November 2025

Boulder COUNTY BAR ASSOCIATION

ENGAGING WITH OUR LOCAL COMMUNITY

Calling all members for your help!

Community Spotlight: Immigrant Legal Center of Boulder County Page 7

The BCBA is committed to serving the public. This aligns with our mission of improving the image of lawyers in our community and becoming a trusted resource for those in need of legal help. With all of the federal cuts in funding to critical social services in Boulder County, we are finding the demand for our services is increasing exponentially.

Our office receives calls in every legal area. They range from simple advice on how to file a form to far more complex cases. Recent calls included the parent of a schizophrenic son facing eviction and a young woman who was sexually assaulted by her employer. Often we are a last resort for people who just don't know where to turn. They are so thankful that someone has answered the phone and listened to their issues.

We are so grateful to be a resource to our community, and we consistently hear from our attorney volunteers how fulfilling it is to be able to help. I know everyone is feeling this crisis even if it does not directly affect your family. Many are asking how they can give back, and the BCBA is offering 3 volunteer opportunities that require very little time.

IN THIS ISSUE

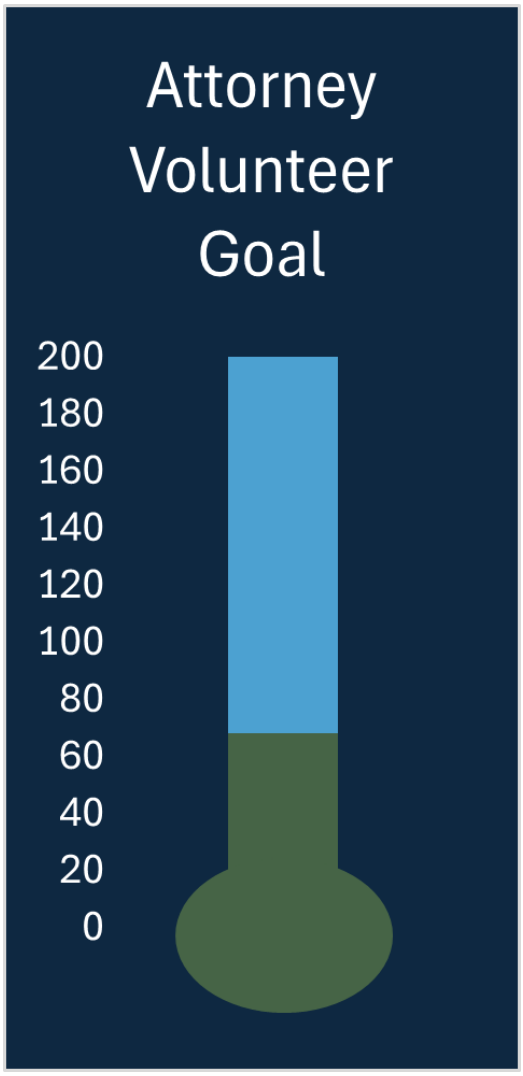
ENGAGING WITH THE COMMUNITY 1-2
CALENDAR OF EVENTS 3
PRESIDENTS PAGE 4-5
COMMUNITY SPOTLIGHT 6-8
USING AI IN MEDIATION ARTICLE 10-12
CONGRATULATIONS MAGISTRATE WARD 13
LEGAL CLINIC VOLUNTEERS 14
BCBA HOME STUDY 15
CLASSIFIED ADS 16

DOWNLOAD YOUR COLORING PAGE HERE



Cover art by Bay Shogrin

ENGAGING CONTINUED



The first opportunity is through limited legal advice. The BCBA runs a free virtual legal clinic and will return to in-person events quarterly beginning in January of 2026. This can only happen if we have a strong group of volunteers who are dedicated to giving some of their time to pro-bono service. This is an easy way to give back, as generally the ask is only about 20 minutes once or twice a month if we are fully staffed. The in-person clinics are 3 hours once a quarter.

We have seen a 55% increase in queries for our virtual legal clinic compared to this same time last year, but we have not increased the number of volunteer attorneys at the same rate. To meet the increasing needs of the public, we are aiming for 200 volunteer attorneys so we can get help to people sooner without overburdening our 68 current volunteers. I know Boulder County attorneys are very generous, and we have over 1000 in the our association. I'm confident we can reach this number and are making it our goal by the end of the year.

Click here to sign up to volunteer for the Virtual Legal Clinic.

The second opportunity to give back is by participating in our annual Precious Child Gift Drive. In 2024, this program distributed holiday gifts to 10,576 children and I'm sure the demand this year will be far greater. The BCBA collected 83 gifts last year from our members and we would love to see that number go even higher! Keep an eye out for announcements about this program in the next week or so. If you would like to get on the list early, you can email bay@boulder-bar.org.

