

LAW MATTERS

December 2017

Volume XXIX No. 8

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*December 13, 2017
Member Appreciation CLE
Free to Members in Good Standing*

*Butler Snow, 150 3rd Avenue South,
Suite 1600*

3:00 pm - 5:15 pm

Holiday Mixer at

*The Diner, 200 3rd Avenue South
5:30 pm - 7:30 pm*

LAW CALENDAR OF EVENTS

December 13, 2017	3:00 pm - 5:15 pm
Member Appreciation CLE	
December 13, 2017	5:30 pm - 7:30 pm
Holiday Mixer	
January 9, 2018	11:30 am - 12:30 pm
Board Meeting	
January 16, 2018	11:15 am - 1:00 pm
Membership Luncheon	
January 18, 2018	6:00 pm
Mentoring Circles Meeting	
January 23, 2018	6:00 pm
Health & Wellness Book Club	
January 25, 2018	11:30 am
Practicing Parents Lunch and Learn	
February 13, 2018	11:30 am
Board Meeting	
February 20, 2018	11:15 am - 1:00 pm
Membership Luncheon	

For a complete listing of LAW events
and registration details
check out www.law-nashville.org/events



Save the Date!

Annual Meeting & Awards Banquet

Thursday, April 26, 2018

6:00 - 9:00 pm

Renaissance Hotel
611 Commerce Street

PRESIDENT'S MESSAGE

by Elizabeth Sitgreaves



Most people who know me well, know that I love this time of year. I love the excitement that comes with the season, the opportunity to get together with friends, and being able to take time off for time with family. I also love the fresh start that comes with a new year. The holiday season and the beginning of the new year causes me to reflect and contemplate what changes I want to make in my life or what goals I want to set for myself. Looking towards 2018, I want a theme of my year to be positivity. I want to maintain the feeling that usually comes this time of year and when the news seems like an endless stream of bad news and disappointment, I want to look towards my resolutions for the new year. So, in the spirit of accountability, I thought I'd share my resolutions.

- 1) Practice little acts of kindness. For December, my office is having a kindness challenge. The challenge doesn't include grand gestures, but small acts to make our co-workers realize that we appreciate them and remind ourselves that to make others feel better it might only take that one small act.
- 2) Reconnect with old friends. One thing I noticed over the past year is that the busier I get the easier it is for time to fly by without talking to the people I care about. I'm lucky to have many great people in my life from many stages, but sometimes it seems easier to not make the phone call than it is to dial your friend. This year, I'm going to make the effort because no matter how tired I am when I start to dial, there is something energizing about catching up with a friend.
- 3) Look for and enjoy positive news stories. Sometimes the news seems to be an never-ending stream of depressing stories. While I know it is important to stay up to date on the current events and important topics in our world, there are also heartwarming stories and in a world that often seems to be more crazy each day, those "fluff" stories can be a reminder of the good things in the world.
- 4) Make time for the things that I love. Balance is something that we all strive for in our lives. And this next year, my goal is to remind myself to let myself enjoy my hobbies even if that hobby is binge-watching Hallmark movies without feeling like I need to justify taking time for myself.
- 5) Pick causes I care about and focus on those. Recently as I was listening to holiday music in my car, one of my favorite songs came on. This song, Old City Bar, by Trans-Siberian Orchestra has one of my favorite series of lines: "If you want to arrange it, this World you can change it." There are so many opportunities to give back that it can feel overwhelming at times, but next year I want to focus on the issues that I truly care about and try to make an impact even if it is in small way.



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2017 Marion Griffin Women's Symposium

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LAW Matters is a monthly publication of the Lawyers' Association for Women, Marion Griffin Chapter, P. O. Box 210436, Nashville, Tennessee, 37221-0436. Voicemail: 615.708.1827; Fax: 888.834.7370; www.law-nashville.org.

To submit articles for the January issue, contact, Kyonzte Hughes-Toombs at kyonzte.hughes-toombs@tn.gov.

Member Appreciation CLE for Member in Good Standing!

One Hour Dual - One Hour General

Hour One - Winter is Coming: Be Prepared with a Preview of What's Coming at the Tennessee Legislature

Produced by Brenda Gadd (Hancock & Gadd Public Strategies)

Featuring panelists State Senator Jeff Yarbrow and Todd Skelton, Deputy Counsel to Governor Bill Haslam

- Hear about the hot issues that will be before the 110th Tennessee General Assembly.
- Review your knowledge of the Tennessee legislative process and how bills move through the Legislature.

Be in the know now! Inform your practice and clients before laws change, instead of after!

Hour Two - Overview: Legal Ethics of Elections, Accusations & Spies

Produced by Raquel L. Bellamy (Bone McAllester Norton, PLLC)

Featuring panelists Eileen Burkhalter Smith (TN BRP) and Matt Sweeney (Baker Donelson)

Many lawyers serve their communities through political engagement. Some run for office. Others take public positions on hot-button issues. Some lawyers even take on the task of representing political candidates and sitting politicians. Join us as we explore and analyze our ethical obligations during a period of heightened political engagement. This seminar features a discussion of the ethical implications for the following issues:

- Representing a political candidate accused of a crime;
- Hiring spies on behalf of your client; and
- Campaign finance and fundraising.
- We will focus on the following Rules of Professional Conduct:
 - Rule 1.6 Confidentiality of Information
 - Rule 1.11 Special Conflicts of Interest For Former And Current Government Officers And Employees
 - Rule 1.16 Declining or Terminating Representation
 - Rule 3.3 Candor toward the Tribunal
 - Rule 4.1 Truthfulness in Statements to Others

Panelists will also consider the following cases:

- Code of judicial conduct (which also applies to candidates seeking judicial office through election);
- *Republican Party of Minnesota v. White*, 536 U.S. 765 (2002). (Court held that a law forbidding judicial candidates from announcing their views on disputed legal issues, which was designed to maintain an impartial judiciary, violated the First Amendment).
- *Caperton v. A. T. Massey Coal Co.*, 556 U.S. 868 (2009) (Court held that due process required W. Va. State Supreme Court justice to recuse himself from participation in the case due to campaign contributions which implicated a direct, personal, substantial, pecuniary interest of the contributor).
- *Williams-Yulee v. Florida Bar*, 135 S. Ct. 1656, 191 L. Ed. 2d 570 (2015) (the Court upheld a Florida rule prohibiting judges and judicial candidates from personally soliciting campaign contributions).

Not sure about your membership? Email info@law-nashville.org



Use Lyft Code for a ride to the event and receive 10% off the fare!

LAW Welcomes New Admittees To The Tennessee Bar

By: LaTonnsya Burney

On November 7, 2017, LAW hosted its' 40th Annual New Admittees' breakfast to recognize and honor the new members of the Tennessee bar prior to their swearing- in ceremony. The new members were congratulated and welcomed by lawyers, judges, and dignitaries. The breakfast began with LAW President, Liz Sitgreaves acknowledging the admittees and their guests. Sitgreaves highlighted some great benefits to LAW membership, including mentoring opportunities and the recent Women's symposium. She also extended a free membership through April 2018 to the new attorneys. After being welcome to the LAW membership, Lucinda Smith, Director of the Volunteer Lawyers Program, Legal Aid Society, presented to the audience importance of using their licenses to give back to the community. Smith charged each admittee to take the great opportunity of offering pro-bono services to individuals needing representation. In addition to the benefits to the community, Smith explained to the new attorneys the benefits they would received for providing pro-bono services. She taught them how providing these services would help them establish their own practice, have an opportunity to find a mentor, network with other members of the bar, and find ways to learn and work in other areas of the law that may not be their normal practice.

