Mound City News
Breaking Barriers, Building Bridges

50th Anniversary of Brown v. Board of Education

FACING HISTORY WITH COURAGE

By Margaret Bush Wilson

“History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.”

-Maya Angelou

It is quite astonishing to me that three months from now, May 17, 2004, will mark the 50th anniversary of Brown v. Board of Education of Topeka. I’m surprised by joy that I am alive, well and lucid. I simply didn’t expect to live this long! My hero is CHARLES HAMILTON HOUSTON because he was the genius and brilliant architect and strategist of the NAACP thrust, which inexorably led to the decision in Brown.

Houston was a man of extraordinary brilliance. He was valedictorian of his 1915 graduating class from Amherst College. Later, he attended Harvard law school and was the first African-American editor of the Harvard Law Review. He was virtually a protégé of Felix Frankfurter, one of his law professors, who later became a U.S. Supreme Court justice.

Between college and law school, World War I erupted. Houston was a First Lieutenant in the U.S. Army and served in France with the all-black Ninety-Second Division. The racial humiliations he endured there made him decide to study law so he could fight back. See Brown v. Board of Education, “Caste, Class and the Constitution” by Carol Diamond and Ware, University Press of Kansas, 2003, p. 53)

Houston served as law professor, vice dean and dean of Howard University law school between 1924 and 1935. He was teacher, mentor and father figure to a cadre of law students who recruited their legal education at Howard and became the phalanx of lawyers who battled in the courts for equal rights and fair treatment for descendants of the freed persons. Among these lawyers was the first African-American to sit on the Supreme Court of the United States and one of the lawyers in the Brown case, namely, Mr. Justice Thurgood Marshall who was named originally Thurgood Marshall. As a little boy he found that name much too long to write so he changed it to Thurgood.

Other lawyers of this phalanx were Oliver Hill, Spottswood Robinson, Robert Carter, James Nabrit, Louis Redding, Jack Greenberg, Constance Baker Motley, George E.C. Hayes, Louis

See BROWN, page 10MC

Concern about the small number of African-American partners in large St. Louis firms has prompted an initiative involving the largest St. Louis area law firms, law schools, corporations and the judiciary. The dynamics of the local situation have been studied extensively for approximately a year, and a plan for action will be developed this spring. The ultimate goal is to have our largest law firms better reflect the demographics of the communities that they serve. But does that goal make good business sense?

Since 1975, it is estimated that larger St. Louis law firms have hired more than 125 African-American interns and associates. Only four of these have been promoted from associate to partner. There are more than 600 partners at these firms. Approximately eight are African-Americans. It is generally accepted that the status quo does not reflect well on our firms or our region. Just like a rising tide lifts all ships, the economic climate of the St. Louis legal community will be enhanced when we receive national recognition as an area that firmly embraces the idea that diversity is a business, in addition to a moral necessity. And the business case for diversity is evolving with increasing clarity.

The Minority Corporate Counsel Association’s Creating Pathways to Diversity Research Report on Recommended Diversity Practices for Law Firms identifies the business case for diversity as follows:

1. Using corporate law departments to grow more diverse and these departments now expressing more concern about the efforts of law firms to increase the number of minorities and women on their staff, law firms that only pay lip service to diversity will pay a stiff economic price. Law firms that do not take diversity seriously are already losing money by:
   1. Forfeiting the best legal talent to competitors by doing nothing about the unacceptably high levels of attrition among all attorneys, which disrupts client relationships and the firm work environment;
   2. Paying high recruitment costs for diverse candidates, money squandered when those attorneys leave within four years for a more supportive environment or more attractive positions at law firms or in-house departments;
   3. Sustaining damage to their reputation from discrimination litigation, which generates negative publicity and increases the cost of recruitment and retention of new associates;
   4. Not receiving the full return from employees, either by failing to make diversity a strategic advantage in tapping emerging markets or by failing to increase productivity through more open communication and problem-solving; and
   5. Sustaining work environments out of step with corporate clients, who increasing may request that more minority and women attorneys be assigned to their work.

To remain profitable, elite law firms must increase their diversity efforts because corporate clients con-
Why Minorities Are Still in the Minority at Majority Law Firms

By Hope Whitehead
Mound City Bar Association

As my grandmother use to say: "If you always do, what you always did, then you always get, what you always got." That was my reaction to an article recently published in the St. Louis Business Journal entitled "Women, minorities remain in the minority at law firms." According to the St. Louis Business Journal, the law firms in St. Louis have "eight African American partners out of 498 partners." On the associate level the article noted that at eight large law firms in St. Louis and noted they have a combined total of 63 minority associates. The writer failed to mention the total number of associates at these firms, but one can assume it is more than 498. In fact, standing alone, Bryan Cave has more than 500 lawyers. Since these law firms only had 50 minority associates in 2001, the writer noted this as an improvement. But is it really?

Ten years ago the St. Louis Business Journal wrote the same story entitled "Minority partners, scarce, indicates smarter. When a company tries to communicate with and relate to a team helps corporate management to compete for market share in a multicultural environment, and in order to achieve diversity. If you look at the numbers you will find that these law firms were minorities. Further, Mr. Williams compiled his data in 1995 and expressed doubt that there had been any change in the percentage in the "last three years." It is not that these law firms aren't trying hard to achieve diversity. If you look at their Web sites you will find that they all say they are committed to diversity. In fact, they have recruitment committees and subcommittees, advisory boards, internships and mentoring programs. They have mentors for the new minority attorneys and increases minority representation on the management level. They need to be good corporate citizens. They need to be proven reliable yardsticks to measure success as a practicing attorney.