The final opportunity to give back is to contribute to the BCBA's food drive. With the current pause on SNAP benefits and government workers not receiving paychecks, our local food pantries need supplies more than ever for the increased demand. We will be collecting non-perishable items in our office to distribute to local food pantries. We are also including a list of local food pantries if it is easier for you to go to them directly. Click here for a list of all Boulder County food pantries.

Helping one person might not change the whole world, but it could change the world for one person.
-Helen Barry

CALENDAR OF EVENTS

Wednesday, November 5 Bagels on the Road
8:30-10 AM at Lyons Gaddis, Longmont
No registration necessary, please email Bay with any questions.

Thursday, November 6 BCBA EDI CLE Webinar: Leading Through Generations
12-1 PM via Zoom, 1 EDI and 1 General Credit
Free for BCBA Members
Please click here to register
Thank you to our sponsor: Berg Hill Greenleaf Ruscitti

Wednesday, November 12 BCBA Civil Litigation CLE Webinar: Bad Faith in Colorado: A Case Study
12-1 PM via Zoom, 1 General Credit
Free for BCBA Members
Please click here to register
We are seeking a sponsor: Please click here to sponsor.

Tuesday, November 18 BCBA TAX CLE Webinar: Practical Tips for Trying and Settling Probate Cases
12-1 PM via Zoom, 1 General Credit
Free for BCBA Members
Please click here to register
Thank you to our sponsor, First National Bank of Omaha (FNBO)

Wednesday, November 19 BCBA NRE Law Section CLE Webinar: 2025 PFAS Overview and Legal and Regulatory Developments
12-1 PM via Zoom
Free for BCBA Members
Please click here to register
Seeking a sponsor, please click here to sponsor

Wednesday, November 19 Happy Hour for Paralegals, LLPs and Legal Staff
4:30-6:30 PM at the BCBA Office
Free for BCBA Members
Please click here to register
Seeking a sponsor, please click here to sponsor

Thursday, December 4 BCBA Holiday Party
5-7 PM @ the BCBA Office
Free for BCBA Members
Please click here to register
Thank you to our current sponsors, JAMS and Berg Hill Greenleaf Ruscitti
Seeking one additional sponsor, please click here to sponsor

Tuesday, December 16 BCBA Employment/Civil/Business Law Sections Membership Lunch
12-1 PM via Zoom
Free for BCBA Members
Please click here to register
Thank you to our sponsor, JAMS



Every Wednesday
Bagels with the Bar
8:30 - 10:00 AM @ BCBA Office
Free for BCBA Members

PRESIDENT'S PAGE

JODI MARTIN



Some Cases Only Exist in the World of Bots

Artificial intelligence ("AI") just keeps popping up for me of late. Whether it is legal newsletters with articles about the use of AI in our practices or about encountering it in our cases, in filings and Orders in my own cases, or emails and updates from technology companies with whom I work, AI is front and center. As such, it has been front of mind for me, so that means it made this, my latest President's Page.

For the legal industry there are definite benefits and uses for AI, but as with most things there is also a downside. Automated tasks, summary and search tools, and drafting and research uses are just a few of the places where AI can prove beneficial, if used properly. However, my most frustrating AI encounters have been with generative AI in litigation matters. I have a few matters where there is no doubt self-represented parties are utilizing generative AI, as well as matters where my client(s) like to send me their own generative AI search results regarding various issues. When receiving court filings from self-represented parties, a not insignificant amount of time is spent reviewing the filing to uncover incorrect citations, whether to cases, rules, and/or statutes that do not exist, or cases that exist but do not include the quoted language or do not stand for what is asserted in the filing ("AI hallucinations," as courts call them), resulting in more expenses for my clients.

If you haven't used publicly available generative AI for legal information, I would recommend you go to a generative AI provider and just try it out. For example, if you go to ChatGPT, input a legal issue, and ask it to provide an argument on one side for use in court, the system will spit out a response and then likely offer to draft a pleading, a court memorandum, arguments, witness examinations, etc. It is easy to understand why a self-represented party with no legal experience would be inclined to literally copy that information straight into their filing(s). If they fail to also check the information, they will no doubt be filing AI hallucinations.

I recently saw an article on NBC News titled "These people ditched lawyers for ChatGPT in Court" (https://tinyurl.com/3ce5r3d4), which discussed the use of generative AI. The article highlighted some litigants that had success by using generative AI, but it also mentioned legal professionals that encountered frustrations with AI hallucinations in the filings of self-represented litigants.

