October 2025

# Boulder COUNTY BAR ASSOCIATION

# PARALEGAL MEMBERSHIP DRIVE

## *Calling all Paralegals, Legal Assistants and LLPs*

**Community Spotlight: Safe Shelter of St. Vrain Valley**

The BCBA is committed to supporting all members of the legal community. This year, we are encouraging our paralegals, legal assistants and LLPs to become members and participate in bar events by waiving the membership fee (through sponsorships) until renewals come due in July . We are hoping this section will become a resource for knowledge sharing and networking. Attorneys, we hope you will encourage all of your staff members to become BCBA members. We offer quarterly education opportunities on different aspects of legal support work along with social events including a yearly lunch and happy hour exclusively for our paralegal section.

**TO TAKE ADVANTAGE OF THIS OFFER, PLEASE CLICK HERE TO BECOME A**

## IN THIS ISSUE


CALENDAR OF EVENTS 2

PRESIDENTS PAGE 3-4

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

PROFESSIONALISM 17


**DOWNLOAD YOUR COLORING PAGE HERE**



Cover art by Bay Shogrin

# CALENDAR OF EVENTS

**Wednesday, October 8 Happy Hour for Paralegals, LLPs and Legal Assistants**
4:30-6:30 PM @ the BCBA Office
Free for BCBA Members
**Please click here to register**
**We are seeking a sponsor for this event: Please click here to sponsor.**

**Thursday, October 16 Social/Happy Hour at Happy Day Plants**
4:30-6:30 PM @Happy Day Plants (501 Main St, Longmont, CO 80501)
Rates may vary
**Please click here to register**
**We are seeking two sponsors for this event: Please click here to sponsor.**

**Tuesday, October 21 BCBA Solo/Small Firm Sections Membership Lunch**
12-1 PM @ the BCBA Office
Free for BCBA Members
**Please click here to register**
**We are seeking a sponsor for this event: Please click here to sponsor.**

**Friday, October 24 BCBA Family Law Section CLE Domestic Violence: A Community Issue**
12-1 PM via Zoom
Free for BCBA Members
**Please click here to register**
**Thank you to our sponsor, Jams**

**Tuesday, October 28 BCBA CLE Webinar: Immigration Law for Non-Immigration Attorneys**
12-1 PM via Zoom
Free for BCBA Members
**Please click here to register**
**We are seeking a sponsor for this event: Please click here to sponsor.**

**Wednesday, October 29 BCBA CLE Webinar: The Only Constant is Change- Keeping up with Colorado Employment Law Changes**
12-1 PM via Zoom
Free for BCBA Members
**Please click here to register**
**We are seeking a sponsor for this event: Please click here to sponsor.**

**Thursday, October 30 Annual Judges' Dinner**
5:30-9 PM @ the St. Julian Hotel
**Prices vary**
**Please click here to register**
**Thank you to our current sponsors: Jams, Berg Hill Greenleaf Ruscitti, Lyons Gaddis, Caplan & Earnest, and Peek Goldstone**
**Seeking one additional sponsor: please click here to sponsor**



**Every Wednesday**
**Bagels with the Bar**
8:30 - 10:00 AM @ BCBA Office (3269 28th St.)
Free for BCBA Members

# PRESIDENT'S PAGE

## JODI MARTIN

**The Assault on DEI in Legal Education**

As I write this month's President's Page, I have decided to discuss a topic of importance to me and, I believe, to our profession at large.It is not my intent to delve into politics here, and I truly don't believe this should be a political issue, but I do not discount that some of you may disagree. And to those that do, that is your right, and I respect that right.But I have the pen (keyboard) at the moment, and recent events make this a topic of note.

On August 19, 2025, the University of Denver issued a letter to the DU community.The letter advised that the University, to include the Sturm College of Law, is terminating a variety of activities that could be classified as embracing diversity, equity, and inclusion (DEI).In particular, it is eliminating race-conscious scholarships and programs, including internships and mentorship programs; targeted recruitment; certain applicant essay and statement inquiries; DEI training; and dedicated facilities focused on specific groups.DU contends that it will continue to strive to support its core values of academic freedom, inclusion, belonging, access to education, and thought pluralism, even while it shuts down every aspect of its system that embraces those values.

Following DU's announcement, the Student Bar Association of the Sturm College of Law announced that the student Senate passed a vote of no confidence in some of the institution's administrators.The Student Bar Association also reported that the DU faculty held a vote of no confidence in Chancellor Haefner, and it allegedly passed.