To become more diverse, law firms must first abandon the antiquated hiring practices that have yet to produce measurable results.

Hope Whitehead, MCBA President

New York and California. Large law firms need to be good corporate citizens to St. Louis. The St. Louis area law schools continue to produce minority graduates every year, but the large law firms here are not hiring them. Eventually, that could lead to prospective students declining to attend St. Louis law schools because there is no market for them after graduation. Also, the graduates who might have relocated here are forced to find work elsewhere. The St. Louis economy will lose another income-producing, revenue-generating individual to another city.

To become more diverse, law firms must first abandon the antiquated hiring practices that have yet to produce measurable results. Law firms need to stop defining "highly qualified applicants" by GPA or law review. The MCCA states that "While these credentials are acceptable measures of academic performance by a law student, they have yet to be proven reliable yardsticks to measure success as a practicing attorney.

As my grandmother also use to say: "If you want something to happen that has never happened before, then you are going to have to do something that you have never done before."
Making the Transition from Attorney to Commissioner in the Family Court

By Commissioner
Robin R. Vannoy
Family Court, St. Louis City

I was administrated the Oath of Office as a family court commissioner for the 22nd Judicial Circuit in the city of St. Louis on Dec. 27, 2002. I took the bench on Jan. 2, 2003. My legal experience includes service as a public defender and prosecuting attorney in the adult and juvenile courts of St. Louis County. Even though my education and prior work experiences gave me the legal insight and background needed to do the job, nothing could have prepared me for the emotional and personal toll that accompanies the job of juvenile court commissioner.

The juvenile court has jurisdiction to hear any case involving a child under the age of 17 that has been charged with a criminal offense, a child under the age of 18 who has been neglected, termination of parental rights and adoptions.

Generally, the attorney for the deputy juvenile officer files petitions in both criminal and neglect cases. If the case involves a criminal allegation, the public defender is usually appointed to represent the child at the initial detention hearing. This is the first contact I have with the accused prior to any pretrial conferences or trial dates. The only issue at the detention hearing is whether the accused prior to any pretrial conference.

If the accused is found to be true, the court issues an order of temporary custody status hearing is held within three days of the first 24 hours of a child’s removal. An ex parte order of temporary custody status hearing is called the initial removal. This situation often leaves victims without adequate insurance, shouldering an enormous financial loss. This situation often leaves victims without adequate insurance, shouldering an enormous financial loss. The greatest challenge I face with financial matters is how to strike a balance of fairness to all parties involved, by providing a sense of reassurance to an adjudicated youth who feels that everyone is against them, and at the same time making victims feel as if they have been heard and somewhat restored.

I have found that while on probation, many kids are successful during the first 90-day review period. However, soon thereafter, the behavior begins to deteriorate. Most of these children have poor school attendance, low grades, are involved in substance abuse and have a general sense of hopelessness. Many of these young men and women come from difficult family situations. Many are in single-parent households, some come from families in which one or both parents have had several arrests, convictions and/or incarcerations, while others come from families where there have been referrals to the Missouri Department of Social Services, Children’s Division, regarding allegations of abuse and neglect.

In abuse and neglect cases, the Missouri Department of Social Services, Children’s Division, prepares an affidavit alleging that a child is without proper care, custody and control. An ex parte order of temporary protective custody is entered within the first 24 hours of a child’s removal. The attorney for the deputy juvenile officer, upon receipt of the affidavit, files a petition alleging neglect. A protective custody status hearing is then held within three days of the child’s initial removal. This informs the court of the minor’s temporary placement and allows a formal review of the causes for removal.

Neglect cases are usually quite hostile, in that you have a parent or custodian who has been accused of neglect and whose child has been removed from the home. Unlike the criminal cases in which offenses are codified, neglect is a gray area in that there are no specific statutes to define.

Meet MCBA Member Sreenu Dandamudi

By Rolanda Johnson, Esq
Mound City Bar member Sreenu Dandamudi, a burgeoning member of the legal community, has emerged as a competent lawyer and a rising community activist.

Sreenu is the son of Jhansy L. Dandamudi and Babu R. Dandamudi. In 1975, when only a small child, Sreenu and his parents moved from India to St. Louis. Sreenu’s younger sister, Neelu, soon followed, and his mother, Jhansy Dandamudi, cared for the family as a homemaker. The move from India to the United States allowed Sreenu’s father to begin his medical career. In St. Louis, Babu Dandamudi worked at the former Missouri State Board of Nursing, which he now currently serves as the medical director for the Bellemontaie Hospital and Convalescent Center. He is also on staff at the Missouri Veterans Home of St. Louis.

Sreenu, who has lived in St. Louis since he was a toddler, graduated from Parkway West in 1990. He went on to attend the University of Illinois (Urbana-Champaign) in 1993, where he merited a bachelor’s degree in history. In 1998, Sreenu earned his master’s in international affairs from American University and his Juris Doctorate from Washington School of Law in 2001.

After receiving his J.D., Sreenu worked for the Missouri Attorney General’s Office (AGO) and represented several professional licensing agencies, including the Department of Mental Health, the State Board of Pharmacy, the Missouri Board of Nursing, the Committee for Professional Counselors and the Department of Social Services (Division of Child Support Enforcement).