I recognize AI tools can definitely play a part in addressing access to justice issues, so it is not my intent to minimize that benefit, as access to justice is an ongoing crisis. Along these lines, the article discussed that some pro bono legal clinics are trying to teach clients how to use AI tools for their benefit. In that context, AI can certainly be a positive tool, if used properly. But in the general, unfettered, and untutored context, the impact on our profession,our courts, and our clients when AI is misused is significant. In my experience, where the court has addressed the issue, it has been more of a warning for the self-represented parties to not do it again – warnings that are ignored. Sanctions for self-represented parties happen; however, they are often given multiple opportunities before that is the case. I do not have the answer as to how we balance the needs of access to justice with the needs for an equitable and efficient justice system. But as AI continues to grow in popularity it does seem to be an ever-increasing issue.

PRESIDENT'S PAGE CONTINUED

Attorneys, on the other hand, are also using AI in a multitude of ways. Nearly all the software/applications that my firm uses have changed over the last few years to add more and more AI features, including for calendaring, note-taking, summarizing documents, and drafting, as well as generative AI for research. Perhaps not surprisingly then, we are frequently seeing court opinions where penalties are being assessed against attorneys that file pleadings with AI hallucinations. For instance, the NBC News article referenced an attorney being fined $10,000 for filing a pleading where 21 of 23 quotes from cited cases were AI hallucinations. In a case out of Alabama, three attorneys from a firm were removed from representing their client in a case, publicly reprimanded by the assigned trial judge, referred to the State Bar, and ordered to disclose the sanctions to all current and future clients, opposing counsel, judges, and firm members, for filing two motions with five made-up case citations. Many AI hallucination cases involving attorneys have resulted in similar sanctions. In general, the courts are setting stiff sanctions for attorneys with the first filing. The need to hold attorneys to a higher standard given our ethical requirements absolutely makes sense, though questions remain as to how to adapt our ethical rules to keep up with the changes in technology.

It is also worth noting that the courts are not without problems in the use of AI. A recent ABA article discussed two different federal judges withdrawing opinions due to various errors within them.

In the end, there is no doubt that as attorneys we have ethical obligations to ensure at the very least, that our court filings do not contain fictitious legal citations, and the implications of violating those obligations can include career altering sanctions. Further, as a judicial system at large, there is no question that AI has implications for access to justice, but how the system handles the misuse of AI by self-represented litigants and other risks that come with the use of AI is also worthy of more focus. Hopefully some of you were able to attend September's Bench Bar Retreat where Justice Berkenkotter spoke on AI and ethics. But also watch our announcements for future CLEs on AI, as we recognize all our members are dealing with a litany of AI questions. In the meantime, I hope to see many of you at the December holiday party and feel free to share your thoughts on things you would like to see from the BCBA in 2026.

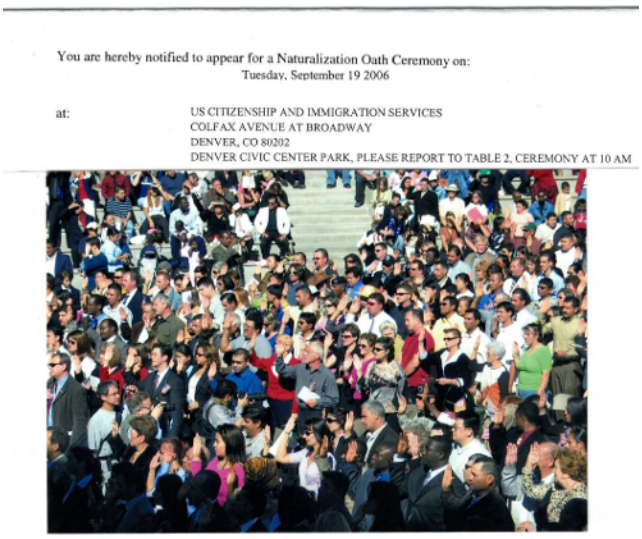



BHGR
BERG HILL
GREENLEAF RUSCITTI LLP
TRUSTED ADVISORS
POWERFUL ADVOCATES
STRATEGIC PARTNERS
Our team has decades of combined experience providing high-quality legal services while working closely with our clients to achieve their specific goals and objectives. We serve individuals, entrepreneurs, businesses of all sizes, public entities, and government officials across a wide range of practice areas and industries nationwide.
ADR
APPEALS
CANNABIS
CONSTRUCTION
CORPORATE
CRIMINAL
EMPLOYMENT
INSURANCE COVERAGE
INTELLECTUAL PROPERTY
LITIGATION
PERSONAL INJURY
PUBLIC ENTITY
REAL ESTATE
TRUST, ESTATES, PROBATE, AND TAX
WATER AND CONSERVATION
BEST LAW FIRMS
RANKED BY Best Lawyers
COLORADO
COMMERCIAL LITIGATION • TIER 1
2025
DENVER + BOULDER, CO | WWW.BHGRLAW.COM | 303.402.1600 | INFO@BHGRLAW.COM