DU contends it was forced to take this action due to the current federal administration and DOJ position regarding DEI, including a July memo from the DOJ declaring a wide array of DEI practices unlawful for institutions that receive federal funding.Based on this new position, the federal government has cut funding, including grants and research funding, to institutions across the country who maintain DEI practices.

Colorado State University is currently the subject of a federal civil rights complaint for alleged noncompliance with the current administration's demands to scrub all DEI practices and references from university operations.The University of Colorado at Colorado Springs began making changes shortly after the 2024 Election in an attempt to comply in advance with anticipated changes, and still had federal funds stripped, purportedly nearly $20 million.DU though has faced none of those issues yet has decided to preempt problems by scrubbing all signs of DEI; however, as we have seen with other institutions, early compliance is not a guarantee of anything.

# PRESIDENT'S PAGE CONTINUED

It is a near impossibility for DU to dispose of all DEI programs and activities while simultaneously maintaining its core values, and its actions will have a chilling effect on incoming students.Additionally, these actions will have a significant impact on its law school, which in turn impacts the legal profession as a whole.

The legal profession is one meant to be a bulwark of justice and fairness for all.Our legal system is literally designed around that concept – justice and fairness for all.While it has yet to reach its full potential in this regard, that is all the more reason it should be embracing DEI as a tool toward creating a profession that is genuinely fair, equitable, and accessible to everyone.A fair, equitable, and accessible profession is a necessary component to a fair, equitable, and accessible justice system.

A legal profession in which people of all backgrounds feel valued, respected, and have a sense of belonging requires a diverse membership. This can only be accomplished when everyone has opportunities tailored to their specific needs to ensure fair outcomes.It means fostering a culture where everyone can fully participate and contribute their unique perspectives, while feeling welcome.

DU's actions will have a long-lasting effect on those from historically marginalized communities that wish to enter the legal profession.Maybe those applicants will look to other states, or maybe they will look to other professions.Either way, all of us in the Colorado bar, as well as the entire State, suffer from that loss.

While I recognize the financial fears of our universities and law schools, I fear for the long-term effects of these actions on our profession and the justice system as a whole.

I celebrate the diversity of our membership, while hoping we can continue to expand it.I look forward to seeing many of you at upcoming events, including the Solo Small Firm lunch on October 21st and the Annual Judges' Dinner on October 30th, as well as possibly a few other events.




BERG HILL
GREENLEAF RUSCITTI LLP
BHGR
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: SAFE SHELTER OF ST. VRAIN VALLEY

## KERI COTTERMAN

For 47 years, Safe Shelter of St. Vrain Valley has provided emergency shelter, refuge, and hope to survivors of domestic violence within our St. Vrain Valley community. Every year, hundreds of adults, children, and even their pets turn to us for safety, healing, and support in creating a plan to rebuild their lives.  In addition to year-round 24/7 emergency shelter, Safe Shelter has a robust Outreach Division that meets survivor's ongoing needs along their paths to freedom, safety, and independence. These services include crisis intervention, counseling, advocacy, housing navigation, safety planning, and legal advocacy.

While the emergency shelter meets immediate needs, lasting safety often requires navigating the legal system. For many survivors, the courtroom is where real, long term protection and stability are secured. Survivors of domestic violence often face intimidating and complex legal challenges. From securing protection orders to navigating child custody disputes, the courts can be overwhelming for families already in crisis. We recognize that the legal processes are often a critical component to achieving freedom and independence. This is why legal advocacy is core to our outreach efforts and mission. One survivor's story highlights the impact of this work. A client arrived at our shelter with her two daughters after years of abuse. Though relieved to be safe, she knew her abuser still posed a danger without legal restrictions in place. With the help of Safe Shelter's legal advocates, she pursued a protection order. Our staff walked her through the process, helped her prepare for court, and stood by her side until the order was granted.

This story is far from unique. In 2024, Safe Shelter provided legal advocacy to 118 clients. Survivors received support in obtaining protection orders, navigating custody disputes, and connecting with attorneys who could represent them in court. Many arrived without financial resources, but our program helped them access pro bono legal aid or apply for financial assistance. Without these supports, survivors would have faced the legal system alone and unprepared.

Protection orders remain one of the most effective tools to stop ongoing abuse. These enforceable boundaries empower survivors to set limits and prevent further harm. But many survivors also face painful custody battles, where abusers use children as a means of control. Safe Shelter's advocates guide parents through these cases, ensuring that custody arrangements prioritize safety and stability. By providing this support, we help families achieve not only legal victories but also peace of mind.

# COMMUNITY SPOTLIGHT (CONT.)

Another major barrier to access necessary legal representation is cost. With 86% of Safe Shelter clients living below the Federal Poverty Level, hiring an attorney is often impossible. Our legal program bridges this gap by connecting survivors with volunteer attorneys and helping them access resources to cover legal fees. This assistance is critical in leveling the playing field for individuals who otherwise would have no representation. Safe Shelter is always looking for attorneys willing to volunteer time to help with our client cases pro bono. If you would like to be added to our legal support network, please e-mail shelby@safeshelterofstvrain.org.

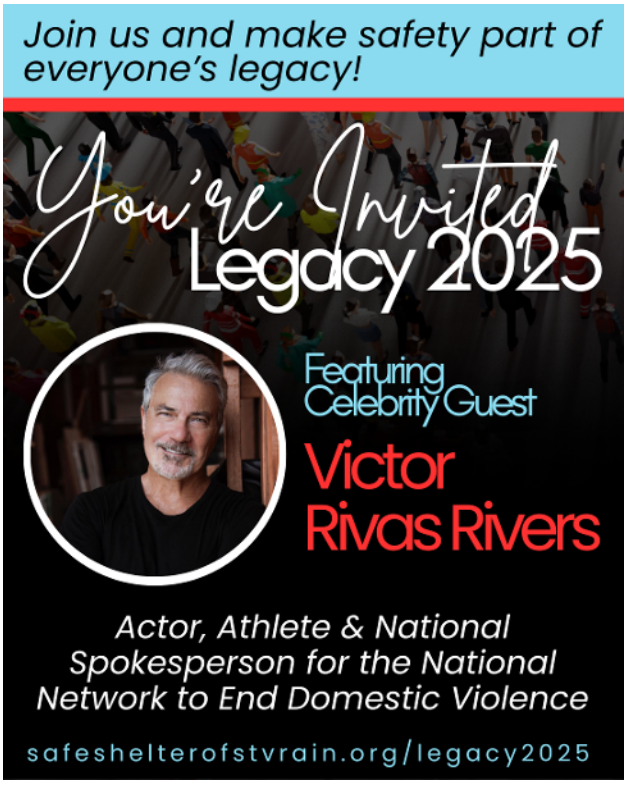
October is a big month for Safe Shelter of St. Vrain Valley, St. Vrain's only domestic violence shelter. Not only is October Domestic Violence (DV) Awareness month, but it is also when we hold our annual Legacy event. Every year we pick a theme for Legacy. This year we've gone bigger than a theme. We have initiated a 5-month community movement to highlight that DV is R.E.A.L., *Relevant Everywhere and Always Looming.*

Domestic violence is a very real issue in Boulder County, particularly in Longmont. It is the third most frequently reported crime in our city and occurs at a disproportionately higher rate than in Boulder, despite Longmont's smaller size. Statistics show that one in three women and one in seven men experience domestic violence, making it almost certain that you, or someone you know, has been affected. The R.E.A.L. initiative reminds us that domestic violence is not just a women's issue; it is a community issue that impacts all of us whether you realize it or not. DV is a crisis that demands a community-wide response, one that brings the conversation out of the shadows and into the light.



# COMMUNITY SPOTLIGHT (CONT.)




We would also like to take this opportunity to ask you to be a part of our R.E.A.L. initiative by joining us at this year's Legacy event on Thursday, October 16, 2025, starting at 5:30 PM in downtown Longmont. More than just an event, Legacy is our signature fundraiser and the backbone of our private fundraising efforts, sustaining critical services for survivors of domestic violence throughout the year.

We are very excited to be welcoming actor, athlete, and national domestic violence spokesman, Victor Rivas Rivers to keynote. As a young boy, Victor, his siblings, and his mother endured unthinkable abuse by his father. At one point, he was able to get away to the police station where he stripped of his clothes to show police officers his bruises and burns, seeking help and shelter from his father. The police officers sent him home, telling him that his was a "private family patter."

This year's theme, Everyone's Legacy means two things: that we all share the responsibility to break the cycle, that DV is not a private family matter, and that survivors deserve to build new legacies of safety, strength, and hope ... but only together can we make safety part of everyone's legacy. Join us and make safety part of your legacy!

If you are interested in attending the event where you will learn more about Safe Shelter, hear Victor, and have the opportunity to bid on trips, and more, we would encourage you to get your tickets soon by visiting safeshelterofstvrain.org/legacy2025. If you have any questions about the event or Safe Shelter generally, you may reach out to Keri by e-mailing keri@safeshelterofstvrain.org or calling/texting 512.745.4389. We hope to have the opportunity to meet you at Legacy.

