

Fly By Messenger
June Edition 2021

Tidbits that need to be shared before the next Messenger goes out. Deadlines to get an ad or notice in the next edition would be July 29 (odd numbered months). Cost for the ads or notices is \$25 and payable in advance. If you would like to place an ad or notice, please email me cvlasak@larimer.org with the information and mail your check to Cathy Vlasak, 415 South Howes 609N, Fort Collins, Colorado 80521. Make checks payable to Larimer County Bar Association.

**UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO**

**Public Notice Concerning the Reappointment of Magistrate
Judge Michael E. Hegarty**

The term of office of United States Magistrate Judge Michael E. Hegarty of the U.S. District Court for the District of Colorado, Denver, Colorado, expires on February 14, 2022.

The United States District Court is required by law to establish a panel of citizens to consider the reappointment of a magistrate judge to a new eight-year term.

The duties of a magistrate judge in this court include the following: (1) conduct preliminary proceedings in criminal cases; (2) trial and disposition of misdemeanor cases; (3) conduct various pretrial matters and evidentiary proceedings on delegation from a district judge; and (4) trial and disposition of civil cases upon consent of the litigants. Pursuant to D.C.COLO.LCivR 40.1(c), all full-time magistrate judges are included in the assignment of civil cases by random draw. Parties in cases assigned directly to a magistrate judge are required to indicate, through the filing of a consent form by a date certain, whether they accept or decline consent to magistrate judge jurisdiction. The basic authority of a United States magistrate judge is specified in 28 U.S.C. 636.

Written comments from members of the bar and the public are invited as to whether the incumbent magistrate judge should be recommended by the panel for reappointment by the court.

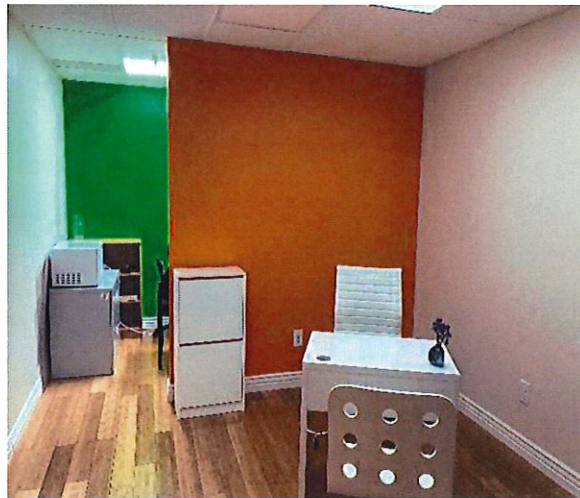
All comments should be submitted electronically by email, or as a PDF attachment to an email, to the Office of the Clerk of Court: cod_magistratejudge_comments@cod.uscourts.gov (cod_magistratejudge_comments@cod.uscourts.gov).

Comments must be received by 5:00 p.m. on June 25, 2021

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Cline Williams Wright Johnson & Oldfather, L.L.P. is pleased to welcome back Cristin McGarry Berkhausen to the Fort Collins, Colorado office.

Cristin McGarry Berkhausen graduated from Creighton University (B.A., *cum laude*) in 2004 and Creighton University School of Law (J.D., *magna cum laude*) in 2007. Her practice area is labor and employment. Berkhausen advises clients on compliance with federal, state, and local employment laws and regulations. Berkhausen brings to Cline Williams experience in representing public and private employers of all sizes in federal and state court and before federal, state, and local administrative agencies.

Established in 1857, Cline Williams, a full service law firm, presently has 58 attorneys representing and assisting individual and institutional clients in five offices across Nebraska in Omaha, Lincoln, and Aurora and in Fort Collins and Holyoke Colorado. Our attorneys practice in multiple areas of both transactional law and litigation. The firm currently has 25 lawyers included in one or more of the notable best lawyers lists published in the United States.

To learn more about the firm, our attorneys, and information on current issues that may impact our clients, visit our website at www.clinewilliams.com.