COMMUNITY SPOTLIGHT: IMMIGRANT LEGAL CENTER OF BOULDER COUNTY

LAUREL HERNDON

The Immigrant Legal Center of Boulder County:
Supporting Immigrants and their Boulder County Attorneys since 2005


You are hereby notified to appear for a Naturalization Oath Ceremony on:
Tuesday, September 19 2006

at: US CITIZENSHIP AND IMMIGRATION SERVICES
COLFAX AVENUE AT BROADWAY
DENVER, CO 80202
DENVER CIVIC CENTER PARK, PLEASE REPORT TO TABLE 2, CEREMONY AT 10 AM

On July 1, 2005 The Immigrant Legal Center of Boulder County opened its door as a new, non-profit legal organization in order to assist immigrant community members and reduce the unauthorized practice of law in our community. The field of immigration law was a main UPL magnet, and it seemed that some friendly price-competition by a licensed attorney just might help. And help it did! Over the past twenty years more than 7,000 distinct clients have been kept out of the clutches of "notarios" and others illegally practicing immigration law.



The Immigrant Legal Center focuses on family unity, and addressing harms caused by unauthorized legal service providers. Community education increased the awareness of immigration scams, and led to action by the Colorado Legislature. Advertising as an "immigration consultant" became a deceptive trade practice, and Colorado's Notary Public statute clarified that acting as an immigration expert is not part of the commission. Untold numbers of families have been saved from separation by these community-inspired legislative changes.

The Immigrant Legal Center provides individual consultations, and participates in "Ask-a-Lawyer" events sponsored by the Boulder County Bar Association. These activities help de-mystify the immigration system and help community members regularize their immigration status. Legal Representatives appear on behalf of immigrant clients in family-related immigration matters. Through this representation the Immigrant Legal Center has been able to assist

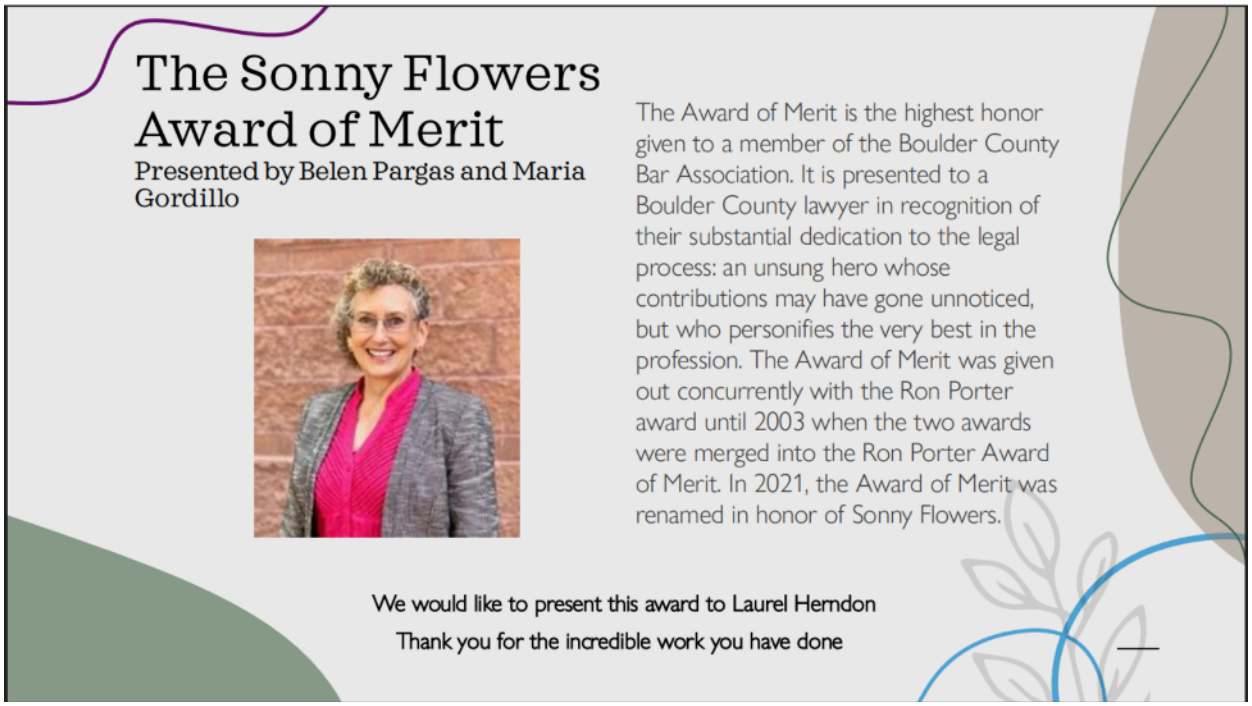
- 875 community members obtain Lawful Permanent Resident (or green card) status
- 315 community members become U.S. Citizens, and
- 600 community members obtain and maintain their DACA status