In January, Sreenu resigned as assistant attorney general to run for state representative of the 64th District. Currently, Rep. Bill Hilgemann represents the 64th district; however, term limits prevent Hilgemann from seeking re-election. The opening has given Sreenu the opportunity to be the voice of his community and address concerns of the local constituency. Sreenu has built a platform that consists of protecting our public education system, supporting tort reform for Missouri’s physicians, supporting Missouri’s workers and protecting our environment. For more information, visit Sreenu Dandamudi’s Web site: www.sreenu2004.com.
Used Car Dealers and African-American Consumers

How To Know When Your Rights Have Been Violated (And what to do about it)

By Mitchell B. Stoddard, Attorney at Law

Almost everyone is familiar with those scenes from the nature shows where we see a hungry lion, lurking in the tall grass, eager to pounce on an unsuspecting zebra or gazelle. The lion patiently waits until the timing is just right, then he suddenly leaps off, there is not enough paper for his victim's exposed throat. By the time the poor zebra has time to realize what's going on, it's too late.

The “I Need A Security Deposit” Scam

You have ever decided on a vehicle, only to be told by the salesman that you need to make a refundable security deposit before he can start to look for financing! Then, after the salesman cannot find the rate you asked for or the financing falls through altogether, the salesman tells you for the first time that that security deposit is non-refundable. This is fraud, pure and simple, and it needs to be stopped. Yet, one dealership local to the St. Louis area routinely engages in this type of fraud, almost exclusively against African-American consumers.

Complaints to the Better Business Bureau and the Attorney General’s Office have failed to stop this dealer from swindling people this way. About the only way people can ever hope to get their money back is by filing a lawsuit.

The “Your Warranty Has Expired” Scam

Another common tactic used by car dealers to cheat consumers is offering a short-term warranty (perhaps 30 days) on a used vehicle, then refusing to perform repairs after 30 days, even though the problem(s) started occurring within the warranty period. Federal warranty law requires the dealer to repair defects that occur outside the warranty period if the defects first arose within the warranty period. Similarly, a dealer may not have title for any number of reasons: 1) the person trading-in the vehicle has lost it; 2) the auction house has not yet mailed it to him; 3) there is a technical glitch that must be corrected; or 4) the vehicle was stolen, and the dealer is now trying to “launder” it. In each of the examples above, it is considered an act of fraud if the car dealer sells the car without providing title at the time of the sale, regardless of whether the dealer thought he was providing good title or not.

Lemons, Odometer Rollbacks and Outright Fraud

Finally, many used car dealers will not hesitate to sell vehicles that have suffered major damage in the past, including wreck damage, fire damage, flood damage and odometer rollbacks. While such prior damage is supposed to appear on the face of the title, many such vehicles enter Missouri from out-of-state, and the title gets “washed” once the vehicle crosses state lines. In such a case, it is still possible to trace the vehicle’s title history through a service called Carfax.

Carfax can be found online at http://wsf.carfax.com.
Diversity
Continued from page 1MC

tinue to demand it. In 1998, Charles R. Morgan, BellSouth’s general coun-
selor, formed an 11-member diversity com-
mittee to recommend ways the company could increase its commit-
ment to diversity. A letter titled “Diversity in the Workplace: A
Statement of Principles” was prepared that Morgan sent to the law firms that
represented BellSouth. He also circu-
lated the Statement of Principles to
other corporate leaders. This state-
ment now has more than 500 signa-
tories, including most of the national
clients of St. Louis law firms. Some of
these corporations have recently
promised to do a better job of moni-
toring the diversity efforts of the
firms that receive their work.
Dr. Arin Reeves of The Athens
Group chronicled a number of these
client concerns and the reflections of
some of their leaders. Alan Lacy,
chairman and chief executive officer
of Sears, Roebuck and Co., said, “Re-
search has shown that diverse
organizations are consistently more
creative, produce higher quality prod-
ucts and achieve better returns for
shareholders. Their products and
services are also more appealing to a
diverse customer base. We believe it
is essential that vendors who provide
service to Sears, including lawyers,
must reflect the diversity and inclu-
siveness that are an inherent part of
our culture. This can only result in a
win-win situation for our customers,
our associates and our shareholders.”

Kenneth D. Lewis, chairman,
chief executive officer and presi-
dent of Bank of America stated, “Diversity
of viewpoint, background and opinion
helps us to get to the right answers to
tough, complex business questions. We
rely on our legal counsel for advice
about how to do business, defend our
company and navigate the legal system
in a complex and diverse
environment. A diverse legal team is
critical in enabling us to achieve our
goals.”

William C. Weldon, chairman and
director of Johnson &
Johnson said, “We ask for reports on a
quarterly basis from law firms on
minority and female attorneys work-
ing on our matters. Legal workplaces
can be greatly affected by corporate
diversity measures, and we make it
clear that we want the benefit of
diversity reflected in who gets
assigned to do our work.
Every company that do not have
reporting requirements prefer to see
minorities and women attorneys on
their teams of outside counsel. “If
you’re calling on a company to try to
get some business, don’t show up
with only a group of white males,”
said Brent C. Bailey, senior vice pres-
ident, general counsel and secretary
of Duke Energy International L.L.C.

Major East coast law firms have
already gotten the message. The back
cover of the March 2004 edition of
Corporate Counsel — The Business
Magazine for the Chief Legal Officer
features a full-page ad from Kirkpatrick
& Lockhart L.L.P. Kirkpatrick &
Lockhart L.L.P. touts that it is “raising
the bar on diversity” and cites as its
source the July/August 2003 edition of
Diversity and the Bar. Other
megafirms similarly use their success
with diversity as a major part of client
development or marketing efforts.