THE LARIMER COUNTY BAR ASSOCIATION, THE LARIMER COUNTY
CHAPTER OF THE WOMEN'S BAR ASSOCIATION and
THE HISPANIC BAR ASSOCIATION
PRESENT A FREE CLE WEBINAR



Human Trafficking Series: Part 2
Identifying Survivors of Trafficking
and Assessing Culpability
July 15, 2021
12:00 -2:00
CLE Credit Pending



Identifying Survivors of Trafficking and Assessing Culpability

Determining whether a person is a survivor of trafficking based on the charges with which they have been charged simply doesn't work. In a recent survey by the National Survivor Network, 60% of survivors of human trafficking reported being arrested for a crime other than prostitution. Survivors of human trafficking can be arrested for a host of charges that they were forced or coerced into committing. This presentation is designed to help attorneys improve identification of survivors of trafficking, assess culpability, and ensure that survivors are not inappropriately punished for or convicted of crimes that were the result of their trafficking.

In this training, you will learn:

- What the research says about identifying survivors of human trafficking via screening tools and self-identification.
- Who should be screening for trafficking, and how they can build trust.
- The realities of the victim/offender overlap and how to assess culpability.

Presenters:

- Jane Anderson, Attorney Advisor with AEquitas
- Megan Lundstrom, Co-Founder, The Avery Center for Research & Services
- Colleen Owens, Founder/CEO, The Why

[Register here](#)

MID-LEVEL ASSOCIATE ATORNEY

Antommara & Rodionov, LLC is growing. We are seeking a mid-level associate to join our busy litigation practice. We are based in Greeley, CO and represent clients throughout the Front Range area. The ideal candidate will have 1-3 years of experience. Primary responsibilities will include family law and criminal law litigation. Excellent writing and research skills required. Deposition and courtroom experience is not necessary, but a plus. Interested candidates should respond by submitting their resume, writing sample, salary requirements, and references. All inquiries will be kept confidential.

This Job Is Ideal for Someone Who Is:

- Ready to provide compassionate representation to people going through difficult times
- Dependable -- more reliable than spontaneous
- People-oriented -- enjoys interacting with people and working on group projects
- Detail-oriented.

Compensation for this position will be based on billed hours with a gross compensation of between \$50,000 and \$150,000. Benefits include a flexible work schedule, retirement plan, credit toward ongoing CLE's and paid dues for Colorado Bar Association as well as the local county Bar Association.

We are an equal opportunity employer.

Respond to Admin@ARColoradoLaw.com

Antommara & Rodionov, LLC

1503 9th Avenue

Greeley, CO 80631

Phone: 970-346-8888

Fax: 970-353-2209

Admin@ARColoradoLaw.com

www.ARCOLORADOLAW.com

EMPLOYMENT LAW STAFF ATTORNEY IN LOVELAND

To apply, please go

to: <https://recruiting.paylocity.com/recruiting/jobs/Details/568125/Employers-Council/Employment-Law-Staff-Attorney>

Employers Council is a preeminent Employers Association committed to partnering with our member-employers to build exceptional workplaces. We provide a full array of employment law, organizational management and human resources expertise and services, including virtual and in person employee training. We serve members from a variety of industries and varying sizes, with support that ranges from the transactional to the transformational.

We are currently seeking an Employment Law Staff Attorney to join our Northern Regional Office team. Our office is based out of Loveland, CO and serves the Northern region of Colorado and our member employers in Wyoming.

Our employment law staff attorney should have a practical, solutions-driven counseling ability with a client-service-oriented approach. This includes the capability of multi-tasking and dealing with ambiguity in the law, process and procedure. In this role, you should be able to adequately demonstrate a solid understanding of various substantive areas of employment law including, but not limited to, discrimination and harassment, disability and accommodations, employee policies, and wage and hour matters (e.g., Title VII, FMLA, FLSA, ADA, OSHA and related state laws).

