



## WLC Launches *Employment Law Hotline*

The immediate success of the Employment Law Hotline indicates that this newest project of the Women's Law Center is addressing an unmet need in Maryland. Since the Hotline's launch in December, calls during each shift have been not only steady, but almost nonstop. Free to all Maryland residents, the Hotline operates on Tuesdays from 9:30am to 1:00pm. It is staffed by volunteers, all of whom are experienced employment law attorneys.

So far, the Hotline has received calls from 14 different jurisdictions and a variety of referral sources.

Seventy six percent of the callers have been women. The most frequent reason for the call has been discrimination based on sex, race and/or age. Other calls have been about issues such as sexual harassment, retaliation and payment for overtime work.

The Women's Law Center has started to compile statistics about employment law issues and identify trends. We were able to include hotline statistics in our testimony to support House Bill 314, which would allow discrimination cases to be filed in circuit courts. Thus, while we work to help one woman, we help policymakers

learn how we can attain justice and fairness for all women.

The Employment Law Hotline is funded by generous grants from the Open Society Institute, the Marjorie Cook Foundation and the law firm of Brown, Goldstein & Levy.



## *Families in Transition: WLC Completes 2nd Research Study*

The Women's Law Center completed its second research study of family law decisions in Maryland. The final report – *Families in Transition* – presents the research findings and makes substantive policy recommendations. Funded by the Administrative Office of the Courts, the study examined a 10 percent random sample of custody and divorce cases filed during fiscal year 2003 from all 24 Maryland jurisdictions. A total of 3,366 cases were included in the research sample. This recent study replicated the Women's Law Center's prior analysis of cases filed during fiscal year 1999. The availability of comprehensive empirical data from both years allowed a comparison to identify changes and trends in family law decisions and services. Both research projects were conducted under the auspices of the Women's Law Center's Bruce Kaufman Center for Family Law.

This latest research reflected many of the same factors that were evident in the first study. Notably, few litigants requested financial outcomes – alimony, monetary award or share of a pension/retirement. Among the 2003 divorce cases, there were no financial

outcomes awarded in 76 percent of the cases. Only 16 percent of the litigants requested alimony and it was awarded in 6 percent of the cases. Twenty percent of the litigants requested a monetary award and it was awarded in 16 percent of the cases. Only 9 percent of litigants requested a share of the retirement or pension but 10 percent received the award.

Joint custody was slightly more common among the 2003 cases than the 1999 cases. Parents had some form of joint custody in 55 percent of the 2003 cases compared to 48 percent four years earlier. The two most frequent custody outcomes were: Joint Legal Custody with Physical Custody to Mother (33 percent) and Sole Custody to Mother (32 percent). Joint Legal and Physical Custody was third most frequent at 15 percent.

Mothers received physical custody in 65 percent of cases, while fathers received physical custody in 13 percent of cases. This reflected litigants' initial requests: of those who made a custody request, 88 percent of mothers requested physical custody. Of fathers making a request, one third requested sole custody, and another

one third requested joint custody. The study also found that sole custody to the mother was granted less frequently in this more recent study (32 percent of cases; down from 38 percent four years ago).

Seventy percent of the custody cases were uncontested at the outset. Consistent with the analysis of the 1999 sample, the 2003 data suggest when parties resolve custody through agreement, the rate of subsequent litigation on that issue is less pronounced than when the court intervenes. When one party in a contested case is represented by an attorney and the other is not, the data indicate that chances are good that the outcome will be sole custody to the party with an attorney. In 30 percent of custody cases, one parent did not have an attorney while the other did.

Based on these findings, the Women's Law Center makes the following recommendations:

- Develop "Best Practices" standards designed to increase the predictability and consistency of alimony awards and outcomes. Whether or not a litigant can

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# Message from the President

## **The Women's Law Center of Maryland, Inc.**

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*D. Crystal Mack*



As I write this first message, I reflect on the 2006 Annual Meeting. During this wonderful celebration, I had the occasion to meet many members and

to reconnect with members I had not seen for some time. It was this opportunity that allowed me to define the theme of my term as president of the board of directors of the Women's Law Center. My theme is Membership -- why do people choose to become members of the Women's Law Center of Maryland and, more puzzling to me, why don't people choose to become members?

