Employment Protections in New York for Individuals with Criminal Backgrounds

By Jamie Sinclair, Esq. and Julieanne Yanez, Esq.
Edited by Stephen McQuade, Esq.

Statistics on Incarcerated Persons

The United States leads the world in putting people in prison. According to reports, in 2012, the United States boasted 760 million. Locally, in New York State, there were 565,164 arrests in 2012; and in New York County, there were 85,528 arrests in 2012. According to the United States Department of Justice, approximately one-third of all Americans have some sort of criminal record including arrests that did not lead to criminal convictions. The National Employment Law Project estimates that about one-fourth of all Americans, or 65 million people, has a criminal record that would show up on a routine background check.

State Legislation to Curtail Employment Discrimination

The Bureau of Justice Assistance, an arm of the United States Department of Justice, reports that employment "refocuses individuals’ time and efforts on pro-social activities, making them less likely to engage in riskier behaviors and to associate with people who do.” Having a job "enables individuals to contribute income to their families, which can generate more personal support, stronger positive relationships, enhanced self-esteem, and improved mental health.” However, survey results published by The National Institute for Justice suggest that between 60 and 75 percent of ex-offenders are jobless up to a year after their release. In order to encourage the reintegration of criminal offenders into society and decrease recidivism rates, a number of states, including New York, have passed laws banning discrimination by public and private employers against individuals with criminal records. Additionally, laws banning questions regarding criminal background prior to job applications and postpone such inquiries until later stages of the hiring process. Currently 10 states, as well as 51 municipalities, including New York City, have such laws.

Article 23-A of the New York Correction Law

In New York State, an individual who has been convicted of one or more offenses is afforded limited protection in the application for a license or employment. Article 23-A of the New York Correction Law prohibits the denial of any license or application for employment based on an applicant’s prior convictions.

When considering a convicted individual’s application for employment or licensure, public agencies or private employers are required to consider the following eight statutory factors: (a) the public policy of New York to encourage the licensure and employment of persons previously convicted of one or more criminal offenses; (b) the specific duties and responsibilities related to the license or employment sought; (c) the bear

Emergency Medical Services as a Behavior Modification Tool: A Multiple Rights Violation

By Nelson Mar, Esq.

John* is an active 6-year-old boy. A year ago, he relocated to the South Bronx along with his mother, Ms. Doe and older siblings after an incident of domestic violence. Ms. Doe* enrolled John in kindergarten at a community school not far from the public housing complex where they lived. A month after the start of the school year, Ms. Doe began receiving calls and reports from school officials about John’s disruptive behaviors. The calls initially described John as acting out and not listening to school officials but later calls involved more serious disruptive behaviors such as John being physically aggressive.

In late October 2012, Ms. Doe received a call from school officials. She was told that she needed to come to the school immediately because school officials were sending John to the hospital. Ms. Doe proceeded to the school as quickly as possible believing her son was involved in some serious accident. Upon arriving, she was told by school officials that her son had been taken by ambulance to the local hospital emergency room but was provided with no further information about the incident. Ms. Doe immediately rushed over to the hospital where she found John sitting calmly in the pediatric unit of the hospital emergency room along with a school staff person. Only later through the hospital staff did Ms. Doe learn that school officials called 911 because John allegedly kicked a school safety agent.

Then over the following two months, school officials called 911 for emergency medical services on three additional occasions in response to John’s disruptive behaviors. In total, school officials sent John to the hospital emergency room four times within a two-month period. Accord

For U.S. Employers, Immigration Law Compliance is Part of High-Stakes Recruitment Challenge

Recent Decision Leaves Immigrant Defendants with No Real Remedy

Individuals with Criminal Backgrounds

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County Lawyer

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The Beat of New York Law

Inside NY County Lawyer

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Recent Decision Leaves Immigrant Defendants with No Real Remedy

By Evangeline M. Chan, Esq.


New York State’s highest court recently ruled that judges must warn all non-citizen defendants prior to pleading guilty to a felony that doing so may result in deportation. While some may applaud this decision as yet another measure to safeguard the rights of non-citizens, as an immigration attorney that has represented clients that have not been adequately warned—whether by judges or by defense counsel—of the immigration consequences stemming from their pleas, from a practical point-of-view this ruling falls woefully short of providing non-citizen defendants with any real remedy.

