

# *Santa Barbara* Lawyer

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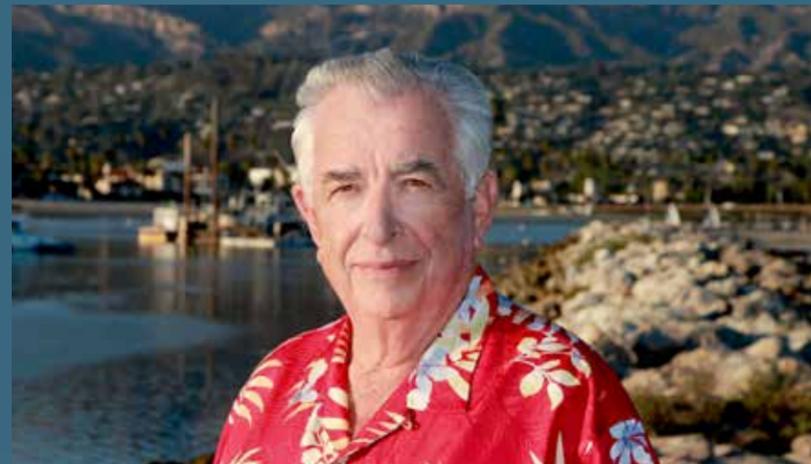
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Hollister & Brace  
PO Box 630  
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T: (805)963-6711  
mpdenver@hbsb.com

**JEFF CHAMBLISS**

President-Elect  
Criminal Defense Attorney  
133 E. De La Guerra Street #188  
Santa Barbara CA 93101  
T: (805) 895-6782  
jeff@chamblisslegal.com

**AMBER HOLDERNESS**

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Ofc of County Counsel  
105 E. Anapamu Street, #201  
Santa Barbara, CA 93101  
T: 568-2969  
aholderness@co.santa-barbara.ca.us

**ELIZABETH DIAZ**

Chief Financial Officer  
Legal Aid Foundation  
301 E. Canon Perdido Street  
Santa Barbara, CA 93101  
T: 963-6754  
ediaz@lafsb.com

**JAMES GRIFFITH**

Past President  
Law Offices of James P. Griffith  
25 E. Anapamu Street, #2  
Santa Barbara, CA 93101  
T: (805) 962-5821  
jim@jamesgriffithlaw.com

**LETICIA ANGUIANO**

Associate Counsel  
Mechanics Bank  
1111 Civic Dr., Ste. 390  
Walnut Creek, CA 94596  
leticia\_anguiano@mechanicsbank.com  
T: (925) 256-3067

**ERIC BERG**

Berg Law Group  
3905 State St Ste. 7-104  
Santa Barbara, CA 93105  
T: (805) 708-0748  
eric@berglawgroup.com

**JOSEPH BILLINGS**

Allen & Kimbell, LLP  
317 E. Carrillo Street  
Santa Barbara, CA 93101  
T: (805) 963-8611  
jbillings@aklaw.net

**DEBORAH K. BOSWELL**

Mullen & Henzell L.L.P.  
112 E. Victoria Street  
Santa Barbara, CA 93101  
T: (805) 966-1501  
dboswell@mullenlaw.com

**MICHAEL BRELJE**

Grokenberger & Smith  
152 E. Carrillo Street  
Santa Barbara CA 93101  
T: (805) 965-7746  
gmb@grokenberger.com

**LARRY CONLAN**

Cappello & Noël LLP  
831 State St  
Santa Barbara, CA 93101  
T: (805) 564-2444  
lconlan@cappellonoel.com

**BRIAN COTA**

Ofc of District Attorney  
1112 Santa Barbara St  
Santa Barbara, CA 93101  
T: (805) 568-2424  
bcota@co.santa-barbara.ca.us

**STEPHEN DUNKLE**

Sanger, Swysen & Dunkle  
125 E. De La Guerra, Ste 102  
Santa Barbara, CA 93101  
T: 962-4887  
sdunkle@sangerswysen.com

**JENNIFER DUFFY**

Fell, Marking, Abkin,  
Montgomery, Granet  
& Raney LLP  
222 E Carrillo St #400  
Santa Barbara, CA 93101  
T: (805) 963-0755  
jduffy@fmam.com

**ELVIA GARCIA**

Law Offices of Gregory I. Mc-  
Murray PC  
1035 Santa Barbara St Ste 7  
Santa Barbara, CA 93101  
T: (805) 965-3703  
elvia@mcmurraylaw.us

**JEFF SODERBORG**

Barnes & Barnes  
1900 State St Ste M  
Santa Barbara, CA 93105  
T: (805) 687-6660  
jsoderborg@barneslawsb.com

**LIDA SIDERIS**

Executive Director  
15 W. Carrillo Street, Ste 106  
Santa Barbara, CA 93101  
569-5511; Fax: 569-2888  
sblawdirector@gmail.com

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CONTRIBUTING WRITERS

Michelle P. Baca  
Mike Brejle  
Paul Dubow  
Renee Fairbanks  
Robert Sanger

EDITOR  
Eric Berg

ASSISTANT EDITOR  
Lida Sideris

MOTIONS EDITOR  
Michael Pasternak

VERDICTS & DECISIONS  
EDITOR  
Allegra Geller-Kudrow

PROFILE EDITOR  
James P. Griffith

PHOTO EDITOR  
Mike Lyons

GRAPHIC DESIGN  
Baushke Graphic Arts

PRINT PRODUCTION  
Printing Impressions

Submit all **EDITORIAL** matter to  
sblawyermagazine@gmail.com  
with "SUBMISSION" in the email  
subject line.

