangement is discussed directly and in depth.

- Don’t sacrifice your external and internal professional development activities. They are just as important to your professional success as the hours you bill.
- If possible, arrange for back-up childcare when work emergencies arise on days you’re not scheduled to work.

Copies of the report are available by contacting the Women’s Bar Association of Massachusetts, 6 Beacon Street, Suite 915; Boston 02108; 617/973-6666; [director@womensbar.org](mailto:director@womensbar.org).

—Beth Boland is a partner in the Boston office of Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC and a past president of the Women’s Bar Association of Massachusetts. This article originally appeared in the March 2001 issue of *Young Lawyer*.

**RESOURCES:** *Living with the Law: Strategies to Avoid Burnout and Create Balance*. 1996. PC #511-0379. *Life, Law and the Pursuit of Balance: A Lawyer’s Guide to Quality of Life*. 1997. PC #511-0377. Law Practice Management Section. To order either title, contact the ABA Service Center at (800) 285-2221 or visit [www.abanet.org/lpm/catalog](http://www.abanet.org/lpm/catalog).

## Coming Soon!







LTC. Tim Riley (center) with men of the 3rd Infantry Division at Camp New York on Kuwait-Iraq border, September 2002, Operation Eduring Freedom

# This Soldier Serves at Home and Abroad

You can help in the fight for freedom without ever leaving your own hometown

attorney, will, deeds, letters to creditors, and change of child custody. If further legal services are required, it is up to the discretion of the attorney whether he or she continues to advise pro bono or at a reduced fee, or if the individual should consult with an active duty JAG officer. Approximately 80 percent of the issues are resolved in the initial meeting with the attorney.

General practice attorneys can be a great asset in providing general assistance; however, some things cannot be covered by them but must be handled by a JAG, either active or reserve, such as military discipline issues, military pay issues, emergency reasons requiring a change in deployment, and issues involving death, sickness or injury to a family member. Also, any internal military matter involving the deploying soldier must be handled through the military chain of command.

While the program began with the assistance to the families and soldiers of three National Guard units in Marshall County, it has spread to soldiers, sailors, marines and airmen deployed worldwide who need legal assistance. We have rural attorneys handling divorce, child custody and creditor issues for servicemen and servicewomen all over the world. To date, the program has served approximately 100 people. This is an opportunity for general practice attorneys in areas far away from the active duty bases to step up and help fellow citizens for the sake of freedom. The attorneys who have participated in the program have felt great personal satisfaction in doing this work.

For more information about the program, contact Judge Riley at (256) 878-2007.

—Judge F. Timothy Riley, district court judge, 27th Judicial Circuit, Albertville

**A**t a January 2004 meeting of the Marshall County Bar Association, I brought to the attention of the bar members the fact that three units of soldiers from Marshall County were being deploying to Kuwait and Iraq. I told them that these families were given little notice prior to deployment, and their civilian lives were about to be severely disrupted.

Being a National Guard JAG officer and familiar with many of the legal problems encountered when one leaves to go into active duty, I spoke with the local bar about providing general legal service to the family members left behind and assisting soldiers once they were deployed. While there are active duty bases in Alabama that do have active duty JAG officers to assist individuals who are activated reservists—Redstone Arsenal in Huntsville, Maxwell Air Force Base in Montgomery and Fort Rucker in Ozark—it is very difficult and often impossible for family members to travel to these bases just for general legal advice.

The program in Marshall County has approximately 20 volunteer attorneys who meet to consult with a reservist or family member on a pro bono basis to provide general legal advice. Some areas of assistance are powers of



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We are looking for members to write for the *Addendum*.

Interested?

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**FUN**

(The *Addendum* staff is very cool and just a little crazy!)

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Here's what we get –

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(500 words, max!)

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Please help! Mail this form to Margaret Murphy, 415 Dexter Ave., Montgomery, AL 36104, or fax it to (334)261-6310 by February 15, 2005.

## Position Available Assistant General Counsel

The Alabama State Bar is now accepting applications by letter with resume from qualified lawyers for the position of assistant general counsel. These applications should be addressed and mailed to:

J. Anthony McLain

General Counsel

P.O. Box 671

Montgomery, Alabama 36101

This position requires an experienced lawyer with a strong professional background. Salary will be commensurate with experience and maturity. The deadline for submission is February 15, 2005. The Alabama State Bar is an equal opportunity employer.



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