In its decision, the majority partially overturned its 1995 ruling in People v. Ford, that deportation is just a collateral consequence of a plea, and therefore, trial courts need not warn of it. The court found that deportation today is such a substantial and unique consequence of a plea that trial courts must warn defendants as a matter of fundamental fairness. Failure to do so amounts to a due process violation and the avenue of recourse would be a direct appeal. However, the court stopped short of providing such defendants with the remedy that typically accompanies other due process violations of this sort, specifically, automatic withdrawal, holding instead that a defendant must first establish prejudice. The threshold is the same one a defendant must cross in ineffective assistance of counsel claims, which are established vis-à-vis a post-conviction ineffective assistance of counsel claims, which is akin to an “empty gesture” when one considers just how extraordinarily difficult it is to prevail in such post-conviction motions. As the moving party, it is the defendant that bears the burden of establishing prejudice and that is a very heavy burden to meet.

First, these defendants suffer from a lack of documentary evidence. Speaking little Spanish and unaware of the intricacies of our legal system, this vulnerable class of defendants rarely keeps records of their dealings with their attorneys. Second, these defendants must deal with opposition from individuals who have been specifically trained to handle just these types of motions—individuals in the District Attorney’s appeals bureau. In the wake of Padilla v. Kentucky, the Supreme Court decision that held that defense counsel must properly warn non-citizen defendants of the deportation consequences of a plea, while there has not been an influx of post-conviction 440 motions, the DA’s office was nonetheless prepared to meet the challenge. The DA’s office, for the most part, does keep proper records and does its due diligence. And they secure witnesses—often getting the very attorney that previously represented the defendant to now testify in opposition to the defendant’s motion. Which is not surprising considering in an ineffective assistance of counsel claim, one can hardly expect an attorney to actually admit to any deficient representation. Consequently, defendants can find themselves up against not just one but two attorneys. It’s an uphill battle, and the odds are stacked against them. In the end, defendants are effectively right where they started, with a due process violation and no real remedy to cure it.

The appropriate remedy for these defendants is an automatic withdrawal of the plea. Anything less is the equivalent of letting the opposing party—the court—off the hook.

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Evangeline M. Chan, Esq. is an Immigration Attorney with her own law practice and an Adjunct Assistant Professor of Family-Based Immigration Law at CUNY School of Professional Studies.

CORRECTION: The article, “Addressing the Justice Gap for Poor New Yorkers,” in the April New York County Lawyer misstated the effect of amended Rule of Professional Responsibility 1.16, entitled Voluntary Pro Bono Service. The rule states that lawyers are encouraged to provide pro bono legal services to benefit poor persons and should aspire to provide at least 50 hours of such service each year. The biennial registration form for attorneys to report the number of hours of unpaid pro bono service the attorney personally provided to the poor and to report, within specified ranges, the amount the attorney contributed to organizations that provide such services. However, pro bono legal services and financial contributions remain completely voluntary for attorneys admitted to practice in New York State.
Message from Barbara Moses
President of NYCLA

Dear Readers:

When I was inducted as NYCLA President last May, my vision for the year ahead included the following goals: to launch new pro bono projects; to promote lawyers more affordable to lawyers just starting their careers; and to help restore adequate fund-
ing for the federal and state courts in New York. I’m proud to say we have delivered on these initiatives.

One of the pro bono programs we launched this year was the NYCBA Pro Bono Pilot Program, which helps veterans suffering from PTSD and related disorders obtain discharge upgrades. Seventy NYCLA Members participated in the program’s first training session in September. Meanwhile, working in conjunction with the New York County District Attorney’s Office, the Asian American Bar Association, the Chi-

ese Chamber of Commerce of New York, the Chinatown Partnership, and the Chinatown Business Improvement District, NYCLA held a series of workshops in Chinatown to assist small business owners in understanding various laws and regulations related to record pedagogical instruction. Despite the sub-

sting that the statutory factors and presum-

ance to employers as to how to construe the

New York courts continue to provide guid-
The law provides several

courts, vigorously investigating the

Direct Relationship Exception

The Court determined that there was no direct relationship between the petitioner’s prior conviction and the safety and welfare of specific individuals or the general public. The Appellate Division determined that the commission rationally concluded that, based on the consideration of the factors enumerated in Correction Law § 739, there was no “direct relationship” between the past offenses and the position of a Water-

Unreasonable Risk Exception

Courts have also considered the above-

"unreasonable risk" exception. In Arruza v. Board of Law Examiners of the City of New York, the Court of Appeals held that the applicant’s prior conviction for the sale of cocaine posed an unreasonable risk. The employer’s determination was not arbitrary or capricious because his conviction was “serious in nature” and the granting of employment “would pose a risk to the safety and welfare of the student popula-
tion and Board of Education employees.” The Court found that the employer had adequately considered all eight statutory factors in reaching its conclusion. In addi-
tion, although the petitioner had obtained a certificate of relief from disqualified offenses, the employer was not obligated to rebut the presumption of rehabilitation.