Submit all **MOTIONS** matter to  
Michael Pasternak at  
pasterna@gmail.com.

Submit all **ADVERTISING** to  
**SBCBA**, 15 W. Carrillo Street,  
Suite 106, Santa Barbara, CA 93101  
phone 569-5511, fax 569-2888  
Classifieds can be emailed to:  
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Food from the Bar 2017



Renee Fairbanks presents the 2017 Court Staff of the Year Award. See page 8.

Mission Statement

Santa Barbara County Bar Association

The mission of the Santa Barbara County Bar Association is to preserve the integrity of the legal profession and respect for the law, to advance the professional growth and education of its members, to encourage civility and collegiality among its members, to promote equal access to justice and protect the independence of the legal profession and the judiciary.

## Medical Marijuana:

Questions and Answers regarding Reasonable Accommodation Requests by Residential Tenants

BY MIKE BREJLE

agencies can clearly punish California residents under federal law for medical use or cultivation which would otherwise be legal under state or local law. However, media reports over the past five to ten years have indicated that federal agencies do not plan to pursue criminal prosecution of individuals for medical use of marijuana.



Mike Brejle

Most rental agreements in California generally prohibit illegal activity and specifically prohibit the use of drugs. However, landlords of residential and commercial properties are now frequently faced with the dilemma of disabled tenants who seek accommodations for their medical marijuana possession, use and cultivation.

Typically, an affected tenant may argue that medical marijuana possession, use and cultivation should be allowed as a disability accommodation because it is legal under California law. As a result, the landlord has to consider whether prohibiting such possession, use or cultivation on his property because it is not allowed under federal law might cause him to be sued for discrimination under state law.

In other words, would allowing such possession, use or cultivation be deemed to be a reasonable accommodation under the circumstances? According to a California Supreme Court case, *Ross v. RagingWire Telecommunications, Inc.* (2008) 42 Cal.4th 920, the CUA **does not require** an owner to allow the growing, smoking and/or possession of medical marijuana in residential rental property as a reasonable accommodation for a disabled person.

Based upon the foregoing, it is highly unlikely that a landlord would be expected to allow the violation of federal law on a rental property as a reasonable accommodation for a disabled tenant. As such, landlords have typically been advised to act reasonably, but absent a discriminatory motive, the landlord can either accept or reject the possession, use and cultivation of medical marijuana.

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Many local jurisdictions in California have passed ordinances which specify circumstances under which such possession, use or cultivation will be allowed.

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**Q** *uestion:* As a landlord, do I have a legal duty to accept a tenant's reasonable accommodation request for the tenant to possess, use or cultivate medical marijuana on my rental property?

**A** *nsWER:* The answer we believe the Court should accept, based upon applicable federal and California case law, in review of such a situation is, "No."

California is one of nearly twenty-five (25) states (e.g. Colorado) which have enacted laws that consider marijuana possession, use and cultivation to be legal when there is appropriate medical justification. California's Compassionate Use Act ("CUA") was approved by California voters as Proposition 215 in 1996 and is codified at Health and Safety Code section 11362.5

Many local jurisdictions in California have passed ordinances which specify circumstances under which such possession, use or cultivation will be allowed. Based on these statutes, commercial and residential tenants have regularly asserted that their landlord cannot control medical marijuana possession, use or cultivation beyond the restrictions established in state and local law.

With that said, *Gonzales v. Raich* (2005) 545 U.S. 1, published by the U.S. Supreme Court regarding a California case based on the legality of medical possession, use and cultivation of marijuana created a dilemma for California landlords. The *Gonzales* decision held that compliance with the CUA is **not a defense** to federal marijuana related crimes. Therefore, while medical marijuana possession, use and cultivation may be legal under California's state and local laws, federal laws do not contain an exception for medical purposes (see the Controlled Substances Act, 21 U.S.C. § 811). This conflict of laws has put landlords in an uncomfortable position.

The Supreme Court's decision in *Gonzalez* is controlling throughout the United States. Federal law enforcement

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## Why it's Time to Ditch Work-Life Balance and Focus on Work-Life Blend

BY MICHELLE P. BACA, PhD

BUSINESS DEVELOPMENT & MARKETING MANAGER, CIO SOLUTIONS

thinking rooted in the realization that balance is next to impossible focuses on a strategy that blends tasks and emphasizes increasing resilience around task switching. Burkus utilizes the psychological idea of "cognitive role transition" to explain why switching tasks is so taxing. He says, "When you're actively engaged in one role, but experience thoughts or feelings related to a different role, you're experiencing a cognitive role transition. Often these transitions are easy and fleeting...but the more separate the roles in your life, the bigger the transition." So most of the stress of managing work and life lies in the drastic transition between



Michelle P. Baca, PhD

**O**ur company sells a Cloud Desktop solution. We tout it as a solution for productivity, as a technology that means you can work anywhere that has an internet connection and anytime. The Cloud is fantastic for people who work remotely or who work flexible hours. The downside is that it contributes to the ubiquity of work in our daily lives. As we strive more and more for a balance between work and life, we have to wonder whether technology that makes it easier to work when we are not physically at work is actually making our lives better or worse. As we make advances in technology and as the workplace becomes increasingly looser the question of work-life balance becomes more urgent.

Most strategies for work-life balance prescribe clear delineations between work and not work. They advise leaving work at work and not letting it bleed into home or personal life. These strategies espouse not checking email over vacation or shutting off notifications after 5:00pm. As it turns out trying to balance work and life is actually more stressful than either actual work or actual life.