Ashonti Davis, LAW President-Elect introduced the keynote speaker, Penny J. White, former Tennessee Supreme Court Justice and E.E. Overton Distinguished Professor of Law, Director of the Center for Advocacy and Dispute Resolution, and Interim Director of Clinical Programs at the University of Tennessee College of Law. Davis explained that White taught and mentored her while she was in law school. Davis explained the White's many accomplishments, including that she has served on every possible level of the state judiciary. Davis explained that White wanted her to be sure to tell the audience that they were friends. Davis highlighted White's humility and it showed in her address to the audience. She discussed trying to come up with a topic to present. White considered taking an previously used approach by giving the admittees "ten things that they never taught you". She explained that could have come off as arrogant and not encouraging. Instead, she provided the new members of the bar with the things that the new admittees have taught and will teach the other members of the bar.

White encouraged this generation of attorneys to treat the profession like an adventure, to set lofty goals, and to greet change with amazement and not bewilderment. She spoke with the admittees the depths of issues in the legal profession and the importance of continuing to fight for just causes. She addressed the abuse of women and children, pay inequality, and the importance of diversity and inclusion. She told the admittees that "Evil depends on good people remaining silent". In her words of encouragement for handling what seems like an unbearable task of addressing all of issues they will want to tackle, she stated "we are doing our part, as long as we are doing our part". Because of the LAW New Admittees breakfast, the new members were introduced to opportunities ithin the bar, the community, and the profession to do their part.



Professor Penny White

40th New Admittees' Breakfast

November 7, 2017



New Admittee Kathleen Turchi and Michelle Parsons



David Briley and New Admittee Tina Briley



Jennifer Moroney and New Admittee Sunny Stevens



Elijah Swiney and Tyler Valeska



Stella Kamm and Justice Connie Clark



Jane Young and Justice Roger Page



New Admittee Amanda Callihan and her parents



Judges Waverly Crenshaw, Cissy Daughtrey, Claudia Bonnyman and Amanda McClendon



Judges Angie Dalton and Bill Higgins



New Admittee Katherine Stauffer and her mother



Mike Safley, New Admittee Lauren Safley and Joyce Safley



Judge Melissa Blackburn, Linda Knight and New Admittee Ryan Pratt

2017 New Admittees' Breakfast

300 New Admittees, guests, LAW members and other members of the bar and judiciary attended LAW's annual event.



Callie Jennings, John Baxter and William Mazzota



Judges Cissy Daughtrey and Aleta Trauger



Susan Neal Williams, Laura Baker and Kristi Arth



Ethan Page, Ansley Tillet, Ginger Connell and Siew-Ling Shea



New Admittees Stephanie Morrison, Hannah Weber and Stephanie Chamberlain



Stephanie and James Palmer, New Admittee Jason Palmer and Tiffany Palmer



Shellie Handelsman and Kimberly Faye



Andra Hedrick, Mary Taylor Gallagher and Jessica Scouten



Justice Jeff Bivins and John Day



Jordon Gibson, Michael Holder and Martesha Johnson



Mary Stewart, Carrie Daughtrey and Mary Barrett Brewer



Michael Levitt, New Admittee Manny Levitt and Ellen Levitt

More breakfast pictures can be viewed on the website.

November Program Recap

The Reality of Human Trafficking in Tennessee

By Kyonzté Hughes-Toombs

During LAW's monthly meeting, a distinguished panel consisting of FBI Special Agent Cameron Beall, Asst. US Attorney Lynn Ingram and Jill Rudder of End Slavery Tennessee gave a sobering presentation on human trafficking in Tennessee.

Agent Bell, who heads the Child Exploitation Task Force, spoke candidly about the exploitation and trafficking of children in Tennessee. One in six runaways is victimized by sex trafficking. Pimps, who include individuals with violent criminal histories and who are sometimes trusted family members, pick up children from a variety of places including schools, malls, and bus stops. The most popular pickup location is online where a lot of grooming is not necessary. Sometimes, it only takes hours from the initial online contact to the in-person contact between the pimp and the child. It is difficult to give exact data when it comes to trafficking because the techniques used by pimps are constantly changing and pimps are constantly on the move. Agent Beall urged the audience that "if you see something, say something." Being proactive in this manner is the primary way for the general public to make a difference in the sex trafficking of children.