In Acosta v. New York City Department of Education, the Court of Appeals held that the New York City Department of Educa-
tion failed to comply with the requirements of Article 23-A and thus acted arbitrarily in denying the individual the certificate of good conduct. The employer had not considered each situation.

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May 2014 • 3
JAMS congratulates

HON. ARIEL E. BELEN (RET.)

for being named Chair of the NYCLA ADR Committee.

Justice Belen was an Associate Justice of the Appellate Division, Second Department, from 2008-2012 and served as a Justice of the New York Supreme Court trial and appellate terms from 1995-2012. He helped create the Commercial Division in Kings County and then presided as a Justice, handling complex commercial cases from 2002-2005. Over the course of nearly 18 years of distinguished judicial service, he developed a reputation as a calm, intelligent, fair and hardworking jurist.

Since joining JAMS, Judge Belen has built upon his expertise to efficiently mediate and arbitrate numerous complex disputes covering a wide range of practice areas including business commercial, employment, insurance, personal injury/torts and estates/probate/trusts.
Types of Work Visas That Are Important to U.S. Employers (also known as the "Alphabet Soup")

There are a variety of work visas for foreign nationals allowing U.S. employers to attract and retain talent. The list below is not an exhaustive list of work visa categories, but these are the most common work visas available for hiring foreign talent:

- **H-1B visas** allow U.S. employers to hire highly skilled foreign nationals to work occupations that require a minimum of a Bachelor’s degree or its equivalent in a specific field. H-1B visas are commonly used for positions in information technology, allied health care, life sciences, engineering, teaching, pharmaceutical, business, and finance. However, H-1B visas are capped annually with a tight quota. Each government fiscal year, which begins on October 1, U.S. Citizenship & Immigration Services (USCIS) allocates only 65,000 H-1B visas plus an additional 20,000 H-1B visas for graduates of U.S. Master’s or higher programs. Employers may submit the H-1B petition to USCIS beginning on April 1, but the effective date of the approval will be October 1. In the event of an over-subscription of H-1B applicants, USCIS begins a random selection process (also known as the H-1B lottery). In 2013, the H-1B petition was filled in five days by April 5, 2013.

- **L-1 visas** are available to companies with a retail of their multinational company and allow employees of multinational companies with offices both in the U.S. and abroad to be transferred to the U.S. to work in executive, managerial, or certain specialized knowledge positions. These employees will have specific job requirements and must be otherwise employed in the same capacity in their home country.

- **O-1 visas** allow U.S. employers and/or agents to hire foreign nationals with extraordinary ability or achievement in the sciences, arts, education, business, or athletics, among other areas.

- **Foreign students** studying at an institution of higher education in the U.S. pursuant to an F-1 visa are permitted to work in the U.S. for up to 12 months pursuant to Optional Practical Training (OPT) upon completion of a course of study. In some instances where the U.S. employer has registered for E-Verify, and the foreign student registered with E-Verify, Technology, Engineering, or Mathematics (also known as the STEM list), the student may be able to extend his or her OPT for an additional 17 months.

- **E-1 Treaty Trader or E-2 Treaty Investor visas** allow a foreign national of a country that maintains a bilateral treaty of commerce and navigation with the U.S. to come to the country to engage in trade or business of a significant character. Of the more than 200 countries that fall under the purview of the United States Constitution. Plaintiffs also allege school officials and emergency medical personnel who are permitted to work under the Fourteenth Amendment to the United States Constitution. Finally, plaintiffs allege defendants forced them to withdraw from school without their consent.

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Choosing the right documentation is not simply a matter of matching the candidate to the right position. It is a question of fit within the organization—ultimately one of the most important aspects of whether an employee will succeed. Companies now have more scientific and analytical methods than ever to evaluate whether an employee will succeed in the U.S. organization—ultimately one of the most important aspects of whether an employee will succeed. Companies now have more scientific and analytical methods than ever to evaluate whether an employee will succeed in the U.S. organization—ultimately one of the most important aspects of whether an employee will succeed.