In an article from August 2016 in *The Harvard Business Review* titled, "Research: Keeping Work and Life Separate is More Trouble than It's Worth," David Burkus explains,

"It's true that for some time, the best advice on work-life balance was to create stiffer boundaries between both. But new research suggests that maintaining strict distinctions between work roles and home roles might actually be what is causing our feelings of stress to set in. Instead of leaving work at the office and home at the door, integrating both might be a better strategy for enhancements in well-being and performance."

The current best advice then tells us to abandon balancing in favor of blending. Do everything, take a work call at 7:30pm and check your email on vacation. This new

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As it turns out trying to balance work and life is actually more stressful than either actual work or actual life.

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work tasks and life tasks. This is why total separation and hard boundaries between work and home have been such a big part of the popular discourse. Basically, if cognitive role transition is difficult, then limit your amount of transitions.

Burkus, however, points out that "...blurring the boundaries and integrating work and life might better equip us to handle cognitive transitions while limiting the drain on our cognitive resources."

These transitions are pretty much inescapable, and so it behooves the modern worker to view these transitions as the norm. By blurring the boundaries between work and life, one can build resilience around task transitioning and ultimately reduce stress. This new take on the subject isn't simply a reversal of old adages, rather it examines an old question in the context of a rapidly changing workplace.

The modern workplace is becoming more flexible. More companies are allowing employees to work remotely either part or full-time. More companies are allowing employees to work hours that reflect the natural flow of their individual productivity versus an arbitrary 9-5 day. These shifts in modern work require a shift in how we understand the relationship between work and life. Increased flexibility in working hours and location leads to deeper satisfaction and less stress for employees. In "How a Flex Time Program at

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# 2017 Court Staff of the Year Award

Given to Patti Nelson and Deanna Barnes of the Santa Barbara County Superior Court

By RENEE FAIRBANKS

On Thursday, May 25, 2017, 76 members of the local legal community, including Presiding Judge Patricia Kelly and Commissioner Von Deroian, joined Judge Timothy J. Staffel, Family Law Executive Committee members Renee M. Fairbanks, CFLS, and Stephen Hamilton, CFLS, and immediate-past chair, Vanessa Kirker-Wright, CFLS, at the historic Santa Maria Inn, to honor Santa Barbara County Superior Court staffers Patti Nelson and Deanna Barnes and award them the 2017 Court Staff of the Year Award from the Family Law Executive Committee of the State Bar of California.

Patti Nelson has served as Judge Staffel's judicial secretary and courtroom clerk for almost 19 years. Prior to that, she was a district administrative assistant to Santa Barbara County Supervisor, Fourth District, for Supervisor Staffel. Ms. Nelson has been active in the Santa Maria Legal Professionals Association for more than 25 years and has served



Deanna Barnes, Patti Nelson and Judge Timothy Staffel

as an officer at the state and local levels. She has helped organize many continuing legal education events over the years for attorneys, paralegals, and legal secretaries, including the regular series of Brown Bag Family Law sessions in Department 1.

Deanna Barnes has been a Santa Barbara Superior Court employee for more than ten years. She has been the courtroom clerk for Department 1 for the last three years. Prior to joining Department 1's courtroom staff, Ms. Barnes worked in the main clerk's office, so she understands each aspect of the court processes. Ms. Barnes works tirelessly to accommodate all those who appear before the court, many of whom increasingly are *pro per* litigants. From providing very practical "ready to place on the refrigerator door" calendars for parties to record their visitation schedules, to establishing a system for having family law mediation sessions set right from the courtroom in a user-friendly process, Ms. Barnes has set the standard for a courteous, customer-friendly clerk.

Judge Staffel, who nominated both Ms. Nelson and Ms. Barnes for this award, spoke of the challenges associated with staffing Department 1. He commented that Department 1 is a direct calendaring civil trial department, which includes a high-volume family law trial calendar. An increasingly large number of family law litigants are self-represented. Judge Staffel said that both Ms. Nelson and Ms. Barnes work as a team to ensure that family law matters are processed in an efficient, timely fashion that provides customer-friendly service to family law litigants, attorneys, and staff.

As Judge Staffel wrote in his nomination of Ms. Nelson and Ms. Barnes, "From seeking assistance in preparing, obtaining and providing detailed family law minute orders to assist in the preparation in family law judgments, to findings and orders after hearing to gaining access to the court through scheduling family law hearings, these dedicated professionals have served the Northern Santa Barbara County Family Law Bar and their clients well." He also said that both Ms. Nelson and Ms. Barnes "have demonstrated a dedication to the legal profession which has greatly assisted the administration of justice in the often tumultuous world of family law litigation and have done so with grace, dignity and professionalism."

