In 1959 the tenor saxophonist John Coltrane released the composition "Giant Steps." This inspiring and complex song changed the look and sound of the jazz playing field. Like Giant Steps, Alcon v. Spicer has changed the playing field of medical and financial privacy. Just as John Coltrane raised the bar in the area of jazz composition, this opinion raises the bar with regards to protecting medical and financial information.

THE ALCON CASE
Gloria Gina Alcon filed a lawsuit in 2004 for damages for personal injuries from a rear-end collision with Ronald Ray Spicer. Ms. Alcon sought damages for pain and suffering, mental anguish, inconvenience, loss of essential services, loss of enjoyment of life, medical, rehabilitative and other health-care related expenses, loss of earnings and earnings potential and permanent physical impairment. She specified her injuries and damages in her answers to the interrogatories posed by Mr. Spicer and listed of 10 physicians from whom she sought treatment. She also provided her entire personal injury protection file and her W-2 forms.

In response to Ms. Alcon's injury claims, Mr. Spicer requested the complete records from Ms. Alcon's family physician for the past 10 years. He also requested pharmaceutical records for the past 10 years. Finally, he requested her income tax returns for the past 10 years. Ms. Alcon denied these requests, citing physician-patient privilege. She also refused to provide the tax returns, citing relevance and confidentiality. Mr. Spicer brought the issue to the trial court, which ultimately compelled Ms. Alcon to provide the records he had requested.

The trial court held that Ms. Alcon had waived the physician-patient privilege by making claims for physical injuries. The court held that the requests could lead to discoverable evidence, and that these records were needed to adequately prepare a defense. Ms. Alcon was required to provide the family physician records and the pharmaceutical information. The trial court also held that because Ms. Alcon had a claim for wage loss, the tax returns were relevant and necessary to prepare the defense.

The case was heard by the Colorado Supreme Court on a petition made pursuant to C.A.R. 21. The court sought to examine the scope of the implied waiver of the physician-patient privilege when the patient files a personal injury lawsuit. The court also addressed whether a plaintiff who has claimed a loss of earnings in a personal injury lawsuit is required to disclose tax returns.

(continued on page 4)
Advertising Members receive discounted advertising rates for Classified Ads and Announcements in the monthly newsletter. Non-member rates are an additional $10. Rates are as follows: $20 up to 30 words; $30 up to 40 words; $40 up to 70 words; $50 up to 100 words. All deadlines are the 10th of the month or the next business day if on a weekend. Fax, mail or email your ad to the BCBA office.

Payments are due with your ad. Commercial ad space in the newsletter is also available at a discounted rate for members.

Convenient and low-cost CLE programs are offered monthly throughout the year by the 15 sections of the bar. The cost of one general or ethics credit is only $15. The bar offers discounted CLE programs for $10 to New/Young Lawyer members. Each December the bar sponsors the annual Ethics Update CLE 1/2 day program. The Trial Skills series is planned yearly with NITA to help practitioners.

Special Events are planned throughout the year. The Annual Judges Dinner, the Legal Aid Foundation Wine Tasting, public symposiums, monthly New/Young Lawyer Happy Hours and Longmont Lawyers Lunch are planned to provide networking opportunities for friends and colleagues in a social atmosphere.

E-Newsletter is sent out each week with the current weekly CLE programs, news from the court and important bar news.

Legal Directory

All members receive a free annual 'Legal Membership Directory' which lists all Boulder County Bar members. Each year members have the opportunity to list themselves under specialty headings in the directory as a supplement to their free alphabetical listings. Additional copies of the Directory are sold for $10.

Mentor / Mentee Program

The goal of the Mentoring Project is to provide support for new admittees to the practice of law and to acquaint them at an early stage with the highest level of professionalism and familiarize themselves with the Boulder legal community. Mentees must have been in practice for less than three years. Mentees are required to have passed the Colorado Bar and maintain an appropriate level of malpractice insurance. Anyone who wishes to be assigned to a mentor should contact the Bar office and request a Mentee Application. Anyone wishing to be a mentor should contact the Bar office.

Mailing Lists / Labels

BCBA membership lists are sold primarily for legal educational purposes that will benefit the BCBA membership. They will not be sold for political, fundraising, or business generation purposes. Section lists are available free to members and section labels for $50. Section lists can be emailed in an excel format.

