



IOWA 2004-05 Board of Directors

President

Jackie Armstrong
(641) 423-6223

President-Elect

Heather Palmer
(515) 288-2500

Vice President

LeAnne Krell
(515) 965-6543

Secretary

Elizabeth Croco
(319) 366-7641

Treasurer

Emily Harris
(515) 288-2500

Past President

Anjela Shutts
(515) 246-5536

1st District Rep.

Emily Pittenger
(319) 291-6161

2nd District Rep.

Kim Snitker
(641) 423-6223

3rd District Rep.

Sarah Kuehl Kleber
(712) 255-8838

4th District Rep.

Karen Dales
(402) 932-7529

5th District Rep.

LeAnne Krell
(515) 965-6543

continued next page

Letter from the President

by Jackie Armstrong

As the year draws to a close I hear the echo of Angela's warning last year: "You won't believe how fast it goes". The best part of the I.O.W.A. presidency position is that you get to know I.O.W.A. members better and recognize the professionalism and generosity amongst the Board members. Thank you all for honoring me with the Presidency. Some ideas did not work well, e.g.. my hopes to travel the state and visit more members to unite the organization. However, the networking dinner was a grand success. I loved doing the dinner in Mason City with Kim Snitker, the District 2 representative, to extend the impact of I.O.W.A. to North Central Iowa. At April's meeting I will share information I have learned about charitable project opportunities. I am excited about encouraging a "women's build" day to contribute to our communities and create further visibility for our members and our organization.

Thank you!

Mock Trial Judges Needed April 8-10

Volunteer attorneys are needed to help judge the AMTA (American Mock Trial Association) National Intercollegiate Tournament - Friday, April 8; Saturday, April 9 and Sunday, April 10.

April 8-10, 2005 is the 21st Annual National Intercollegiate Mock Trial Tournament in Des Moines. Nearly 400 attorneys and judges are needed to judge these college teams who are coming in from all over the country. Each year is a challenge to recruit this many attorneys, but this year it has been particularly challenging and the tournament is very, very short on judges. Please consider signing up to help out. Sunday morning rounds, especially, are in great need of judges!

The trials are held at Drake University at Meredith Hall and the Polk County Courthouse and they last approximately 2 1/2 hours - 3 hours max.

If you would like to help, please contact Susan Ewing at amta@dwx.com or by phone at 515-283-0803

Inside this issue...

Kids First Law Center	2	New ABA Book	4	The Exonerated	6
Emily's Boutique	2	ABA Law Day Award	5	Miscellaneous	6
Mason City Dinner	3	Domestic Abuse CLE	5	Job Openings	7
Cedar Rapids Dinner	3	IOWA Annual Meeting	5	Board Meetings	8
Women Mediator Group	3				

2004-05 IOWA Board

cont'd from page 1

6th District Rep.
Christine Conover
(319) 366-7641

7th District Rep.
Brandy Lundy
(563) 941-5301

8th District Rep.
Kathy Salazar
(319) 653-2177

Public Relations Chair
Emily Gould Chafa
(515) 283-4530

Newsletter Chair
Elizabeth Croco
319-366-7641

Membership Chair
Christine Conover
(319) 366-7641

CLE Chair
Mary Spellman Walsh
(515) 971-5486

Annual Meeting Chairs
Heather Palmer
(515) 288-2500

LeAnne Krell
(515) 965-6543

Bar Liaison Chair
Miki McGovern
(515) 281-6620

Professional Action Chair
Ruth Cooperrider
(515) 281-3592

Emily's Boutique



As always,
Emily's
Boutique is
open!

Contact Emily at

ebchafa@dmgov.org or
515-283-4530 if you are
interested in buying pins,
I.O.W.A T-shirts,
sweatshirts and mugs. All
proceeds benefit I.O.W.A
and related projects. We
appreciate your support of
these fundraising
endeavors.

Kids First Law Center - A New Organization Helping Children

IOWA member Jenny Schulz opened a new nonprofit organization called the Kids First Law Center in Cedar Rapids on January 24, 2005. Kids First is dedicated solely to representing children. The center provides free representation to children in custody and divorce cases between their parents. Kids First focuses representation on children from low and middle income families in Linn County.