Numbers tell the story more con-
vincingly than the most persuasive
rhetoric. Twenty-one Fortune 500
corporations have attorneys of color as
their general counsel. Ninety-six
Fortune 1000 companies are members
or supporters of the Minority
Corporate Counsel Association. As
the 2000 census has revealed, the
demographics of the United States
are shifting rapidly. The next and future
generations increasingly will be com-
pised of people of color. Law firms
who fail to recognize this fact will be
at a competitive disadvantage similar
to those faced by firms who held on to
their typewriters while those around
them automated word processing.

Greetings from the Saint Louis University School of
Law Black Law Student Association (BLSA)

By William E. Dailey, Jr.,
BLSA, President

Our mission is to promote aca-
demic success, professional compe-
tence, service and social support for
African-American and other minori-
ty students at the law school. In line
with these goals, the fall 2003 semes-
ter was replete with activities ini-
tiatives to enlighten and uplift the
black law student at Saint Louis
University (SLU).

During the semester we conduct-
ed an Academic Success workshop,
Legal Research and Writing work-
shop, an Exam Prep workshop and an
Outlining and Review session. BLSA
appreciates the efforts of Professor

Camille Nelson, Professor Terri
Dobbins, Professor Twinnette Johnson,
alum Leslie Butler and Kelcey
Williams, all of whom committed their
time to participate in our work-
shops and share their expertise and
opinions with students.

In addition, following the lead of
the 2002-2003 executive board,
BLSA participated in law firm
outreach and discussions at Armstrong
Trasdale and Sandberg, Phoenix and
von Gerichten. The goal of the tours
is to provide BLSA members with a
unique opportunity to ask hiring or
managing partners questions about
legal careers and expectations for
summer associates.

BLSA began the second semester
as the host chapter for the Midwestern Region NBLSA conven-
tion. Under the leadership of Christal Edwards, SLU law students
worked to insure the convention
would be one of the most successful
in the region’s history. We are incred-
ibly indebted to the Mound City Bar
Association and the state’s black judi-
ciary and legislature for their willing-
ness and enthusiasm in making the
convention a success.

Upcoming events include BLSA’s
annual Judicial Reception scheduled
April 15, 2004, and the second
Annual Casino Night Scholarship
Fundraiser — Sept. 25th, 2004. The
first Casino Night was an enormous
success. BLSA was honored to have
Bryan Cave L.L.P. as its inaugural
sponsor and famed attorney Willie
Gary as the featured speaker. Save
the date, postcards and invitations for
both events are forthcoming.

Ultimately, our ambition is eclipsed
only by our sincere commit-
ment to fulfill our charge as black law
students in an age where fewer of us
are daring to accept the challenge. As
we continue to march forward and
upward, we ask that the Mound City
Bar Association continue to keep our
efforts close to heart and mind.

Professional Organization of Women (POW)

Professional Organization of Women (POW) is a nonprofit or-
fashioning organization founded in 1997.
Our mission is to provide a vision and commit-
ment to enrich the profes-
sional, social and community
aspirations of African-American
women in entry and mid-level
management positions. POW
pursues a breadth of community
initiatives, networking activities
and learning activities as part of
the mission.

POW’s goal is to facilitate a bridge of communication
between African-American
women, other ethnic minority
professionals and established
executives in the St. Louis region
through programing and
networking.

Events created by POW to
further this objective include the
Professional Forum (fall), the Art
of Networking events, a commu-
nity service project, a partnership
with Almost Home Inc. and profes-
sional development program-
ning throughout the year. POW also
hosts along with A.G.
Edwards & Sons Inc. the African
American Women of Distinction
Awards. POW also has pleased to
recognize: Antoinette Bailey, VP
Community Education Relations, Boeing;
Sheila Banks, Director of
Communications, city of St.
Louis; Sheila Clarke-Ekung,
Associate Professor & Interim
Dean, Anthropology, UM — St.
Louis; Frankie Freeman, Attorney,
Montgomery Hollie & Associates;
Lesanne Gradney, General Partner,
Teasdale and Sandberg, Phoenix and
von Gerichten; and Karby
Conley-Jones, President, Conley
Financial Group as honorees.

POW has a diverse profession-
al membership base that includes
many supporters from the legal
community. POW is pleased to
recognize: Cheryl D.S. Walker of
Bryan Cave L.L.P.; members Cheryl Johnson
and Rolanda Johnson and past forum
panelist Rueben Charles III.
POW is currently accepting new members. To find out more, call
#314/963-5287, email
empower@powinc.org, or visit us
on the WEB: www.powinc.org.
Monthly meetings are the third
Wednesday of each month at A.G.
Edwards (downtown loca-
tion).

Pamela Raymond
POW — Communications Chair
FOR YOUR INFORMATION

Workers’ Compensation Practices in Missouri

Benefits of Membership

The Mound City Bar Association

Standing Committees
- Membership
- Program
- Constitution and Bylaws
- Professional Development
- Community Affairs
- Budget and Finance

Additionally, MCBA provides a host of other professional and social networking opportunities for judges, attorneys and law students, including an annual picnic, holiday reception, cosponsoring programs with BAMSL and The Missouri Bar, and providing pro bono services to the community.