It was wonderful to see so many people turn out to honor Ms. Nelson and Ms. Barnes for their achievement and to recognize them for their hard work. They have been a tremendous asset to our local legal community. A special thank you to the Northern Santa Barbara County Bar Association and Santa Maria Paralegals Association for putting this event together. ■

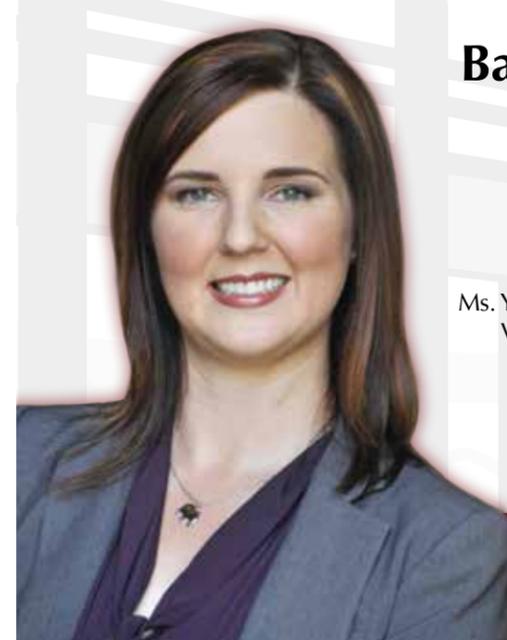


*The legal community honors Superior Court staffers, Deanna Barnes and Patti Nelson.*

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**Bamieh & Erickson, PLC**  
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**Jennifer Yates**  
as an associate attorney.

Ms. Yates has successfully handled hundreds of family cases in Ventura & Santa Barbara Counties and will be heading B&E's family law department.

B&E also represents clients through jury verdict in criminal defense and plaintiff's civil cases.



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MIT Improved Productivity, Resilience, and Trust,” from the *Harvard Business Review* in June 2016, author Peter Hirst examined how a part-time remote worker program increased overall work satisfaction in the MIT Sloan School of Management where he worked.

He notes that flex time was initially introduced as a perk. As hiring top talent becomes increasingly competitive most companies look to make the job seem fun by adding ping pong and happy hours. Hirst’s department decided to add flexibility as a perk. By allowing employees to work remotely with unique hours, they immediately decreased the stress associated with a work commute. Additionally, employees were able to work regardless of the weather because they didn’t have to worry about commuting through a winter storm, this increased productivity. The most important impact though was that this flexible schedule made the employees feel trusted and respected by their employers. Hirst writes,

“We trust our people to be professionals and understand what needs to be done, regardless of where they work.

It’s easy to forget how traditional work practices like required office hours can often come off as a lack of trust for employees’ ability to get the job done. When surveying our staff, 62% recorded an improved feeling of trust and respect. Based on this stat alone, it’s clear to me that people who feel trusted will get their work done efficiently while improving overall morale and company culture.”

It is ultimately reductive to wonder whether technology is making things better or worse. The fact of the matter is that technology is making things different. While smart phones and Cloud desktops make work more ubiquitous, they also make it more flexible. More flexibility all around is overwhelmingly positive. By developing resilience around cognitive role transition, we will be better equipped to reap the benefits of a new flexible work place. ■

*Michelle P. Baca, PhD, works at CIO Solutions, a Managed Services IT Provider that has been in business on the Central Coast for over 30 years. She has explored all aspects of the business from Operations and Project Management to Business Development. She can be reached at mbaca@ciosolutions.com.*

## ANTICOUNI & ASSOCIATES

We are pleased to announce Jessica Anticouni has joined the firm as an Associate Attorney. She graduated with High Honors from the Santa Barbara College of Law in January 2017 and was admitted to the California State Bar in June 2017. Ms. Anticouni will represent both employers and employees in all phases of employment litigation.

Anticouni & Associates’ practice is limited to workplace law and related litigation with an emphasis on wage and hour class actions. The firm filed the first California wage and hour class action over 30 years ago and has obtained over \$180,000,000.00 for California employees in subsequent settlements and judgments. The firm has been successful in obtaining over \$2,750,000.00 in *cy pres* funds for 501(c)(3) non-profit organizations from our class action settlements and judgments.

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# I Agreed to Arbitrate That???

## Recent Developments in the Application of Arbitration Agreements

BY PAUL DUBOW

Litigation stemming from Wells Fargo's improper opening of over 1,500,000 checking accounts and 560,000 credit card accounts has tested the limits of arbitration agreements and led to legislation to curb those agreements.<sup>1</sup>

In 2015, the Bureau of Consumer Financial Protection found that employees of Wells Fargo Bank had engaged in improper sales practices to satisfy sales goals under an incentive compensation program. This discovery resulted in several class action lawsuits, including *Jabbari v. Wells Fargo & Co.*,<sup>2</sup> in the Northern District of California. The lead plaintiffs in the *Jabbari* lawsuit had opened legitimate accounts with Wells Fargo. They alleged that Wells Fargo had used information from those accounts to open fraudulent accounts and had diverted funds from the legitimate accounts to pay fees generated by the fraudulent accounts.

The account agreements for the plaintiffs' legitimate accounts contained broad arbitration clauses that covered "any unresolved disputes" between them and provided that the arbitrator would determine arbitrability. Wells Fargo moved to compel arbitration. The district court determined that it could only deny the motion if Wells Fargo's claim that the dispute fell within the scope of the arbitration agreements was "wholly groundless."<sup>3</sup> The court then held that the argument was not wholly groundless because the allegations of misuse of information and funds "may 'relate' to the legitimate accounts".

