

TLAW

Tennessee Lawyers' Association for Women

Winter 2016 Newsletter

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President's Message

By Beth Bates

I urge members to visit the front page of our website:

www.tlaw.org. At the front and center of the first page is the following: "TLAW is a

statewide women's bar association whose efforts have dramatically increased the number of women on the bench and in other legal positions."

Other legal positions include service in the General Assembly. On January 6, 2016, TLAW, in partnership with AWA—the Memphis area Association of Women Attorneys sponsored "Legislative Role Models," a CLE and reception featuring State Senator Sara Kyle, Rep. Raumesh Akbari, and Judge Karen Williams. The speakers discussed a sample of their sponsored bills that became law during and after the last session of the legislature, what to expect from the next session, and their experience running for office.

Rep. Akbari indicated that being an attorney was very valuable in her campaign and in obtaining respect in the legislature. Her brilliance was obvious in her presentation but her credentials still helped.

The wisdom of Judge Williams was also readily apparent. She recalled that she was tired of dealing with poorly written laws and decided to run for the legislature. She also warned that all folks who told you that they would work tirelessly on your campaign would not

keep their promise.

Sen. Kyle recalled that formerly, she was given a hard time by powerful non-attorney legislators. She also referenced much inappropriate conduct by males which she is glad that her daughters need not face.

TLAW thanks BankTennessee for sponsoring the reception. The reception enabled audience members to talk one on one with the speakers. We were honored to have Justice Holly Kirby as an active member of the audience. Last year, she and Chancellor Carol McCoy challenged TLAW to encourage women attorneys to run for the legislature and to seek appointments on Boards and Commissions.

Justice Kirby will chair a panel concerning seeking elected and appointed positions at our dynamic Empowerment Conference scheduled for April 8. You will be inspired by Chief Justice Sharon Lee and Justice Clark and a panel of women general counsel.

Please read Cheryl Rice's article in this quarter's newsletter about that, and please make plans to attend. You will be glad that you did.

Please also read Laura Baker's article about the need for our support for the re-authorization of the Tennessee Economic Council on Women and take action.

Sincerely,

Beth Bates



We Cannot Afford to Say Goodbye to the Tennessee Economic Council on Women

By Laura Baker

The Tennessee Economic Council on Women is in danger of extinction in 2016. Having failed to receive enough votes in the Senate Government Operations Committee to make it to a vote on the Senate floor in 2015, the agency is currently in "sunset" and will cease operations on June 30, 2016, if it is not continued in the upcoming legislative session.

What happened?

Amended Senate Bill 256 is a bill to extend the existence of the Council through June 30, 2019. The bill was amended in March 2015, in response to a proposal by Senator Mike Bell, Chair of the Senate Government Operations Committee, which provided for automatic removal of members who miss more than 50% of required meetings in one year. The amended bill was called up for a vote of the full committee on March 4, 2015. It did not receive the 5 votes needed to pass or fail having received 4 negative votes, 3 affirmative votes, and one abstention. Therefore, it was not sent to the full Senate for a vote. Amended Senate Bill 256 can be brought back up for passage any time prior to June 30, 2016, the date on which the Council will cease to exist if not extended. The corresponding House Bill 387 was amended and passed out of the house 93-2 on April 2, 2015.

What is the Tennessee Economic Council on Women?

The Tennessee Economic Council on Women is a state agency devoted to advocating for the economic needs of women and promoting the economic autonomy of women. The Council focuses on issues including employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations, and the effect of federal and state laws on women. Created in 1998, the Council has 21 members who are appointed by the Governor, the Speakers of the House and Senate, the Tennessee Black Legislative Caucus, and the Tennes-

see Women's Legislative Caucus.

What does the Tennessee Economic Council on Women Do?

"The Council conducts research, holds hearings, develops recommendations and policy, educates the public, and engages in activities for the benefit of women." The Council publishes reports annually on topics of concern for women. In 2013, the Council published "The Economic Impact of Violence Against Women in Tennessee." This report was commissioned by the Council "in recognition of the significant impact that domestic violence and sexual violence were perceived to have on the state's economy and the collective means of women in Tennessee." The research included the impact of violence against women on law enforcement, medical and medical care, private enterprise and the community, the judicial system, the social service sector, and the impact on victims. The report in-

cluded recommendations for policymakers and advocates, and was used as a basis for several new domestic violence laws that were passed following its publication.

In 2015, the Council published "The Costs of Gender Bias in Tennessee's Workforce." This report explores the economic impact of overt and implicit gender bias against women. The report includes recommendations for workers and employers to overcome the adverse effects of gender bias in the workplace.

The Council also holds an annual economic summit with hundreds of attendees each year including topics on leadership, workforce advancement, and entrepreneurship.

The Tennessee Economic Council on Women is in danger of extinction in 2016.

In addition to its research efforts, the Council also has several other successful programs. The Women and Work Information Hub provides resources for women and men who are seeking to “enhance their work-force skills, find a new career, start or strengthen a business, and grow ideas into commercial ventures.” The Violence Against Women Resource Center provides an online database of resources for victims of domestic violence, sexual assault, and human trafficking in Tennessee. In addition, the Women’s Economic Council Foundation provides privately-funded scholarships to students, including non-traditional students.

The work of the Council is valuable to Tennesseans. It actively works to educate policymakers on issues facing women and to improve the economic experience of women in Tennessee.

What Can You Do To Help?

Let your Senators know that you support the continued work of the Tennessee Economic Council on Women by calling, emailing, or writing to them. For a sample letter to your Senator in support of SB256, please contact Laura Baker at lbaker@johndaylegal.com or (615) 742-4880.

The members of the Senate Government Operations Committee, by vote, are:

Voted For Extension:

Sen. Kerry Roberts (2nd Vice Chair) –
Cheatham, Dickson, Hickman, Humphreys, and Robertson Counties
(615) 741-4499
Sen.Kerry.Roberts@Capitol.tn.gov
301 6th Avenue North
Suite 321, War Memorial Bldg.
Nashville, TN 37243

Sen. Rusty Crowe –
Washington, Unicoi, and Carter Counties
(615) 741-2468
Sen.Rusty.Crowe@Capitol.tn.gov
301 6th Avenue North
Suite 8, Legislative Plaza
Nashville, TN 37243

Sen. Lee Harris –
Shelby County
(615) 741-1767
Sen.Lee.Harris@Capitol.tn.gov
301 6th Avenue North
Suite 318, War Memorial Bldg.
Nashville, TN 37243

Voted Against Extension:

Sen. Paul Bailey –
Cumberland, Jackson, Overton, Bledsoe, Putnam, and White Counties
Sen.Paul.Bailey@Capitol.tn.gov
(615) 741-3978
301 6th Avenue North
Suite 304, War Memorial Bldg.
Nashville, TN 37243

Sen. Mae Beavers –
Cannon, Clay, DeKalb, Macon, Smith, and Wilson Counties
Sen.Mae.Beavers@Capitol.tn.gov
(615) 741-6694
301 6th Avenue North
Suite 6, Legislative Plaza
Nashville, TN 37243

Sen. Janice Bowling –
Coffee, Franklin, Grundy, Marion, Sequatchie, Van Buren, and Warren Counties
Sen.Janice.Bowling@Capitol.tn.gov
(615) 741-6694
301 6th Avenue North
Suite 310A, War Memorial Bldg.
Nashville, TN 37243

Sen. Brian Kelsey – Shelby County
Sen.Brian.Kelsey@Capitol.tn.gov
(615) 741-1946
301 6th Avenue North
Suite 7, Legislative Plaza
Nashville, TN 37243

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Did Not Vote (Pass):

Sen. Mike Bell (Chair) –

Bradley, McMinn, Meigs, Monroe, and Polk Counties

Sen.Mike.Bell@Capitol.tn.gov

(615) 741-1946

301 6th Avenue North

Suite 309, War Memorial Bldg.

Nashville, TN 37243

Absent:

Sen. Ed Jackson (Vice Chair) –

Madison, Crockett, Dyer, Lake, and Lauderdale Counties

Sen.Ed.Jackson@Capitol.tn.gov

(615) 741-1810

301 6th Avenue North

Suite 3, Legislative Plaza

Nashville, TN 37243

References:

<http://www.tennesseewomen.org/about.htm>

Tennessee Economic Council on Women, Biennial Report, 2013-2014, 5, found at <http://www.tennesseewomen.org/BiennialReport2014.pdf>.

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<http://www.tennesseewomen.org/2013vawreport.pdf>

Tennessee Economic Council on Women, Biennial Report, 2013-2014, 7, found at <http://www.tennesseewomen.org/BiennialReport2014.pdf>.

Id. at 9-10.

<http://www.tennesseewomen.org/genderbias15.pdf>

<http://www.tennesseewomen.org/ww/s/hub.html>

<http://www.violenceagainstwomentn.com/resources/index.php>

Laura Baker is a shareholder with the Law Offices of John Day. She has been named to the Nashville Business Journal's "40 Under 40" and "Best of the Bar." She has been named as a Mid-South Super Lawyer. Laura served as President of LAW, Marion Griffin Chapter, and is currently Chair of the Legislative Committee for TLAW.



THEN, LET THEM EAT CAKE.....

With apologies to Marie-Antoinette from the Crazy Cake Lady

Southerners have had a long-standing love affair with layer cakes. I recall as a child that the layer cake was always front and center on my grandmother's table. She would bake them for birthdays, funerals and holidays and then mount them on heirloom cake stands to stand in honor on the buffet. While her chocolate pies and banana pudding were decadent, her cakes (usually German chocolate or coconut chiffon) were the stars of the show.

I have inherited her love of baking, and cakes are one of my favorites. While my favorite to eat is the Southern Living pecan pie cake, my favorite to bake is the Peppermint red velvet.

Peppermint Red Velvet Cake

2 1/2 cups all-purpose flour
1 tsp baking soda
1 tsp cocoa
1 1/2 cups granulated sugar
2 eggs
1 1/2 cups canola oil
1 tsp vinegar
1 oz red food color
1 tsp vanilla
1 cup buttermilk

Preheat oven to 350. Grease and flour 3 (9") round cake pans.

Sift flour, baking soda and cocoa powder together. Beat eggs and sugar together in a large bowl.

In a separate bowl, mix oil, vinegar, food coloring, and vanilla. Add to the bowl of eggs and sugar and beat until combined.

Add the flour mixture and buttermilk to the wet mixture by alternating buttermilk and dry ingredients.

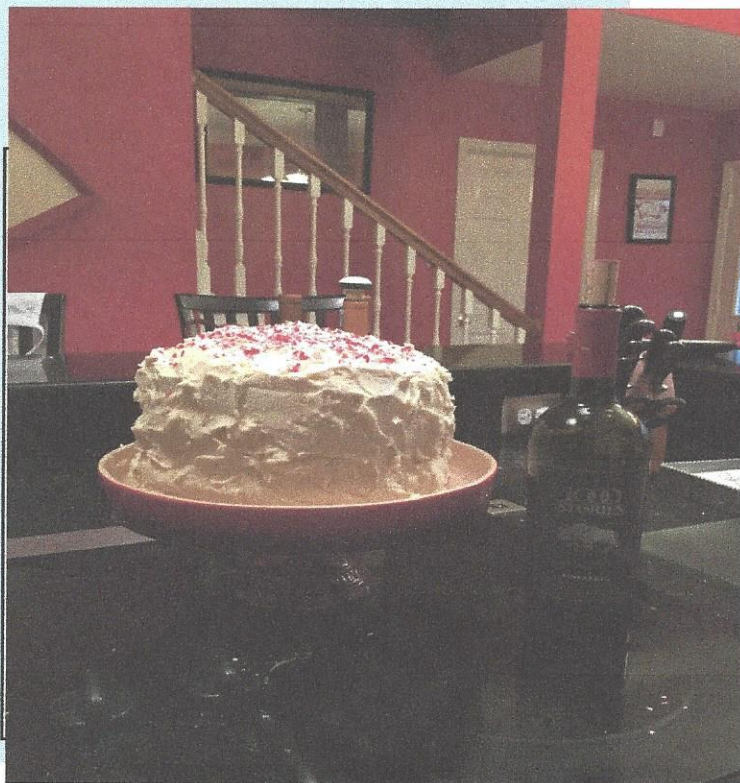
Pour batter into pans. Bake for 25 mins or until a cake tester comes out clean.