COMMUNITY SPOTLIGHT (CONT.)

We are grateful that the community has rallied around our immigrant neighbors, demonstrating that all human beings deserve due process and fair treatment. Our judicial system, like our community, has always been ahead of the pack. Paul Bierbaum, an early Legal Center board member brought awareness of the unique challenges faced by vulnerable defendants and litigants, including immigrants, to the Twentieth Judicial District decades ago. Paul's efforts encouraged early adoption of immigrant protections, including continuances to assure that non-citizens could consult with an immigration attorney before addressing criminal charges. The Legal Center provided, and continues to provide support by offering free consultations to both defendants and their criminal defense attorneys.



This past June, the Immigrant Legal Center was honored to have its founder and executive director recognized by the Boulder County Bar Association with the 2025 Sonny Flowers Award of Merit. This award truly belongs to all members of the bar who have stepped forward to advance and protect the legal interest of the most vulnerable in our community.



COMMUNITY SPOTLIGHT (CONT.)

Twenty years after the Immigrant Legal Center of Boulder County opened its doors there is no longer confusion about the adversarial nature of our immigration system. Unlike the past, the issues we are addressing are widely discussed in the media and shared online: ICE activities threatening community cohesion; changes in the asylum process causing irreparable harm to families fleeing persecution; hard-working, law-abiding, long-time immigrants facing deportation rather than the promised comprehensive immigration reform. These concerns join the recently-passed Laken Riley Act, whose retroactive impact challenges traditional notions of due process.

During these turbulent times we remain committed to the immigrant community and the attorneys who serve immigrant clients in the Twentieth Judicial District. If you have questions about the interests of immigrant clients involved in the local court system please contact us. We are here to help. You can reach us at info@boulderayuda.org



And as Colorado Gives Day approaches, we ask that you keep the Immigrant Legal Center of Boulder County in mind, *click here for more information*.

PRIME PARTNERS

A COLTAF Program

COLTAF.org/coltaf-banks

Thank you to our Prime Partners!

Prime Partners voluntarily pay higher interest rates on COLTAF accounts at no cost to the firm or clients. This interest supports legal aid and pro bono programs.

5Star Bank
Academy Bank
Air Academy Credit Union
Bank of Estes Park
Berkley Bank
Bridge Bank
Ent Credit Union
First Southwest Bank
FirstBank
Flatirons Bank
InBank
Integrity Bank & Trust
Mountain Valley Bank
Pikes Peak National Bank
RG Bank
Timberline Bank
UMB Bank
United Fidelity Bank
Vectra Bank
Wells Fargo
Yampa Valley Bank

If you don't already bank with one of our Prime Partners, please consider a Prime Partner for your COLTAF account.

THE CURRENT STATE OF COLORADO'S "GHOST GUN" BAN

T.J. WILLARD



IOn January 1, 2024, new legislation went into effect making it illegal in Colorado for people to make, sell,, or possess an untraceable gun using a kit or a 3D printer. These untraceable guns are also commonly referred to as “ghost guns”. Ghost guns can be crafted at home using a 3D printer or a do-it-yourself mail-order kit, which makes it possible for someone to obtain a gun without going through a background check. Proponents of the legislation cite to the increasing number of ghost guns used in crimes as they do not have to be registered, obtained via a universal background check, and do not contain serial numbers. Ghost guns were allegedly used in the Club Q shooting in Colorado Springs in 2022.
Club Q suspect carried 'ghost guns,' sources say | 9news.com

The Federal Bureau of Alcohol, Tobacco, Firearms and Explosives reports the number of suspected homemade guns recovered at crime scenes nationwide increased by more than a thousand percent between 2017 and 2021. Ghost gun use in U.S. crimes has risen more than 1,000% since 2017, federal report says - CBS News

Colorado’s newly enacted ban, found in Colorado Revised Statute Section 18-12-111.5, prohibits;

- The knowing possession or transportation of an unfinished firearm frame or receiver unless it has been imprinted with a serial number as required by federal law;
- Knowingly selling, offering to sell, transferring, or purchasing an unfinished firearm frame or receiver, unless it has been imprinted with a serial number as required by federal law;
- Knowingly possessing, purchasing, transporting, or receiving a firearm or frame or receiver of a firearm that is not imprinted with a serial number;
- Knowingly selling, offering to sell, or transferring a firearm or frame or receiver of a firearm that is not imprinted with a serial number; and
- Manufacturing or causing to be manufactured a frame or receiver of a firearm; unless the manufacturer is a federally licensed firearm manufacturer.

