



# YLD Mid-Winter Thaw January 17-18, 2020 Omni Mont-Royal, Montreal

## Schedule

**Friday, January 17, 2:00-4:00pm**

**\*\*\*Ethics Thaw Bowl VII, and Real Stories on Attorney Wellness** (2.00 MCLE Ethics Credits)

Meeting Room: Saisons A&B

*Presented by:*

**Michael Kennedy, Bar Counsel**

**Phil Culhane, Esq.**

**Andrew Delaney, Esq., Martin & Delaney Law Group**

**Samara Anderson, Esq., Registered Yoga Medicine™ Yoga Teacher, Legal & Policy Advisor-VT Agency of Human Services**

Mike Kennedy is back to present ethics in a pub quiz format, with attendees striving to join the ranks of the select few who can ethically list "Thaw Bowl Champion" on their resumes. Mike will also moderate an ethics-focused discussion with panelists who can speak to their real stories on maintaining wellness in their professional and personal lives.

**The Women's Division will be meeting on Friday from 4:00—4:30pm**

Meeting Room: Automne

**Saturday, January 18, 8:30-10:00am**

**Cannabis: Navigating the Weeds of the Regulation & Enforcement of Vermont's Budding Industry**

(1.50 MCLE Credits)

Meeting Room: Saison A

*Presented by:* **Tim Fair, Esq., VT Cannabis Solutions**

**Andrew Subin, Esq., VT Cannabis Solutions**

**A.J. LaRosa, Esq., MSK Attorneys**

**Joe Bergeron, Association of VT Credit Unions**

Join us for a discussion on Vermont's new cannabis law. Do you not know the difference between CBD and hemp? What use is a medical marijuana card these days? What issues are still left to remain addressed in the coming years? See how Vermont's law compares to other states, and how you can help your clients navigate this new industry.

**Equity Compensation Plans, Benefits & Ramifications** (1.50 MCLE Credits)

Meeting Room: Saison B

*Presented by:* **Brian Murphy, Esq., Dinse P.C.**

**Ted Lawrence, Esq., Dinse P.C.**

Brian Murphy is one of Vermont's leading attorneys on tax planning and litigation, executive compensation, and business transactions. (He's also a CPA, and was Dinse's managing partner from 2010-2015). Ted Lawrence advises companies large and small in all aspects of their operations, with expertise in negotiating incentive compensation, including restricted stock awards and stock options. Together, they will explain the fundamental considerations necessary to understand and analyze equity compensation plans, including their basic structures, tax benefits, and common pitfalls.

**Saturday, January 18, 11:45-1:45pm**

**E-Discovery & Me: Facebook, Metadata & Beyond** (2.00 MCLE Credits)

Meeting Room: Saison A

*Presented by:* **Jen McDonald, Esq., Downs Rachlin Martin**

**Michael Kennedy, Esq., Bar Counsel**

**Matthew Freedom, Gravel & Shea**

**Daniel Martin, Esq., Gravel & Shea**

Join our panel of experienced litigation professionals to discuss the wide world of electronic discovery. The panel will discuss evidence stored in electronic form, including Facebook, Twitter, Instagram, and other social media platforms, as well as e-mail, text messages, and the like. We will cover how to identify & obtain such evidence, the discovery vehicles involved, evidentiary challenges to presenting it at trial, and the ins and outs of producing electronically stored evidence - what is metadata anyway? Mike Kennedy will join the panel to discuss the tricky ethical questions that can arise when dealing with electronic evidence.

**We Need to Talk! Navigating Difficult Conversations with Clients, Opposing Counsel, and Colleagues** (2.00 MCLE Credits)

Meeting Room: Saison B

*Presented by:*

**The Honorable Nancy Waples, VT Superior Court**

**James Spink, Esq., Sheehy Furlong & Behm PC**

**Daniel Burchard, Esq., McCormick, Fitzpatrick, Kasper & Burchard, PC**

**Bonnie Badgewick, Esq., Hayes, Windish & Badgewick**

**Jessica Nordhaus, Change the Story Vermont**

Maintaining successful relationships with clients, colleagues, and other counsel can be one of the most challenging aspects of an attorney's career. The steps in developing and maintaining these relationships are fluid, sometimes seamless, sometimes difficult, and always continuous.

\*\*\*Approved and certified to qualify for Rules 12(a)(1) & 15(c) of the VT Rules of Admission

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## Schedule Continued

**Saturday, January 18, 2:00-4:00pm**

**The Paper Wall: Challenges of Immigration** (2.00  
MCLE Credits)

Meeting Room: Saison B

*Presented by:*

**Sidney Collier, Esq.**, Law Office of Sidney Collier, PLC

**Erin Jacobsen, Esq.**, Vermont Law School

**Julio Thompson, Esq.**, VT Attorney General's Office

**Rebecca Wasserman, Esq.**

Almost daily, there are news reports about changes to and challenges presented by the U.S. immigration system. This panel will provide a review of the shifting landscape of U.S. immigration law by offering a primer on changes to U.S. immigration law, an overview of how the State of Vermont has responded to changing laws and policies, and perspectives on how Vermont attorneys can lean in on this issue.