Lynn Ingram, who is the Human Trafficking Task Force Coordinator for Middle Tennessee, stated that there is a big push regarding public awareness. So that people can say something when they see something, they need to know the signs that something is wrong and a child may be in danger. Lynn spoke about several myths including the myth that slavery is over. No one knows the true scope of the problem. However, the estimate is that 27 million people worldwide are trafficked each year. Fifteen to eighteen thousand people are trafficked in the United States. There is nearly a \$9 billion yearly profit in trafficking. Other myths include that the perpetrator has to be a foreigner, physical movement is required, or that sex has to occur. Many human trafficking victims are not involved in sex acts (e.g., restaurant workers, house servants). The average victim's age upon entry into human trafficking is thirteen. The average life expectancy after entry is seven years, and the average time to be picked up by a pimp after going missing is 48 hours.

Jill Rudder, Director of Community Outreach for End Slavery Tennessee, talked about the demographics of people who are trafficked. She described the complex trauma that the victims experience from being abused by a trusted person. The victims of trafficking will have to deal with the psychological consequences of their enslavement for the rest of their lives. It is often difficult to get the victims to testify due to the trauma bond (formally called Stockholm Syndrome) that the victims have with the trafficker in which the victims feel that they are in love with the trafficker. End Slavery Tennessee offers a variety of services to victims of human trafficking.

We all must be vigilant in the fight to end human trafficking. If you see something, say something.



Kyonzté is a 2017-2018 Newsletter Editor. She serves as Deputy General Counsel for the Tennessee Department of Health, Office of General Counsel.



Board Member Spotlight

Jennifer Lankford

LAW Board Role: Newsletter Editor

Where did you grow up? Tell us about your path to practicing law: I grew up in Lexington, Tennessee, which is in rural West Tennessee. I come from a long line of attorneys, including my grandfather, who I hold in the highest esteem. With so many role models choosing the legal path, I couldn't help but to be intrigued.

Tell us about your family. Well, other than being a bunch of lawyers – ha – we are a close-knit bunch. This time of year, my husband, Brent (who is also an attorney) and I complete “Tour de West Tennessee,” where we travel everywhere from Memphis, to Ripley, to Jackson, to Lexington with our two schnauzers to squeeze in as much family time as possible.

to Jackson, to Lexington with our two schnauzers to squeeze in as much family time as possible.

What do you do professionally and what is your favorite part of your job? I practice employment law at Thompson Burton, PLLC. I love working with companies' human resources representatives to prevent litigation by developing strong policies and procedures to run a successful and harmonious workplace. The best part of my day is taking a call from a client and helping them resolve an employee relations issue.

If you weren't a lawyer, what would you be and why? I would own a book store that sold coffee, pastries, and had big, comfy chairs.

What is your favorite thing about being a LAW member? The opportunity to spend time with women in my chosen profession. We are a wonderful, diverse bunch and I am grateful for the friendships that I have made as an LAW member.

What do you like to do in your spare time (if you have any)? I love to curl up with a good book. A favorite haunt is Parnassus, where I can find signed copies from my favorite authors.

What books are you reading right now and what is the last book you read? I just finished “Saints for All Occasions” by J. Courtney Sullivan. I am currently reading “Her Fearful Symmetry” by Audrey Niffenegger, who also wrote one of my favorite books, “The Time Traveler's Wife.”

What is your favorite quote, piece of advice, or a motto you try to live by? When people ask me why I love winter so much (the cold! the dark days!), I am reminded of my favorite quote by Henry David Thoreau: “Live in each season as it passes; breathe the air, drink the drink, taste the fruit, and resign yourself to the influence of the earth.” I appreciate all of the seasons Tennessee has to offer and whether it is a grey morning or a gorgeous summer afternoon, I am thankful for each.