"GHOST GUN" BAN (CONT.)

Unlawful conduct involving an un-serialized firearm, frame, or receiver is a class 1 misdemeanor which is punishable by up to 364 days in jail. A second or subsequent offense is a class 5 felony which is punishable by up to three years in prison. C.R.S. § 18-12-111.5(6)(a),(b).

Opponents of the ghost gun legislation, specifically the National Association for Gun Rights and the Rocky Mountain Gun Owners, immediately filed a lawsuit in the Unted States District Court for the District of Colorado, Case No. 24-cv-00001-GPG-STV, seeking a preliminary injunction to stop Colorado's ghost gun ban legislation.

On May 2, 2024, the Honorable Gordon P. Gallagher, of the Unted States District Court for the District of Colorado, denied the request for injunctive relief and ruled that Colorado's ghost gun law does not prevent an individual from buying an unfinished frame or receiver or firearms part kit and in no way infringes upon Plaintiffs' right to acquire arms. National Center v COlorado DOCs.pdf

The Plaintiffs appealed Judge Gallahger's Order to the United States Court of Appeals for the Tenth Circuit, Case No. 24-1209. On January 22, 2025, oral arguments were heard by the Tenth Circuit Judge Panel including the Honorable Alison Eid, the Honorable Paul Kelly, and the Honorable Joel Carson. Gun rights group asks 10th Circuit to reload challenge to Colorado's ghost gun ban | Courthouse News Service An opinion remains pending at this time.

On March 26, 2025, the United States Supreme Court upheld federal regulations of mail-order kits that allow people to build untraceable weapons at home. Justice Neil Gorsuch wrote the opinion for the 7-2 majority in Bondi v. Vanderstok, 145 S.Ct. 857 (2025), which included both liberal and conservative justices siding in the majority opinion authored by Justice Neil Gorsuch. Supreme Court upholds rules requiring background checks for 'ghost guns' | CNN Politics

The impact of this decision remains to be seen on the pending appeal of Colorado's ghost gun law before the Tenth Circuit. At a minimum the opinion indirectly affects Colorado by reinforcing the federal framework that allows States to maintain and enforce their own ghost gun legislation, which requires serial numbers and background checks for certain kits and parts.
In the foreseeable future restrictions on gun ownership will continue to be furiously debated at state and federal levels. Even with this landscape, laws restricting ghost guns based on the untraceable aspect of these firearms makes it likely that Colorado's law will be upheld on appeal.

T.J Willard is the current BCBA Criminal Law Section Co-Chair.

HutchinsonBlackandCookLLC

Attorneys at Law

Since 1891

Hutchinson Black and Cook is proud to celebrate our 2026 The Best Lawyers in America® and Ones to Watch®.

Jonathan Boonin
Employment Law - Individuals

John B. Greer
Employment Law – Management

Maureen E. Eldredge
Corporate Law

Kimberly M. Hult
Medical Malpractice Law – Plaintiffs

Constance T. Eyster
Trusts and Estates

Justin Konrad
Business Organizations

Christopher W. Ford
Personal Injury Litigation – Plaintiffs

Shelly D. Merritt
Trusts and Estates

Glen F. Gordon
Personal Injury Litigation – Plaintiffs

Marianne Luu-Chen
Ones to Watch

www.hbcboulder.com

HBC

921 Walnut Street | Suite 200 | Boulder, CO 80302
Telephone 303.442.6514 | Fax 303.442.6593

LEGAL CLINIC VOLUNTEERS NEEDED

Did you know the BCBA sponsors a Free Virtual Legal Clinic for Boulder County? This started during the pandemic and was so successful we have continued it to help further our commitment to access to justice. To date, we have helped over 1700 community members!