After the *Jabbari* plaintiffs' claims were compelled to arbitration, bills were introduced in Congress and the California Legislature designed to cure the perceived problem. The federal Justice for Victims of Fraud Act, S.3491, would prohibit enforcement of predispute arbitration agreements with consumers in an action related to credit card or personal bank accounts unless the account at issue was opened in response to a request or application for that account. The California bill, SB33, prohibits "a financial institution" from seeking to "apply a written agreement to arbitrate, contained in a contract consented to by a consumer, to a purported contractual relationship with that consumer

created fraudulently by the petitioner without the consumer's consent and by using the consumer's personal identifying information."<sup>4</sup>

However, legislative action may not be needed, because an argument can be made that the dispute in *Jabbari* is not arbitrable. The arbitration agreements cited by the court in *Jabbari* may not have applied to the dispute at issue. Arbitration contracts, whether broad or narrow, have limitations. They only pertain to the activities that are within the scope of or are significantly related to the contract. A situation similar to *Jabbari* arose in *Aiken v. World Finance Corp. of South Carolina*.<sup>5</sup> In that case, plaintiff had executed a broad arbitration agreement similar to the one used for Wells Fargo clients. He filed suit after he discovered that employees of the defendant bank had used the personal financial information and social security number that he had provided to defendant to obtain sham loans from other lenders and convert the proceeds for themselves. The rogue employees' failure to pay back the loans damaged plaintiff's creditworthiness. The South Carolina Supreme Court affirmed the denial of defendant's motion to compel arbitration, ruling that "in signing the agreement to arbitrate, Aiken could not possibly have been agreeing to provide an alternative forum for settling claims arising from this wholly unexpected tortious conduct."

There have been similar results in other cases. In *Rogers-Dabbs Chevrolet-Hummer, Inc. v. Blakeney*,<sup>6</sup> plaintiff purchased and financed an automobile, signing an arbitration agreement which covered *all* disputes arising from the "sale, lease, or financing of the vehicle". Later, plaintiff discovered that several of the dealer's employees had deliberately kept the car's title and used it to create phony titles for stolen vehicles. Plaintiff filed a lawsuit, alleging various tort claims. The Court denied defendant's motion to compel arbitration because the subject matter of the lawsuit was outside of the scope of the agreement. The Court determined that "no reasonable person would agree to submit to arbitration any claims concerning... a scheme of using his name to forge vehicle titles and bills of sale to sell stolen vehicles....actions



Paul Dubow

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R.A. Carrington, Esq. and Victoria Lindenauer, Esq.

Mr. Carrington and Ms. Lindenauer have conducted over 3,000 mediations, 300 arbitrations and have been discovery referees in multiple complex matters. Mr. Carrington (ABOTA Member) has been a full-time mediator since 1999 and Ms. Lindenauer has been mediating since 2011. Their professional association as of 2017 reflects their jointly held commitment to the values of tenacity, creativity, and the highest ethical standards applied to the resolution of every dispute.

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# Legal Community Celebrates Seventh Annual Drive to Feed Children

Santa Barbara Women Lawyers celebrated its seventh annual kick-off of its Food from the Bar Drive on June 6, 2017 at Patxis Pizza. Food from the Bar is a unique opportunity for legal organizations in Santa Barbara to come together to directly improve the lives of local children. During the month of July, the legal community is rallying to raise \$20,000 to benefit the Foodbank's Picnic in the Park program, which feeds children in our County during the summer months. The Foodbank reports that a staggering 84% of children in our County who receive free or reduced lunches during the school year go without lunches during the summer. The Picnic in the Park program provides free nutritious meals to these children as part of the USDA Summer Food Service Program. Healthy meals will be served at various parks in the County from Monday through Friday for ten weeks. The cost per meal is approximately \$3.50.

Premier sponsors of the event include the Santa Barbara Women Lawyers & Foundation; Santa Barbara County Bar Association; and Brownstein Hyatt Farber Schreck. Gold sponsors include Ambrecht & Associates; Amberger & Chamberlain; White, Zuckerman, Warsavsky, Luna & Hunt; Law Office of Janean Acevedo Daniels; Sanger Swysen & Dunkle; Reicker, Pfau, Pyle & McRoy; Bamieh & Erickson; and Greben & Associates. Silver sponsors include Lytel & Lytel; Price, Postel & Parma; Santa Barbara Barristers; Her-

ring Law Group; Molora Vadnais; Law Office of Gregory McMurray; and Kathleen Weinheimer.

The Food from the Bar Drive will run during the entire month of July. For more information, please contact Tara Messing at [tcmessing@gmail.com](mailto:tcmessing@gmail.com). To make a contribution to the Drive, please go to: <https://donate.foodbanksbc.org/campaign/food-from-the-bar-2017/c122377>. ■



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# Mens Rea and Making False Statements

By ROBERT SANGER<sup>1</sup>

**O**n April 24, 2017, the United States Supreme Court denied certiorari in case number 16-888, *Farha, et al. v. United States*. Denial of certiorari is, of course, not a decision on the merits, however, this was a case that framed two important issues for review that affect businesses and people involved in businesses. In this month's *Criminal Justice* column, we will look at those two issues: 1) what mental state is required to violate complicated federal criminal laws regulating businesses; and 2) what does it mean for employees to make false statements to officials in the middle of a raid related to such complicated issues.

## The Issues

Basically, at stake is the ability of corporate officers and employees to do business without undue fear of being prosecuted for something that they did not know was illegal or fear of being prosecuted for making statements to investigators in the course of a raid that are later deemed false. This has become a serious problem in the business world and for lawyers who are attempting to advise corporate clients.

The Eleventh Circuit opinion that was on petition for writ of certiorari before the United States Supreme Court<sup>2</sup> was *United States v. Clay, Farha, Behrens, and Kale*.<sup>3</sup> There is no case currently pending review before the Supreme Court squarely raising these issues. It is worth saying that not only is a denial of certiorari not of legal significance to other cases, but there can be any number of reasons that the Court has decided not to grant certiorari. In addition to just not generating interest among the law clerks and Justices, it may be that the Court did not think the particular case was the best vehicle by which to render an opinion on the issues.