Any “fun facts” about you that other LAW members don't know? I am on Amazon! I wrote a chapter entitled "Law and the Living Dead," within a book entitled "But if a Zombie Apocalypse Did Occur: Essays on Medical, Military, Governmental, Ethical, Economic and Other Implications," (McFarland & Company, Inc., 2015). My chapter examines what the legal profession would look like post-zombie apocalypse.

What woman most inspires you and why? My mother, Leigh. While I am certainly biased, I believe her to be the most kind, lovely women, who raised my brothers and I to be ambitious, thoughtful, and thankful for the blessings God provides.

It's a Saturday in Nashville, what are you doing? I am getting a vanilla latte at Dose on Murphy Road and walking my two miniature schnauzers around the neighborhood with my husband, Brent.



New Member Spotlight

Kaycee Weeter

Where did you grow up? Tell us about your path to practicing law. I grew up in Maryville, TN, attended high school in Knoxville, TN, then went to the University of Alabama for college. Near the end of college, I debated pursuing a Ph.D. in psychology or going to law school. The breadth of career paths with a law degree is what ultimately led me to law school rather than a Ph.D. program, and I'm really happy with that decision.

What brought you to Nashville? I have a brother here, so I visited Nashville often during law school. I really fell in love with the city and decided to only pursue Nashville options

for second summer clerkships. One of those clerkships led to a job offer, and I moved here within a week of graduating from law school.

Tell us about your family. Most of my immediate family lives in Tennessee, and my extended family is primarily in Pennsylvania. My mom is a former elementary school teacher, and my dad is a retired civil and environmental engineer. So, I'm the first lawyer in our immediate family. My mom always says that every family needs at least one doctor and one lawyer. Unfortunately for the lawyer, it comes with an expectation of lots of free legal advice.

What do you do professionally and what is your favorite part of your job? I'm an associate with Gideon, Cooper & Essary. Most of my practice involves defending health care liability (medical malpractice) actions. As much as I enjoy the thrill of competition associated with litigation, I'm really fascinated by the medicine side of what we do.

If you weren't a lawyer, what would you be and why? A meteorologist, absolutely. My dad and brothers took me to see the movie *Twister* at a much-too-young age. I hid under my seat in fear throughout the entire movie. Since then, I've been fascinated by all things weather, especially tornadoes.

What is your favorite thing about being a LAW member? Being a part of a community of intelligent, strong, and successful women early in my career is incredibly encouraging. I also enjoy the interesting and relevant CLEs offered through LAW.

What do you like to do in your spare time (if you have any)? Admittedly, I spend a lot of my free time with Netflix. I also enjoy spending time with friends, family, and exercising. A boxing class can really soften a long day of arguing with opposing counsel over insufficient discovery responses

What books are you reading right now and what is the last book you read? I just finished *Unbelievable* by Katy Tur, a news correspondent with NBC. It's a pretty fascinating account of her experience following the Trump campaign from before he announced his candidacy through election night. I just started reading *Commonwealth* by Ann Patchett, which is great so far.

What is your favorite quote, piece of advice, or a motto you try to live by? As a litigator, it's easy to focus on the trees and lose sight of the forest. When I come across a bump in the road (whether personally or professionally), I try step back and ask whether the bump makes much of an impact on the big picture. It usually doesn't. This (usually) keeps me sane. I also live by, "Never ask a question you can find the answer to."

Any "fun facts" about you other LAW members don't know? I'm a self-proclaimed cat lady (but I love dogs, too).

What woman most inspires you and why? This is a hard one. So many women inspire me, from the women I work with, to all of the women across our country courageously speaking out right now about mistreatment in the workplace. If I have list one person, Sheryl Sandberg's resilience throughout her impressive career, and especially in response to her husband's untimely death, is always inspiring.

Domestic Violence Clothing Drive

To help support victims of domestic violence, LAW will be collecting items now through Wednesday December 13.