A Question of Fit

Welcoming the foreign national to the company and verifying his/her eligibility to work in the U.S. is only the beginning of the HR professional’s task. Even with the proper documentation in place, there is still the question of fit within an organization—ultimately one of the most important aspects of whether an employee will succeed.

Fit is different than competence. An employee may be very experienced and talented, but some roles require a style that matches the business style. A question of fit is whether the candidate is comfortable and capable with the company and verifying his/her eligibility to work in the U.S. is only the beginning of the HR professional’s task. Even with the proper documentation in place, there is still the question of fit within an organization—ultimately one of the most important aspects of whether an employee will succeed.

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NYCLA's Supreme Court Committee is pleased to have issued, for the 19th time, its annual publication, the Attorneys’ Guide to Civil Practice in the New York County Supreme Court. It is our Committee’s view that every serious practitioner in this court, especially new attorneys, should have a copy of this latest edition of the book.

New York County Supreme Court is a complex place. The court has a large and diverse caseload; it is located in four separate facilities; and there are a variety of “back offices” with which counsel must deal every day, as well as additional offices of the County Clerk. The court operates a number of programs, such as the neutral evaluation program informally known as “Mediation” and the Differentiated Case Management effort, that significantly affect how cases move through the court-house to trial. Also, the court remains the principal venue for implementation of the state court system’s electronic filing program, which has an impact on dealings between the Bar and the court.

Thus, there is much information about court operations and procedures with which the practitioner needs to be familiar in order efficiently and effectively to navigate through the courthouse and its many Parts and the County Clerk’s Office. This is where the Attorneys’ Guide comes in.

The Guide provides a wealth of current information that the practitioner needs to know in order to deal with the court in a painless but effective way. It contains a comprehensive listing of the locations and phone numbers of all the Justices of the court and their assignments, as well as for all the offices of the court and the Office of the County Clerk. The Guide describes each back office and its role in overall operations, as well as key programs and procedures. It explains, for example, how an attorney should commence a case, both in paper and electronically; how a Request for Judicial Intervention should be filed; what should be done about cases thought to be related; how to file a proposed order to show cause; jury selection; how to correctly file motion papers; how to track developments in pending cases; and the like. The configuration and structure of individualized court Parts and judicial assignments are explained. There are chapters on references and Article 81 cases. The Guide also highlights a number of important recent developments that will directly affect practitioners in 2014. Further, the Guide describes all of the key litigation-related functions of the County Clerk’s Office, including important things as how to commence a case under seal or an anonymous caption and how to obtain a judgment and have it entered.

As in past years, the Guide presents extensive biographical information about and photographs of the Justices of the court, including those who are new to the court this year. In addition, there are appendices of important documents.

The Guide is available in digital format, which allows the user to access its information from anywhere at any time using an electronic device. For the digitally challenged, the Guide can also be obtained in good old fashioned paper.

The Committee urges all NYCLA members who handle civil cases in New York County Supreme Court or may do so to obtain a copy of the 2014 edition of the Guide. Practitioners are sure to find it worth their while. Ordering could not be easier—one need only go to NYCLA’s website (www.nycla.org) and follow the simple directions given there. The print Guide costs only $50 ($100 for non-members) and the digital edition $40 ($80 for non-members), which is a bargain considering how much vital, current information the book provides. Ordering a copy is a winning strategy all the way around—the Guide benefits practitioners and, indirectly, their clients; it makes practice more comfortable and convenient; and it conserves the time of hard-pressed court and County Clerk staff by providing answers to questions that otherwise would be posed to them. And of course, this year’s guide is a wonderful consideration for all of us—it is a wonderful way to support NYCLA. So, be sure to order a copy today. We greatly appreciate your support and, on behalf of our Committee and NYCLA, we thank you.

By Pamela Gallagher, Esq. and Brian D. Graffman, Esq., the Co-Chairs of the Supreme Court Committee.
New York Public Library General Counsel Receives Black History Month Award

On February 24 in honor of Black History Month, Michele Coleman Mayes (second from left), Vice President, General Counsel and Secretary of the New York Public Library was presented with the Ida B. Wells-Barnett Award by New York County Lawyers’ Association President Barbara Moses (far left); Chair of the Ida B. Wells-Barnett Justice Award Committee and Justice of the Supreme Court Pam Jackman Brown (second from right); and Metropolitan Bar Association President Nadine Fontaine (far right), at a joint event hosted by NYCLA and MBBA. Named for one of the first African American women to run for public office in the United States, the award is presented annually to a woman of color whose life reflects her spirit and courageousness by distinguishing herself in the right for racial and gender equality.