I am urging all of you to help me advance this theme. I am certain that if others knew about the wonderful work the WLC does, they would be eager to support our efforts. In your daily life, do you talk about the Women's Law Center? Do you tell your colleagues that our Protective Order Advocacy and Representation Project attorneys provide service, each and every day, to those living with partners who choose to control them with physical violence? Does your family know that a woman threatened with the loss of her children can come to the

Women's Law Center for representation in her custody case -- representation that puts her on equal footing with a partner who can afford a lawyer? Does your best friend know that the Women's Law Center launched a new hotline that allows workers to freely access information about their legal rights in their employment? If not, tell them about these and the many other vital projects of the Women's Law Center!

My challenge to each of you is that you successfully recruit one new Women's Law Center member in the next year. This member can be your wife, husband, sister, father and any other family member, friend or colleague whom you know to be interested in advancing, preserving and providing access to justice to women in Maryland. I promise you that this will be an easy task, and one that will allow you to further your support of the important work of the Women's Law Center. I look forward to our progress and will check in during the next eighteen months to report our success! Thank you for your support — we truly couldn't do this work without you.

Thank you to all who have matched Brown, Goldstein & Levy's challenge grant to support the Employment Law Hotline! **In a short time, we have raised \$3,570!**

For more information on donating to the challenge grant, call the Women's Law Center development offices at 410-321-8761 x14 or email [erimlinger@wlc.md.org](mailto:erimlinger@wlc.md.org).

Deborah Bacharach  
William Barry  
Winnie and Neal Borden  
Tracy Brown  
Liz Caplan  
Dawna Cobb  
Betsy Cunningham  
Susan Erlichman  
Beth Green  
Sharon Grosfeld  
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Kathleen Shemer  
Ranju Shrestha  
Carol Smith  
Patricia Smith  
Donna Hill Staton  
Susan Stern  
Gwen Tromley  
Kristen LeClair Zurowski  
Anonymous (1)

## Annual Meeting: Hotline Announced and Leaders Honored

“Knowledge is power,” Women’s Law Center President Bobbie Steyer stated at the Annual Dinner and Awards Ceremony, as she announced the launch of the WLC’s latest initiative, the Employment Law Hotline.

The Annual Dinner, held for the second year at the Wyndham Inner Harbor Hotel on October 25<sup>th</sup>, marked the public launch of the Employment Law Hotline, which officially began operation on December 5<sup>th</sup>. With the goal of empowering women through knowledge, the hotline is an accessible resource to educate the public about their rights under employment law. Created in response to a gap in services for working women, the hotline is expected to address a range of employment issues, including inquiries about pregnancy discrimination, gender discrimination, pay equity, sexual harassment, and family and medical leave issues.

To celebrate this milestone for the rights of Maryland women, Deborah Thompson Eisenberg, a partner at the law firm Brown Goldstein & Levy, challenged Annual Dinner attendees to match her firm’s \$5,000 gift to the hotline, dollar for dollar. Attendees and others responded to this challenge by donating \$3,570 to match the grant. (See p. 2).

Also at the event, the WLC recognized three leaders who have worked to advance women’s legal rights in Maryland.

Accepting the 21<sup>st</sup> Annual Dorothy Beatty Award for her accomplishments in employment justice and equal pay, Wendy L. Kahn, Esquire emphasized the need for women’s rights proponents to work collectively to eliminate injustice in society.

Ms. Kahn, who volunteered with the Montgomery County Council

for Women to successfully enact pay equity for Montgomery County workers, praised the WLC for providing needed services and advocating for equality.

Ms. Kahn was introduced by Professor Helen Norton who noted her persistence in fighting for women’s legal rights and her leadership skills.

Maryland State Senator Sharon Grosfeld accepted the 14<sup>th</sup> Annual Rosalyn B. Bell Award for outstanding achievements as an unwavering women’s advocate and her role as the catalyst for positive changes in family law.

Senator Grosfeld, who retired from the General Assembly this year, was introduced by her colleague and friend from the House of Delegates, Kathleen Dumais. Dumais described the senator as someone who “lives life to the fullest” and recounted Senator Grosfeld’s victories for domestic violence victims through her perseverance on the Judiciary Committee and as executive director of the Women’s Policy Institute Leadership Forum.

The WLC’s Access to Justice Award this year honored the distinguished career of Maryland Attorney General J. Joseph Curran, Jr., and his many contributions to protect the citizens of Maryland.