Dues Structure

Fee
(Admitted to practice)
Less than 1 year Free
1 yr, less than 3 yrs $25
3 yrs, less than 5 yrs $50
5 yrs or more $65
Life Member 1,500
50 yrs or more Exempt

Law School Graduate Not Admitted to Practice $40
Law Student $25
Paralegal $40

Docket Settings by Office

Jefferson City Office
5337 West Truman Blvd., PO Box 58, Bonneville, Columbia, MO 65202-0058 Eldon, Hannibal, (573) 751-4251 Fulton, Jefferson City
TTD Users Call Relay Mexico, Moberly, Warrensburg MO 1-800-775-2966

Cape Girardeau Office
5120 Blaine Ave, Suite 101 Bloomfield, Cape Girardeau, Cape Girardeau MO 63703-6548 Carthage, Farmington, (573) 290-3577 Joplin, New Madrid,

Joplin Office
9311 Tejas Avenue Joplin, MO 64804-4434 Joplin, Nevada, Nevada (417) 629-3052

Kansas City Office
1805 Grand Ave, Suite 400 Clinton, Kansas City, Kansas City, MO 64102-0058 Lexingtong, Liberty, (816) 889-2481

Springfield Office
1756 East Sunshine, Suite 610 Branson, Cape Girardeau, Springfield, MO 65801-1333 Lebanon, Springfield, (417) 888-4100 West Plains

St. Charles Office
5737 Harry S Truman Blvd. Suite 500 St. Charles, St. Charles, MO 63301-4052 Union/Washington, (561) 940-5350 Festus

St. Joseph Office
725 Jules St. Room 315 Brantley, Climbingo, St. Joseph, MO 64501-1900 Kirkville, Lebanon, (816) 387-2275 Macon, Maryville, St. Joseph, Trenton

St. Louis Office
111 N. Seventh St. Room 250 City of St. Louis & St. Louis, MO 63101-2170 County (314) 340-6805

Membership Application

Name:
Address:
Phone/(work) (home)
Fax:
E-Mail
Law School:
Area of Practice:
Years Admitted to Practice:
States Admitted:

Mail to Mound City Bar Association, P.O. Box 1543, St. Louis, MO 63185

National Bar Association
MCBA is an affiliate chapter of the NBA, the premier professional organization for African-American attorneys.
Address: 1225 11th St. NW, Washington, DC 20001-4217 Phone: (202) 842-3900 Fax: (202) 289-6170 www.nationalbar.org

Scovel Richardson Scholarship
The Scovel Richardson Scholarship is awarded at the annual Scholarship Dinner to an African-American law student who most exemplifies the ideals and accomplishments of Judge Richardson, the first Howard University law school graduate to be appointed to the federal bench.

Pictorial Directory
The MCBA Pictorial Directory serves as a resource for individuals, recruiters, law firms and corporations. It showcases the diverse talents and areas of practice of MCBA members.

Black History Month Program
Annually co-sponsored by the MCBA and the Lawyers Association, this program features a keynote speaker, a dinner and the opportunity to network with judges, attorneys and community leaders.

Continuing Legal Education
MCBA sponsors at least 4 CLEs per year. Past topics have included: Ethics, Federal Practice, the Solo Practitioner, Criminal Practice, Bar Disciplinary Procedures, Establishing Client Trust Accounts and Workers’ Compensation.

The Mound City Bar Association is one of the oldest black bar associations west of the Mississippi River. Our objectives are to advance the professional interest of members; to improve the administration of justice; to uphold the honor of the legal profession; to promote the professional development of black attorneys; and to provide service to the community.

Employees injured on the job in Missouri are entitled to receive workers’ compensation benefits. It is important to report all work-related injuries to your employer as soon as they occur. No injury is too small to report. It is best to put the report in writing.

“Any injury caused by the job is covered – everything from first-aid type injuries to serious accidents, including death.” (Facts For Workers’ Compensation) - M O. DIV. OF WORKERS’ COMPENSATION

Injured Workers brochure published by the Missouri Department of Labor and Industrial Relations, Division of Workers’ Compensation.

The three basic benefits provided are: 1) Medical care for treatment for the injury, 2) payment for a percentage of lost wages and 3) compensation for permanent disability.

If you have questions or concerns about one or more of your benefits, you may contact your employer or a representative from the insurance company. If that does not resolve the problem, the Division of Workers’ Compensation Dispute Management Service may be helpful. Contact 573/526-4950 for injured employees or 800/775-2667 for employers. Someone will be happy to answer your questions or direct you to someone who can.

Generally, an employer is required to have workers’ compensation insurance if they employ five or more employees. However, in the construction industry, an employer must have workers’ compensation insurance regardless of the number of employees.

Written brochures are also available upon request from any local office; however, no legal advice will be provided about a specific case. Consult the attorney of your choice for advice about your specific rights under Missouri law.

To appear before a judge, contact the nearest workers’ compensation office to you and request a setting. Or either you or your attorney may file a claim with the Division of Workers’ Compensation on Form WC-21, which is also available from any office listed below.

The Bar Association of Metropolitan St. Louis (BAMSL) has published a handbook outlining the process for handling a workers’ compensation case. It may be purchased through BAMSL by telephone at 314-421-4134, online at www.bamsl.org or by fax at 314-421-0013.

You may access additional information by Internet homepage at www.dol.missouri.gov/wc or by calling one of our right division offices listed on the right.

Supplement to Legal Communications Corporation, April 2004
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United States Arbitration & Mediation Midwest, Incorporated
720 Olive St Ste 2020 St Louis, MO 63101
314.231.4642 800.844.4237 FAX: 314.231.0137
E-Mail: info@usa-midwest.com www.usa-midwest.com
Children.

The work we can do to prevent the loss of many of our youth to the adult penal institutions or the morgues is the most important work we can do to prevent the loss of many of our youth to the adult penal institutions or the morgues and to better sustain families that are on the brink of deterioration.

I have been convinced the work in the juvenile system is the most important work we can do to prevent the loss of many of our youth to the adult penal institutions or the morgues.

STOP BENCHING OUR BENCH

This is in response to an article appearing in the March 12, 2004, St. Louis Post Dispatch regarding Circuit Attorney Jennifer Joyce seeking removal of Judge Evelyn Baker from hearing criminal cases. I disagree with it in whole. I think it is as difficult as the first day I assumed the bench.

I disagree with it in whole. I think it is as difficult as the first day I assumed the bench. To be honest, I have become convinced the work in the juvenile system is the most important work we can do to prevent the loss of many of our youth to the adult penal institutions or the morgues.
LAW & ORDER
Finally a service that gives you both

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Brown
Continued from page 1MC

Redding, Loren Miller, David M. Grant, George Vaughan, Sidney Redmond and Henry D. Espar.

Under Houston’s leadership, Howard University Law School became a living laboratory and the incubator where Civil Rights Law in these United States was born and the first course in Civil Rights Law was taught. Transforming a night school without accreditation into a fully accredited day school with a mission to educate lawyers having the skill and competence to challenge successfully a caste system in the United States based on color and race was a major feat. The strategy was forthright — go through the courts of the land. Challenge racial segregation in residential housing, transportation and the white primary in the South. Sue to equalize salaries of black teachers. Zero in on graduate and professional schools — particularly law schools — and expose the mockery of “separate but equal” treatment. Then take on racial segregation in the public schools. A fine book on Houston and his role is named GROUNDWORK by Genna Rae McNeil. (University of Pennsylvania Press, 1983).

PUBLIC EDUCATION — It’s a Black Thing

As DuBois noted, “The first great mass movement for public education at the expense of the state, in the South, came from Negroes.” Then he added: “Public education for all at public expense was, in the South, a Negro idea.”

In some detail from page 641 of “Black Reconstruction,” DuBois points out there were two inseparable obstacles to a free public school system — the attitude of the property owners and the indifference of white laborers. The property owners believed laborers did not need education. They saw black laborers as a burden on the land. The white laborers saw no need for education. The property owners and the indifference of white laborers were two inseparable points out there were two inseparable “Black Reconstruction,” DuBois or Bow, the constitutional and human rights of freed persons and their descendants as promised by The Emancipation Proclamation and the Thirteenth, Fourteenth and Fifteenth Amendments to the United States Constitution are a splendid example of facing history with courage, which is the subject of my remarks today.

BROWN I AND II — DECLARING THE RIGHT, DELAYING THE REMEDY

At the time Brown v. Board and its four companion cases reached the highest court, the Honorable Frederick M. Vinson was chief justice. It was known by some in the legal community that Chief Justice Vinson was not willing to overturn Plessy v. Ferguson, the disturbing case in 1896 which established the legal precedent of the “separate but equal” doctrine, separating persons by race and color in the nation.

NAACP lawyers knew they faced an uphill battle before the Supreme Court. The cases had been argued originally in 1952, then on the order of the court the case was pulled for further argument in the next term. A series of five questions were posed by the court which the parties were directed to address in briefs. Oral argument was set for December 1953.

Then an unanticipated and climactic event occurred. On Sept. 8, 1953, Chief Justice Vinson suffered a heart attack and died; some viewed this as divine intervention. Promptly, President Eisenhower appointed a former Attorney General and Governor of California Earl Warren as chief justice. Argument in December went forward as scheduled, and then the agonizing wait began. It is now known, years later, that Chief Justice Warren was for overruling Plessy v. Ferguson, but probably as important he wanted a unanimous court. He achieved the latter, and there are no words in the Brown opinion expressly saying we overrule Plessy. That came later. The High Court simply said: “separate educational facilities are — Inherently unequal.”

What baffled me, as a young lawyer, was that the court declared the right and then delayed the remedy. That’s not what I was taught. What happens? Now I know that the court had no choice because nobody quite knew how to enforce this far-reaching and monumental decision affecting an untold number of persons. Has Brown worked? Yes and no. As a social architect, was Brown eradicated? Yes and no. Are we better off as a nation because of Brown? Absolutely.

AFTER 50 YEARS - WHERE ARE WE, WHERE SHOULD WE BE

Looking to the future requires us to be honest about the past. Brown v. Board did not solve many problems. IT DID PUT US ON THE RIGHT TRACK TO SEEK A HUMAN SOCIETY THAT CARES ABOUT ALL ITS CITIZENS. The United States is a very young country — only 100 years old. Rome lasted some 700 years. Egypts, 3,000! So, we must view ourselves as a “work in progress” with each generation contributing to our growth and development.

As in the past, I expect and urge African Americans, because of our unique and splendid heritage, of which Brown is an example, to be on the cutting edge of this nation’s social progress. For example, in the United States, there is something askew about a growth industry consisting of warehousing persons in prisons and jails. Forty years ago, we taught the United States the value of the great benefit — social and economic — of educating our people. This should be a “work in progress” with each generation contributing to our growth and development.

The United States’ version of Apartheid casts a long shadow on our history. That shadow is still with us. Brown began the hopeful beacon shedding a vast light on a troubling side of a great country and nudging us forward. It takes courage to step on the cutting edge, but let Brown always remind us that facing history with courage is the way we arrived at where we are, and it will be the way we get where we ought to be!”

You protect your clients...


The Bar Plan
...We protect you!