**Mindfulness for Stressed Professionals** (2.00 MCLE  
Credits)

Meeting Room: Saison A

*Presented by: **Samara Anderson, Esq.**, Registered Yoga  
Medicine™ Yoga Teacher, Legal & Policy Advisor-VT Agency of  
Human Services*

This workshop is customized to its attendees, so please plan to attend even if you have previously attended a mindfulness CLE with Samara. Mindfulness training is not a One and Done. It is like cleaning your house, which must be maintained regularly and consistently.

Mindfulness means maintaining a moment-by-moment awareness of our thoughts, emotions, bodily sensations, and the surrounding environment. It is also a set of techniques and methods for systematically developing this awareness. The practice of mindful awareness has a variety of well-documented impacts for legal professionals, including a reduction in toxic stress hormones, an increase in emotion regulation, and an improvement in sustained attention, focus and executive functioning. Thus, the practice of being more mindful improves your overall experience as an attorney, you are happier at your job AND you are more productive and effective. The central objective of the course is for participants to learn the tools necessary to continue their mindfulness practice after the course is completed. Handouts will be provided after the course. This is an experiential course, so you will be both learning the techniques and applying them.

**There will be some movement as well, so please wear comfortable clothing.**



The Young Lawyers Division would like to thank our sponsor

## Vermont Law School

**FOR THEIR GENEROUS SUPPORT OF THE  
2020 MID-WINTER THAW**

### RECEPTIONS & BRUNCH

Will be in Pierre de Coubertin

**Friday, Jan 17—5:30-7:30pm**  
Cocktail Reception  
Sponsored by the  
Vermont Law School

**Saturday, Jan 18—10:00-11:45am**  
Brunch with Keynote Speaker  
Adam Krakowski, Author

**Saturday, Jan 18—5:30-7:30pm**  
Cocktail Reception  
Sponsored by  
VBA Young Lawyers Division

### KEYNOTE SPEAKER Adam Krakowski



Adam is a decorative and fine arts conservator who has worked at museums, historical societies, art galleries and restoration firms all over New York and New England.

Adam coauthored *Vermont Beer: History of a Brewing Revolution* (The History Press, 2014) and *Burlington Brewing: A History of Craft Beer in The Queen City* as well as authored *Vermont Prohibition: Teetotalers, Bootleggers and Corruption* (The History Press, 2016). He writes for *Yankee Brewing News*, a brewing industry newspaper, and contributes to other regional and national publications.

In 2010, he was the recipient of the Weston Cate Jr. Research Fellowship from the Vermont Historical Society on the project "A Bitter Past: Hop Farming in Nineteenth-Century Vermont." His focus of interest, lecturing and writing is on

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**NOTE: Materials for the CLE seminars will be available only online at the VBA website. No printed materials will be available in Montreal. Please visit [www.vtbar.org](http://www.vtbar.org) to download your copy of CLE materials prior to arriving in Montreal. For laptop users and procrastinators, Omni Mont-Royal offers free WiFi.**

## Special Attractions:

### Early Bird Raffle

Tickets to the January 18th hockey game:  
**Canadiens vs. Golden Knights**

Register for the Thaw by January 2, 2020 to be entered in the drawing!

### Morning Vinyasa Yoga for Everyone!

Saturday 7am—8:15am  
with Samara Anderson, an inspirational yoga teacher, attorney, & mindfulness instructor.  
This is an inspiring way to start your day and will warm up and stretch your entire body. All levels welcome.

Will provide props & mats, but only have a limited number of mats to borrow, so

**please RSVP** by  
email: [anderson\\_samara@yahoo.com](mailto:anderson_samara@yahoo.com)

Meeting Room: Automne

**This year's added bonus:  
FREE TICKETS  
to the Montreal Museum of Fine Arts**

### Free Group Childcare

For children ages 3+ on Friday and Saturday evenings from 5:30pm – 8:30pm  
Restrictions apply.

Pre-registration by January 1st required by emailing: [btraverse@drm.com](mailto:btraverse@drm.com)

### Children's Suite

Complimentary use for attendees - complete with toys, games, and bathroom facilities throughout your stay.

Suite open from 8am-8pm Friday and Saturday.

**Scholarships are available to qualifying attorneys! [Click Here for more info](#)**

## HOTEL INFORMATION

The YLD is excited to return to where it all began! The Omni Mont-Royal in Montreal is a luxury hotel located at 1050 Sherbrooke Street West, Montreal, Quebec.

- Group rate of \$169 CAD per night for traditional rooms.
- Free wireless access in guest rooms, meeting spaces, and common areas
- Complimentary, fully equipped state-of-the-art fitness center
- A central location with access to shops, restaurants, museums and numerous other attractions

<https://www.omnihotels.com/hotels/montreal-mont-royal/meetings/vermont-bar-association-01162020>

Or call the Omni directly at 514-284-1110  
Group pricing deadline: **January 2, 2020**

Rates do not include applicable taxes, including 3.5% lodging tax, 5% federal sales tax and 7.5% provincial sales tax. These taxes are subject to change without notice. Reservations are held until 6pm unless payment is received. Check-in begins at 3pm; check-out is at noon.

[REGISTER HERE!](#)

[Click here to reserve your room](#),  
or copy & paste the following link  
into your browser: