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Celebrating Diversity Month: Judge Gustavo E. Lavayen

A Bittersweet Farewell / Recap: Bench & Bar Conference 2022 / Results of the Diversity and Inclusion Task Force's First Annual Diversity Survey / Jumping Frogs and 'Highly Pleasing' Cheese: More Arcane and Absurd Laws Still On The Books / Novel Psychoactive Substances

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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.

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The Hon. Gustavo E. "Woody" Lavayen

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Celebrating Diversity Month: Judge Gustavo E. Lavayen

BY MICHELLE E. ROBERSON

Our immediate past-President, Elizabeth Diaz, first Latina President of the Santa Barbara County Bar Association, recently spearheaded the Diversity, Equity, and Inclusion Task Force in 2021. This committee is comprised of various individuals from both the Santa Barbara County Bar Association and Santa Barbara County Bar Foundation. While in its infancy, it is focused on granting a broad range of diverse individuals access to the legal field through mentorship and scholarship programs.

While this is new to our local Bar, we have learned that local leader and Judge, The Hon. Gustavo E. “Woody” Lavayen, has been quietly advocating for this very thing.

Judge Lavayen was born in Bolivia, the heart—or *el corazón*—of South America, a nice way of saying the country is landlocked, which limits some natural resources. He went on to receive his B.A. in business economics and environmental studies at our local UCSB before earning his J.D. at University of California, Hastings College of the Law.

We came to learn that Judge Lavayen is no stranger to pushing for inclusivity on the Bench and Bar. He participates heavily in the Judicial Mentor Program, which was formed jointly between San Luis Obispo, Santa Barbara, and Ventura Counties in collaboration with the Office of Governor Gavin Newsom.

This program’s purpose is to recruit and develop a qualified, inclusive, and diverse applicant pool and identify, encourage, and provide mentors for all attorneys considering a judicial career. Judge Lavayen opened the virtual conference last September along with other notable judges. Today, people are actively applying and being matched with judges, opening the door to many that may not have thought this was an option for them.

The role of the mentor judge is to provide information and feedback and “demystify the application and vetting process.”

The demystification of the process is important as it not only applies to judicial appointments that are likely mystifying to the average lawyer, but for many groups underrepresented in the legal profession, the profession of

law is mystical on its own.

Many lawyers, or people generally, may take for granted the importance of simply knowing somebody in the legal industry, be it a relative, neighbor, or friend of a friend.

Imagine the many children growing up in underserved communities with dreams of being a lawyer based on what they had seen on TV. Many of them know they want to be a lawyer, but never met a lawyer. They have no idea what to major in, what it’s like to work as a lawyer, or the various fields and professions.

Judge Lavayen recognizes this plight. So, when contacted by Miguel Moran-Lanier, Academic and Pre-Law Advisor at UCSB about a mentorship program they are developing, his ears perked up. The program is being designed to directly connect students of various backgrounds that are exploring the field of law with people in the field to get an insider’s perspective and find out what it’s like to practice in any given field, including judges.

Despite his heavy court schedule, he is already speaking with his judicial colleagues about participating in UCSB’s Pilot Mentorship Program for Pre-Law Students. This program was developed to support pre-law students that do not otherwise have access to lawyers. The mentorship program is a commitment of six hours per scholastic quarter where each mentor meets with approximately five students. In addition to this, the mentor becomes the lead mentor to one of those five students. While in its early stages, they hope to have five mentors signed up for the spring quarter, which would impact 20 students, and hopefully make lifelong connections.

As we celebrate diversity month, we think about how diverse each of us is and how we could use our own backgrounds to enhance one another’s life. We thank Judge Lavayen for being on the vanguard of opening doors for future lawyers and judges by focusing on demystifying the field of law to those of underrepresented diverse backgrounds. ■



The Hon. Gustavo E. “Woody” Lavayen

A Bittersweet Farewell

By MICHELLE E. ROBERSON

Lida Sideris, long-time Executive Director of the Santa Barbara County Bar Association, is retiring from her position. She is looking forward to focusing on her family during her downtime. It is with immense gratitude that we commend her several years of work at our Association and in our legal community, including countless hours spent contributing to this magazine.

We wish her the best of luck on all her future endeavors—from authoring mystery novels, to spending quality time with her family. She has touched many of our lives and if you would like to share how she touched yours, please email Michelle at michelle@sierrapropsb.com by April 10th and we will include your remarks in a tribute to her service that will appear in the May edition of *Santa Barbara Lawyer* magazine. ■



Michelle E. Roberson

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Recap: Bench & Bar Conference 2022

BY RICHARD LLOYD

As many of you know, the Santa Barbara County Bar Association has a long tradition of hosting an annual “Bench & Bar Conference”. This all-day event provides an invaluable opportunity for legal practitioners and other members of the legal community to come together, share updates and learn about recent developments in the legal field.

This year, despite the COVID pandemic preventing in-person gatherings, we were excited to welcome over a dozen different speakers, who delivered lectures on topics ranging from DUIs to NFTs and cryptocurrencies. Attendees enjoyed a lively panel discussion from local stakeholders addressing criminal justice reform in Santa Barbara County, and heard from the Honorable Brian Hill on a number of hot-button constitutional issues currently winding their way through the Courts.

Attendees also benefited from several practice-oriented sessions, such as managing expert witnesses and best practices for presenting cases to juries, capped off by the traditional Judge’s session delivered by the Honorable Thomas P. Anderle and the Honorable Colleen Sterne—this year



Welcome to the SBCBA 2022 Bench and Bar Conference!

Attendees at this year’s virtual conference enjoyed over a dozen speakers, along with judges’ sessions and a panel discussion on local criminal justice reform.

focusing on civility and ethics in the courtroom and beyond.

While virtual events may not deliver the networking and social benefits of in-person events, one of the upsides has been opening up the Conference to speakers (and attendees) who might otherwise be precluded from attending by travel or other commitments. Last year, the Bar Association featured Dean Erwin Chereminsky, a preeminent constitutional law scholar, and this year was no different as we welcomed Justin Brooks, founder of the California Innocence Project, as our keynote speaker.

Recounting the history of the Innocence Project, Mr. Brooks provided a fascinating first-hand insight into the works of the Innocence Project, including the successful exoneration of multiple wrongful convictions. Issues covered included legal developments related to forensic science techniques, as well as recent studies discussing the impact of bias on the reliability of eyewitness and identification testimony. Attendees were also provided with a “sneak peek” of the first chapter of Mr. Brooks’ upcoming book, titled “You Might Go To Jail”—due for release later this year.

To all those who attended—we hope you enjoyed the Conference, and look forward to welcoming you again in 2023. In the interim, look out for the quarterly Bench & Bar Relations meetings for updates and insight on Court operations direct from judicial officers and staff, as well as the various upcoming MCLE sessions hosted by the Bar Association.

From all of the Bench & Bar Committee members, we are particularly grateful to the speakers who volunteered their time to take part in the annual Bench & Bar Conference, without whom this type of event simply could not take place. We are also thankful to our event sponsor, Amherst 1031, a boutique Qualified Intermediary firm based here in Santa Barbara.

Finally, for those who were unable to attend on the day, we are pleased to announce that the event will be available as an “on-demand” event, which qualifies for up to 8 hours of CLE credit, including 2 hours of mandatory ethics/competency credit—access may be purchased at <https://pheedloop.com/SBCBA2022/site/register/> Similarly, for



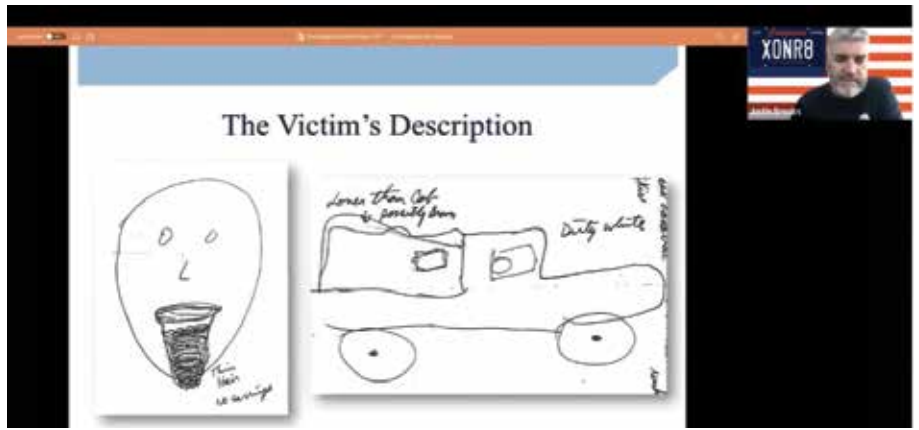
Richard Lloyd

attendees who were unable to attend all sessions, or had to choose between two simultaneous streams, your event access ticket and portal link now provide full access to recordings of each individual session. ■

Bench & Bar Committee
Jessica Phillips, Richard Lloyd,
Taylor Fuller, Russell Terry



Top: Chief Heitman of SB County Probation Department explaining the County dashboard, below. Bottom: Justin Brooks of the Innocence Project.



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Results of the Diversity and Inclusion Task Force’s First Annual Diversity Survey

BY ELIZABETH DIAZ

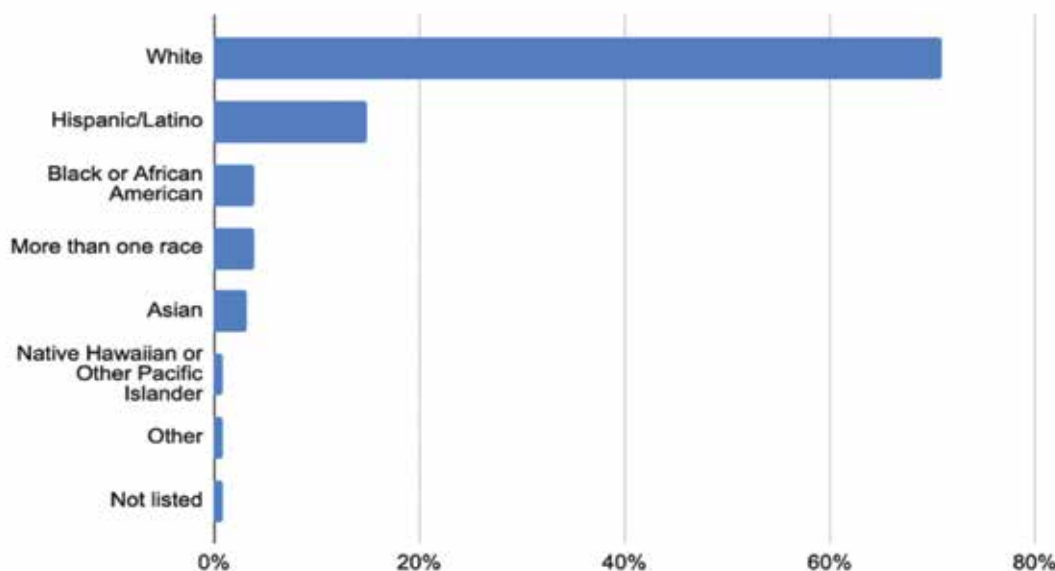
“**H**aving a diverse legal profession positively impacts the administration of justice, ensures fairness, and promotes the rule of law.”¹

In 2021, the Santa Barbara County Bar Association’s (SBCBA) Diversity and Inclusion Task Force, together with the Santa Barbara Women Lawyers, Santa Barbara Barristers, Santa Barbara Bar Foundation and Northern Santa Barbara County Bar Association, invited the local legal community to participate in and complete a survey in order to see how diverse the Santa Barbara legal community is.

The survey findings are based on 122 total responses received between June 2021 and December 2021. As shown in Figure B below, the majority of the responses are from attorneys; however, we also received responses from both retired and active Judicial Officers, paralegals/legal assistants, and law clerks, collectively referred to as “Survey Respondents”. Thank you to all those who participated in the survey; the results follow:

Race and Ethnicity

Seventy-one percent (71%) of Survey Respondents indicated that they are white. A distant second is Hispanic/Latino at 15% and a more distant third is Black or African American at 4% and Asian at 4%; .8% of Survey Respondents are Native Hawaiian or Other Pacific Islander. Attorneys of more than one race also account for 4%.



According to the U.S. Census (2020), for the city of Santa Barbara, the racial composition is roughly made up of 56% White, 37% Hispanic, 1.4% Black, 3.8% Asian and 2% for people of two or more races.²

As discussed in the March 2021 edition of Santa Barbara Lawyer³, in 2019 the State Bar of California published the Report Card on the Diversity of California’s Legal Profession (“CA Diversity Report”).⁴ The CA Diversity Report found that White attorneys account for nearly 70% of California’s active licensed attorney population and 32% account for attorneys of color⁵, which is consistent with the SBCBA survey results.



Elizabeth Diaz

Gender

SBCBA survey responses received show 57% of respondents are women, 40% are men, 2.5% are nonbinary, and .8% did not state. In comparison, women comprise 50% of the population within the city of Santa Barbara⁶, 50% of California’s adult population, and they make up 42% of California attorneys.⁷

Figure A – Data of Survey Respondents in Santa Barbara by Race/Ethnicity

LGBTQIA+

According to the SBCBA survey, 11% of the legal professionals identify their sexual orientation as other than heterosexual. Data shows that 5% of adults in California identify as other than heterosexual, and among California attorneys it is 7%.⁸

People with Disabilities

Five percent (5%) of Survey Respondents reported to have a disability, which is consistent with the findings of the CA Diversity Report.⁹ In California, 22% of adults are disabled.¹⁰ Disabilities include cognitive impairments, mobility issues and vision and hearing impairments.¹¹

Employment Sector

SBCBA survey responses show that the majority of legal professionals in Santa Barbara work in the private sector, while 16% hold government positions and 13% are in the nonprofit field. Figure B shows the breakdown of the positions held by Survey Respondents.

Thirty-six percent (36%) of female Survey Respondents and 28% of male Survey Respondents are in the private sector. Female legal professionals of color in the nonprofit sector account for 4% while they account for 7% in government positions.

The CA Report Card reported that attorneys who identify as LGBTQIA+ were less likely to work in the private

sector and were two times more likely to work in the nonprofit sector. SBCBA survey results show a different order. The majority of Survey Respondents who identify as LGBTQIA+ work in the private sector at 7%, followed by 4% in the nonprofit sector and 1.6% in government.

Additionally, 2.5% of Survey Respondents with a disability work in the private sector, while 1.6% work in government and .8% work in the nonprofit sector. This also deviates from the CA Diversity Report which shows attorneys with disabilities are less likely to work in the private sector.¹²

Workplace Leadership

There are positive correlations when there is diversity in top leadership roles.¹³ A diverse organization’s leadership structure shows its values to its workforce, clients, stakeholders, and community.¹⁴

Figures C and D show the SBCBA survey results regarding leadership levels of attorney Survey Respondents by race/ethnicity and gender in law firms, government and nonprofits. Beginning with law firms, typically a partner at a law firm has supervisory responsibilities that include the authority to hire, fire, promote and set an employee’s compensation. Partners also provide mentorship and guidance.

Based on the responses received, attorneys of color who work in law firms account for 5% while they make up

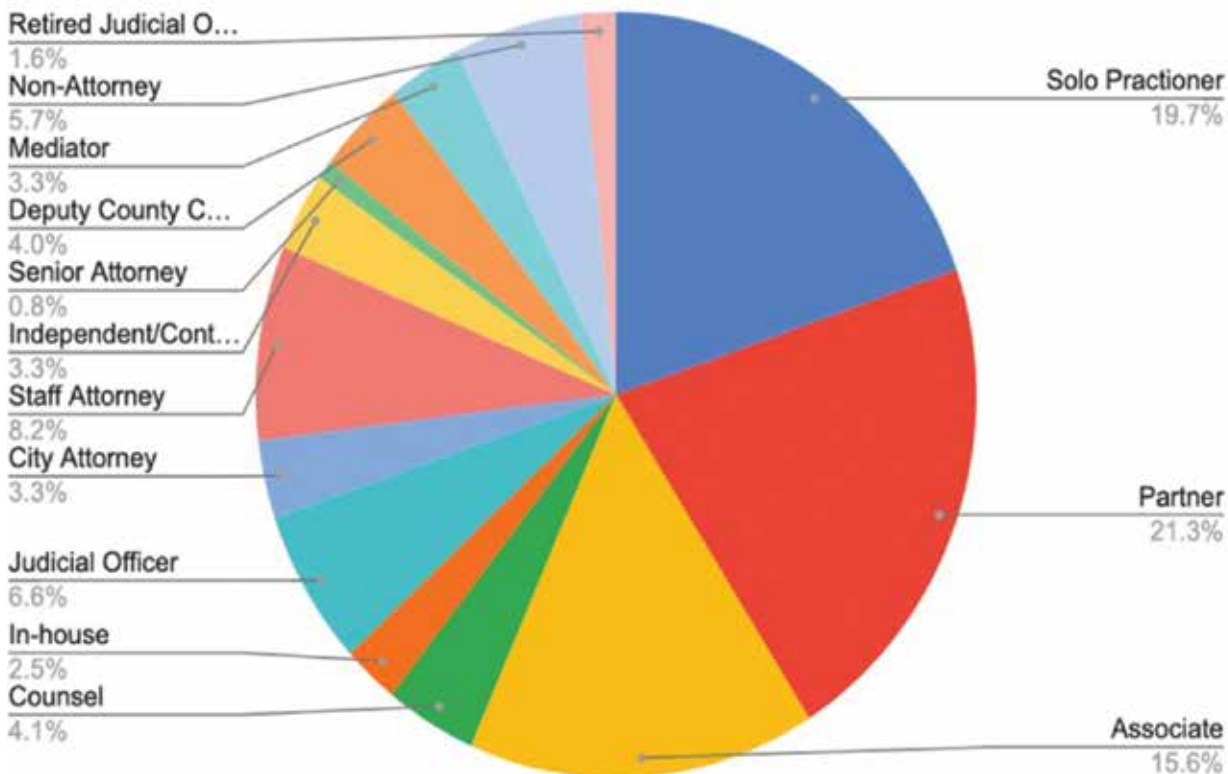


Figure B – Data of Survey Respondents by Employment Type



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Feature

.8% of law firm partners. Similarly, 22% of women Survey Respondents are employed by law firms, but only 10% of women Survey Respondents are partners.

Racial/ethnic and gender representation amongst Survey Respondents who are government executives¹⁵ in Santa Barbara are as follows: 10% of women, 6% of male, .8% of nonbinary and 8% Survey Respondents of color.

Legal nonprofits are important as they tend to the needs of the local community. Women attorney Survey Respondents in the nonprofit sector comprised 8% while 7% are in

management positions. Only 3% of male attorney Survey Respondents are in the nonprofit sector while 0% are in management roles. See Figure E and F for the data of gender representation in the nonprofit sector.

Attorney Survey Respondents of color represent 4% in the nonprofit sector with 3% in management positions. White attorney Survey Respondents in the nonprofit sector make up 3% with 0% in management positions. See Figure G for the data on race/ethnicity representation in the nonprofit sector.

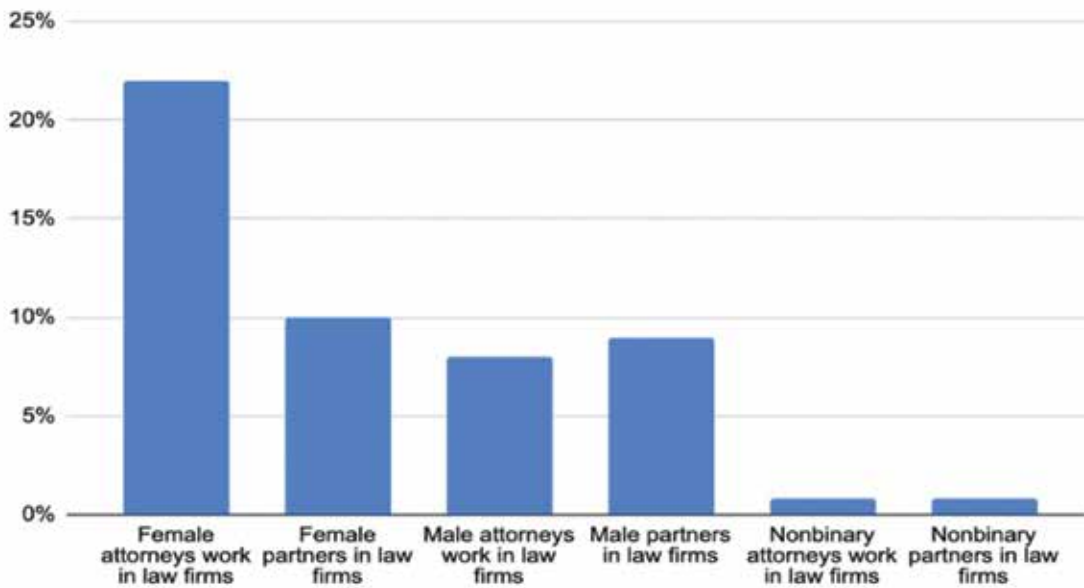


Figure C – Data by Gender of Attorney Survey Respondents Who Work in Law Firms and are Partners

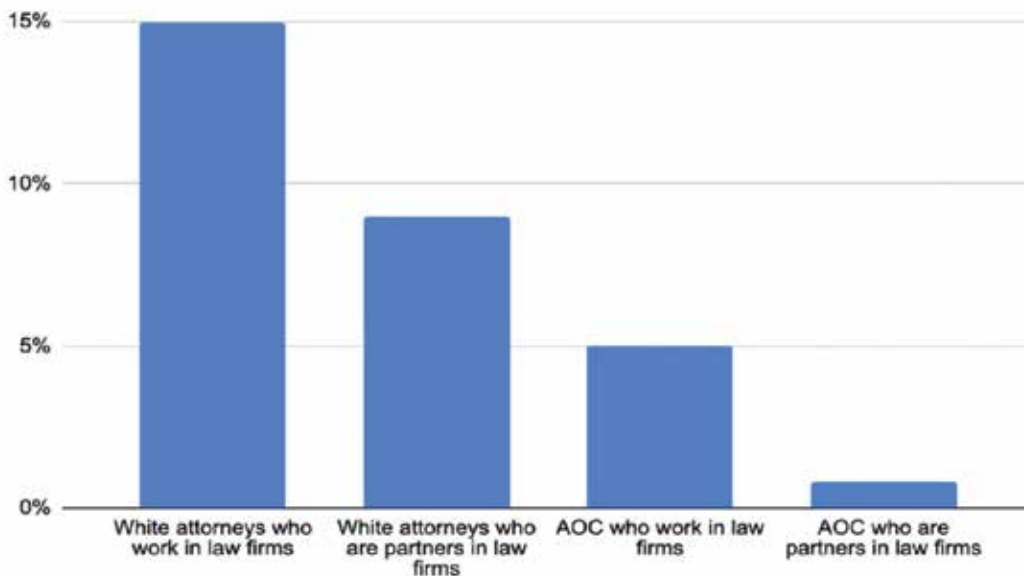


Figure D – Data by Race/Ethnicity of Attorneys who Work in Law Firms and are Partners

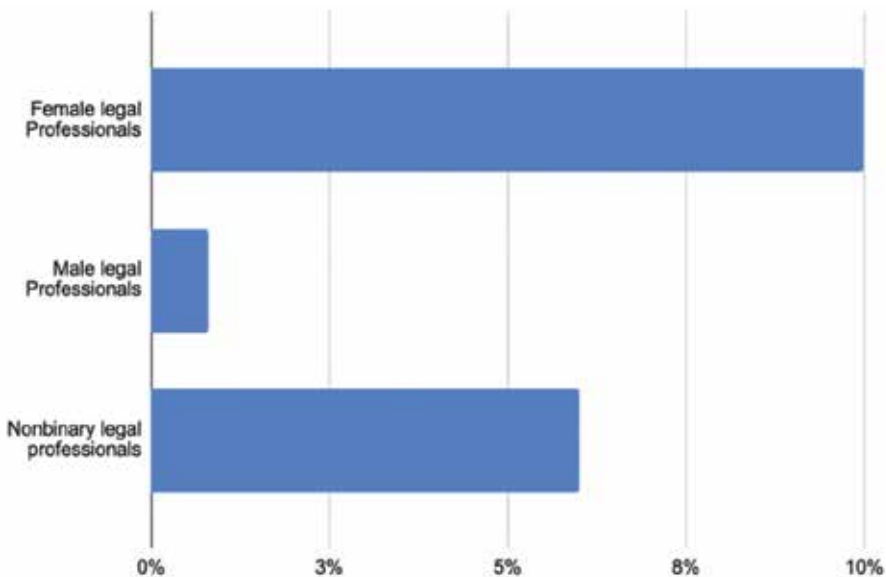


Figure E – Data of Gender Representation in Government

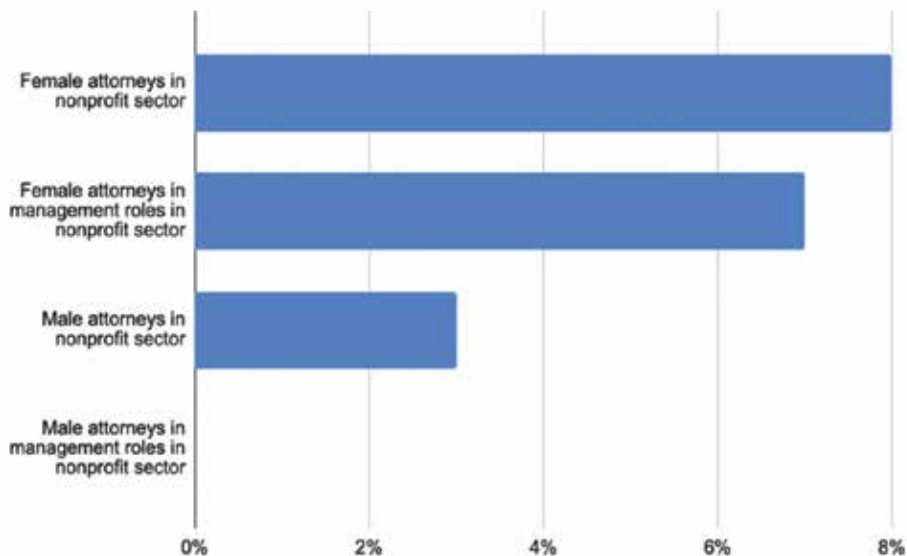


Figure F- Data of Gender Representation in the Nonprofit Sector

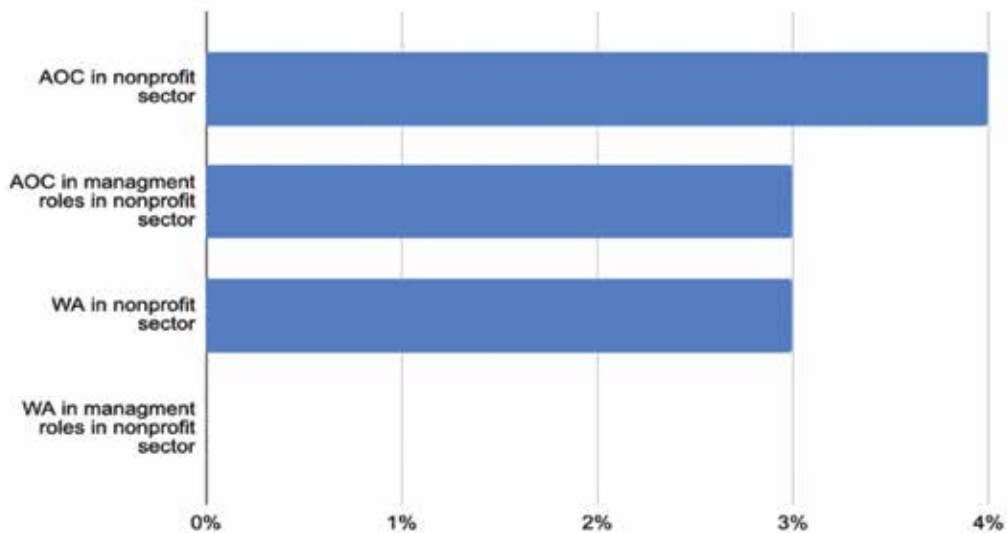


Figure G – Data on Race/Ethnicity Representation in Nonprofit Sector



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Thank you again to those who participated in the 2021 SBCBA Survey. The SBCBA through its Diversity Task Force will continue to promote and support diversity and inclusivity in the legal profession, which is informed through assessment and feedback of our local Bar. ■

Elizabeth Diaz is Managing Attorney for the Family Violence Prevention and Immigration Program at the Legal Aid Foundation of Santa Barbara County. She is also a past president of the Santa Barbara County Bar Association.

ENDNOTES

- 1 Almarante, C., Chavez, L., Holmes, C., Hom, E., Hong, H. (2020). Report card on The Diversity of California's Legal Profession. State Bar of California. <https://www.calbar.ca.gov/Portals/0/documents/reports/State-Bar-Annual-Diversity-Report.pdf>
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Jumping Frogs and ‘Highly Pleasing’ Cheese: More Arcane and Absurd Laws Still On The Books

BY MICHAEL D. WHITE

If you look into it, it is a sure bet that every state in the country has squirreled away in their files some dusty, oddball laws that, when exposed to the light of day, are sure to have you raising your eyebrows, scratching your head, or chuckling to yourself, wondering how they came to be.

Context is certainly key in explaining why some laws, strange and absurd on their face, were, perhaps, actually enacted for good reason.

For example, a frog that dies during a frog-jumping contest in California “cannot be eaten and must be destroyed as soon as possible.”

The code likely made its way into the books to protect competitors at the annual Calaveras County Fair and Frog Jumping Jubilee—a decades-old tradition in the gold-mining town of Angels Camp immortalized by writer Mark Twain in his classic story, *The Jumping Frog of Calaveras County*.

Or why, in Florida, people who own bars, restaurants, and other places where liquor is sold may be fined up to \$1,000 if they participate in or permit any contest of “dwarf-tossing.” Florida outlawed tossing little people in 1989 after the activity caught on in southern parts of the state.

On the other hand, it would take no small degree of analysis to figure out why Oklahomans are threatened with a fine should they violate state law by making an ugly face at someone else’s dog; or why it is illegal to honk your horn in front of a sandwich shop after 9:00 p.m. in Little Rock, Arkansas. There are, literally, hundreds more, but space constrains.

Some examples, then, of strange, out-of-date, and puzzling laws from around the country that are still on the books and guaranteed to amaze, baffle, and amuse.

Never on a Sunday

Alabama law makes it a “criminal offense against public health and morals” to engage in a whole host of activities on

Sunday, including playing cards. Shooting, hunting, gaming, and racing are also prohibited and carry a fine of \$10 to \$100.

In Salem, West Virginia, where it’s against the law to eat candy less than an hour and a half before church service. Another, in Winona Lake, Wisconsin, prohibits the eating of ice cream at a counter on Sunday.

South Carolina law provides that “on the first day of the week, commonly called Sunday,” it is illegal to “engage in worldly work, labor, business” or the sale of consumer goods or to employ others to do so. The one exception is made in Charleston County, where those who observe the Sabbath on the “seventh day of the week” (i.e., Saturday) may work on Sundays, as long as they refrain from working on Saturday.

You can’t be arrested on a Sunday in Ohio. In fact, in the Buckeye State, you also can’t be arrested on the Fourth of July or during a session of the State Congress.

There’s a reason Pennsylvania car dealerships are closed on Sunday: It would be illegal for them to sell you a car. It’s a vestige of Pennsylvania’s blue laws—laws designed to keep Sunday a day of rest. And while many of those laws have been repealed, the one restricting the sale of vehicles remains on the lot. According to the National Conference of State Legislatures, 17 other states including Missouri, Minnesota, and Illinois have laws banning or otherwise restricting the sale of motor vehicles on Sunday.

In Georgia, remember that, on Sundays, absolutely no one may carry an ice cream cone in their back pocket.

Children in the City of Rehoboth Beach, Delaware, are prevented from trick or treating should Halloween fall on a Sunday. A city ordinance mandates that, “Such going door-to-door and house-to-house for treats shall take place on the evening of October 30 instead.” In any event, trick-or-treating is limited to between the hours of 6 p.m. and 8 p.m.

In New York City, it’s illegal for a restaurant to serve an alcoholic beverage before 10 a.m. on Sunday. Until only recently, the ban extended until noon.

According to Maine’s state code, the sale of cars and other motor vehicles on Sunday is strictly prohibited with violators punishable by up to six months in jail and a \$1,000 fine, along with having their auto dealer license revoked. The law applies to any person “who engages in the purchase, sale, exchange or trade of a new or used car” on the day of rest.

If you live in Hartford, Connecticut, it is illegal for a man to kiss his wife on Sundays.

Party On...Or Maybe Not

According to Alaska state law, an intoxicated person may not “knowingly” enter or camp out where alcohol is sold,

Continued on page 22

Novel Psychoactive Substances

ROBERT M. SANGER

It seems that fentanyl was just in the headlines as the new drug of choice. It was posing a threat to users. It is fatal in relatively low doses. It was often mixed with other drugs or substances in concentrations that turned out to be lethal. In addition, there were stories of police officers who came into contact with fentanyl and had serious adverse reactions.

In this Criminal Justice column we will look at the rise of fentanyl and the proliferation of fentanyl analogs. We will also look at the decline of both the drug and its analogs along with the reasons for the decline. We will then look at the new line of drugs and analogs of those drugs that are taking over the illicit market. Some are even more potent and dangerous than fentanyl.

Significance to Criminal Law Practitioners

The end users of unprescribed synthetic opioids are often unaware of what they are consuming. Synthetic opioids are often distributed with street names that sound cool like Jackpot, He-Man, King Ivory, China Town, Dance Fever, Goodfellas, Tango & Cash, Apache and Perc-a-Pop. Some of the names indicate that they are mixed with other drugs, like China White, Poison and T.N.T., but other times unnamed or misnamed illicit substances contain synthetic opioids to give an extra kick and to keep the users coming back for a “strong” product. There are no product contents or warning labels and users; even those who think they are street smart, are remarkably uninformed about what they are ingesting.

Of course, it is not much of a defense that the clients thought they were buying, possessing or distributing heroin when it was heroin laced with a synthetic opioid. However, it is significant that criminal lawyers understand the nature and effects of the drugs currently on the street and be able to identify drug addiction and, in the case of synthetic opioids, the rapid transition to addiction. Chipping on heroin—that is, using in small quantities infrequently without becoming addicted was always a questionable claim, however, due to the strong effect and dependence factors with synthetic opioids, addiction is even more likely even after relatively

brief use.

The fact of addiction, even if not a defense, may be significant in representing the client. Drug addiction often contributes to changes in interpersonal behavior, including assaultive behavior, domestic violence, and to property and financial crimes to support the costs of opioid dependence. Convincing a court and prosecutor that a client is dealing with the underlying drug problem can lead to a more productive resolution of criminal charges whether through a diversion program, drug court or other rehabilitative process.

In addition, criminal law practitioners should be aware that there are increasing prosecutions around the country, both in federal and state courts, of physicians and others who are alleged to have illegally dispensed opioids and who, in some cases, have allegedly committed health care fraud.² Furthermore, there are prosecutions around the country for murder when there is an allegation that a drug dealer – or even a friend who furnished – provided a lethal dose to a person who dies as a result. There is a drug induced homicide provision in federal law.³ California, so far, has recently resisted proposed legislation to specifically provide for murder charges,⁴ but it is unlikely we have seen the end of that effort.

As a result of all this, criminal defense lawyers need to be aware of the subtle changes in the laws on Scheduled drugs as well as what is actually in circulation. Synthetic opioids are ever changing and their effects are often not known to the participants in illicit drug trade. And, for otherwise authorized use, the difference between illicit and licit substances can be extremely subtle on a molecular level. Ultimately, a forensic toxicologist or chemist should be consulted, but it helps for the lawyer to know what questions to ask when assistance is needed.

One of the major workshops at the Annual Scientific Meeting of the American Academy of Forensic Sciences this February related to novel psychoactive substances. The presentations covered a great amount of technical detail. However, what seemed most important for the working trial lawyer was the remarkable trend moving away from fentanyl to other synthetic opioids. An overview of the panel presentations and workshop follows.



Robert M. Sanger

Fentanyl

Fentanyl is dangerous and is highly addictive. It can cause death if not administered cautiously. According to the National Institute of Health, fentanyl is a synthetic opioid similar to morphine but is 50 to 100 times more potent.⁵ It is a drug that is prescribed for patients with severe pain, particularly after surgery or for patients who may have developed a tolerance to other opioids.

An overdose can cause hypoxia, a decrease in oxygen that is supplied to the brain. Hypoxia can lead to permanent brain damage or death. If it is diagnosed immediately, an overdose can be treated with naxolene (such as Narcan). Withdrawal from fentanyl can include symptoms that are similar to withdrawal from other opioids like heroin and is a cause for continued addiction.⁶

Although there are pills manufactured for prescription and diverted to illicit uses, fentanyl is also made illegally in labs. It can be dispensed in a powder or put onto blotter paper, in eye drops or nasal spray. It is also mixed with other drugs such as heroin, cocaine, methamphetamine and MDMA.⁷

Fentanyl came into widespread illicit use about ten years

ago. It had been available as a prescription for decades but had not made a significant appearance on the street until around 2012. Fentanyl had a number of analogs which were also distributed for illicit use. The analogs had similar molecular structures and the technical names generally included “fentanyl” or “fentinel,” such as furanylfentanyl, 3-methaylfentanyl, acetylfentanyl, acrylfentanyl, butyrylfentanyl, carfentanil, and cyclopropylfentanyl. These analogs had few if any legitimate uses. The illicit use peaked in the middle of 2018. However, detection by the criminal justice system or through hospitalization or coroner inquests for overdoses diminished substantially by the end of 2019.

Fentanyl, itself, had been on the Schedule of Controlled Substances list maintained by the Drug Enforcement Administration (DEA) within the Department of Justice for years. Even though substantial interest in criminalizing the analogs rose over the last few years, the analogs were slow to make the list until April of 2021 when an intention to place 10 fentanyl related substances on Schedule I was published.⁸ This finally occurred in December of 2021.⁹ In

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addition, there were a number of actions taken by and with other countries to restrict manufacturing and transportation of the analogs.

Deaths from fentanyl grew substantially in the twenty-teens and accounted for a substantial percentage of the opioid related deaths. Although fentanyl related deaths are down, overall drug deaths have continued to rise into the end of 2021 based on data analyzed by and available from the Center for Disease Control (CDC).¹⁰ Approximately 60% of all drug fatalities were caused by synthetic opioids with a new set of drugs and their analogs taking over the leading role.

Nitazenes

Experiments with synthetic opioids in general have been conducted in research laboratories for over 60 years. Nitazenes were developed during the early research but were abandoned due to the extreme risk of overdose. Even though they were patented, there has never been a legitimate therapeutic use for nitazenes. They also pose a high risk for illicit abuse since they are some 40 times more potent than fentanyl. As a result, there are 10 nitazenes and nitazene analogs which are now listed on Schedule I.¹¹

Detection of nitazenes in seized drugs and death tolls for overdoses of nitazenes have started to increase significantly, particularly in the Midwest. A lesser presence of nitazenes also has been detected in California and several other states. One of the problems with tracking nitazenes is that typical drug screens do not include them as potential targets unless a specific inquiry is made.

An additional problem is that the usual techniques, such as mass spectrometry or infrared spectroscopy, may not provide sufficient selectivity to distinguish these particular substances from others. The Scientific Working Group for the Analysis of Seized Drugs (SWGDRUG) working in conjunction with the National Institute of Standards and Technology (NIST) maintains a Mass Spectral Library of drugs, including Schedule I drugs, and makes recommendations for discriminating one substance from another based on molecular structure.¹² In other words, if there is a substance to be analyzed, and if nitazenes are included in the search, they can be identified.

Among the analogs of nitazene are butonitazene, etodesnitazene, flunitazene, N-pyrrolidino etonitazene, isotonitazene, metonitazene, protonitazene, metodesnitazene, and N-piperidinyl etonitazene. The first of these analogs appeared in 2019 and then other analogs appeared and disappeared over the last two years. Currently N-pyrrolidino etonitazene is the analog that is surging in the United States. For some reason the surge of N-pyrrolidino

etonitazene and related deaths again seems to be centered in the Midwest.

More Synthetic Opioids

Most recently, another synthetic opioid has started to make an appearance. Cinnamypiprazines are relatively mild compared to nitazenes and fentanyls. They have a therapeutic use when properly regulated and are prescribed in China for pain relief. The cinnamypiprazines include analogs like AP-237, 2 methyl AP-237, and AP-238. They have been found to have lower toxicity rates than morphine in animal tests. However, human deaths still occur. Cinnamypiprazines can be combined with other drugs including heroin but, recently, poly drug combinations have also included benzodiazepines.

Conclusion

Essentially, these synthetic opioids are a moving target. For the DEA and legislators, keeping up with these substances is a challenge. They have to be identified and Scheduled. Sometimes this is a matter of identifying a new substance on the street that is actually a previously identified drug or one that is used out of the country. Sometimes a substance is found on the streets that is a new drug that has to be identified, named and published before it can be Scheduled. For coroners and toxicologists, it is a matter of requesting the right drug screens, and testing carefully for minor modifications to the molecular structure in individual cases.

For defense lawyers, subtle variations in molecular structure may be missed because of the difficulty in discerning them or because they were simply mis-identified based on presumptive tests. The nature of the drug could have an effect on the client's actions during the incidents leading to arrest or on the client's long term addictive behavior. Clients may have an even more extreme reaction, for instance, to nitazenes than to fentanyl and, as we learned, a more extreme reaction to fentanyl than heroin. The reactions to the cinnamypiprazines are still being evaluated in humans but they are still toxic and have serious consequences, including death. By the time this article is published, it is likely that other synthetic opioids or other novel psychoactive substances will be gaining in distribution and use.

Much to do to keep up. ■

ENDNOTES

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The opinions expressed here are those of the author and do not necessarily reflect those of the organizations with which he is associated. ©Robert M. Sanger.

- 2 See, Melissa D. Berry, "Opioid prosecutions continue as overdose deaths rise during the pandemic," Thomson Reuters Regulatory Intelligence, (Feb. 3, 2022) <https://www.thomsonreuters.com/en-us/posts/investigation-fraud-and-risk/opioid-prosecution/>.
- 3 21 U.S.C. §841(b).
- 4 Senate Bill 350 (2021-22 session) failed in the Public Safety Committee on January 11, 2022.
- 5 See, NIH, Fentanyl DrugFacts, <https://nida.nih.gov/publications/drugfacts/fentanyl>.
- 6 Id.
- 7 Id.
- 8 Federal Register Volume 86, Number 79 (Tuesday, April 27, 2021).
- 9 https://www.deadiversion.usdoj.gov/fed_regs/rules/2021/fr0427.htm.
- 10 <https://www.cdc.gov/nchs/nvss/vsrr/drug-overdose-data.htm>.
- 11 See, Ruben Castaneda, "What Are Nitazenes?" U.S. News and World Report (Feb. 17, 2022).
- 12 <https://www.swgdrug.org/ms.htm>.

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nor can they get drunk in a bar and remain on the premises.

In South Dakota, liquor stores can't sell alcoholic candy containing more than .5 percent alcohol by weight. According to one South Dakota law, liquor stores cannot sell candy containing more than .5% alcohol by weight, while in North Dakota, it is against the law to serve beer and pretzels at the same time.

Citizens of Oklahoma will never know the joy of a perfectly chilled beer, since any beer that's over 4 percent alcohol must be sold at room temperature.

Protecting the sobriety of their fish is very important to Ohioans, so there is a law stating that it is illegal to give alcohol to fish.

State law in Wyoming holds that *"no person shall move uphill on any passenger tramway or use any ski slope or trail while such person's ability to do so is impaired by the consumption of alcohol or by the use of any illicit controlled substance or other drug."*

It's illegal to sell liquor by the glass in over 25 counties across Kansas, which repealed prohibition a full 15 years after Congress. Individual counties in the state may by resolution or petition prohibit the sale of alcohol in public places where 30 percent or less of their gross revenue comes from the sale of food, according to state law.

In Maine, dancing is prohibited at establishments that sell liquor, unless the establishment has been issued a *"special amusement permit."*

Singing, along with whistling and hooting, on the streets of Danville, Pennsylvania, is considered a prohibited noise punishable by a hefty fine and/or jail time.

Liquor stores in Indiana can't sell refrigerated water or soda. The law specifies that a beer and wine store should be in the exclusive business of selling adult beverages and that any water or soda sold needs to be room temperature.

Animal Farm

In Georgia, those engaged in *"llama-related activities,"* such as riding, training, or goofing around at a county fair, are responsible for any personal injuries they suffer. The Georgia Department of Agriculture law protects llama owners from liability in the event of harm or death with few exceptions, though someone may pursue legal action if they were simply watching from an authorized area.

Glendale, California's animal control laws specifically prohibit dog owners from bringing their dogs into elevators in public buildings. Service dogs are exempt.

Driving animals onto a railroad track in Montana *"with*

intent to injure the train" can result in a fine of up to \$50,000. Breaking this law can also result in a stay at the state prison not exceeding five years and other damages.

A Louisiana ordinance states that any individual involved in a *"bear wrestling match"* which is defined as *"a match or contest between one or more persons and a bear for the purpose of fighting or engaging in a physical altercation"* has violated state law and can be fined up to \$500 or imprisoned for not more than six months, or both.

In the Age of the iPhone, New York has banned the practice of taking a *'selfie'* with a tiger.

In Roeland Park, Kansas, the law prohibits the ownership of more than two dogs of six months age or older without a special permit.

Florida's elephant riders get no special treatment. If planning on parking their elephants at a paid meter, they must pop in some change.

In its *"Noise, Odor, and the Like"* ordinance, the City of Galesburg, Illinois, state that *"no person shall keep or maintain any animal, poultry or fowl in such a manner to cause inconvenience or disturbance to other persons by reason of noise, odor, or other cause."*

In the municipality of French Lick Springs, Illinois, all black cats *"must wear bells around their necks on Friday the 13th."* The rule was introduced on October 13, 1939, *"as a war measure to alleviate mental strain on the populace,"* and has technically been in effect ever since.

The State of Indiana bans both the shooting of fish or catching them with your bare hands.

In Kentucky, it is illegal to sell baby bunnies, baby chicks, ducklings, and other birds whose fur has been dyed. Violators can be fined up to \$500.

Millcreek Canyon, Utah has made it unlawful to *"possess an unleashed dog on even-numbered days."*

According to the North Carolina Department of Public Safety, the number of Bingo sessions *"conducted or sponsored by an exempt organization shall be limited to two sessions per week and such sessions must not exceed a period of five hours each per session."*

Bingo is taken very seriously in Maine. State law there mandates that a person may assist another Bingo player by playing their cards while they take a bathroom break. The law, however, does not...repeat, does not...apply to those playing Beano, a popular, high stakes Bingo-like game of chance. No pun intended.

In Bensalem, Pennsylvania, there is a law that states no person convicted of a felony may operate a Bingo game. *"No distributor nor any person who has been convicted of a felony... shall have a pecuniary interest in the operation or proceeds of games of chance."*

Food for Thought

All members of North Dakota's Dry Pea and Lentil Council must be citizens. The organization was created in 1997 to promote certain agricultural industries, according to the State Historical Society of North Dakota.

In Wisconsin—America's Dairyland—many different kinds of state-certified cheeses, like Muenster, Cheddar, Colby, and Monterey Jack, must be "highly pleasing" by law.

Anyone in Iowa trying to pass off margarine as real butter is guilty of a misdemeanor under food-labeling laws in Iowa. So-called 'renovated butter' must also be labeled as such.

Looking southward, jambalaya prepared in "the traditional manner" is not subject to Louisiana's state sanitary code.

Kansans don't mess around with their cherry pie. At one point, it was illegal in the state to top a slice of cherry pie with a scoop of ice cream. According to the Kansas Secretary of State, it's unknown if the law has ever been enforced.

On the other side of the plate, so to speak, since 1999, in Vermont, when serving apple pie—the official state pie—"a good faith effort" must be made to accompany it with "a glass of cold milk, a slice of cheddar cheese weighing a minimum of 1/2 ounce, or a large scoop of vanilla ice cream."

Whether the Weather

Federal law dictates that anyone who "issues or publishes a fake weather report and claims it's from the Weather Bureau is subject to imprisonment for not more than ninety days."

In several states, it's illegal to perform activities that create changes in the composition or behavior of the atmosphere.

But not so in Colorado, where a permit is required by law. Weather modification there is not only possible, but it's actually a lucrative business. Colorado ski resorts pay private companies to burn silver iodide on the slopes. The material carries into the clouds and stimulates precipitation, which creates a fresh layer of powder for the skiers who swarm the state every winter.

You Say 'Potato'...

Visitors beware: it is strictly prohibited to pronounce "Arkansas" incorrectly. Per the state Code, the only acceptable pronunciation is "in three (3) syllables, with the final 's' silent, the 'a' in each syllable with the Italian sound, and the accent on the first and last syllables."

Not to be outdone, the City of Joliet, Illinois, has drafted a special ordinance that defines the proper pronunciation of its name. "The only official, correct and proper pronunciation of the name of this city shall be Jo-li-et: the accent on the first syllable, with the 'o' in the first syllable pronounced in its long sound, as in the words 'so,' 'no,' and 'foe,' and any other pronunciations to be

discouraged as interfering with the desired uniformity in respect to the proper pronunciation of the name of this city."

What the...?

This past Christmas, a police officer in Sudbury, Massachusetts, ticketed a motorist for violating a town ordinance prohibiting a driver from having a Christmas tree "too big for his car" tied to the vehicle's roof.

In Collinsville, Illinois, saggy pants have been banned since 2011. Under the law, pants must be "secured at the waist to prevent the pants from falling more than 3 inches below the hips ... causing exposure to the person or the person's undergarments." The fine is \$100 plus community service for the first offense, and \$300 plus community service for subsequent offenses.

The New Orleans City Code states "It shall be unlawful and a breach of the peace for any person wantonly to curse or revile or to use obscene or opprobrious language toward or with reference to any member of the city fire department while in the actual performance of his duty."

In Pennsylvania, state law stipulates that "a person is guilty of a misdemeanor of the first degree if he deals in humanity, by trading, bartering, buying, selling, or dealing in infant children."

Rhode Island's 'Mayhem' laws will slap you with one to 20 years in prison if you intentionally cut or bite off the limb or member of another human being.

In certain sections of Boulder, Colorado's University Hill neighborhood, a law—passed in 2001—prohibits the use of indoor furniture, such as couches, on front lawns or porches. The aim of the ordinance was "to protect the public health, safety and welfare" of the area's residents.

Hartford, Connecticut's City Code makes it illegal to collect "rags, paper, glass, old metal, junk, cinders or other waste matter in the city" without a license.

In Mobile, Alabama, "It shall be unlawful to sell, dispose of, give away or use within the city or its police jurisdiction articles known as stink balls or funk balls or anything of like nature, by whatever name known or called, the purpose of which is to create disagreeable odors to the great discomfort of persons coming in contact therewith."

In 1974, Louisiana enacted a law making pro wrestling or boxing bouts that are "sham or fake contests or exhibitions" illegal within state lines. The law was amended to exempt pro wrestling from the prohibition in 2007.

A statute in Galesburg, Illinois, strictly prohibits the "fancy riding" of any bicycle on city streets, particularly "riding with both hands removed from the handlebars, both feet removed from the pedals, or any other acrobatics."

In Minneapolis, Minnesota, it is still illegal to wear a hat inside a movie theatre. Specifically, the city code provides that "no person, during the performance of the program in a

theater, auditorium, or place of amusement, shall wear any head-gear” or “otherwise conduct himself in a manner which interferes unreasonably with the view or enjoyment of another person of the stage or screen or place of activity.”

Back in 1969, the Skamania County, Washington, Commission passed a law classifying the “*slaying of a Bigfoot to be a felony and punishable by 5 years in prison.*” The law was later amended, designating Bigfoot as an endangered species. Wanting to make sure that all the bases are covered, the State of Washington has mandated that it is illegal “*to harass or otherwise disturb*” a Bigfoot.

Back to the future...Alaska State law mandates that the school year begins on the first day of July and ends on the 30th day of June.

Were You Aware That...?

- It’s illegal to carry away or collect seaweed at night in New Hampshire.
- Unmarried women cannot parachute on Sundays in Florida.
- In Ohio, every operator of an underground coal mine must provide an “*adequate supply*” of toilet paper with each toilet.
- Illinois forbids you from giving your dog a lighted cigar no matter how much he wants one.
- Any contest in which participants try to capture a greased or oiled pig is illegal in Minnesota.
- In New Hampshire, ice dealers who don’t weigh the ice on request are subject to a \$50 fine. Just to be on the safe side, the state prohibits selling *lightning rods without a license.*
- Every legislator, public officer being sworn-in and every lawyer admitted to the bar in Kentucky must take an oath stating that they have not fought a duel with deadly weapons.
- Grand Forks, North Dakota, forbids the throwing of a snowball on public or private property and *you cannot throw candy from a float during a parade.*
- It is illegal in Vermont to prohibit the erection of a clothesline. The law forbids regulations that prohibit “*clotheslines, or other energy devices based on renewable resources.*”
- Except in the case of an actual emergency, lying down on the sidewalk in Reno, Nevada, is strictly prohibited.
- It’s illegal to wear slippers in public after 10:00 p.m. in New York City.
- In Rockville, Maryland, it is illegal to “*profanely curse and swear or use obscene language upon or near any street, sidewalk or highway within the hearing of persons passing by, upon or along such street, sidewalk or highway.*”
- If you take longer than four minutes in an Alabama voting booth, you can be asked if you need assistance. If you don’t, and there is a high volume of voters waiting,

you are given one more minute to vote and then you will be asked to leave.

- Deadwood, South Dakota, doesn’t allow one to “*engage in psychic powers, spirits, seership, palmistry, necromancy, science cards, charms, potions, magnetism, or Oriental mysteries.*”
 - In Massachusetts, listening to “*a boom box without ear-phones in public can get you tossed in the ‘gray bar hotel’*” for as long as 30 days.
 - In the Village of Manteno, Illinois, “*No person shall drop, throw or place any used facial tissue or paper handkerchief upon any public way.*”
 - In West Virginia, it is a “*crime against the government*” to display or possess a red or black flag.
 - Little Rock, Arkansas, *Municipal Code has made it illegal to honk your horn after 9:00 p.m. at any place where sandwiches or cold drinks are served.*
 - By law, New Yorkers are prohibited from greeting each other by “*putting one’s thumb to the nose and wiggling the fingers*”—a sign of derision known in Britain as “*cocking a snook.*”
 - Utah has made it illegal to “*cause a catastrophe.*” State law defines a catastrophe as “*widespread injury or damage caused by weapons of mass destruction, explosion, fire, flood, avalanche, or building collapse.*”
 - So far as extensive research can tell, Chico is the only city in California, if not the country, where people so inclined are prohibited from owning a smelly animal hide, bowling on the sidewalk, or driving a herd of cattle or walking a leashed alligator down a city street.
- For the record, Chico scores once more as my personal, all-time favorite.
- According to the city—a self-declared “nuclear free zone”—City Code 9.60.30 mandates that “*no person shall produce, test, maintain, or store within the city a nuclear weapon, component of a nuclear weapon, nuclear weapon delivery system, or component of a nuclear weapon delivery system.*” ■

With four published books and more than a thousand by-lined articles to his credit over a career spanning four decades, Michael D. White currently serves as Communications Manager at the San Fernando Valley Bar Association. A veteran of the U. S. Coast Guard, he studied business in Japan and has served in every editorial position from Correspondent to Managing Editor for a number of local, regional and national business and trade publications. Prior to joining the Bar, White worked as the Web Content Editor for the Los Angeles County Metropolitan Transportation Authority.

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Ghitterman, Ghitterman & Feld is pleased to announce the acquisition of the Bakersfield office of **Leviton, Diaz, and Ginocchio**. The firms have long had a mutual respect dating back to the founding of their practices; GGF and LDG have protected the rights of injured and disabled California workers for decades.

Welcoming the addition of distinguished attorney **Keith B. Gilmetti** and his staff, the growing GGF team works to continue the firm's mission that patriarch **Allan Ghitterman** started in 1956, a relentless commitment to protect the firm's clients' rights. This acquisition further increases GGF's presence and accessibility in the Central Valley of California.

With top rated attorneys and staff, GGF strives to offer an extensive breadth of experience and resources to help clients pursue benefits they need to support themselves and their families while unable to work because of a disability. Utilizing a unique system which combines a team litigation approach along with a commitment to client service and utilizing the latest technical resources, GGF provides legal services for the disabled throughout California. No matter the occupation, degree of disability or the challenging legal hurdles, GGF treats every case with its "relentless" spirit leaving no stone unturned in the quest to maximize the value of the claim for their clients.

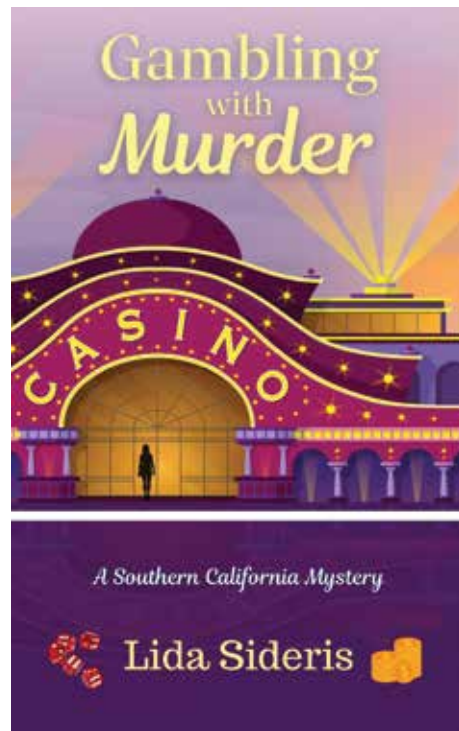
In addition to legal services, GGF collaborates with statewide nonprofits and community organizations to host legal clinics to inform and educate California workers about their rights, as well as strives to minimize impact on the environment with its Green Initiative, and is an industry leader in the use of technology to improve the client experience.

SBCBA Executive Director, **Lida Sideris** just released book #5 in her Southern California Mystery series, **GAMBLING WITH MURDER**, published by Level Best Books (March 29th). In this installment, rookie lawyer Corrie Locke

goes undercover to find a senior who's missing from a posh, Santa Barbara retirement community. With a little help from a secret weapon named Mom, Corrie's armed and ready. Turns out the job's not as easy as she'd thought. Seniors have tricks up their sleeves and aren't afraid of using them. The action gets dicey as the missing person case turns

into attempted murder by a criminal mind who's always one step ahead. Corrie's hot on the trail, but finds more than she bargained for when her mother becomes a target.

A Killer Nashville - Silver Falchion Award finalist, Lida is also the recipient of the Helen McCloy Mystery Writers of America Scholarship award. For more info, please visit www.LidaSideris.com



Allen & Kimbell, LLP is pleased to announce that **Joseph R. Billings** has been made a partner, and **Stephanie M. Porter** has joined the firm as an associate attorney.

Admitted to the Bar in 2012, Joe Billings has been practicing law at Allen & Kimbell for the past six years in the firm's real estate and business departments. Joe focuses his practice primarily on all aspects of real estate



Joseph R. Billings

matters, including residential, commercial and agricultural purchases and sales, leases, title evaluation, easements, boundary disputes, co-ownership arrangements and land use.



Stephanie M. Porter

Stephanie Porter attended law school locally at Santa Barbara Colleges of Law and was admitted to the Bar in 2021. During law school, Stephanie gained experience with various aspects of estate planning and is looking forward to expanding her expertise. Stephanie supports the local community and currently serves on the Board of Santa Barbara Barristers. Stephanie’s practice at Allen & Kimbell will focus on estate planning and trust administration. Outside of Allen & Kimbell, you can find Stephanie at the beach or on the golf course.

Trusted Legal, a boutique law firm specializing in business, litigation and employment law, is pleased to announce it now provides estate planning. Attorneys **Nicole E. Hornick** and **Elke Kane** are leading this practice group in addition to assisting clients with litigation and transactional matters respectively. Both are long-time Santa Barbara County residents who excel in their chosen legal fields.

“We are excited to now offer estate planning to our clients,” said attorney Hornick. “Estate planning has been an interest of mine and of this firm’s for a long time, and with the influx of clients and people in our area needing these services, it just made sense that we now begin offering them. We provide comprehensive Will-based and Trust-based packages that are custom tailored and designed for each unique client, whether a business, family or individual.”

“As a firm, we strive to create full-service relationships with all our clients,” Kane added. “While working with many of our business clients on transactional matters, I realized how many people did not have an estate plan that fully encompassed and protected their business and personal assets. Offering estate planning to new and existing clients allows us to make our client’s lives easier so they can focus on their families, businesses, and lives.”

With offices in Santa Barbara and Santa Ynez, Trusted Legal provides a full range of personalized legal services and guidance to businesses, nonprofits and government organizations. Services include business formation, contracts, human resources compliance, mediation and arbitration, strategic planning, and special projects.

If you have news to report such as a new practice, a new hire or promotion, an appointment, upcoming projects/initiatives by local associations, an upcoming event, engagement, marriage, a birth in the family, etc., the Santa Barbara Lawyer editorial board invites you to “Make a Motion!” Send one to two paragraphs for consideration by the editorial deadline to our Motions editor, Mike Pasternak at pasterna@gmail.com. Any accompanying photograph must have a minimum resolution of 300 dpi. Santa Barbara Lawyer retains discretion to publish or not publish any submission as well as to edit submissions for content, length, and/or clarity.

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EXECUTIVE DIRECTOR SBCBA SOUGHT

The Santa Barbara County Bar Association (SBCBA) is seeking an executive director to oversee strategy, sustainability, and operations for the organization. The SBCBA is a non-profit membership organization focused on providing services for its members, as well as aiding the public at-large through the Lawyer Referral Service and the Mandatory Fee Arbitration program. The executive director position reports to a volunteer board of attorneys, is an assistant editor of the *Santa Barbara Lawyer* magazine, and supervises staff.

The ED must interact well with lawyers, judges and the public; be an excellent written and oral communicator; a skilled problem-solver who can work independently and someone who embraces change and will lead the Association toward future growth and viability. Please email cover letter and resume to: sblawdirector@gmail.com.

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HAGER & DOWLING, LLP SEEKS ASSOCIATE ATTORNEY

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REICKER PFAU IS PURSUING A TRANSACTIONAL ASSOCIATE ATTORNEY

Reicker, Pfau, Pyle & McRoy LLP, Santa Barbara's premier business law firm, is seeking a mid-level transactional/corporate associate.

Our firm's transactional practice includes mergers and acquisitions, emerging companies, financing, securities, private placements, and general corporate and contract matters. We are looking for a candidate with three to eight years of experience to initially fill a supporting role in transactional matters and progress to assignments with greater responsibility.

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SEEKING TRANSACTIONAL ASSOCIATE

Allen & Kimbell, LLP is an established Santa Barbara law firm providing personalized real estate, estate planning, business counseling, and litigation legal services. We are seeking an associate attorney with 1 to 4 years of transactional or litigation experience to join our practice. The selected candidate will primarily assist the real estate and business transactions groups as well as the litigation department but will have the opportunity to work with other areas of the firm and develop the candidate's own practice. Candidate should be licensed to practice before the California Bar and possess exceptional writing and analytic abilities, good academic credentials, and a strong work ethic. We offer competitive compensation commensurate with experience along with a benefits package including medical, 401(k) and profit sharing plan. Qualified applicants should submit their resume to: eruehlman@aklaw.net.

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SEEKS SETTLEMENTS, VERDICTS & DECISIONS

SBL encourages all SBCBA members to share notable non-confidential settlements, verdicts or decisions. The data is valuable to our membership.

Please submit information to Victoria Lindenauer (Lindenauer_mediation@cox.net) or R.A. Carrington (ratc@cox.net).

LEGAL SECRETARY SOUGHT

Slaughter, Reagan & Cole, LLP is located in downtown Ventura and is seeking a legal secretary for a senior partner. Ideal applicant should have a minimum of three years' applicable experience with strong writing skills and the ability to perform a variety of secretarial and administrative duties for other attorneys and/or paralegals. Applicants should send resume and salary expectations to elvia@srllplaw.com for consideration.

LITIGATION ASSOCIATE SOUGHT

Ventura County's largest law firm, Ferguson Case Orr Paterson LLP, seeks a top caliber litigation associate. The ideal candidate has 1 to 5 years of experience, strong academic credentials, and excellent writing and communication skills. Ties to the Ventura County area are a plus. This is an ideal opportunity to build your career in a great community with an esteemed law firm that pays competitive salaries and benefits. Please send a resume with a cover letter introducing yourself and describing your experience to sbarron@fcoplaw.com. Applicants without litigation experience will not be considered.

PARALEGAL SOUGHT

Ferguson Case Orr Paterson LLP, one of Ventura County's premier law firms, seeks a full time, top notch paralegal to join our Trusts and Estates practice group. An ideal candidate has at least 5 years of experience in trust and estate administration, including drafting probate and trust plead-

ings, deeds and other legal documents and notices required in trust or estate administration cases. Bonus experience includes preparation of trust or estate accountings and/or preparation of federal estate and gift tax returns. The successful candidate must be highly skilled in management of client and matter logistics, including schedule management, matter and client tracking, follow up, progress analysis and client/team reporting from inception through close of matter and must be able to work independently to manage and execute competing priorities and projects on tight deadlines in an efficient and timely manner. Please send your resume with a cover letter introducing yourself and describing your experience to sbarron@fcoplaw.com. Applicants without relevant experience will not be considered.

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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3	4	5	6	7 World Health Day	8 Day of Silence	9
10	11	12 International Be Kind to Lawyers Day	13	14	15 Passover Begins Good Friday	16
17 Easter	18	19	20	21	22 Earth Day	23
24	25	26	27	28	29 Arbor Day	30

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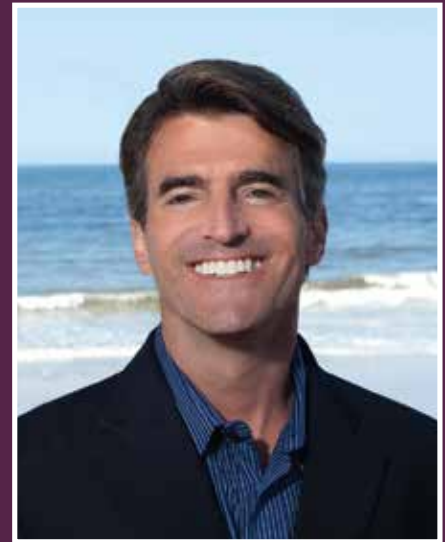
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