We have a small group of incredibly dedicated volunteers who give 15-20 minutes of their time approximately once every few weeks. We would like to get that number to once a month, but we need more volunteers! **Can you help with 20 minutes once a month in service to your community?**

Please let us know that you are available to help once per month (or more!) along with your practice areas. We could not provide this service without all of our amazing volunteer attorneys! Please contact Bay for more information about attorney.participating as a volunteer

Please click here to sign up

THANKS TO OUR CLINIC VOLUNTEERS

Mike Rafik	6 calls last month	Britney Frisbie	1 call last month
Ugyen Tshering	5 calls last month	Ben Wilson	1 calls last month
Maki Iatridis	4 calls last month	Doug Stevens	1 call last month
Ainigul Holland	3 calls last month	William Rogers	1 call last month
Clint Burke	3 calls last month	Julia Morgenthau	1 call last month
Allen Jones	3 calls last month	Jolyn Noel Belk	1 call last month
Scott Goldstone	2 calls last month	Jennifer Walker	1 call last month
Howard Berkson	2 calls last month	Georgiana Scott	1 call last month
Ian Barringer	2 calls last month	TJ Willard	1 call last month
Peter Fabish	2 calls last month	Judson Hite	1 call last month
Mark Ringer	2 calls last month	Samantha Sitterley	1 call last month
Andy Gitkind	2 calls last month	Gib Marchand	1 call last month
Jennifer Terry	1 calls last month		

BCBA HOME STUDY WEBINARS

A benefit of BCBA CLE offerings moving to webinars is that we are able to record the programs and make them available to view after the live presentation. We also submit the majority of our recordings for home study CLE credit, which allows our members to view them as needed to fulfill the credits needed for their reporting periods. Please see a list of our current home study offerings below, and if there is a program you're interested that you don't see here, the full list of our video recordings is available for BCBA Members only on **our Webinars page**. If there is a program that is not currently accredited for home study that you're interested, please contact Bay and we can work to get a recording re-accredited.

General Credit Courses

BCBA Family Law CLE Webinar: Domestic Violence: A Community Issue
Presented by Jolyn Belk, Sandie Campanella and Shelby Logan
Video recording here
Course ID #867112

Developers and Ditch Companies-Agreements to Cross, Relocate or Otherwise Affect Irrigation Ditch Easements
Presented by Jeff Kahnand Sean Stewart
Video recording here
Course #865305

Assisted Reproduction & the Law: An Introduction to Three Key Issues
Presented by Shelley Carlin
Video recording here
Course ID# 862193

Tax / Estate Planning: Final Regulations of SECURE and SECURE 2.0 What Practitioners Need to Know
Presented by Robert Keebler
Video recording here
Course ID# 858856

Ethics credit

Creating Effective and Ethical Environments for Colleagues and Clients with Intellectual Disabilities
Presented by April McMurrey, Zoey Tanner, and Judge Chris Larson
Video recording here
Course ID# 850525

Moving from Ignorance to Terror: Engagement Letters for Estate Planners
Presented by Connie Eyster
Video recording here
Course ID# 853868

Getting Your Firm's Affairs in Order: Part 2
Presented by Jodi Martin
Video recording here
Course ID# 838332

EDI Courses

Pro Bono Beyond the Ethics Rule
Presented by Brett Landis, Rachel Kunath, Alisiana Medina
Video recording here
Course #865696

Introduction to Racial Equity: A Lawyer's Responsibility
Presented by Judge Dea Lindsey
Video recording here
Course ID# 847136

A Primer on Disability Advocacy
Presented by Franklin Erickson
Video recording here
Course ID# 853822

Lessons for Mediators from the EDI Roundtable
Presented by Melora Bentz and Wesley Parks
Video recording here
Course ID# 853869

Advocacy Requires Allyship: Conscious Representation of LGBTQ+ Clients
Presented by Kevin Miller
Video recording here
Course ID# 836005

CLASSIFIED ADS

Litigation Attorney (2+ years experience): Lyons Gaddis, PC is looking for an experienced litigator to join our civil litigation practice group. Our litigation group handles everything from contract and property disputes to torts and complex commercial litigation in all Colorado jurisdictions, including state and federal courts. The ideal candidate will have at least two years of combined experience in civil litigation, arbitration, domestic relations, appellate practice, and/or as a judicial law clerk. Candidates must enjoy working collaboratively with a diverse and collegial team, have strong written and verbal communication skills, and be motivated to provide exceptional client-focused service. Compensation is merit-based, as required by the Colorado Equal Pay Act. Our good faith salary range for this position is $110-160K dependent on experience, with an incentive bonus based on productivity which ranges from $10k to $40k or more annually. Our general billing target for associates is 1620 hours per year, which guarantees one or more incentive bonus. Firm-paid medical benefits, vision, 401K match up to 12.5%, vacation, sick, and holiday pay are included. All attorneys receive a CBA CLE Elite pass, discretionary ledger funds for professional development, tools, and resources, and cell phone stipend. Flexible working arrangements and office space available in both Longmont and Louisville. If you are interested in joining our team and your background aligns with our needs for this position, please reply with a letter of introduction, as well as a resume to careers@lyonsgaddis.com. See full job description here. (11/30)