The ABA recommends that children be appointed an attorney when there are allegations of family violence, substance abuse, neglect, requests for supervised visitation, mental health problems, relocation of a parent, a child who wants to express his/her view, adult manipulation, interference with visitation or custody, or a high level of acrimony. Children of high conflict divorce are at increased risk for emotional problems, substance abuse, and educational failure. Kids First is the only organization in Linn County to provide representation to children in these cases free of charge. Referrals come mainly from judges and attorneys who know which cases are high conflict and need an attorney for the child.

Kids First has one full-time attorney on staff. The attorney meets with the children regularly while the case is ongoing; answers the child's questions about divorce and lets the child know what to expect; interviews parents, teachers, doctors, babysitters, therapists, etc.; offers suggestions to the parents to keep the child out of the conflict, decrease hostility, and improve communication; may ask the court to require parents to attend parenting classes, anger management programs, substance abuse, or psychological counseling; refers the family to agencies that can offer further assistance; makes sure the child's needs are met, such as special education, counseling, or health care; participates in all court proceedings; and expresses the child's wishes to the judge.

Children benefit from having an attorney because the conflict is reduced. The parents are more likely to come to an agreement about custody and visitation. The child's attorney helps the parents change negative behaviors that are motivated by anger into positive behaviors that put their child first. Having an advocate to voice their wishes helps children feel less helpless. Children's behavior is likely to improve when the child is not upset by the parents' disputes.

Waypoint (formerly the YWCA) is providing Kids First with free office space in downtown Cedar Rapids. Because of this and other generous in-kind donations, Kids First's annual operating budget is only \$50,000, which includes the attorney's salary and health insurance, office equipment and supplies, postage, phone, travel, and professional liability insurance.

Kids First is funded entirely by grants, corporate gifts, and private donations. If you can contribute financially, please do so by sending a check to **Kids First Law Center, 318 5th Street SE, Cedar Rapids, IA 52401**. If you have fundraising ideas or sources, please share them by e-mailing jenny@kidsfirstiowa.org. All donations are fully tax deductible.

Jenny Schulz is the sole staff at Kids First. She graduated from the University of Iowa College of Law in 1998, practiced at a free clinic in Washington, DC from 1998 to 2000, and worked as a staff attorney at Iowa Legal Aid from 2000 to 2005.

Mason City Professional Women's Dinner - A Success

by Jackie Armstrong

On February 24, 2005, working women in Mason City put down their briefcases and phones to hang out, have dinner, laugh and gain inspiration and insights from their colleagues across many professions. The first Mason City "Professional Women's Networking and Mentoring Dinner" was inclusive: we enjoyed the company of high school students and women in their 80s. It was diverse: we listened to one speaker talk about her mother's influence on her career and another talk about sex. Kim Snitker made us laugh with her "Top 3 reasons one should not go to law school at 30 (and the reason's one should)". Sixty-four women came to meet old friends and discover new ones. We danced and ate great food from the women caterers who collaborated to put out a feast together. I recommend this activity to all districts, and plan to make it an annual event in Mason City.



C.R. Area Professional Women's Dinner - April 7, 2005

The 1st annual Cedar Rapids area Professional Women's Dinner will be held on **Thursday, April 7, 2005**, at the Cedar Rapids Marriott on Collins Road, NE. The dinner is an opportunity for women of all professions to come together, network, celebrate accomplishments, see old friends, and meet new ones. The dinner will feature attorney Beverly Clark who will speak on stress management. The festivities begin at 5:30 p.m. with a cash bar with dinner to follow at 6:30 p.m. and the program at 7:00 p.m.

The dinner will also feature a silent auction to benefit Kids First, a new non profit organization founded by IOWA member Jenny Schulz which provides free legal representation to children in high conflict divorces.

Cost is \$25 per person. If you are interested in signing up, contact Christine Conover at (319) 366-7641 or at cconover@simmonsperine.com.

Women Mediator Group Formed

by Kim Stamatelos

A group of women mediators in Polk County have come together to form Women in Mediation. Founding members consist of women qualified to be



listed on the roster of mediators of the Polk County Court Mediation Program. Recently, the group has expanded to include other women interested in mediation and alternative dispute resolution. Members of the group are both attorneys and mental health care professionals.

The mission of the group is to provide a forum for collaboration by and among women engaged in the alternative dispute resolution process. Members are committed to the mediation process for resolving problems, disagreements, and lawsuits between individuals, organizations and businesses.