Members can donate business clothing in all sizes, shoes (especially sizes 9 & up), purses, and gift cards in small increments (\$10-\$25) to stores like Target, TJMaxx, Marshalls, and Walmart. These donations will benefit the Dress for Success program and the Nashville Rescue Mission Women's Department.

Donations can be dropped off at the Nashville Bar Association's office at [150 4th Ave N, Suite 1050, Nashville, TN 37219](#). Small items and gift cards can be dropped off at the November membership luncheon, and the holiday mixer on December 13th.

With the changing of the temperatures and seasons, now is a great time to clean out your closet!!

Members with questions can contact Kristen Cass (kcass@bakerdonelson.com), Samantha Simpson (samantha.simpson@tncourts.gov), or Rebekah Baker (rebekah.a.baker@tn.gov). The drive is co-sponsored by LAW's Community Relations and Program Committees.

LAW COMMITTEE CORNER

Upcoming Events

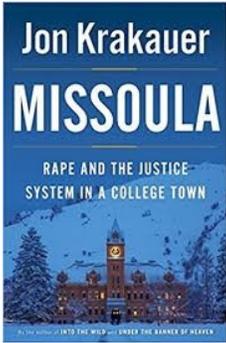
Practicing Parents

Topic: Body Image, Eating Disorders and the Media

has been rescheduled to January 25th.

Courtney Grimes, Clinical Director of Renewed, a nonprofit devoted to education and support surrounding eating disorders.

LAW COMMITTEE CORNER



Health & Wellness Book Club

January 22, 2017

6:00 pm - 8:00 pm

Location to be determined (any volunteers?)

Join the Health & Wellness Book Club in reading the January selection. Take an appetizer to share and your favorite beverage.

Recent Events

Community Relations

LAW members have been busy giving back to the community!! In May and June, LAW members collected and donated forty-seven books to Book 'Em, a non-profit here in Nashville. Members also raised \$425 and enjoyed a night of bowling for Big Brothers Big Sisters' Bowl for Kids' Sake in July. On September 23, LAW members volunteered their time for Hands on Nashville Day 2017 and helped paint the hallways and plant trees at Margaret Allen Middle Prep school. In October, LAW members conducted a pro bono clinic at the AMAC Empowering Women Conference. Thank you so much to all of these volunteers for donating time, financial support, and more!! The Community Relations Committee is currently collecting business clothing in all sizes, shoes (especially sizes 9 & up), purses, and gift cards in small increments (\$10-\$25) to stores like Target, TJMaxx, Marshalls, and Walmart. These donations will benefit the Dress for Success program and the Nashville Rescue Mission Women's Department. You can drop off your items at the Nashville Bar Association or at the annual member CLE or holiday mixer on December 13th. Thank you to everyone who has already donated!!



LAW Members at HON Day 2017



Bowl for Kids' Sake

Practicing Parents

On November 11th, some LAW members met at Edwin Warner Park with their children for an autumn picnic hosted by the Practicing Parents' Committee. The weather was brisk but sunny, and the kids had fun running around in the grass, climbing rocks, and making some pinecone turkeys. Keep an eye out for an upcoming Practicing Parents' Committee family event in early 2018, and we hope to see you there!

On Wednesday, Dec. 6, the Practicing Parents Committee welcomed Schunn Turner, Nashville Metro Schools' Executive Director of School Choice, Jena Hayes, Nashville Metro Schools' Coordinator of School Options, and Elizabeth Wilson, Director of Admissions at St. Bernard Academy for a lively discussion of the wide array of available school options, and how to take advantage of the options, including how to evaluate the options to determine the best choice for your child, the timelines and substantive requirements for applications and the admissions processes, and ways to maximize your child's chances of obtaining a place in one of your top school choices. Huge thanks to Bone McAllester Norton for hosting our meetings and to Anne Martin for moderating the discussion.