Lyons Gaddis Water Law Associate: Lyons Gaddis has an opportunity for an attorney with a proven interest in Colorado water law to join its water team as an associate. An applicant must have experience in Colorado water-related matters, including water court proceedings and water rights transactions, and an ideal applicant would have 4-8 years of legal experience. Depending on experience and qualifications, the salary range is $105,700 to $146,000, exclusive of production bonus and benefits. Lyons Gaddis is a dynamic, growing Colorado law firm offering health insurance, life insurance, 401K match, and more. If you want to join our team, please submit a cover letter and a resume to careers@lyonsgaddis.com (11/30)

CLASSIFIED ADS

Employers Council: Seeking an Employment Attorney: Employers Council is seeking an Employment Attorney in the Northern Colorado area to join our team. We partner with employers to grow exceptional, dynamic workplaces by offering a comprehensive set of services. The Employment Attorney should have a practical, solution-driven counseling ability with a client service-oriented approach. This includes the capability of multi-tasking and dealing with ambiguity in the law, process & procedure. The attorney should be able to adequately demonstrate a solid understanding of various substantive areas of employment law including, but not limited to, discrimination and harassment, disability and accommodations, employee policies, and wage and hour matters (e.g. Title VII, FMLA, FLSA, ADA, OSHA and related state laws). Salary Range - $113,400 - $133,900

For over 85 years, our committed staff have worked at the top of their fields to provide the highest quality guidance to help organizations create cultures that support a highly engaged workforce.

Become a part of making work better for everyone by helping employers build exceptional workplaces! See full job description and application details here (11/30)

Opportunity: Boulder County Appeals Hearing Officer: Boulder County seeks qualified attorneys and individuals with professional legal or employment background or experience interested in serving as contract hearing officers for employee appeal hearings under the Boulder County Personnel and Policy Manual. Through this Solicitation of Qualifications ("SOQ") the county will create a pool of qualified independent hearing officers who are asked to be available on a per-hearing, as needed basis pursuant to Section 6.88 of the Boulder County Personnel and Policy Manual (Attachment A). Successful respondents will be awarded an initial 1-year contract with the option to renew each year for up to 4 additional years. Renewal is subject to the county's discretion. The county aims to maintain a minimum of 3 hearing officers in the pool. The county does not currently experience a high volume of employee appeal hearings, and the actual number of hearings anticipated to contract for services from the pool is not known. Award under this solicitation does not guarantee

work.

If you have any questions about the Boulder County procurement process, please email procurement@bouldercounty.gov.

Please find the opportunity for the Boulder County Appeals Hearing Officer position at https://bouldercounty.bonfirehub.com/opportunities/20688 (11.16)

PROFESSIONALISM ON CALL

November 03	Mike Rafik	303.444.9292
November 10	Gwyn Whelan	303.443.8010
November 17	Lee Strickler	303.443.6690
November 24	Connie Eyster	303.442.6513

The Professionalism Committee assists lawyers, clients, and other members of the community with questions or complaints about behavior by lawyers that fails to meet generally accepted standards of professionalism and courtesy, or that is contrary to the BCBA Principles of Professionalism.

The Professionalism Committee does not address allegations of criminal or ethical violations by lawyers, as regulated by the Colorado Rules of Professional Conduct, and any such violations should be addressed to the Office of Attorney Regulation Counsel.

CLS PRO BONO REFERRALS

CLS PRO SE VOLUNTEERS

Kathleen Franco x1

Shana Beggan x1

Carlos Isidro x1

CLS WILLS CLINICS

David Sipiora x1

Howard Berkson x1

HOUSING ADVICE

CLS PRO BONO CORNER

Interested in a Pro Bono case? Please call Alisiana Medina at 970-499-1003. CLE credits available for pro bono service.

Boulder COUNTY
BAR ASSOCIATION

THE BCBA NEWSLETTER IS A MONTHLY ELECTRONIC PUBLICATION BY THE BOULDER COUNTY BAR ASSOCIATION. ARTICLES BY GUEST LAWYERS MAY NOT BE REPRODUCED WITHOUT PERMISSION FROM THE BOULDER COUNTY BAR ASSOCIATION OR THE AUTHORS.

COMMERCIAL ADVERTISING INFORMATION IS AVAILABLE BY CONTACTING
bay@boulder-bar.org

OR THE BAR'S WEBSITE

www.boulder-bar.org