Let layers cool for 10 mins on a wire rack before turning out.

For frosting...

1 cup butter
2 8-oz pkgs cream cheese
2 boxes confectioners sugar
1 tsp vanilla
Peppermint oil to taste

Let butter and cream cheese soften to room temperature. Cream well. Add sugar and beat until mixed. Add vanilla and peppermint oil. Spread between layers and on top and sides of the cake.



GREEN THUMBS AND GREEN THINGS:

Wisdom and Words of Warning from a Master Gardener

Since the groundhog did not see his shadow, it is time to start thinking about flowers, trees and yard maintenance. As spring approaches, remember these things:

1. **Don't ever let anyone "top" your shade trees.** Topping— cutting off the tops— ruins trees forever.
2. **Power company pruning crews are not arborists.** If they say they are going to prune your trees, assume they will do so in the ugliest way possible. Before your trees encroach on power lines, have them trimmed by a certified arborist.
3. **Prevent crepe murder at all costs.** You should prune your crepe myrtles as often as you prune your dogwoods— which is almost never. The older they get, the less pruning they need.
4. **Never plant a Bradford pear.** Their flowers smell like cat urine, they explode in the wind, and their seedlings come up everywhere. Also, they are prone to disease and breakage. The average lifespan of a Bradford pear is only about 20 years.
5. **The secret for keeping your lawn green all summer is to not cut it lower than 2 inches.** Lawns that are mowed tall are less stressed by heat and drought, build more extensive root systems, and need less water and fertilizer.
6. **No kind of grass will grow in full shade.** Embrace moss or a shade-loving groundcover like mondo grass.
7. **Avoid getting the foliage wet when you water.** Wet foliage encourages disease. Also, don't use your lawn sprinklers to water your flowering plants. Water those with a hose.
8. **Beware of big trees that are hollow inside or have mushrooms growing on them.** They are diseased and will likely fall down.
9. **The best time to prune spring flowering trees is right after they bloom.** If you wait until summer or fall, you'll cut off a lot of the flowerbuds for next year.
10. **Don't get upset when your plants die.** It's not a failure— its an opportunity. The surest way to kill a plant is to make it the focal point of your garden. If a plant dies, it is an opportunity to find something that will do better in the area.

Happy Growing!

Member and Chapter News

TLAW member **Jamie Ballinger-Holden**, senior associate at Baker, Donelson, Bearman, Caldwell & Berkowitz in Knoxville, has been named to the Knoxville News-Sentinel's "40 Under 40: Knoxville's Best and Brightest." Jamie is a litigator and has experience in a wide variety of areas, including health care, employment, general business and corporate matters.



TLAW members **Wynne du Mariau Caffey Knight** and **Cheryl Rice** will lead the Knoxville Bar Association in 2016. Wynne was elected to serve as Secretary, and Cheryl will be a member of the Board of Governors.



Wynne is a partner at Elmore, Stone & Caffey, where she practices in the area of general civil litigation. She is the past president of both TLAW and the East Tennessee Lawyer's Association for Women. Also, she annually chair's ETLAW's Race for the Cure team.