Membership is designed to offer opportunities for professional development, networking, and creative participation in the mediation process and promoting development of fair and balanced mediation programs in the state of Iowa. The members of the group are committed to offer pro bono services where appropriate, mentor women interested in working in the field and provide public awareness and education on dispute resolution topics. For example, in light of the recent legislation pertaining to shared physical care, members of the group collaborated in developing checklists, forms, and other tools to be used by parties, courts, and attorneys in determining whether joint physical care is in the best interest of the children in divorce matters.

The group has only recently formed and the meetings are informal and are held monthly on the third Wednesday of the month over the lunch hour. Kimberly Stamatelos, one of the founders of the group, has been hosting the meetings at the law offices of Hopkins & Huebner, P.C. in Des Moines. Future agenda items include written contributions to publications distributed to attorneys on mediation topics, and formulating legislative recommendations to the Iowa Bar Association for ADR related agenda items.

What Every Woman Needs to Know about the Law, New ABA Book

American Bar Association Press Release

CHICAGO, March 24, 2005 – Women face important legal issues throughout their lives—in school, at work and at home. Changes in the law over the past few decades have helped them make significant strides. But legal rights are only useful to women if they know about them and the steps that can be taken to secure them.

In clear, straightforward language, *The American Bar Association Legal Guide for Women* provides valuable information about women’s legal rights and the laws that affect them. ABA members from across the country contributed to this book to answer the questions women most frequently ask their lawyers.



The book covers every stage of a woman’s life—from the moment she walks through the schoolhouse doors to the time she clears out her desk to retire and beyond. It includes chapters on sex discrimination and sexual harassment in school and the workplace; marriage, divorce, and child custody disputes; health law issues; sexual assault and domestic violence; and financial and estate planning.

Why a book aimed specifically at women, and not the general public? Mary Phelan D’Isa, the principal author, says, “The law is gender-neutral, but there are so many areas of the law that impact women in so many ways. We wanted to provide a guide from a woman’s point of view that would be readable for women from all walks and stages of life.” Some of the chapters deal specifically with discrimination issues, while others focus on laws that—while gender-neutral—affect women differently than they do men.

Practicality was foremost in mind when creating the book. “My mission was to provide accessible, reliable information in a reader-friendly format,” D’Isa explains. “We have fun features like ask-a-lawyer, where experts answer specific legal questions. We have sidebars, anecdotes and oodles of links and references to get follow-up information. Most important, we give women information and tips to protect their legal rights.”

D’Isa gives women the following 10 tips for protecting their rights:

1. An employer cannot refuse to hire you because you are pregnant or because you plan to become pregnant.
2. Your employer cannot pay men and women different amounts for equal or substantially equal work.
3. You are not entitled to leave under the Family Medical Leave Act if you are among the top 10 percent of income earners at your company.
4. Title IX protects you from sex discrimination under any educational program—not just sports.
5. If you marry, you have the right to take your spouse’s name, keep your original name, or use both (for example, you may use one name socially and another for professional and legal purposes).
6. If you divorce and receive alimony, you will need to pay income tax on it. If you divorce and pay alimony, it is a deductible expense.
7. Unmarried couples cannot make health care or end-of-life decisions for each other without a health directive or power of attorney.
8. If your employer’s health plan covers your male co-worker’s Viagra prescription, then it most likely also has to cover your prescription contraceptives.
9. A hospital may not test your blood or urine for drug use without your consent.
10. Even if you plan to leave everything to your children after you die, you still need a will or an estate plan.

The American Bar Association Division for Public Education provides easy-to-read information about the law to the public. The Division conducts conferences and seminars; publishes periodicals, books, and other resources; sponsors awards, serves as a national information clearinghouse, and provides technical assistance to educators, lawyers, and others. The ABA Legal Guide for Women is part of a series of books published by Random House that provide clear information about the law for members of the public.

With more than 400,000 members, the American Bar Association is the largest voluntary professional membership organization in the world. As the national voice of the legal profession, the ABA works to improve the administration of justice, promotes programs that assist lawyers and judges in their work, accredits law schools, provides continuing legal education, and works to build public understanding around the world of the importance of the rule of law in a democratic society.

ABA Outstanding Law Day Activity Award

by Emily Chafa, Co-Chair, PCBA Law Day Committee

The Polk County Bar Association's Law Day Committee sponsors a student competition each year to celebrate the American heritage of liberty, justice, and equality under the Law. For the past few years, the PCBA Law Day Committee sponsored a visual arts and poetry competition for 6th through 12th graders throughout the Polk County area. In 2004, the Law Day Committee used the ABA's theme of "TO WIN EQUALITY BY LAW" which celebrated the 50th Anniversary of the Brown v. Board of Education decision. The winning students created photographs and poems that demonstrated their grasp of the continuing importance of decisions like Brown v. Board in establishing and protecting our rights. These photographs and poems are accessible on the PCBA website (www.pcbaonline.org) and have been on display in various places in the Des Moines area. The artwork is currently on display at the U.S. Courthouse in Des Moines.