The Honorable Mary Ellen Barbera, who worked under Attorney General Curran for 13 years, highlighted Curran’s long career, which took him from both assemblies of the state government to the lieutenant governor’s office and finally to the attorney general’s office. In that capacity, Barbera noted, Curran distinguished himself by fighting for those least able to fight for themselves. She praised his work on racial equality, the Equal Rights Amendment, the elimination of the ban

on interracial marriage, domestic violence, sexual assault, abuser access to guns, living wills and advance directives, big tobacco and a myriad of issues that, Barbera asserted, would contribute to his tremendous legacy.

Curran, recently retired from his post after 20 years, told attendees that he would “always have fond memories of the Attorney General’s office” and insisted that “nobody gets here by themselves.” He thanked his “350 plus” staff members in the office as well as his family, and said he was merely at the “right scene at the right time.” Curran noted how times have changed for women since his days in law school, pointing out that only three of his 125 classmates had been women, and now more than half of the assistant attorneys general are women.

The Annual Dinner and Awards Ceremony was made possible by the generous support of our sponsors: Brown, Goldstein & Levy; Zwerdling, Paul, Kahn & Wolly, PC; Law Offices of Sally Gold; Weinberg Schwartz & Steyer; Kaufman Ries & Elgin, PA; Dragga Callahan Hannon & Hessler, LLP; Fait & Wise, LLP; WilmerHale; Lebau & Neuworth, LLC; Gordon, Feinblatt, Rothman, Hoffberger & Hollander, LLC; Mary O’Melveny/ Communications Workers of America; Hyatt, Peters & Weber, PA; the Daily Record and the Baltimore Business Journal.

Additional table sponsors included Hyatt Peters & Weber; Venable LLP; the family of Wendy Kahn; Murthy Law Firm; University of Baltimore School of Law; University of Maryland School of Law; Adelberg Rudow Dorf & Hendler, LLC; Legal Aid Bureau Inc.; and employees of the Office of the Attorney General.



Access to Justice Award recipient Attorney General Joseph Curran with Judge Catherine O’Malley, Legal Aid Bureau Executive Director Wilhelm Joseph and Court of Special Appeals Judge Mary Ellen Barbera



Senator Sharon Grosfeld, Bell Award recipient, and Delegate Kathleen Dumais



Beatty Award recipient Wendy Kahn (center) with Professor Helen Norton and WLC president Bobbie Steyer

## Thank You Volunteers!

We would like to thank the following volunteers who worked on the Family Law Hotline between April 1, 2006 and December 31, 2006.

Meg Attanasio  
 Ruben Ballesteros  
 Zoa Barnes  
 Donna Beard  
 Jo Benson Fogel  
 Donald Goldbloom  
 Judith Hamilton  
 Dorothy Haynes  
 Kathi Hill  
 Kathleen Huber-Scott  
 Dominique Johnson  
 Fred Kobb  
 Lynn Krause  
 Jennifer Leatherman  
 Martin Lessans  
 V. Peter Markuski  
 Patricia McCarthy  
 Robbyn McIntosh  
 Sherae McNeal  
 David Preller  
 Charles Rand  
 Fred Raab  
 Nancy Sachitano  
 Stacie Sawyer  
 Suzanne Snedegar  
 Linda Spevack  
 Heather Sunderman  
 Hope Tipton  
 Randy Wase

We would also like to thank the following volunteers who worked on the Employment Law Hotline during the month of December 2006.

Tom Gagliardo  
 Julie Janofsky  
 Linda Percy

## WLC POARP Provides Needed Services

The case of Robert and Jill\* demonstrates the complex legal and evidentiary issues handled by the WLC's Protective Order Advocacy and Representation Project (POARP) attorneys — and the importance of an integrated community responses to domestic violence.

In November of 2004, Robert and Jill met and began dating. In March of 2005, Robert went to prison on a conviction for 1st degree burglary. Jill remained Robert's girlfriend and kept in touch with him by writing him letters; Jill's letters referred to the relationship, asked whether it was going anywhere, and generally expressed her love for Robert. By September of 2005, Robert had been released from jail and their relationship resumed. Jill ended the relationship with Robert after several incidents of abuse.

Robert was incarcerated again at the Carroll County Detention center based on a Violation of Probation, but in January of 2006 he escaped from his work release program. Robert called Jill and asked her to meet him. She did meet him, and he said he was going to turn himself in. However, Robert changed his mind, instead taking Jill hostage, forcing her to stay in her car and drive with him. When they stopped for gas on Route 140, and Robert told Jill to go in and pay for the gas. Jill took the opportunity to use the phone to call for help. Robert saw what Jill was doing, came charging in, and attacked Jill with a knife, stabbing her 5 times. Robert was arrested at the scene.