NYCLA Unveils Portrait of Immediate Past President Stewart D. Aaron

The New York legal community celebrated the accomplishments made by immediate past NYCLA President Stewart D. Aaron, Partner and Head of the New York office at Arnold & Porter LLP, during his presidency from 2011 to 2013 at the unveiling of his portrait on March 5th.

CLE Institute Hosts Insurance Regulation Program

NYCLA’s Insurance Law Committee welcomed Karen Elinski (left), TIAA-CREF; Financial Women’s Association’s (FWA) President Elect Maureen Adolf (center); and Thomas Leonardi (right), Connecticut Insurance Commissioner, at the CLE program, The Changing World of Insurance Regulation on February 27.

Membership Appreciation

For 100 years, the New York County Lawyers’ Association has been a respected voice in the New York legal community and the work we have done as a collective has significantly impacted the community where we live and work. We thank each and every one of our 9,000 Members for their outstanding contributions, leadership, and support. You have made NYCLA what it is today – dynamic, vibrant and continually evolving to meet the changing needs of the New York legal community.

A Special Thank You to NYCLA’s Sustaining Members listed below whose continued support has made many programs possible.
May

2014 Law Day Luncheon
Friday, May 9 • Reception—11:30 a.m.; Lunch—12:30 p.m. • Cipriani Wall Street, 55 Wall Street Sponsored by NYCLA Supreme Court Committee

2014 Annual Meeting: Induction and Reception
Thursday, May 29—5:30 p.m.
All NYCLA members are invited to attend the Association’s annual induction ceremony of NYCLA officers and members of the Board.

Public Forum on the Mandatory Reporting of Voluntary Pro Bono
Tuesday, May 27—4 p.m.
NYCLA will hold a Public Forum to address new rules that now require New York attorneys to report certain information about their pro bono service, as well as their charitable contributions to organizations that provide pro bono legal service, on their biennial registration statements.

June

Matrimonial Law Section Spring Cocktail Party
Hosted by NYCLA Matrimonial Law Section • Monday, June 2—6 p.m. • Battery Park Gardens
This event will honor the team from the New York County Matrimonial Support Office.

First Annual Young Lawyers’ Awards Ceremony
Hosted by NYCLA’s Young Lawyers’ Section • Thursday, June 12—6:30 p.m.
Lunch with a Judge
Hosted by NYCLA’s Young Lawyers’ Section • Sessions from 1-4 p.m. • Attendees will meet with featured judge over lunch and will experience motions within the judge’s courtroom.
• Wednesday, June 11 • Featuring Hon. Helen Freedman, Associate Justice of the Supreme Court, Appellate Division, First Department
• Thursday, June 19 • Featuring Hon. Sidney Stein, United States District Court, Southern District of New York
• Thursday, June 26 • Featuring Hon. Joan Madden, Justice of the Supreme Court, New York Court Asian American Bar Association/NYCLA Joint Event
Wednesday, June 18—6 p.m.

NOTICE OF ANNUAL MEETING & RECEPTION
May 29, 2014 at 5:30 p.m. • NYCLA Home of Law, 14 Vesey Street

Annual Report of the President • Treasurer’s Report
Revised NYCLA Charter • Election of Officers and Directors
On January 13, 2014 the following were nominated as officers and directors by the Committee on Nominations:

Officers:
Lewis F. Tezer, President
Carol A. Sigmund, President-Elect
Michael T. McNamara, Vice President
Stephen C. Lessard, Treasurer
Megan P. Davis, Secretary

Directors—Class of 2017:
Scott M. Berman
Bruce A. Green
Robert A. Kaplan
Carolyn A. Kubischek
Susan B. Lindemair
Gregory A. Markel
Hon. Joseph Kevin McKay
Martin Minkowitz
Jonathan D. Presumen
Brett S. Ward

Committee on Nominations—Class of 2017:
Vincent T. Chang
Barbara Moses
Carol A. Sigmund
Lewis F. Tezer
Daniel K. Wigg

Below is a proxy for your use if you cannot attend the Annual Meeting. Please send your completed proxy to Anne Wells by e-mail at annewells@nycla.org; by mail, Attention, Anne Wells, New York County Lawyers’ Association, 14 Vesey Street, New York, NY 10007; or by fax 212-406-9252 prior to the Annual Meeting on May 29, 2014.