This was the first of three planned lunch and learn series for practicing parents. Next up is our program in January on eating disorders, body image and the media. Our speaker is Courtney Grimes, Clinical Director of Renewed, a nonprofit dedicated to providing a path to renewed health for those seeking recovery from all forms of eating disorders.



KUDOS

. . . to Judge Melissa Blackburn for being elected to Presiding Judge over the Metropolitan Nashville General Sessions Court.

. . . to Laura Smith on being elected to the office of President-Elect of the Nashville Bar Association.

. . . to Lynne Ingram and Chancellor Ellen Lyle on being elected to the 2018 Board of Directors of the Nashville Bar Association.

. . . to Judge Angelita Blackshear Dalton on her appointment to the Criminal Court bench.

. . . to Elizabeth Washko who has been elected to Ogletree Deakins' Compensation Committee. Ogletree is a firm of over 800 attorneys with 52 offices across the country and internationally (Canada, Mexico, Europe). The Compensation Committee is made up of 4 equity shareholders plus the firm's Managing Shareholder.

Job Bank

A Better Balance Staff Attorney—Nashville, TN

Organization Description: ABB is a national legal advocacy organization with offices in New York, NY and Nashville, TN dedicated to promoting fairness in the workplace and helping workers care for their families without sacrificing their economic security. Through nationwide policy advocacy, legal services and strategic litigation, and enforcement and education, ABB is fighting back and improving workers' lives at the local, state and federal levels. The organization has fought for and won victories in improved paid leave, equal pay, pregnancy and caregiver protection, breastfeeding accommodations, LGBTQ rights protections, and other economic justice issues throughout the country. Our advocacy work and legal efforts have gained national recognition in dozens of outlets including *The New York Times*, *Washington Post* and *The Wall Street Journal*. We are dedicated to lifting up the voices of our clients and those most directly affected by our policy work. The Families at Work Legal Clinic and Helpline provides free legal assistance to low-wage workers, especially those in New York and the South. We have also been at the forefront of learning about, and using legal tools to stop, punitive absence control policies that lead to intimidation, job loss and poor health outcomes for workers already on the economic edge. Large corporations use absence control policies to treat their workers as expendable by punishing them when they need time off for lawful, medical absences. Due to fear of termination, some workers forgo necessary medical treatment or face the impossible choice between their jobs and caring for a seriously ill loved one.

The ABB Southern Office opened in 2014 and focuses on the plight of working families in the Southeastern United States, where poverty rates are some of the highest in the country and progressive legal protections are scarce. The Southern Office has a particular focus on utilizing a gender and racial justice lens and filling gaps for legal capacity in the South.

Position Description: Based in Nashville, TN, the Staff Attorney would advance the goals of A Better Balance by promoting fairness for working families in the South and raising awareness nationally of local issues affecting Southern low-wage workers, especially marginalized communities. The Staff Attorney would likely provide assistance in the following areas: continuing our legal efforts to end abusive absence control policies, staffing our free legal helpline to assist low-wage workers, being part of a team working on impact litigation cases, coalition-building, policy reports and analysis (research and writing), drafting and disseminating public education materials, and federal, state, and local legislative advocacy.

ABB offers excellent benefits including generous vacation, sick, and family leave policies as well as flexibility; salary would be commensurate with education and experience.

Qualifications:

- 3+ years of legal experience preferred.
 - JD and license to practice law in Tennessee (or plan to waive into or sit for TN bar exam).
 - Demonstrated commitment to work/family law and policy, reproductive health, women's rights, civil rights, racial justice, LGBTQ rights, disability rights, or advocacy for low-income individuals.
 - Excellent written and oral communication, advocacy, research, and analytic skills.
 - Self-motivated with demonstrated problem solving, prioritizing, time management, team-building and organizational skills.
- Ability to travel as needed.

To Apply:

TO APPLY: Please submit letter of interest, resume (including any salary requirements), and references to egedmark@abetterbalance.org (subject line: Southern Office Staff Attorney). Applications will only be accepted by email, and position will remain open until a qualified candidate is chosen.