# 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.**

# USING AI IN MEDIATION: ETHICAL ISSUES AND RISK MANAGEMENT FOR NEUTRALS

## ANDREW SHOEMAKER

It's hard to look at legal news these days without seeing how Artificial Intelligence (AI) is reshaping the practice of law. Likewise, AI tools promise new opportunities for mediators, and it is a central focus of the upcoming 19th Annual CBA ADR Conference. However, as stewards of process integrity, mediators must weigh AI tools against core obligations of self-determination, neutrality, competence, and confidentiality. This article outlines key ethical sources, maps those standards onto common AI uses, and offers practical guidance for risk management.

**Ethical Resources**

Unlike lawyers, mediators in Colorado are not licensed professionals, and civil liability is limited to willful or wanton misconduct under C.R.S. §13-22-305(6). Nonetheless, widely accepted standards define expectations.

The Model Standards of Conduct for Mediators (2005), jointly issued by the ABA, AAA, and ACR, remain foundational. They emphasize core values of party self-determination, neutrality, competence, and confidentiality, each of which can be affected by AI use.

This year, the AFCC and the ABA Family Section Task Force updated the Model Standards of Practice for Family and Divorce Mediation. Because they directly address AI and technology use in the context of core mediation principles, these standards are a useful read for all mediators (including those practicing outside of family and divorce matters). These standards emphasize data security, the ability to improve transparency through disclosures in the mediation agreement, the need for training to competently utilize technology, and vigilance in preserving core values.

ABA Formal Opinion 512 (2023), though directed at lawyers, offers lessons even for non-attorney neutrals. It highlights three themes:

- Competence: Understand each AI tool's capabilities and limitations; verify accuracy and detect bias or hallucinations; and remember that judgment and accountability remain human responsibilities.
- Confidentiality: Avoid uploading sensitive material into open or unvetted platforms.
- Communication: Consider whether the use of AI should be disclosed to permit informed decision-making and meet client expectations.

Finally, the CBA ADR Section's Guidelines on Unauthorized Practice of Law (2007) caution non-lawyer mediators against giving legal advice. Dispensing legal advice or using AI-generated legal advice without expertise to evaluate accuracy may raise issues regarding unauthorized practice of law (UPL), mislead parties, and raise competence concerns.

# USING AI IN MEDIATION (CONT.)

**Common Uses of AI in Mediation and Ethical Considerations**

AI can assist neutrals in many ways. Each application raises distinct ethical questions.

*Administrative and Scheduling Support:* AI can streamline logistics—generating engagement letters, reminders, and templates. Ministerial tasks pose low risk, but mediators must review all substantive terms for accuracy and neutrality. Protect confidentiality by using secure systems; never input party or dispute details into open AI platforms.

*Legal Research and Analysis:* AI can quickly retrieve statutes and cases to help mediators understand context and engage in reality testing. But outputs must be verified, and confidentiality maintained. Established and closed-system tools such as Westlaw and Lexis carry lower risk, while open platforms like ChatGPT carry higher risks of inaccuracy and data exposure. Neutrals should also be cautious when research identifies legal issues undiscovered by the litigants, which could affect neutrality or even affect the outcome of a litigated case. For non-lawyer mediators, presenting legal analysis may risk UPL.

In addition to case law, many neutrals research jury verdict reporters and similar data. Some AI platforms expand on this by offering predictive data. While potentially useful for preparation, these tools may embed bias and risk overemphasizing "likely" outcomes at the expense of party choice. They should inform the mediator's understanding—not dictate party decision-making.

*Factual Analysis:* AI can index and summarize pleadings, evidence, or damages to assist a mediator's preparation. Because mediators facilitate rather than decide, accuracy risks are not catastrophic. However, uploading documents into public systems can breach confidentiality, and algorithmic summaries may unintentionally emphasize some facts over others. Transparency about such use in engagement letters is advisable.

*Note-Taking and Transcription:* Transcription and summarization tools can improve organization and recall, especially in extended mediations. But confidentiality is critical, and private sessions should only be recorded with informed written consent and secure storage. Notwithstanding the protection of mediation communications in C.R.S. § 13-22-302(2.5), risks remain, particularly in federal cases. See Email on Acid, LLC v. 250OK, Inc., 2023 WL 2813265 (D. Colo. 2023) (questioning application of Colorado mediation law to federal proceedings).