Web Page

Check out the website at http://www.boulderbar.org. The website has a Members Only section with Court opinions and many other resources to assist you in your practice. The monthly newsletter is always on line as is the Calendar of Events for the coming three months.

Building Your Client Base

You can be listed in the Find A Lawyer section under two specialty headings for $40. Our office refers public calls from people looking for lawyers to the Find A Lawyer page. Call the Bar office for details about signing up for Find a Lawyer listings.

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DECEMBER 2005 (Details for programs on page 6)

SUNDAY  MONDAY  TUESDAY  WEDNESDAY  THURSDAY  FRIDAY  SATURDAY

1  Natural Resources, Business and Real Estate Law

2  Availability of Legal Services

8 ADR ethics Intellectual Prop.
ANNUAL ETHICS UPDATE

9

10

11
12 13 Water Law

15 New/Young Lawyers Happy Hour with ALS

16 Bankruptcy Law

17

18
19 20 21 Family Law

22

23 24

25 26 27 28 29 30 31
HOW TO MAKE YOUR MARKETING MORE PERSONAL

By Trey Ryder

When I entered high school, I was assigned my first student number, 44751. On that day I transitioned from being a person to a series of digits -- and it has been down that slippery slope ever since. From account numbers to case numbers, from credit card numbers to social security numbers, everything we do reinforces that we are numbers, not individuals.

Yet successful marketing depends on building close, personal relationships between two people. Here are 14 steps to make your marketing more personal.

WRITING STYLE

Step #1: Write you-oriented copy, between "you" (the reader) and "me" (the writer). When you write a legal brief, you use specific language that lawyers and judges understand. Legal writing is a style all its own. While first person (I) and third person (he, she) might be appropriate for school assignments, in marketing it’s important that you change the focus to you, the person reading your message.

For example, which statement do you find more personal?
"When a lawyer writes a legal brief, the lawyer uses..."

Or -- "When you write a legal brief, you use..."

By using "you," the reader becomes involved in the action. You are no longer the lawyer who is written about at arm's length. You are right there -- part of the story. Marketing writing is designed to attract you (the reader) in a friendly, personal, involving way. You have a problem. You want a solution. I can help you solve your problem or achieve your goal.

In third person, "his" problems or "her" benefits may not be too important, but when they are "your" problems and "your" benefits, you pay more attention. Use second person "you" and you'll make your writing more involving--more persuasive--more alive.

Step #2: Write the way you talk. Always use down-to-earth, everyday language. Ask yourself, would most of my prospects understand what I'm saying? When you write in plain English, you increase readership. And the better your readership, the better your response. Look for ways to warm up your copy -- to make it more friendly and personal. Further, when you write the way you talk, your writing sounds as if you're speaking, which makes your writing even more personal.

Step #3: Use short words. Long words are harder to read and understand than short words. As a result, they sap your reader's desire to continue reading. Your reader sets down your materials, fully intending to get back to them later. Sometime. Maybe. Well, I guess not. And your materials end up in the round file.

Short words sound friendly because most people speak in short words. Short words keep readers reading because they don't have to translate long words into short words they can understand.

Don't be concerned about the number of words you use. People often think it's more efficient to use one long word in place of three or four short words. But three or four short words are much easier to understand and digest than one long word. So don't look at word count. Instead, look at word length. If you can replace one long word with two or three shorter words, it's almost always a good idea to do so.

Step #4: Keep your message simple. Every day your prospects suffer from information overload. They screen out complicated messages. A simple message is the only message that has any chance of getting through to your prospective clients. The simpler your message, the more personal it appears to your reader. And the more likely you are to get a positive response.

(continued on page 10)
The \textit{Alcon v. Spicer} decision was published on June 6, 2005. The Colorado Supreme Court held:

1. The plaintiff's waiver of physician-patient privilege was limited to records relating to the specific claims of the lawsuit.
2. The personal injury plaintiff should compile a privilege log identifying the records as to which she claims the physician-patient privilege; and,
3. Plaintiff's claim of past and future lost wages did not entitle the Defendant to discovery of 10 years of tax returns, where W-2's were provided.

\textbf{MEDICAL RECORDS}

The court found that the patient-physician privilege exists to enhance effective treatment of illness by protecting the patient from humiliation and embarrassment caused by the disclosure of that information. The court found that there is an inherent importance to the privacy of this information.