Employers Council offers our employees the opportunity for remote work, flexibility and an **outstanding work/life balance**. We do not ask you to develop a book of business or expect you to work 50 to 60 hours per week. If you wish to have an impact on assisting in the success of our mission and provide impactful assistance to our member employers, we are looking for you!

Essential Duties and Responsibilities

The successful candidate must be able to perform each essential duty satisfactorily:

- Staff attorneys advise and counsel employers regarding multiple and complex legal issues, recognizing and addressing potential risks with situations including performance documentation, discipline, termination, layoffs, employment agreements, waiver and release agreements, non-compete agreements, confidentiality agreements, and similar.
- Manage legal and business priorities and help build consensus among multiple stakeholders (e.g., HR professionals and management teams)
- Advise on EEO/Civil Rights — evaluate and analyze claims and draft position, arbitration and mediation statements
- Advise on Family and Medical Leave Act — including a basic understanding of interplay between FMLA, disability law and workers compensation obligations
- Advise Wage and Hour law including a working knowledge of the Fair Labor Standards Act, exemption classifications, and state wage laws
- Represent members in administrative hearing processes including unemployment hearings, civil rights charges, and wage claims

- Prepare and deliver live and virtual training to organizations in various practice areas including harassment, equal employment opportunity law, termination, wage and hour, FMLA, disability law, performance documentation, and similar
- Review employee handbooks, manuals, policies and procedures from a legal perspective
- Advise on OSHA, USERRA, COBRA, HIPAA, drug and alcohol, workers compensation and other employment law practice areas
- Advise organizations concerning employee relations matters, risk management, policies, procedures and other employment law and HR issues
- Substantially interact with employers and member companies

Knowledge, Skills, Abilities

Requirements listed below are representative of the knowledge, skill, and ability required:

- Demonstrate independence, competence, and confidence when advising management and business leaders on complex employment law matters
- Strong legal research capability and a solid understanding of Westlaw or other similar research platforms
- Excellent attention to detail; ability to work independently and execute plans to meet member needs; ability to prioritize multiple responsibilities; ability to work collaboratively in a team environment
- Experience with employment-related agreements such as offer letters, employment contracts, severance, confidentiality and contractor agreements
- Experience in representation and responding to state & federal agency charges, audits and investigations

- Training and/or public speaking experience highly preferred. Courtroom experience can meet this expectation
- Proficient in the use of Microsoft Word, Excel, Outlook and Power Point

Education:

- Law degree (JD) and Colorado Bar admission is required. Multistate licensure (or the willingness to seek admission), is preferred

Experience:

- Experience of no less than 3 years in employment law is required
- Litigation experience in employment matters, including but not limited to agency related claims, mediations, arbitrations and/or trials is a preferred. In-house or government agency experience will be considered to meet this requirement

Additional Requirements:

Candidates must have their own reliable transportation as driving to member sites, mostly in the region, is required. There also may be the need for some overnight trips as well which will be expected.

Work Environment

General office environment most time. Occasional lifting. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

Note: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.

Exemption Status: Exempt

Starting annual salary range: \$74,540 - \$83,855

Benefits

Employers Council provides a comprehensive benefits package that includes:

- Insured group health, dental, & vision plans with optional tax deferred 125 plans are available
- Long term income protection via 401k and defined benefit pension plans
- Life, AD&D, Long term disability plans primarily paid for by employer
- A generous mix of vacation, sick and holiday paid days off

Employers Council is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other status protected by law or regulation.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential function.

Lorna Younger

Consultant, HR Professional Services

Direct: 303.223.5551 | Other: 303.223.5331

Mailing Address:

P.O. Box 781
Fort Collins, CO 80522

President

Kara E. Clark
Larimer County Attorney's Office
224 Canyon Avenue #200
Fort Collins, CO 80521
Telephone: (970) 498-7450
Fax: (970) 498-7430
Email: clarkke@co.larimer.co.us

Vice President/President Elect

Rebekah Berry-Chaney
Bringing Justice Home
P.O. Box 1977
Fort Collins, CO 80522
Telephone: (970) 224-2966
Email: rberry-chaney@bringingjusticehome.org