*Brainstorming and Ideation:* AI can assist in generating tailored agendas, identifying potential interests, developing options, and suggesting techniques to manage strategic conduct and emotions. These tools can enhance creativity if confidentiality is secured and outputs are used as prompts, not prescriptions. Mediators should frame AI-generated ideas as optional and invite parties to evaluate collaboratively. Transparency preserves trust and self-determination.

*Substantive Drafting*: AI can produce draft term sheets or settlement agreement outlines. Competence requires thorough human review; unreviewed drafts may contain errors or bias. Mediators should disclose AI assistance and ensure final documents reflect party intent.

# USING AI IN MEDIATION (CONT.)

**Conclusion**

Used wisely, AI can enhance mediator preparation, organization, and creativity. But ethical practice demands supervision, transparency, and informed consent. AI should be treated as a tool, not a colleague—the mediator retains full responsibility for accuracy, fairness, and compliance.
A risk management mindset helps mediators integrate AI responsibly:

- Verify all outputs and understand each tool's limitations.
- Protect confidentiality through secure platforms and informed consent.
- Disclose AI use where appropriate and frame outputs as suggestions, not authority.
- Avoid UPL and potential reliance on legal analysis by AI.
- Revisit practices regularly as law and technology evolve.

By approaching AI with curiosity, caution, and clarity, mediators can embrace innovation while preserving core mediation values—self-determination, neutrality, competence, and confidentiality.

*Andrew Shoemaker is a mediator, arbitrator, and trial attorney at Shoemaker Ghiselli + Schwartz (www.sgslitigation.com).*




# CONGRATULATIONS MAGISTRATE WARD FOR RECEIVING THE COLORADO HISPANIC BAR ASSOCIATION'S JUDICIAL EXCELLENCE AWARD

**Judicial Excellence Award**:

Presented to an outstanding member of the bench who has shown a continual commitment to the Hispanic community and the principles of the legal profession



**Magistrate Thomas Ward**

Thomas Ward is a District Court Magistrate in Boulder, Colorado, where he is responsible for civil and domestic relations matters. He is also an adjunct professor at the University of Colorado Law School, where he teaches legal ethics and professionalism. Thomas is a member of the Colorado Hispanic Bar Association, where he serves on the Access to Justice and Judicial task forces. He is a mentor through Law School Yes We Can and Legal Entrepreneurs for Justice, a presenter with CJI's "Our Courts" program, and is proud to work with friends and colleagues at The Colorado Hispanic Bar Association towards the advancement of the Colorado Hispanic community.



# 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

| | | | |
|---|---|---|---|
| Howard Berkson | 8 calls last month | Clint Burke | 1 call last month |
| Ugyen Tshering | 6 calls last month | Graham Fuller | 1 calls last month |
| Mike Rafik | 5 calls last month | Doug Stevens | 1 call last month |
| Scott Hamerslough | 3 calls last month | Connie Eyster | 1 call last month |
| Scott Goldstone | 2 calls last month | Kurt Hofgard | 1 call last month |
| Britney Frisbie | 2 calls last month | Lucy Walker | 1 call last month |
| TJ Willard | 2 calls last month | Jacob Rubinstein | 1 call last month |
| Ian Barringer | 2 calls last month | Alison Gordon | 1 call last month |
| Peter Fabish | 2 calls last month | Megan Kondrachuk | 1 call last month |
| Jennifer Terry | 1 calls last month | Allen Jones | 1 call last month |
| Ben Wilson | 1 calls last month | Steve Cook | 1 call last month |
| Mark Ringer | 1 call last month | Walt Kramerz | 1 call last month |
| Sean Stewart | 1 call last month | Jennifer Zimmerman | 1 call last month |
| Adam Sher | 1 call last month | Patricia Riley | 1 call 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**

**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

**The Colorado Surrogacy Act: Requirements, Jurisdictional Considerations, Pitfalls, and What to Know**
Presented by Jennifer Workman and Shelley Carlin
**Video recording here**
Course #864543

**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. (10/31)

**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 (10/31)

**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 (10/31)

# PROFESSIONALISM ON CALL

| | | |
|---|---|---|
| October 06 | Trip DeMuth | 303.447.7775 |
| October 13 | Peggy Goodbody | 303.440.5736 |
| October 20 | Tim O'Neill | 303.682.7292 |
| October 27 | Steve Clymer | 303.530.2137 |

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

Howard Berkson x1 (housing)

# CLS PRO SE VOLUNTEERS

Kathleen Franco x2

Shana Beggan x1

Brett Landis x1

# CLS WILLS CLINICS

David Sipiora x3

Molly Clarke x1

# HOUSING ADVICE

Douglas Hamilton x2

## 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