Supplement to Legal Communications Corporation, April 2004
Breaking Barriers, Building Bridges
MOUND CITY BAR ASSOCIATION/JACKSON COUNTY BAR ASSOCIATION
Continuing Legal Education Retreat
May 14-15, 2004
INNSBROOK RESORT and CONFERENCE CENTER; WRIGHT CITY, MISSOURI

Friday, May 14, 2004
3:00-3:15 Welcome
3:15-4:05 May It Please the Court: Appellate Practice from a Judge's Perspective
Judge Ronnie White, Chief Justice, Supreme Court of Missouri, Judge Booker Shaw, Missouri Court of Appeals, Eastern District, and Judge Thomas Newton, Missouri Court of Appeals, Western District
This question-and-answer session provides the opportunity for the lawyer to view appellate practice from a judge's perspective.
4:05-4:15 Break
4:15-5:05 What Do These People Want?
Chris Stegmeyer, Director of Risk Management, The Bar Plan Mutual Insurance Company
Direction on the many hats of a lawyer and finding an ethical balance. The lawyer as a legal professional: advocate, fiduciary, and counselor. The lawyer as a business manager: client and case selection, screening, and case budgeting. This program qualifies for a Bar Plan Premium Discount
5:05–5:15 Break
5:15–6:05 Media Relations: Making Good and Ethical Impressions
J. Justin Meehan, Attorney at Law
When should you respond to media requests to discuss your case in the media? What is the reporter’s agenda? How can you make sure you get your point across? Can you trust the reporter to keep your comments “off the record”? Learn some tips that could help you win your case at trial and win good media exposure, and learn how to play by the rules… that is the Rules of Professional Conduct.
6:05-6:30 Dinner Served
6:30–7:30 Panel Discussion: Diversity in the Legal Profession: Catching the Big Fish and Exploring Joint Venturing Opportunities
Sly James, Dana Tippin Cutler, and Reuben Shelton
How do minority firms, solo practitioners, and associates in large firms attract and contract with corporations, utility companies, banks, insurance companies, construction and real estate companies as clients?
8:30-10:00 An Evening with the Bar: A CLE Networking Affair
Co-sponsored by the National Bar Association and the Missouri Bar Committee for Minority Issues

Saturday, May 15, 2004
8:00 Breakfast
10:00–10:50 Legislative Watchdog Update
Rodney Boyd
Update on the 2003-04 legislative session will provide an overview of recent legislation and policy issues.
10:50-11:00 Break
11:00–11:50 Practice Management: How to Get Em' and Keep Em'
Taylor Fields and TBA
Techniques to attract and retain good clients. How to develop a sound marketing plan and marketing and advertising ethics.
12:00 Lunch
1:00 Tee Time!

This program qualifies for a maximum of 8.0 MCLE Hours and 1 Ethics Hour

Registration Form

Name:_________________________ Firm/Court/Affiliation:________________________ Title (to be used on badge): __Judge__ Dean__ Professor__ Other__
Telephone:________________________ Fax:________________________ E-mail:________________________
Address:________________________ City/State/Zip:________________________

REGISTRATION DEADLINE is April 30, 2004. Full payment of registration fee is due along with registration form. Registrations received after April 30 cannot be guaranteed! CANCELLATIONS before April 30 — refund minus $35 administrative fee. April 30 and after — NO REFUNDS!

REGISTRATION FEES
__FRIDAY CLE PROGRAMMING ONLY (includes only Friday CLE programming, dinner, and Networking Bonfire)……………………………………………………………………….. $100.00
__SATURDAY CLE PROGRAMMING ONLY (includes only Saturday CLE programming, breakfast, and lunch)….…………………………………………………….............$100.00
__ALL INCLUSIVE (includes all CLE programming, overnight accommodations, dinner on Friday, and breakfast and lunch on Saturday) …………………….. (Check either of two options below)

Option I. DOUBLE OCCUPANCY CONFERENCE (shared bedroom)………………………………………. $180.00 per person
1__ Would like to share a room/condo with the following conferee(s):
2__
3__
4__
5__

Option II. SINGLE OCCUPANCY CONFERENCE……………………………………………………… $240.00 per person

Non-CLE guests are an additional fee. Please contact Kim Franks for details.

GOLF OUTING
___ Yes, I would like to register for the golf outing. Enclosed is a check for $75.00 per person, $65.00 for CLE registrants (enroll early, limited slots available!)

List name and contact information for each player:

1__________________________________________________________ 2______________________________
3__________________________________________________________ 4______________________________

GRAND TOTAL, Registration and Other Fees/Tickets _______

Mail this completed registration form and check or money order payable to Jackson County Bar Association to:
Attn: Vanita Massey
Jackson County Bar Association
P.O. Box 410184
Kansas City, MO 64141-0184

If you have special needs addressed by the Americans with Disabilities Act, please notify us at the phone numbers below at least one week before the program date.

Please direct any questions, concerns, or special requests to Kimberly Franks at (314) 865-1096 or kimberly.franks@theglobal.net; or Vanita Massey at (816) 842-6990, ext. 1524 or vanita.massey@ssaua.gov.

Watch your mail! National Bar Association is coming to Innsbrook, too! May 13-14, 2004...
The Missouri Asian-American Bar Association (MABA) was officially formed in the fall of 2000, but the idea of forming an Asian bar association in Missouri had been kicked around by some of the original members of the organization for some years prior. The association’s first president, Diane Yu (now residing in New York City), also a founding member of the National Asian Pacific American Bar Association (NAPABA), was instrumental in gathering many of us to the first organizational meeting. As a newcomer to St. Louis and a seasoned bar leader, Diane was instrumental in garnering support and membership for MABA from other bar organizations, locally and statewide.