The Law Day Committee received one of five Outstanding Law Day Activity Awards nationwide from the American Bar Association for its 2004 project. Co-Chairs Emily Chafa and Kristin Collinson received the award at the ABA's Mid-Year Meeting in Salt Lake City on February 11th.



Kristin Collinson & Emily Chafa, Co-Chairs, PCBA Law Day Committee, and Alan Kopit, Chair, ABA Standing Committee on Public Ed.

The Law Day Committee is now working on the 2005 visual arts and poetry competition. This year's theme explores the history, opportunities, and current challenges to voting rights in Iowa, the United States and abroad. Student entries should illustrate or reflect an aspect of current or historical voting rights issues, locally, nationally or internationally.

Consistent with the PCBA Law Day tradition, winning students and their teachers will be honored guests at the annual meeting on May 10th. Monetary prizes will be awarded and the winning artwork and poetry will be displayed in various public places around the Des Moines area.

CLE Opportunities

April 19, 2005

Domestic Abuse and the Law in Iowa

Victims of domestic abuse need your help! Have you ever considered representing victims of domestic abuse but have not done so because you lack the knowledge of the law and procedures involved? This seminar is for you! The YLD Domestic Abuse Committee is sponsoring this half-day CLE to teach you the basics of domestic abuse law and representing victims of domestic abuse in 236 proceedings. The CLE is free for any attorney who represents a victim of domestic abuse pro bono within 6 months of the CLE. Otherwise, the CLE is \$75 for ISBA members and \$100 for non ISBA members. The CLE will be presented over the ICN network across the state, including in Cedar Rapids. For more information and to sign up, go to www.iowabar.org and click on CLE calendar.

June 23, 2005

I.O.W.A. Annual Meeting and CLE

I.O.W.A.'s Annual Meeting will be held on **Thursday, June 23, 2005**, at the Des Moines Downtown Marriott. I.O.W.A. is sponsoring a CLE (2 hours) from 8:00 a.m to 10:00 a.m. The topic is stress management for lawyers and the panel includes Dr. Deanna Qusted, Attorney Beverly Clark and Hugh Grady of the ISBA.

The meeting and dinner will be held that evening with a cocktail reception beginning at 5:00 p.m. in the Marriott Lobby followed by the banquet at 6:00 p.m. We hope to see you there!

The “Exonerated”

by Roxann Ryan

The Des Moines Playhouse and StageWest collaborated to bring the award-winning play, “The Exonerated” to the stage in Des Moines from January 28 through February 13, 2005. Because the play is emotionally demanding, the Des Moines producers arranged for discussion panels after each performance. The panels included various professionals and community activists who could answer audience questions about the criminal justice system and the death penalty in America. At least one of the actors also served on the panel to answer questions about the production.

Originally produced in New York in 2002, The Exonerated was written by Jessica Blank and Eric



Jensen after they interviewed 40 former death row prisoners. Their play tells the stories of six innocent people who endured from two to twenty-two years on death row and were eventually exonerated, often

thanks to an attorney who took on their case pro bono, or law school students seeking to right a wrong. It received critical acclaim on stage, and was recently released as a movie on Court TV.

The play is a staged reading of intersecting monologues that tell the various stories of death-row inmates who were ultimately exonerated. The characters address their personal experiences with police, prosecutors, defense attorneys, judges and correctional officials, as well as their experiences in

prison, the losses they suffered and the impact of their incarceration on death row.

Proceeds from a special benefit performance went to the Drake Law School’s Legal Clinic education programs, including the criminal defense program, which offer free legal services to low-income and elderly clients in the community.” In addition, freewill donations at each production went to a special fund created to assist those who have been exonerated to reintegrate into society.

Panelists included (attorneys noted with *)

Ako Abdul-Samad
Amnesty USA representative
Jean Basinger
* Jim Benzoni
* Frank Burnette
* John Burns
Frank Cordaro
Ed Fallon
Clarence Key Jr.
* David McCord
Kathleen McQuillen
* Maggi Moss
* Mark Pennington
Steve Perlowski
* Roxann Ryan
Debra Salowitz
Marti Sivi
* Al Sobel
Brian Terrell
Jeffrey Weiss
Gary Wells

Miscellaneous

Newsletter Submissions

Do you have an idea for the I.O.W.A. newsletter? Do you have a job to advertise, news about an I.O.W.A. member, or an upcoming event to announce? Contact Liz Croco at ecroco@simmonsperine.com.

WellFem-In-Law



Looking for suggestions on well-being? Recipes for tonight’s dinner? Visit our website at www.iowawomenattorneys.org to read Bev Clark’s WellFem-in-Law monthly columns.

Job Openings

Iowa Attorney General's Office

Iowa Attorney General's Office is seeking attorney to analyze criminal law, evidentiary and constitutional issues, draft appellate briefs and present oral arguments to Iowa's appellate courts. The duties also include providing informal advice to county attorneys and notifying registered victims regarding the status of appeals. Excellent academic background required; criminal prosecution or related experience is preferred. Salary \$41,017 to \$86,964 annually. Resume, cover letter, and writing sample should be sent to Ms. Abdel-Razeq, HR, 2nd Flr Hoover Bldg, Des Moines, IA 50319, by **April 8, 2005**. EOE - Minorities, women, and persons with disabilities encouraged to apply. (Hearing and Speech Impaired - Relay Iowa 1-800-735-2942 TDD).

Microsoft Corporation - Attorney Redmond, WA

If you are looking for a challenging career and want to be involved directly with Microsoft's exciting efforts to bring to market great technologies for personal computers and other devices, this could be the position for you. Work with a wonderful team of professionals supporting the OEM division in the licensing and marketing of Microsoft software and hardware to our original equipment manufacturer (OEM) distribution partners. The OEM legal group within Legal and Corporate Affairs has an immediate opening for an experienced commercial attorney at Microsoft headquarters in Redmond, Washington.

Primary responsibilities for the position include:
 * Structure, draft, and negotiate licensing, distribution, marketing and other agreements for OEMs domestically and internationally. * Advise on a broad range of complex legal and strategic matters including issues regarding, intellectual property, competition law, licensing, commercial transactions, product development and marketing, compliance and applicable regulatory matters. * Work effectively with OEM business management, operations, Microsoft subsidiaries, multiple product groups and other internal teams to help analyze legal risks, resolve issues and implement overall business

strategy. * Drive greater internal efficiencies for both legal and business groups through the development of template forms, effective use of the LCA retail web page, and use of Microsoft technologies. * Support Microsoft's litigation group in connection with OEM matters. * Manage paralegals and provide direction on legal escalation points. * Coordinate work with outside counsel in the U.S. and abroad and oversee efficient use of budget allocated to outside counsel fees. * Create and deliver ongoing broad-based legal training to clients and colleagues.

Candidates should have the following qualifications:
 * J.D. or equivalent degree from an ABA accredited law school, excellent academic credentials and a minimum of 7 years experience as practicing business attorney. * Substantial experience drafting and negotiating contracts related to software distribution, literary properties, intellectual property, or other goods/services. * Excellent oral and written communication skills and the ability to communicate effectively across a large number of diverse internal groups, teams and divisions. * Detail and results-oriented with outstanding organizational and analytical skills. * Familiar with patent, copyright, trademark, trade secret and antitrust issues. Specific experience with advertising and consumer protection issues a plus. * Demonstrated ability to work efficiently, meet demanding deadlines and balance multiple tasks in a fast-paced environment. * Team player with the ability to lead and motivate others and to facilitate problem solving. * Interest in software and technology generally and strong customer focus. * International experience highly valued. * Second language a plus. This description has been designed to indicate the general nature and level of work performed by employees within this position. The actual duties, responsibilities, and qualifications may vary based on assignment or group.

Please submit your resume in Word format to resume@microsoft.com. Please indicate job code N356-127384 in the subject line.

Microsoft is an equal opportunity employer (EOE) and strongly supports diversity in the workplace.



Board Meetings

All IOWA members are welcome to participate in the monthly Board Meetings. The meetings are either by teleconference or in person, with the ability to call in. The rest of the schedule for 2004-2005 is as follows:

- Saturday, April 23, 2005, noon, Cedar Rapids
- Saturday, May 12, 2005, noon, St. Ansgar

For more information about the exact locations and times of these meetings, contact Jackie at jarmstrong@iowabar.org.