The court held that Ms. Alcon did not waive her physician-patient privilege for all of her medical records for the previous 10 years. Rather, the court held that she had waived the privilege only for records that relate to "the cause and extent of the injuries she claims." In Alcon the court held that plaintiff had waived her privilege with respect to "lower back pain, neck and shoulder pain, chipped tooth and depression." The ramifications of and responsibilities created by the holding are discussed in the section below entitled "The Privilege Log."

\textbf{THE TAX RETURNS}

Ms. Alcon was making a claim for lost earnings, and had provided defendant with W-2 forms verifying her income. The trial court held that she was required to provide her tax returns for the previous ten years. The Supreme Court disagreed, holding that tax returns were considered confidential and that defendant Spicer was required to demonstrate a "compelling need" for the information before Alcon would be ordered to produce the returns. The court found that Spicer could not show a compelling need in light of the fact that W-2's were produced.

\textbf{THE PRIVILEGE LOG}

Alcon seems to make it incumbent on attorneys to protect the privileged medical and financial records of a client. The "blanket release" used in days past, releasing all medical and financial information, is no longer a proper discovery tool. However, because there is an important need for defendants to be able to develop an adequate defense, Alcon requires a privilege log. Alcon places the burden on the party asserting a privilege to create a log to notify the requesting party that documents are being withheld. The party must explain the privilege being asserted with sufficient detail to allow the opposing party and the court, to assess the claim of privilege as to each withheld record. If the parties cannot agree with regards to the privilege asserted, then the party seeking discovery can request an in camera review of those records.

One could imagine that issues regarding the sufficiency of a privilege log will be addressed in future decisions. Until the guidelines for a privilege log are laid out clearly, attorneys on both sides of the privilege log should have open and honest communication regarding the records withheld. While there is no set rule for the sufficiency of information, a good start might be to include the following categories:

1. A \textbf{Bate} stamp identification of the record;
2. the date of the record;
3. the author of the record (the name of the doctor or provider);
4. a description of the record sufficient to put the opposing attorney on notice of the general subject matter; and
5. The type of privilege asserted.

It is the fourth item, the description of the record, that is most problem-

(continued on page 12)
Merry Christmas and Happy Holidays from the Bar Association! You have no idea how fake typing that sentiment feels, given that it's November 12. Ahhh, the joys of having to write a month in advance of publication! It's really hard to devote the remainder of this page to some manufactured fluff that encourages you to put that holiday spirit into your daily practices, given that we're barely past Halloween. But I will do my darndest because, as Christine always says, "Umm, Anton, I really should have had your column a week ago." I think there is a special relationship between the practice of law and Christmas. One thought before I go too much further! I write about what I know, and I know Christmas. As hard as I try to be PC, I hope those of you who celebrate Hanukah, Kwanza or Festivus (Seinfeld fans?) will be understanding of my perspective.

Why do I think there is, what some might consider a perverse and possibly blasphemous connection between the law and December 25?

Remember that Santa Claus was actually put on trial in the film "Miracle on 34th Street." I loved that movie as a kid (the 1940's Edmund Gwenn version). I haven't seen it for a while and probably won't because I think my doubts that Santa could file pleadings, complete discovery and have a two day trial all between Thanksgiving and December 24 in New York City would diminish my joy in seeing it again. The lesser known sequel, where Santa's lawyer hired a collection agency to collect on his fees from the jolly fat guy, didn't add to its mythos.

When I was in law school, I got some chuckles from the constitutional law cases that involved Nativity scenes on government property. Such scenes tended to be allowed if there was some secular feature such as Frosty the Snowman leering into the manger or Rudolph using his shiny red nose to add to the glow of the heavenly host. I believe they called the holding in favor of the scenes "the one reindeer rule." For a true example of this, For as long as I can remember, I have visited the Nativity scene at Denver's City and County Building. Sure enough, if you go, you'll see that right next to the son of man are some industrious elves clinking away on toys.

I also think that theoretically being a lawyer is one of the best jobs to
CALENDAR OF EVENTS

Pre-registration is required for all BCBA CLE programs. Register by emailing lynne@boulder-bar.org. You will be charged for your lunch if you make a reservation and do not cancel prior to the CLE meeting. BCBA CLE’s cost $15 per credit hour or members and $20 for non-members unless otherwise noted. CLE credit is $10 per hour for members of the Young/New Lawyer Section who have practiced 3 years or less. Materials are $5 without CLE credit.

December 1, 2005
NATURAL RESOURCES, REAL ESTATE AND BUSINESS LAW
EPA’s “All Appropriate Inquiries” Final Rule
Presenter: Maki Iatridis
Noon at Hutchinson Black and Cook
921 Walnut, Suite 200
Box Lunch $10 (turkey, veggie, beef or salad), 1 CLE $15

December 2, 2005
AVAILABILITY OF LEGAL SERVICES
What Every Lawyer Should Know About Public Benefits
Presenter: Joel Hayes, Jr.
Noon brown bag at the Boulder County Justice Center Courtroom I
1 free CLE

December 8, 2005
INTELLECTUAL PROPERTY
Franchising 101: When Does a License Create a Franchise?
Tips for the Unwary
Presenter: Jeffrey Brimmer
Noon at Hutchinson Black and Cook
921 Walnut, Suite 200
Lunch $10 (turkey, veggie, beef or salad), 1 CLE $15

December 8, 2005
ALTERNATIVE DISPUTE RESOLUTION
Everything You’ve Always Wanted to Know about Lawyer and Mediator Referrals But Were Afraid to Ask
Presenters: Arlene Brownell, Steve Clymer, John Barrett & Cynthia Savage, facilitated by Beth Ornstein
Noon brown bag lunch at the Boulder County Justice Center - Courtroom I
2.0 Ethics $25 for members,
$20 for new and young attorneys

December 8, 2005
ANNUAL ETHICS SEMINAR
Presenters: Pat Furman, John Gleason, John Baker
12:30-4:30 PM at Faegre & Benson, 1900 15th Street, Boulder
4 general & 4 ethics CLE’s
$65 for members, $55 for young lawyers, $75 for non-members

December 13, 2005
CBA WATER LAW SECTION
Teleconference noon meeting at the Broadway Suites building
1942 Broadway, Boulder
3rd floor conference room
Noon brown bag lunch • Free CLE

December 15, 2005
YOUNG LAWYERS HAPPY HOUR
Sponsored by Availability of Legal Services Section
5:30 PM at Acqua Pazza
1081 13th Street

December 16, 2005
BANKRUPTCY LAW
Noon Lunch at Dolan’s
2319 Arapahoe

December 21, 2005
FAMILY LAW
The Impact of the New Bankruptcy Legislation on Family Law
Presenter: Bart Balis
Noon brown bag lunch in Courtroom I
Boulder County Justice Center
1 CLE $15

Please join us for the
Stevens, Littman, Biddison, Tharp & Weinberg, LLC
Silver Gala
January 26, 2006, 4:00 - 8:00 pm

Celebrate 25 years of irreverence, diversity, eclecticism, chaos, whims, tales, bumps, bruises, trials and tributes in our remodeled space at 250 Arapahoe Avenue, Suite 301.

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Roger Stevens, Andrew Littman, Mark Biddison 1988 - 2005
Roger Stevens, Andrew Littman, Mark Biddison, Dennis Tharp 1989 - 2005
Roger Stevens, Andrew Littman, Mark Biddison, Dennis Tharp, Craig Weinberg 1990 - 2005
Roger Stevens, Andrew Littman, Mark Biddison, Dennis Tharp, Craig Weinberg, Lee Strickler 2001 - 2005
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is pleased to announce that

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has become associated with the firm.

Mr. Holwick will practice in the areas
of water law and real estate.

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Facsimile: 303.413.1003
E-mail: sholwick@blglaw.com

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Welcomes
CHARLES R. SIMONS
Reg. Patent Attorney, Background in Physics

and

PHILIP diZEREGA
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To Our Team.

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have if you want the flexibility to enjoy the holidays. One of the reasons I became a lawyer, aside from the fact that I couldn't find a job out of college, was that I don't work very well in "timecard" 8-5 jobs. I tend to do better where I can have some control over my schedule. The reality of this desire has become harder to attain, but the dream is still there. If I want to take off a Tuesday morning to go shopping for toys for the kids with my wife, I can probably do it. The consequences of being out of the office are my own and no one is going to fire me for it. Law is also good because (and I know this depends on your area of practice) the week after Christmas and between New Year's tends to be slow, meaning that it's less likely something will blow up (except your credit card bill) if you're gone.

Maybe you see where I'm coming from or more possibly you're beginning to think that my rumored creeping insanity if finally showing itself. Nevertheless, Merry Christmas, Happy Holidays, Season's Greetings and whatever else you can think of to you and yours.

A quick note of thanks to everyone who came to the Judges' Dinner this year. We had record attendance and a wonderful showing from the judiciary. I pitched my 90-minute speech in favor of the better received 90-second version just to show you that we are serious about giving you, the members, more events that you can simply show up for, have a nice meal and chat with your colleagues.

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**ANNUAL ETHICS SEMINAR • THURSDAY, DECEMBER 8**

12:30 PM at Faegre & Benson in Boulder

4 ETHICS and 4 GENERAL CLE

$65 for BCBA members, $55 for New/young Lawyers, $75 for non-members

**Program includes:**

- Prof. Pat Furman: Ethics for the Civil Litigator
- John Gleason: Updates from the Attorney Regulation Counsel
- John C. Baker: Controlling the Rambo Lawyer

Stay for the happy hour after the program! Free drinks and food!

You may email your reservation to lynne@boulder-bar.org

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HOW TO MAKE YOUR MARKETING MORE PERSONAL (continued from page 3)

MARKETING MATERIALS

Step #5: Write a personal message from you over your signature. Whether it's a quick note or a business letter, when prospects open an envelope -- or go to your web site -- they're looking for the you-to-me communication of a personal message.

Often, we see this example in catalogs. Near the beginning or at the centerfold, the company's president takes a moment to greet you, thank you for shopping, and wishes you well. In nearly all cases, you'll see his photo next to the message, and his signature below -- often, just his first name because that appears more personal and friendly.

Step #6: Include your biography. The more prospects know about you, the more they trust you -- and the stronger relationship they feel with you. In your biography, write where you went to college, where you're licensed to practice, the courts to which you're admitted, professional memberships, and so on. The more you include, the more personal is the impression you make on your prospect.

Step #7: Feature your photo. Have your photo taken by a professional photographer. Not a portrait shot, but a publicity "mug shot." A good photo -- with direct eye contact and a warm, engaging smile -- can do wonders for your marketing. In fact, a friendly photo is almost as good as being in the room with your prospect. Your photo makes your marketing materials and web site much more appealing and personal.

Step #8: Set up a web site for you and your practice areas. If you're one of several lawyers in the firm, consider a web site just for you. This looks friendly and personal to your prospect, rather than what your prospect may believe is a large, impersonal law firm.

PERSONAL CONTACTS

Step #9: Use an e-mail address that contains your name. When prospects see that they're communicating directly with you, they feel personally connected and you increase their sense of relationship.

Step #10: Give prospects your direct dial number and other easy ways to reach you. The more accessible you make yourself to clients and prospects, the closer kinship they feel with you.

Step #11: Invite prospects to call or e-mail with their questions. When clients know you'll respond to their questions without requiring them to visit your office, you increase their feeling of a close, personal relationship.

Step #12: Return phone calls promptly. When you do, you make a powerful, positive impression. When you don't, the impression you make is more negative than you might think. A prompt return call shows clients...
Thank you to the following attorneys, who accepted 23 case referrals from BCLS during November:

Louisa Young  
Patrick Furman  
Sharon Svendsen  
Bart Dunn  
Rick Romero  
Jennifer Bales  
Christina Ebner  
Ruth Irvin  
Clair Levy  
Caroline Langley  
Mike Miner  
Michael Morphew  
George Berg  
Tessa Alexander  
Anna Armas  
Mark Clevenger

Students of Norm Aaronson’s  
CU Legal Aid & Defender  
Program

Mediators: Frank Dubofsky,  
Steve Clymer  
Faegre & Benson for office  
space for mediations

Special thanks to BCLS Pro Se Assistance Program volunteers:  
Chris Jeffers  
Susan Spaulding  
Georgiana Scott  
Mike Miner  
Karen Trojanowski  
Bev Nelson

Thank you to the following attorneys who accepted pro bono referrals for the Boulder County AIDS Project in October:  
Paul Bierbaum, Steven Taffet

Pro Bono Corner:  
Boulder County Legal Services has pro bono cases available in the following areas: student loan issues, landlord tenant, family law, consumer and collection defense. Attorneys able to work with Spanish-speaking clients are urgently needed. Please call Sue at 303.449.2197 to take a pro bono case. Mentors are available to assist attorneys with new areas of practice.