MABA’s inaugural Unity Dinner was held on April 5, 2001, at the King and I Restaurant in St. Louis to introduce ourselves to members of MoBar and the local bars in the St. Louis community. Mound City Bar Association was asked to co-host the event, and our guest speaker was Supreme Court Judge Ronnie White. In Judge White’s celebration speech, he labeled our formation as a maiden voyage. He reminded all of us that the specialty bars were historically formed because certain ethnic groups were not allowed to join the majority bar associations. The specialty bars gave members the opportunity to engage in frank discussions about issues uniquely related to them such as racism, glass ceilings in the workplace, lack of minority judges, affirmative action, multiculturalism, immigration and other matters that affect a minority lawyer. MABA had planned for a party of 30 to 50 people, but we had a turn out of 143 attendees, and it was a standing-room-only event! Outside of the legal profession, many community leaders, and also the press, were present for our inaugural dinner.

MABA continues its tradition of bringing people in the legal community together when it jointly hosts with the Mound City Bar Association its fourth annual Unity Dinner at the Vietnam Star Restaurant on 8080 Olive Blvd. on Thursday, April 22, 2004, at 6:30 p.m. We invite all interested to attend. For more information contact: Jim Robinson #314/530-9199 email: jamesrobinson@swbell.net

Maylin Mahoney  
MABA President  
MCBA Member

May 14th & 15th, 2004  
CLE Retreat “A Time for Birth, A Time for Renewal”  
Joint Effort: Mound City Bar Association & Jackson County Bar Association

As the sun begins to peak from behind its winter blanket, I am buoyed by the anticipation of spring. Spring has always been my favorite time of the year, especially the month of May. May gives birth to the fruits of April’s wet labor. The flowers bloom anew, the sun shines ever so brightly, celebrations of weddings and graduations fill the air, and old friends emerge from their winter habi-
tats to greet one another. I must confess, in times past, I have been so tempted by spring’s sweet promise that I had no choice but to break away from the tedium of school and work to sample its offerings.

Now, as a Missouri lawyer, the month of May has come to also signify crunch time, that is CLE crunch time. Many of us receive those annual reports in the mail each spring to realize that we have neglected to fulfill our minimum obligations for practicing law in the Show-Me State. The deadline looms, but with all the excitement of spring, the last thing you want is to be stuck in a wind-

downless air-conditioned pit for countless hours with a group of total strangers.

For those of you who can relate, I have the perfect solution to your quandary — the Mound City Bar Association (MCBA)/Jackson County Bar Association (JCBA) CLE Retreat. On Friday, May 14, & Saturday, May 15, 2004, Missouri’s two historically black bar associations will host 8.0 MCLE and 1.0 Ethics hours worth of programming at the scenic Innsbrook Resort and Conference Center, which is located just one hour west of St. Louis.

Whether you are a litigator or a corporate practitioner, a solo practitioner or a large firm associate, this program is for you. With presentations on topics including Media Relations, Appellate Practice and Corporate Client Development from esteemed panelists such as Judge Ronnie White and J. Justin Meenan, this program has been geared to address the needs and concerns of American attorneys practicing in the state of Missouri. Mark your calendars because this is an event you do not want to miss! For more information see page 11MC of this newsletter or call: #314/443-1091

Kim Franks  
MCBA President Elect  
MCBA CLE Committee Chair  
kimberly.franks@skgloball.net

May 15th, 2004  
Innsbrook Golf Outing  
Mound City Bar Association

The Mound City Bar Association is branching out to new opportunities for networking. Come join us at Innsbrook on May 15 for a friendly round of golf. Right after our CLE seminar our members will join our friends for tee time. Come join Congressman Wm. Lacy Clay, Chief Judge Ronnie White and other prominent judges, lawyers and professionals from around the state in a relaxing afternoon of golf. We are going to do a scramble format so all skill levels are welcome. The cost is $75.00 per golfer. Hope to see you there. For registration information see page 11MC of this newsletter or call: #314/443-1091 or kimberly.franks@skgloball.net

Friday June 25th, 2004  
Scholarship Dinner “Breaking Barriers, Building Bridges”  
Mound City Bar Association

It is that time of year again. The Mound City Bar Association (MCBA) is holding its annual Scovel Richardson Scholarship Dinner on Friday, June 25, 2004, at the fabulous Windows On Washington in downtown St. Louis. Every year the Scovel Richardson Scholarship Dinner has raised funds to help defray the educational expenses for talented law students attending Missouri law schools. We are very proud of our efforts, and with continued support from the St. Louis community we believe we can continue this worthwhile tradition.

As president of the oldest minority bar association west of the Mississippi River, I spent my term committed to increasing diver-
sity throughout our legal community. To that end, MCBA has taken a leadership role in building bridges between our brother and sister bar associations. We co-sponsored events with MATA, Women Lawyers, the Lawyers Association, SLU and Wash U. BLSA, and our guest speaker was Supreme Court Judge Ronnie White. So far, all of our efforts have been successful. We want to continue this focus with our scholarship din-
ner. That is why the theme for this year’s dinner is “Breaking Barriers, Building Bridges.” Take the diversity challenge with us. You can help in many ways: • Co-sponsor the dinner; • Donate a table for students; or • Co-sponsor student scholarships. In the coming weeks MCBA will mail sponsorship invitations to businesses and law firms throughout the St. Louis community. We need you to help us “Break Barriers, Build Bridges.”

For more information on sponsorship and/or to make reservations, call #314/340-7979.

Hope Whitehead  
Associate Judge, Workers Compensation  
MCBA President

MCBA Member