A Better Balance is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other factors prohibited by law. People of all backgrounds are encouraged to apply.

**Thank you to our Sustaining Members who support the programs,
mission and purposes of LAW above and beyond the Sliding Income Scale categories.**

Anne Arney	Kimberly Faye	Ashley Odubeko	Luther Wright, Jr.
Kristi W. Arth	Mandy Floyd	Tony Orlandi	Amanda Young
Katherine Austin	Shana Fonnesbeck	Andrea Perry	Jane Young
Laura Baker	Ellen Forrester	Erin Polly	Gulam Zade
Rebekah Baker	Victoria Gentry	Sara Anne Quinn	Rachel Zamata
Sarah Baker-Daugherty	Jessica Gichner	Jimmie Lynn Ramsaur	
Andrea Barach	Elizabeth Gonser	Sally Ramsey	
Erika Barnes	Dana Haas	Candice Reed	
Cindy Barnett	Amy Hampton	Donna Roberts	
Kathryn Barnett	Sarah Hannah	Lauren Roberts	
Margaret Behm	Laura Heiman	Jennifer Robinson	
Raquel Bellamy	Leesa Hinson	Rachel Rosenblatt	
Julian Bibb	Lela Hollabaugh	Abby Rubenfeld	
Julian Bibb, Jr.	Lynne Ingram	Jennifer Rusie	
Judge Melissa Blackburn	Lauren Jacques	Joyce Safley	
Judge Cheryl Blackburn	Jessica Jernigan-Johnson	Maria Salas	
Christen Blackburn	Judy Johnson	Julie Sandine	
Chancellor Claudia Bonnyman	Michele Johnson	Cynthia Sherwood	
Jan Bossing	Denise Jones	Dianna Shew	
Martha Boyd	Judge Lynda Jones	Marietta Shipley	
Kitty Boyte	Brendi Kaplan	Emily Shouse	
Dewey Branstetter	Anne Marie Kempf	Beth Sims	
Hunter Branstetter	April Knox	Liz Sitgreaves	
Chloe Bremer	William Koch, Jr.	Melissa Smith	
Lori Brewer	Nina Kumar	Lucinda Smith	
Josh Burgener	Edward Lanquist, Jr.	Laura Smith	
Karla Campbell	Lynn Lawyer	Yanika Smith-Bartley	
Tracey Carter	Haverly MacArthur	Abby Sparks	
Kristen Cass	Alexandra MacKay	Jillian Sparks	
Kay Caudle	Nancy MacLean	Joycelyn Stevenson	
Justice Connie Clark	Chambre Malone	Camille Steward	
Patricia Cottrell	Anne Martin	Mariam Stockton	
Nancy Crawford	Peggy Mathes	Judge Jane Stranch	
Chase Cunningham	Carol McCoy	Megan Sutton	
Margaret Darby	Lori Metrock	Sarah Tally	
Carrie Daughtrey	Paige Miller	Allison Thompson	
Judge Martha Daughtrey	Wendy Miller	Nesrin Tift	
Ashonti Davis	Amy Mohan	Scott Tift	
Dawn Deaner	Brianna Montminy	Elizabeth Tipping	
Rebecca Wells Demaree	Cynthia Moon	Annie Tipps	
Jackie Dixon	Jesse Morris	Martha Trammell	
Brenda Dowdle	Marlene Moses	Judge Aleta Trauger	
Jennifer Dusenberry	Patricia Moskal	Byron Trauger	
Kathryn Edge	Barbara Moss	Robert Tuke	
Sherie Edwards	Margret R.T. Myers	Rachel Upshaw	
Jessica Ehsanian	Karen Neal	Vanessa Vargas-Land	
Jason Epstein	Leighann Ness	Erica Vick	
Amy Everhart	Judge Alistair Newbern	Emily Warth	
Ember Eyster	Amanda Nichols	Elizabeth Washko	
Amy Farrar	William O'Bryan, Jr.	Susan Neal Williams	