Treasurer

Heidi Whitaker
2900 S. College Avenue
Fort Collins, CO 80525
Telephone: (303) 990-5308
Email: heidi@burnhamlaw.com

Secretary

Devin Odell
113 N. Sherwood Street
Fort Collins, CO 80521
Telephone: (970) 231-6725
Email: devinodell@comcast.net

Past President

Arthur Spicciati
Larimer County Attorney's Office
224 Canyon Avenue #200
Fort Collins, CO 80521
Telephone: (970) 498-7450
Fax: (970) 498-7430
Email: spicciar@co.larimer.co.us

Board of Governor's Representative

Jennifer L. Rice
19 Old Town Square, Suite 238
Fort Collins, CO 80524
Telephone: (970) 494-1700
Fax: (970) 419-8258
Email: ricelawjr@earthlink.net

Members Appointed by the President

Julie M. Yates
Colorado Children's Law Office, LLC
P.O. Box 387
Fort Collins, CO 80522
Telephone: (970) 219-9613
Email: julie@coloradoclo.org

Dan St. John
323 S. College Avenue, Suite 1
Fort Collins, CO 80524
Telephone: (970) 482-4846
Fax: (970) 482-3038
Email: dstjohn@nocolawgroup.com

**Members Appointed by the Executive Committee
Young Lawyers Liaison**

Fred S. Long
318 E. Oak Street
Fort Collins, CO 80524
Telephone: (970) 692-3440
Email: fredl@bell-law.com

Women's Bar Liaison

Claire N.L. Havelda
300 Laporte Avenue
P.O. Box 580
Fort Collins, CO 80522
Telephone: (970) 416-2592
Email: chavelda@fcgov.com

The Messenger/Communication

Cathy L. Vlasak
224 Canyon Avenue #200
Fort Collins, CO 80521
Telephone: (970) 498-7435
Fax: (970) 498-7430
Email: vlasakcl@co.larimer.co.us

Access to Justice

Brooke Alexander
2625 Redwing Road, Suite 200
Fort Collins, CO 80526
Telephone: (970) 725-6626
Email: brooke@aefamilylaw.com

Ethics/Professionalism

Jennifer L. Rice
19 Old Town Square, Suite 238
Fort Collins, CO 80524
Telephone: (970) 494-1700
Fax: (970) 419-8258
Email: ricelawjr@earthlink.net

Web Administrator/Financial

Lisa L. Ritter
419 Canyon Avenue, Suite 226
Fort Collins, CO 80521
Telephone: (970) 482-9770
Fax: (970) 482-0339
Email: lritter@ftccolaw.com

Pro Bono/Legal Aid

Cody Knebel
Salas Law Firm
323 W. Drake Road, Suite 116
Fort Collins, CO 80526
Telephone: (970) 308-1045
Email: knebelcody@gmail.com

Donald B. Hawkins
Bringing Justice Home
P.O. Box 1977
Fort Collins, CO 80522
Telephone: (970) 224-2966
Email:

dhawkins@bringingjusticehome.org

Cindi Hendrix (paralegal/coordinator)
Telephone: (970) 402-2075
Email: cindihendrix@yahoo.com

Continuing Legal Education

Renee Doak
201 Laporte Avenue, Suite 200
Fort Collins, CO 80521
Telephone: (970) 498-7164
Fax: (970) 498-7250
Email: doakrs@co.larimer.co.us

Colorado Lawyers for Colorado Veterans

Will Beyers
231 W. 4th Street
Loveland, CO 80538
Telephone: (970) 669-1101
Email: will@beyerslaw.com

Mentorship

Ian D. McCargar
Facilitator
301 Walnut Street
Windsor, CO 80550
Telephone: (970) 674-2492
Fax: (970) 674-2456
Email: imccargar@windsorgov.com

CBA High School Mock Trial

Linda K. Connors
201 Laporte Avenue, Suite 100
Fort Collins, CO 80521
Telephone: (970) 494-3540