PROXY
For Annual Meeting of Members of the New York County Lawyers’ Association
To be held May 29, 2014
Know all people by these presents: That the undersigned Member of New York County Lawyers’ Association hereby constitutes and appoints Barbara Moses, Lewis F. Tezer, Carol A. Sigmund, or any of them, proxies of the undersigned, with full power of substitution to each, for an in the name, place and stead of the undersigned, to attend the Annual Meeting of Members of the New York County Lawyers’ Association, to be held at the Home of Law, 14 Vesey Street on May 29, 2014 at 5:30 p.m. and any adjournment or adjournments thereof, and to vote upon all matters that may properly come before said meeting as fully and with the same effect as the undersigned might or could do if personally present at said meeting or any adjournment or adjournments thereof. The undersigned hereby revokes any proxy or proxies heretofore given by, for or on behalf of the undersigned to vote at said meeting or any adjournment or adjournments thereof.

DATED: ________/________/________

SIGNATURE:

PRINTED NAME:
Meetings of the New York County Lawyers’ Association

By Dan Jordan

Formbooks in the NYCLA Library

In the NYCLA Library, many lawyers use formbooks as an aid as they draft various legal papers. Form sets can be transactional or oriented toward litigation. Formbooks in the NYCLA Library are now nearly exclusively in digital form. Both Lexis and Westlaw/WestlawNext allow the forms to be downloaded or sent by e-mail in Word, WordPerfect or as a PDF. There is also no charge for printing from the NYCLA Library PCs. Downloading or emailing a form to oneself in Word or WordPerfect allows you to avoid the keystrokes of retyping the entire document. This month, I review several of the many databases in the Library, which provide forms for transactional matters.

- New York Forms, Legal and Business (Westlaw) This is my “go to” set for New York transactional forms. This set is broad, covering many areas of law including real property and leasing, consumer protection, contracts, personal property, business enterprises, limited liability companies, estate planning, family law, nonprofit organization forms, and forms relating to the Uniform Commercial Code.
- Harris New York Estates: Estate Planning & Administration (Westlaw) Estate planning forms, including drafting wills, living trusts, and marital deduction planning forms, as well as for use of disclaimers, forms for a three-trust will and charitable planning; and irrevocable lifetime trusts forms.
- New York Limited Liability Companies and Partnerships (Westlaw) Forms of articles of organization; checklist and form of operating agreement; forms for estate planning re: LLC/LLPs; NY Department of State forms for LLC/LPs; LLP/LLC; fee schedule; and helpful checklists.
- Enforcing Judgments & Collecting Debts in New York (Westlaw) Lawyer-client contingency fee/hourly rate agreement; unfair collection practices forms; prejudgment collection forms; provisional remedies; bankruptcy considerations; liens and executions on real property; enforcement of judgments against personal property; procedures supplementary to obtaining a judgment; enforcement of state and foreign judgments; enforcement of non-money judgments; and satisfaction of judgments.
- Lindsey on Entertainment, Publishing and the Arts, 3d (Westlaw) Text coverage of all types of entertainment law, mass communications, and the arts. Includes state-of-the-art forms.
- Entertainment Industry Contracts (Retrievable by citation thru Lexis) Ask the Librarian for assistance. Covers motion pictures, book publishing, television; the Internet and interactive media; theatre; music; entertainment industry executive employment; sports contracts; and art contracts.

One more litigation form database:

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To make suggestions about book, e-book, or database purchases for the NYCLA Library, please contact Dan Jordan, Director of Library Service, at djordan@nycla.org or at 212-267-6646, x201.

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Tuition Assistance is available for qualified attorneys.
The Committee on Professional Ethics accepts both written and telephone inquiries on ethics matters and provides advisory opinions. For additional information, call the members listed below.

Questions to the Hotline are limited to an inquiring attorney's prospective conduct. The Hotline does not answer questions regarding past conduct, the conduct of other attorneys, questions that are being litigated or before a disciplinary or ethics committee, or questions of law. This notation shall not be construed to contain all Hotline guidelines. For a full discussion of Ethics Hotline guidelines, please see the article “Guidelines on NYCLA’s Ethics Hotline,” published in the September 2006 issue of New York County Lawyer.

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- Civil Court Practice Section Proposes that Third Parties Producing Documents for Trial In Special Proceedings Be Permitted to Authenticate Documents by Certification

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@Employment HR It’s a Family Affair New York Federal Court Holds That Family Relationship May Be Sufficient To Qualify Employee As a “Supervisor” Under Title VII http://t.co/PWV9Fv3B - By @AttorneyLevin @HR Law

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