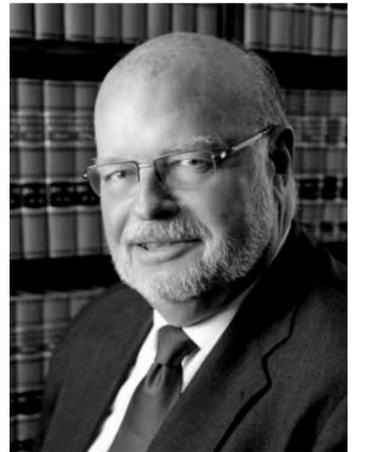
In this particular case, it may also be that the Court may have felt that the Justice Department would take a different approach both in enforcement of the federal statutes in general and with regard to the merits of any similar case that later comes before the Court. While Attorney General Sessions has rescinded the Holder Memo<sup>4</sup> and has indi-

cated it will be “tough on crime,” the kind of crime it is focused on are drugs and street crime. It has long been a concern of the conservative policy groups, like the CATO Institute,<sup>5</sup> the Heritage Foundation<sup>6</sup> and the Federalist Society,<sup>7</sup> that prosecution of business crime should be largely restricted. The issue of the lack of a clear mens rea requirement in many federal statutes has been a particular focus not only of conservative but progressive proponents.<sup>8</sup> As a result, the Court may have reason to believe that judicial interference may not be necessary under the present Administration.

In any event, the issues remain unresolved for now by the United States Supreme Court. The Eleventh Circuit, in *United States v. Clay*,<sup>9</sup> framed the issues in a very complex and very long decision. In fact, the length is symptomatic of the complexity which, in turn, supports the claim that the law at issue is so convoluted as to be unintelligible to the public who are required to comply with it. Further, the public, including those who are representing or employed by corporations doing business, is required to comply under penalty of criminal prosecution. That prosecution extends, in *Clay*, to those who were responsible for policy, but also those who were present and questioned by federal officers during a raid.

The short version is that WellCare Health Plans, Inc., and WellCare of Florida, Inc., doing business as Staywell and HealthEase, operated under contracts with the state of Florida through the Florida Agency for Health Care Administration (“AHCA”) to cover medical and behavioral health care services for Medicaid enrollees. Various individuals were prosecuted under the relatively new federal Health Care fraud statute, 18 U.S.C. § 1347 and under the more venerable statute making it a crime to make false statements to a federal official, 18 U.S.C. § 1001. After a three month jury trial, the jury came back with arguably inconsistent, but demonstrably fragmented, verdicts convicting some individuals on some counts, acquitting them on others and hanging on yet others.

The charges on the health care fraud counts had to do with reporting the transactions of the businesses to AHCA in different calendar years and under different circumstanc-



Robert Sanger

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es. Basically, the reporting required complicated calculations regarding the expense and refund figures and patient encounter data. While there was apparently testimony about statements, gestures and reactions of employees, the AHCA guidelines were extremely complicated, difficult to follow and subject to interpretation.

Meanwhile, in 2007, over 200 federal investigators raided WellCare's corporate headquarters and executed a search warrant of the premises. FBI agents and agents of the U.S. Department of Health and Human Services interviewed employees while the raid was going on. In particular, one of the employees of the WellCare, Peter Clay, was interviewed in his office by these federal agents for an hour and a half. In the course of the interviews, Clay was asked general questions as to whether costs were inflated in the annual reports to AHCA, and whether he had attended meetings in which it was discussed or suggested that costs should be inflated. Clay stated that he was not aware of any intentional inflation of costs.

### Issues to be Resolved

The first issue is that the Eleventh Circuit upheld a modified pattern instruction on the mens rea required for the health care fraud convictions. Arguably, 18 U.S.C. § 1347 contains an express requirement of express knowledge which is further arguably required by case law holding that a person must be "blameworthy in mind" to permit conviction.<sup>10</sup> Instead the District Court arguably watered down that mens rea requirement by allowing knowledge to be proven by "deliberate indifference." There is, of course, authority for "willful blindness" but that requires a more stringent showing that a person believe that there is "a high probability that a fact exists" and then take "deliberate actions to avoid leaning that fact."<sup>11</sup> So, as it stands, the Eleventh Circuit would allow a standard of knowledge that is less than the wording of the statute and less than is otherwise required by the Supreme Court to establish knowledge.

The second issue might be even more troubling than the first. The conviction of Clay for a violation of 18 U.S.C. § 1001 occurred in the context of a raid on the facilities where the subject was confronted in his office with what appeared to be fairly broad accusations of wrongdoing of company officials. While the "exculpatory 'no'" doctrine has been abrogated with regard to 18 U.S.C. § 1001 prosecutions,<sup>12</sup> the statute still requires proof that defendant knowingly and willfully made a statement with knowledge that statement was false or fictitious and fraudulent. Context matters. Here, it appears that Clay was not even employed in the company during the time that most of the annual reports were made

or discussion was had about the manner in which they would be compiled. Therefore, Clay's direct knowledge of the facts was questionable.<sup>13</sup> Moreover, he is confronted by an army of federal agents in a full-blown raid and is held responsible for making disclosures that will be measured by the results of a full investigation after the fact.

For lawyers advising clients who may face a similar situation, the obvious advice is to remain silent. When confronted by federal agents, a person has a Fifth Amendment right not to answer questions which will thereby render the provisions of 18 U.S.C. § 1001 inapplicable.<sup>14</sup> An employee under federal siege may feel she or he is doing the right thing to deny that the company has done anything wrong, even if the employee does not have all of the facts or may not have been with the company at the time of the alleged wrongdoing. The fact is that it is in the best interests of the employee and the company for the employee to have time to reflect on the questions with the advice of counsel.