PLEASE sign up to volunteer to be a scoring judges or “real” judge for the  
COLORADO HIGH SCHOOL MOCK TRIAL  
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Friday, Feb 10 at 3:30 PM  
and Saturday, Feb. 11  
at the Boulder County Justice Center  
We really need your to help!

Boulder County Bar Association  
Professionalism Committee  
On-Call Schedule

Dec. 5  Pat Murphy  303.442.3366
Dec. 12  Mark Langston  303.440.9684
Dec. 19  Bev Nelson  303.554.7030
Dec. 26  Anton Dworak  303.776.9900

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Free phone consult
PROTECTION OF MEDICAL AND FINANCIAL PRIVACY  (continued from page 4)

atic. In some cases it will be difficult to adequately describe the record without violating the privilege. There is no easy answer; but, if one has serious concerns, there is always the opportunity for in-camera review.

PROTECTIVE ORDERS

While not specifically mentioned in *Alcon*, the decision raises some question about the length to which attorneys must go to protect privileged information. Some attorneys will file a motion for a protective order to limit use of the disclosed information to the proceedings. The following persons would likely need access to the information to adjust and prosecute the claim:

1. defendant;
2. defendant's attorney;
3. expert witnesses;
4. insurance representatives; and
5. judges or magistrates.

The protective order should also specify that the privileged information should be used only to prepare and present defendant's case in litigation, or for settlement or evaluation. It might also specify that the individuals and entities described above may not disclose or release any such records or medical information to any other entity, person, claims bureau or database. The protective order might also require that the records be returned or destroyed at the conclusion of the litigation.

CONCLUSION

Fair and honest communication between attorneys will go a long way toward resolving differences of opinion in discovery matters. Like the jazz musicians standing in the wake of John Coltrane, the discovery standards of the legal profession after *Alcon* have changed. In changing the playing field of medical and financial privacy, *Alcon* made a giant step toward protecting the confidential and privileged information of Colorado residents.

Footnotes:
2. Id. at 735
3. Id.
4. Id.
5. Id.
6. Id.
7. Id.
8. Id.
9. 113 P.3d at 738
10. Id.
11. Note: This was not new law, see, Johnson v. Trujillo, 977 P.2d 152, 153 (Colo. 1999).
12. 113 P.3d at 742.
13. Id. at 743.
15. Id. 738
17. Id. at 741
18. Id.
19. Id. at 742. The court also cited C.R.S. 39-21-113(4)(a) as demonstrating the public policy of protecting the confidentiality of taxpayers.
20. Id.
21. Id. at 742.
22. Id
23. Id.
YOUR HELP IS NEEDED!

PLEASE CONSIDER THE REDUCED FEE PANEL

The bar office maintains a list of attorneys who are willing to take a case at a reduced fee or slow payment. This referral list is used frequently by the bar offices to assist those who are unable to obtain legal services assistance because of a conflict or inability to meet the income guidelines at legal services.

Here how it works. The bar staff gives the prospective client two or three names from our list of attorneys who specialize in the area of law in which they need help. We explain to them that it is up to the attorney to decide what he or she wishes to charge for each case. As the attorney, you have complete discretion as to what hourly wage you think is appropriate. The client may accept, decline or call us back for other references to find help elsewhere.

We are updating this list and need more volunteers because we use it more frequently. We do have calls in almost every area of practice. Of course, the majority of the calls are for family and criminal with a number being in real estate and business as well.

If you would like to participate, please let us know by sending an email to lynne@boulder-bar.org.

We want to thank those who have been on the list for many years. Please let us know that you want to stay on the list and indicate your area of practice. This is a needed and appreciated public service for the Boulder community.

We also need to know who is available to assist callers with special language requirements. We have many calls for Spanish speaking attorneys but we also receive calls for Vietnamese, German, Italian and French. Please let us know if you can help with this as well.

REDUCED FEE OR SLOW PAY PANEL

_____ YES, I WOULD LIKE TO BE LISTED ON THE PANEL.

NAME ___________________________ ADDRESS _______________________

CITY ___________________________ TELEPHONE _______________________

EMAIL ___________________________

I AM WILLING TO TAKE CASES IN THE FOLLOWING AREA(S) OF PRACTICE

__________________________________________________________________________

I SPEAK THE FOLLOWING LANGUAGES ________________________________

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