Cheryl is a partner at Egerton, McAfee, Armistead and Davis, where she practices in the area of civil litigation. She represents individuals and businesses in both federal and state courts on a wide variety of corporate and employment-related matters. Cheryl is former president of TLAW. Last year, she was appointed Chair of the Governor's Council for Judicial Appointments.



TLAW is proud to share that the Tennessee Supreme Court recently approved the accommodation to allow military spouses to practice law on a temporary basis under certain conditions. As Tennessee Supreme Court Justice Sharon Lee stated, "because 95% of military spouses are women, this change will lend even more support to females in our profession."

Member and Chapter News (cont...)

TLAW members **Mary Jo Middlebrooks** and **Marcy Eason** were recently appointed by the Tennessee Supreme Court to serve on the Access to Justice Commission. Eason was appointed to serve as Chair of the Commission for a two-year term.

Mary Jo is a family law attorney with the law firm of Middlebrooks and Gray in Jackson. She is a charter member of TLAW.



Marcy is a partner with Miller and Martin in Chattanooga, where she concentrates her practice in civil litigation, including commercial litigation, lender liability and products liability. She is a former president of both TLAW and the Tennessee Bar Association.



The East Tennessee Lawyer's Association for Women recently completed their annual Toiletry Drive for the YWCA. Members collected toiletries for the YWCA and presented them at the December meeting.



TLAW and **ETLAW** is hosting a joint CLE with **UT Law Women** on Wednesday, February 17. The CLE, "Developments in Family Privacy Law," will feature UT Professor Teri Baxter, who will speak about the constitutional, family and privacy law implications of the anti-vaccination movement. Professor Wendy Bach will speak about the criminal, family, and privacy law implications of Tennessee's new federal drug laws. The program will count toward one hour of general CLE. For more information, please visit etlawtn.org.

EMPOWERMENT CONFERENCE SET FOR APRIL 8

Please mark your calendars and plan to attend **T LAW's 2016 Empowerment Conference** on Friday, April 8, 2016, 8:00 a.m. to 4:30 p.m. in the conference suites of Waller Lansden Dortch & Davis, LLP, 511 Union Street in Nashville.

Tennessee Supreme Court **Chief Justice Sharon Lee** will be a highlight of the day as our luncheon speaker. **Gwen Young**, Chair of the Woodrow Wilson International Center for Scholars' Women in Public Service Project, will open the day by speaking to the work of the WPSP and the importance of increasing participation and leadership roles for women in public service. We will have engaging and informative panel presentations by prominent female leaders from a variety of public and private sector positions across the Volunteer State, moderated with the help of **Justice Clark, Justice Kirby and Anne Martin**.

The entire event will kick off with a cocktail reception on Thursday evening open to registrants and including panels, judges and other invited guests.

T LAW has a block of rooms at the Courtyard Nashville Downtown (Marriott) [(615) 256-0900, mention T LAW] available for you to reserve at a reduced rate for the evening of the 7th. The discounted rate is only offered through Thursday, March 10th, so jump on this deal now!

CLE approval is anticipated and, as always, T LAW plans to offer great value to its members and friends in this event. Be on the lookout for more information soon about this exciting and empowering conference!

Sponsorship Opportunities of various levels are available—please contact Beth Bates (beth@wtls.org) for more information.

**Tennessee Lawyers' Association
for Women**

TLAW was founded on July 7, 1989, in Nashville, Tennessee. TLAW is a statewide women's bar association whose efforts have dramatically increased the number of women on the bench and in other legal positions.

Membership is open to any person who is a member in good standing of a State or Federal Bar of the United States. Any person supporting the purposes of TLAW, any student, and any law graduate awaiting admission may be a member.

TLAW's purposes include:

- ◆ Achieving the full participation of women lawyers in the rights, privileges and benefits of the legal profession.
- ◆ Increasing the number of women serving on the bench.
- ◆ Providing opportunities for mutual support and fellowship.
- ◆ Supporting the status and progress of women in society.
- ◆ Providing a source for continuing legal education.

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