### Conclusion

We are practicing law in interesting times. It seems likely that the federal criminal law for street crimes will be enforced more harshly, both in terms of charging decisions and sentencing, if Attorney General Sessions' commands are followed. However, crimes in the board room, according to the conservative organizations that provide intellectual support for politicians like the Attorney General, are likely to be reined in considerably. The question though is whether or not there will be a consistent doctrinal basis for these two directions. Specifically, with regard to the issues discussed in this article, will there be a uniform interpretation of mens rea regarding white collar crimes? Time will tell. ■

*Robert Sanger is a Certified Criminal Law Specialist and has been practicing as a criminal defense lawyer in Santa Barbara for over 40 years. He is a partner in the firm of Sanger Swysen & Dunkle and Professor of Law and Forensic Science at the Santa Barbara and Ventura Colleges of Law. Mr. Sanger is Past President of California Attorneys for Criminal Justice (CACJ), the statewide criminal defense lawyers' organization. He is a Director of Death Penalty Focus and a Member of the American Association for the Advancement of Science (AAAS). Mr. Sanger is also a Member of the Jurisprudence Section of the American Academy of Forensic Sciences (AAFS).*

### ENDNOTES

- 1 ©Robert M. Sanger.
- 2 *Sub nom., Farha v. United States, cert. den.*, April 24, 2017, (2017 WL 131980 (Mem)).

Continued on page 20

Dubow, continued from page 12

of which (he) was presumably totally unaware at the time of the execution of the documents in question, including the arbitration agreement."

In *Clay v. New Mexico Title Loans, Inc.*<sup>7</sup>, plaintiff took out a loan from defendant and put up his truck as collateral. The loan agreement provided for the arbitration of any claim or controversy "relating to this agreement or the motor vehicle securing this agreement". Further, the arbitration agreement specifically included tort claims. Plaintiff fell behind in his payments and defendant sent out agents to repossess the truck. An argument ensued and one of defendant's agents shot the plaintiff, permanently paralyzing him. Plaintiff filed a lawsuit against defendant, alleging various tort claims and defendant's motion to compel arbitration was denied because the subject matter of the lawsuit was outside of the scope of the arbitration agreement. The court noted that "(e)ven if (plaintiff) intended to submit to arbitration disputes related to the collateral or default clauses, it is not reasonable to conclude that he intended to give up his right to a jury trial if he was shot during the repossession."

The disputes in *Aiken*, *Clay* and *Blakeney* were significantly unrelated to the business relationship contemplated by the contract that contained the arbitration clause and were not arbitrable. The events that gave rise to the dispute in *Jabbari* were not contemplated by the contracts that contained the arbitration agreements and they, too, should not have been arbitrable.<sup>8</sup> ■

*Paul Dubow is a full time arbitrator and mediator located in San Francisco, specializing in commercial, employment, insurance, and securities matters. He is a member and past president of the California Dispute Resolution Council; former co-chair of the Arbitration Committees of the ABA Dispute Resolution Section, ABA Litigation Section, State Bar Litigation Section, and Contra Costa County Bar Association; member of the board of directors of the College of Commercial Arbitrators; and a co-founder and past president of the Mediation Society of San Francisco. Mr. Dubow served as a member of the Judicial Council working group that promulgated the rules for mediators in court annexed mediations, and the working group that created the initial draft of the Employment Rules of the American Arbitration Association, and served as chair and vice chair of the State Bar Task Force on Complex Litigation. He is the author of the ADR section of the annual update of California law for the State Bar Business Law Section and serves on the editorial boards of California Litigation Journal and The Securities Arbitration Commentator.*

### ENDNOTES

- 1 In 2015, the federal Consumer Financial Protection Bureau found that employees of Wells Fargo Bank had engaged in improper sales practices to satisfy sales goals under an incentive compensation program devised by Wells Fargo management that included the opening of over 1,500,000 checking accounts and 560,000 credit card accounts. In 2016, the Bureau fined Wells Fargo \$100 Million for this practice. <https://www.consumerfinance.gov/about-us/newsroom/consumer-financial-protection-bureau-fines-wells-fargo-100-million-widespread-illegal-practice-secretly-opening-unauthorized-accounts/>
- 2 *Jabbari v. Wells Fargo & Co.*, United States District Court for the Northern District of California, Case No. 15-cv-02159
- 3 See *Qualcomm, Inc. v. Nokia Corp.*, (Fed. Cir. 2006) 466 F.3d 1366, 1371; *Zenalaj v. Handybook, Inc.*, (N.D. Cal. 2015) 82 F. Supp. 3d 968, 975.
- 4 As of June 15, SB 33 had been passed in the Senate. It is expected to be passed by the Assembly.
- 5 644 S.E. 2d 707 (S.C. 2007)
- 6 950 So. 2d 170 (Miss. 2007)
- 7 288 P.3d 888 (N.M. 2012)
- 8 The case docket in *Jabbari* reflects that the parties have filed a motion for preliminary approval of a class action settlement. Hence, the court's ruling on the motion to compel arbitration may never have any real precedential effect.

Brejle, continued from page 6

Based on the statutory language of the CUA and the current case law on point, it appears that landlords are not under any legal duty to accommodate the use, possession or cultivation of even small amounts of marijuana by a tenant who has a doctor's approval to do so.