Jill came to the District Court in May of 2006 to file for a Peace Order against Robert. Robert was being held without bond at Carroll County Detention Center pending his trial for attempted murder. The Peace Order was granted after a hearing.

Approximately three weeks later, Robert filed a peace order against Jill claiming she was harassing him with letters sent to the jail. A tearful Jill approached Family and Children's Services, who immediately contacted the Carroll County POARP office asking if POARP could represent Jill, even though she was a respondent. POARP agreed, recognizing that Jill was the true victim and that Robert was attempting to abuse

the system and further harass and abuse Jill.

POARP attorney Diana Denrich and Legal Projects Manager Danielle Cover worked closely with the state's attorney's office in preparing the case for trial, reviewing copies of the letters supposedly sent by Jill to Robert. In preparing for trial, it became obvious that Robert had changed dates on the letters and other information and that Jill had sent the letters during Robert's first incarceration in 2004.

On the day of the Peace Order hearing, Robert insisted on proceeding with his claim against the advice of legal counsel. Ms. Denrich tried the case, demonstrating through verbal testimony and documentary evidence that the letters could not have been sent during the spring of 2006. For instance, Ms. Denrich elicited testimony as to the contradictions in the dates included in the letters and about the military service of one of Robert's friends mentioned in the letters. She also introduced into evidence the envelopes in which the letters had been sent and examples of Jill's handwriting to prove that the envelopes had not been addressed by Jill. The Judge hearing the case denied the order outright. As the bailiffs attempted to remove Robert from the courtroom, he stood up and started cursing, and threatened to "get" Jill and kill her. Robert was found in direct contempt of court, and sentenced to 30 additional days in the detention center.

The counselor from Family and Children's Services, the state's attorney, and POARP gathered in a Domestic Violence waiting room at the courthouse to help Jill develop a safety plan. Due to the close relationship that the POARP office continues to develop with the victim service organizations in Carroll County, the client was able to get the support that she needed, with a smooth transition between organizations.

Note: Since the peace order has been denied, Robert has filed yet another peace order against Jill, which was denied at the temporary stage. He has also filed criminal charges for harassment.

*\*Names changed.*

## Judicial Selections: A Rewarding Experience for SSWLC

As a member of the Students Supporting the Women's Law Center (SSWLC) at the University of Maryland School of Law, I have had several opportunities to develop relationships with attorneys and cultivate a better understanding of the legal profession. One such opportunity was participating in the Women's Law Center of Maryland's (WLC's) judicial selections interviews.

During the interviews, I met several prominent members of the legal community, including WLC board members, area attorneys, and the judicial candidates. From this experience, I gained first hand knowledge about Maryland's judicial appointment process and also learned about the WLC's expectations of its judicial nominees. More specifically, I gained insight into existing

gender and race discrimination as it is present in Baltimore's legal community and as it manifests itself in the courtroom during trial and sentencing. Through my participation in the evaluation of the judicial candidates, I asked questions about these issues and also voiced my opinions and concerns. By listening to the dialogue between the WLC committee and the judicial candidates, I also learned various interviewing techniques and styles that I could employ in my own career. Overall, I found the experience to be very valuable and interesting.

By permitting young female law students to engage in activities like the WLC's judicial selections interviews, the WLC is exposing these students to the legal and social issues that will affect them during their future legal careers.

Additionally, the WLC is building relationships with and gaining support from women who are sure to be the future leaders of the legal community – and those who will continue to fight for women's equality in Maryland's legal system. The connection between the WLC and the SSWLC is valuable for both groups as well as the legal community because it enables the open exchange of ideas between generations of women and allows for the mentorship of young women leaders. It also engenders early in SSWLC members a lifelong commitment to advance a more just, fair and equitable justice system for the women of Maryland.

*Deepti Kulkarni*

## Donor Profile: *Deborah Thompson Eisenberg*



Deborah Thompson Eisenberg has been involved with the WLC in many capacities. A former board member, Employment Law Hotline advisory committee member, volunteer and

donor, Eisenberg recently orchestrated a \$5,000 challenge grant to the WLC's Employment Law Hotline from the firm at which she is a partner, Brown, Goldstein & Levy.

**WLC:** What are your hobbies and interests?

**DTE:** Playing with my daughters, hiking and reading.

**WLC:** What would your best day involve?

**DTE:** Having an entire day to do nothing but be lazy with my family.

**WLC:** Who is the person you most admire in your professional field?

**DTE:** Thurgood Marshall and Ruth Bader Ginsburg.

**WLC:** Why did you choose a profession in law?

**DTE:** I love to write, and I love to be righteous.

**WLC:** What appeals to you most about working in employment law?

**DTE:** The clients and their compelling stories of hard work.

**WLC:** From an employment law standpoint, what are the biggest issues you see facing women today?

**DTE:** For working women, it is the constant struggle to "balance" work and family commitments.

**WLC:** What was your favorite case and why?

**DTE:** I represented a class of 100 chicken catchers for Perdue Farms who had the courage to sue for \$1.7 million in unpaid overtime pay. They won the lawsuit, and also voted to unionize – it was the first time a union had ever won an election against Perdue.

**WLC:** What do you consider to be your favorite accomplishment?

**DTE:** Childbirth.

**WLC:** How did you first become involved with the Women's Law Center?

**DTE:** Several years ago, I was recruited for the employment law advisory committee, and then for the board.

**WLC:** Tell us about your involvement with the Employment Law Committee.

**DTE:** I started attending the advisory committee, and have been hooked ever since.

**WLC:** How do you think the hotline will

benefit working women?

**DTE:** Giving them knowledge of their legal rights and remedies will make them more secure and effective in the workplace.

**WLC:** What other goals do you see the hotline accomplishing?

**DTE:** Developing a database of information about the concerns of workers in Maryland that can be used to inform public policy priorities.

**WLC:** Why did Brown Goldstein and Levy decide to support the Hotline with a \$5,000 challenge grant?

**DTE:** There is a tremendous unmet need for this resource.

**WLC:** Why do you support the Women's Law Center?

**DTE:** Because there is still too much injustice in the world and in our state. On a daily basis, women face domestic violence, lack of quality and affordable child care options, discrimination or inequality in the workplace, and many other issues that have gotten better with time and strong advocacy by groups like the WLC. But, more work remains to be done.

**WLC:** What do you see as the WLC's most important role in the community?

**DTE:** Making a positive difference in the lives of women, children and families across the state.

## Meet Nancy Knapp, Family Law Hotline Attorney

When she became an attorney, Nancy Knapp realized a childhood dream. "I wanted to be a lawyer ever since I was a kid," she says. Her role model was her father, who was an attorney in Montpelier, Vermont, where Nancy was born. When she was four, the family moved to Maryland so Nancy's father could take a job with the Social Security Administration.

Nancy grew up in Randallstown. She majored in political science at the University of Maryland, and received her law degree from the University of Baltimore School of Law. She eventually started her own practice and is currently self-employed as an attorney specializing in family law, elder law and general litigation.

In addition to her private practice, Nancy began working two full days on the Family Law Hotline last February. Nancy acknowledges that working the hotline "takes some getting used to." At first, she was surprised by how busy it was, especially when she realized there were shifts in which she was literally answering one call after

another. But even though the volume and intensity of calls can be somewhat overwhelming, Nancy has been pleasantly surprised by her experience.

"I really greatly enjoy it," she says. "I thought there would be more instances when the situations would be too difficult to deal with, and when the callers would be very frustrated. What has been most surprising to me—in a very good way—is that virtually everyone who calls the hotline is so appreciative."

In addition to working the hotline, Nancy also is a panel attorney with the WLC's Reduced Fee Custody Project. She is currently representing three clients in Baltimore County—all whom Nancy characterizes as "delightful." Also, Nancy recently did *pro bono* work for the Maryland Volunteer Lawyers Service in two custody cases in Baltimore City. In both cases, she served as a court-appointed guardian *ad litem*. Plus Nancy has also been a volunteer for two years with the Legal Aid Bureau in Annapolis. This is



where she developed an interest in elder law.

When she is not answering hotlines, doing volunteer work or representing clients, Nancy enjoys a peaceful existence at her home in Arnold, Maryland, which is near Annapolis. Her pride and joy is her registered thoroughbred ex-racehorse named Déjà Vu, and Nancy enjoys riding as often as possible. Nancy also owns a dog named Cauchey (pronounced Co-shee), a Labrador retriever/border collie mix. She obtained the dog from a client over 11 years ago, and he has been a member of her household ever since.

## Equal Pay Commission Report Shows Wage Gap

Maryland's Equal Pay Commission, after nearly a year of study, issued its report in September. The commission found the annual earnings of men are \$10,000 more than women, meaning that women earn 76 percent of what men make. When comparing full-time and full-year workers, women earn 82 percent of what men earn.

Women's Law Center Executive Director Tracy Brown served on the commission, which was created through legislation that was vetoed by Governor Ehrlich and subsequently enacted after a successful veto override.

The Commission tackled a broad mandate:

- to study the extent of wage disparities in private and public sector between men and women, minorities and non-minorities;
- to study factors that cause disparities;
- to analyze the consequences of disparities on the economy and families; and,
- to recommend actions to eliminate or prevent pay disparities.

The commission obtained professional assistance from the Institute for Women's Policy Research (IWPR). IWPR analyzed American Community Survey Public Use Data Files for 25,272 wage and salary workers in Maryland. This information helped the Commission evaluate the extent of wage disparities and factors that cause disparities.

Work hours, work patterns, educational attainment, industry and occupation segregation and discrimination are all factors that affect pay rates. The IWPR research showed that men and women who work full time for the full year work the same number of weeks per year. However, women are more likely than men to work part time during the year. Earnings and wages are higher for men and women employed in the public sector as opposed to the private sector. Many occupations remain segregated for men and women with the most female-dominated occupations being health support and technicians and clerical while the most male dominated occupations are precision craft and repair and laborers. The occupa-

tions that have the greatest pay differential between men and women involve sales. Using a regression analysis, the IWPR research concluded 21.3 percent of the pay differential between men and women could not be explained by factors that could be measured, such as work patterns. Causes of this unexplained difference may be discrimination or other factors that could not be measured using the available data.

Based on its analysis of the IWPR research data and its discussions, the Equal Pay Commission made the following recommendations:

- create an on-going commission;
- assign effective equal pay authority to a state agency;
- develop and implement a consistent and comprehensive data collection system;
- encourage family-friendly work policies;
- provide for effective administration and enforcement of existing laws;
- gather and disseminate best practices.

See [www.dllr.state.md.us/labor/equalpay](http://www.dllr.state.md.us/labor/equalpay) for the complete report.

## 2007 General Assembly Session

The Women's Law Center is working actively to monitor and support bills that will have an impact on women's legal rights. A few of the bills we are following include:

- **SB199/HB427** to extend the duration of a protective order from 12 months to 24 months;
- **SB607/HB446** to clarify that a judge may remove an abuser from the home even if the home is titled in the abuser's name only;
- **SB678/HB314** to allow actions for discrimination to be brought in local circuit courts;
- **SB260/HB212** to require that employers that offer sick leave bene-

fits to allow employees to use sick leave to care for family members.

In addition, we are addressing several bills in the areas of domestic violence, child support, alimony, marriage equality and anti-discrimination.

The legislative process is critical to protecting and promoting the legal rights of women. It is essential that legislators hear from their constituents about bills that are important to women. In order to help you stay up to date and to participate in this process, the Women's Law Center issues action alerts about the bills we are following. To sign up for this service, email [legislative@wlcmd.org](mailto:legislative@wlcmd.org).

## Research Study *cont'd*.

*Continued from page 1*

expect to pay or receive alimony is a highly unpredictable aspect of divorce cases.

- Increase access to attorneys for litigants seeking custody determinations, especially when the other party has an attorney. This would not only "level the playing field," but reduce court involvement and future legal battles.
- Develop a protocol for tracking the provision of services to family law litigants in the case files. Services were found to be administered inconsistently.
- Monitor and implement the existing statewide protocols and tools for screening domestic violence cases for family violence issues. Again, the study found that the court's

existing protocols concerning family violence were not consistently implemented and followed.

The Women's Law Center will use the information from the *Families in Transition* report to inform its ongoing work under the Justice in Divorce project, which seeks to insure equitable results for all parties after divorce. Hopefully, the research results and recommendations will help the Administrative Office of the Courts and other policy makers to create systems and practices that improve outcomes for Maryland families.

To obtain a copy of the study, contact the WLC at 410-321-8761 or view it on the web at [www.wlcmd.org](http://www.wlcmd.org).

## Save the Date!

The ABA Section on Business Law is recruiting women lawyers and gay, lesbian, bisexual and transgender lawyers for active involvement in the Section. If interested, attend: **Committee on Diversity Business Card Reception** – March 14, 2007 – 7:00 – 9:00 p.m. or **Women's Business Law Network Sweet Endings Reception** – March 15, 2007 10:00pm – 11:30 pm at the Renaissance Washington DC Hotel. RSVP to Leah Richards at [richardsl@staff.abanet.org](mailto:richardsl@staff.abanet.org) or contact Cathy Brennan at [cbrennan@hudco.com](mailto:cbrennan@hudco.com) or 410-865-5405 for more info.

The Pro Bono Resource Center is hosting its annual **Partners for Justice Conference**—an extraordinary exchange of information, experiences, ideas and strategies about access-to-justice and the delivery of legal services to the indigent. The conference will be held on May 3, 2007 at the Baltimore Convention Center. For more information, contact Steve Blume at 410-837-9379 or send an email to [sblume@probonomaryland.org](mailto:sblume@probonomaryland.org).

## New Member Benefits!

In addition to receiving our periodic newsletter and discounts to WLC events, this year we have partnered with community businesses and organizations to provide additional benefits and discounts to our members. Are you a WLC member? If not, **JOIN TODAY!** For more information contact Erica at 410-321-8761.

### Ma Petite Shoe

([www.mapetiteshoe.com](http://www.mapetiteshoe.com)) Receive 10% off at Ma Petite Shoe: shoes & chocolate. Sorry-not valid for on-line orders, but peruse our collections at [www.mapetiteshoe.com](http://www.mapetiteshoe.com). Members must show i.d. before purchase is rung up.

### Baltimore Shakespeare Festival

([www.baltimoreshakespeare.org](http://www.baltimoreshakespeare.org)) Members receive discounts on selected shows at the door or over the phone. Please call for more information. This offer is not available online.

### Federal Hill Fitness

([www.fhffitness.com](http://www.fhffitness.com)) One free month and no initiation fee for members.

**Milagro:** Ten percent discount for members.

### Baltimore Garden Company

([www.baltimoregarden.com](http://www.baltimoregarden.com)) Fifty percent discount on landscape consultation for members.

### DoubleDutch Boutique

([www.doubledutchboutique.com](http://www.doubledutchboutique.com)) Fifteen percent discount for members.

### Ahimsa Yoga Center at the Mill

**Center:** One free class for members. Offer valid for winter session only.

### Bikram Yoga Hampden

([www.bikramyogahampden.com](http://www.bikramyogahampden.com)) Ten percent off Bikram yoga classes for members.

**Minas Boutique:** Members receive 20 percent off all purchases except fine art.

### Mud and Metal

([www.mudandmetal.com](http://www.mudandmetal.com)): Members receive a 10 percent discount.



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**Save the Date!**  
**April 14, 2007**

**Women's Law Center's  
Women, Wine  
and Chocolate:  
A Member Meet-and-Greet**

*Special thanks to the Baltimore Business Journal, Bikram Yoga, Ma Petite Shoe, The Wine Source, Naron Chocolates and One World Cafe for sponsoring this event!*

WLC Media Partner



Yes, I want to join the Women's Law Center!  
Dues are \$50 for an individual membership.

I want to join the WLC:

- \$50 Individual Member
- \$15 Student Member

In addition to my dues, I would like to contribute to the WLC's Justice Fund:

- Equity Club \$100
- Liberty Club \$250
- Advocacy Circle \$500
- Benefactor Circle \$1,000
- Visionary Society \$5,000

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Check made payable to *The Women's Law Center of Maryland, Inc.* is enclosed.

Please charge my  VISA  MasterCard  
Card Number \_\_\_\_\_ Exp. Date: \_\_\_\_\_  
Name on Card \_\_\_\_\_ Signature: \_\_\_\_\_

I would like to spread my gift throughout the year (Benefactor Circle members and higher):  
Total amount \$ \_\_\_\_\_ Bill me monthly: \$ \_\_\_\_\_ Bill me quarterly: \$ \_\_\_\_\_

Check here to be included on our email list. (*Your name will not be used or divulged to a third party.*)

Please contact me about volunteer opportunities.

Mail this form to: Women's Law Center of Maryland, 305 W. Chesapeake Avenue, Suite 201, Towson, MD 21204

*A copy of our current financial statement is available upon request by contacting the Women's Law Center. Documents and information submitted to the State of Maryland under the Maryland Charitable Solicitations Act are available from the Office of the Secretary of State for the cost of copying and postage.*