Therefore, it is up to the landlord to allow the possession, use and cultivation of a tenant in either a residential or commercial rental, but the landlord is not legally required to do so. Having said that, landlords with tenants or applicants who wish to possess, use or cultivate medical marijuana on either commercial or residential premises **should consult with counsel** on how best to proceed regarding their specific set of facts. ■

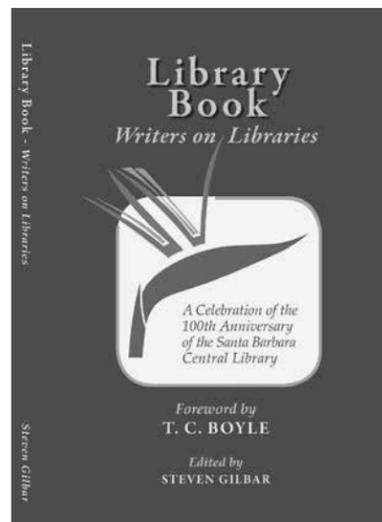
*Mr. Brejle graduated from the University of California at Santa Barbara with honors, and received his Juris Doctor from the Santa Barbara College of Law. He is a Senior Associate Attorney at GROKENBERGER & SMITH, a civil litigation firm in Santa Barbara. Mr. Brejle focuses his practice in the areas of general and complex civil litigation, Real Estate law, Homeowners Association law, Construction and Landlord/Tenant law. He is also a member of the Board of Directors of the Santa Barbara County Bar Association, and is the former President of the Santa Barbara Barristers.*

# Motions

**Anticouni & Associates** are pleased to announce that **Jessica Anticouni** has joined the firm as an Associate Attorney. She graduated with High Honors as the Salutatorian from the Santa Barbara College of Law in January 2017 and was admitted to the California State Bar in June 2017. Ms. Anticouni will represent both employers and employees in all phases of employment litigation.

Anticouni & Associates' practice is limited to workplace law and related litigation with an emphasis on wage and hour class actions. The firm filed the first California wage and hour class action over 30 years ago.

In celebration of the 100th anniversary of Santa Barbara's Central Library, the Friends of the Library has published *Library Book: Writers on Libraries*, an anthology of prose and poetry about the glory of libraries. Over 80 writers are represented, including Ray Bradbury, Fannie Flagg, Sue Grafton and a host of local writers including SBCBA Executive Director, **Lida Sideris**. The 250-page volume is edited by local anthologist and lawyer **Steven Gilbar**. The book may be checked out at the public library and is available for purchase from our local bookstores. The proceeds benefit the Santa Barbara Central Library.



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Sanger, continued from page 18

- 3 *United States v. Clay*, 832 F.3d 1259 (11<sup>th</sup> Cir. 2016).
- 4 Jeffrey Sessions, Office of the Attorney General, "Memorandum for all Federal Prosecutors, Department Charging and Sentencing Policy," (May 10, 2017), at <https://assets.documentcloud.org/documents/3719247/Jeff-Sessions-s-criminal-charging-policy.pdf>.
- 5 Tim Lynch, "Over-Criminalization of Conduct/Over-Federalization of Criminal Law," CATO Institute (July 2009), at: <https://www.cato.org/publications/congressional-testimony/overcriminalization-conductoverfederalization-criminal-law>.
- 6 Dick Thornburgh, "Overcriminalization: Sacrificing the Rule of Law in Pursuit of 'Justice,'" The Heritage Foundation, Crime and Justice Report, (March, 2011), at: <http://www.heritage.org/crime-and-justice/report/overcriminalization-sacrificing-the-rule-law-pursuit-justice>. Former Attorney General Thornburgh starts by saying, "Those who commit real crimes should be prosecuted and appropriately punished." He then distinguishes business crimes from these "real crimes."
- 7 John S. Baker, Jr., William J. Haun, "The 'Mens Rea' Component Within the Issue of the Over-Federalization of Crime," The Federalist Society, 14 Engage, Issue 2 (July 2013) at: <http://www.fed-soc.org/publications/detail/the-mens-rea-component-within-the-issue-of-the-over-federalization-of-crime>.
- 8 Bryan Walsh, Tiffany Josyln, "Without Intent: How Congress is Eroding the Criminal Intent Requirement in Federal Law," The Heritage Foundation and the National Association of Criminal Defense Lawyers (2010), containing the remarkable joint Forward by Edwin Meese III and Norman Rainer.
- 9 *United States v. Clay*, 832 F.3d 1259 (11<sup>th</sup> Cir. 2016), cert. den., sub nom., *Farha v. United States*, (April 24, 2017).
- 10 *Morissette v. United States*, 342 U.S. 246 (1952).
- 11 *Global-Tech Appliances, Inc. v. SEB S.A.*, 563 U.S. 754 (2011).
- 12 *Brogan v. United States*, 522 U.S. 398 (1998).
- 13 See, Reply Brief for Defendant-Appellant Peter E. Clay, *United States v. Clay*, 2015 WL 1803392 (C.A.11, April 17, 2015).
- 14 Justice Scalia makes this point explicitly in *Brogan v. United States*, 522 U.S. 398 (1998).

## THE OTHER BAR NOTICE

Meets at noon on the first and third Tuesdays of the month at 330 E. Carrillo St. We are a statewide network of recovering lawyers and judges dedicated to assisting others within the profession who have problems with alcohol or substance abuse. We protect anonymity. To contact a local member go to <http://www.otherbar.org> and choose Santa Barbara in "Meetings" menu.

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FRIDAY, SEPTEMBER 22, 2017



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