

STAYING IN TOUCH

At Rich Cassidy Law, we focus on representing individuals. We have great clients with whom we tend to develop personal relationships. We care about you and want to stay in touch. If we can be helpful, even if it's with a referral outside of our practice areas, please feel free to call—Rich

ALASKA ADVENTURE!

By Rich Cassidy

For the past 25 years I have attended Uniform Law Commission meetings as an appointed Commissioner for the State of Vermont. The ULC, established in 1892, provides states with non-partisan, well-conceived and well-drafted legislation that brings clarity and stability to critical areas of state statutory law. The idea is that state laws which affect people or transactions in more than one state should be the same or similar.

This year the annual meeting was in Anchorage, Alaska, a place I had never visited. Our flight in brought us over spectacular glaciers and small coastal communities. The work ahead was important, and the week proved worthwhile as we labored 8 hours a day drafting laws intended to be adopted in most, or even all the states. One of the challenges of the conference is to address the changes in technology and culture as they come our way.

We worked for a solid week and adopted new Acts on:

- Uniform Automated Operation of Vehicles Act
- Uniform Electronic Wills Act
- Uniform Registration of Canadian Money Judgments Act
- Amendments to the Uniform Athlete Agents Act
- Amendments to the Uniform Probate Code

The Automated Vehicles Act is likely to become very significant. Self-driving cars and trucks are coming. In fact, they are just around the corner. The Uniform Act will help the states reconcile automated driving with their existing motor vehicle codes.

Another important project went back to the drawing boards. We are all seeing hobbyist drones buzzing above. And big companies like Amazon are eager to begin the commercial use of drones for package delivery. The Uniform Tort Law Relating to Drones Act saw extensive debate at the meeting as commission members struggled to balance the interests of property owners whose lands and buildings will be overflowed with industries seeking to exploit the new technology.

It was my great pleasure to congratulate and thank my friend and colleague, Carl Lisman, as he began his two-year term as ULC President. As I know from experience, it's a demanding and satisfying role. I served as President of the ULC from 2015-2017.

Though the eight days in Alaska were, in the main, devoted to the work of the conference, we did get Sunday off to explore this amazing 49th state. Commissioners went to the Kenai Fjord Glacier in Resurrection Bay via a small cruise boat. We watched the glaciers calve giant splinters of blue ice into the ocean. Though we have our share of ice here in Vermont, I had never seen such a spectacle as this! Our group observed and enjoyed Orca whales, playful otters, and puffins amidst the beauty of the Alaskan coast.

One of the joys of my practice of law is that I have the opportunity to work in a variety of arenas. What I enjoy and resonate with the most is my contact with each of you as clients and friends. The Alaska trip gave me new perspective and broadened my horizons both personally and professionally. My return to Vermont brought me back to my home base as I embraced the travel and delighted in my return to the beautiful Green Mountains and the shores of Lake Champlain.



RICH CASSIDY LAW
LAWYERS FOR PEOPLE



INSIDE THIS ISSUE

Happily Ever After!.....	2
Featured Recipe.....	2
Sophie Gets Her Name.....	3
In the Community.....	4
Rich Named to Best Lawyers...4	
Insurance to Carry in VT.....	4
Holiday Preview.....	5



Kenai Fjord Glacier

HAPPILY EVER AFTER, MATT AND COURTNEY!

PUGGLES CELEBRATE



Photo Courtesy of Pogo Photo.

Dexter and Gia, Matt and Courtney's delightful dogs and frequent residents at Rich Cassidy Law, celebrate with Courtney and Matt.



Photo courtesy of Pat Seale.

Matt Shagam, Associate Attorney and Courtney Seale, puggle mom and office assistant here at Rich Cassidy Law, were married on Saturday, October 12 on a perfect fall day at Hildene, the Lincoln Family Home in Manchester, Vermont. Friends and family came from all over the world to celebrate these two wonderful people. We wish them both much happiness and embrace and celebrate them and their special day.



ORCHARD DELIGHTS!



Our granddaughter, Alexandria, and her beloved companion, Sophie, enjoy a trip to the orchard and pumpkin patch.

Apples, cider, and sugar donuts, yum!

In my childhood, fall brought a twist of sadness as we said goodbye to the fleeting Vermont summer but hello to a round of new activities, the beautiful changing of the leaves and a few special family recipes. The Apple Crisp recipe chronicled at right was a favorite and involved a trip to the orchard on a brisk Saturday afternoon and the creation of this warm, aromatic and delicious apple delight. The recipe we used was from a tattered, lovingly well-worn edition of *The Fannie Farmer Cookbook* (Marion Cunningham edition.) I hope you will enjoy it even if only vicariously!

By Becky Cassidy



APPLE CRISP A.K.A. APPLE CANDY PIE

Ingredients:

- 5 cups peeled and sliced apples
- 3/4 cup flour
- 1 cup sugar (brown is best!)
- 1/2 teaspoon cinnamon
- 1/4 teaspoon salt
- 1/4 lb. butter, in small pieces
- 1/3 cup water (or orange juice)

Directions:

Preheat the oven to 350 degrees. Butter a 1 and 3/4 quart baking dish. Spread the apples in the dish and sprinkle 1/3 cup water on top. (We varied this by using 1/3 cup orange juice and it added to the tangy appeal of this dessert.) Combine the flour, sugar, cinnamon, and salt in a bowl. Rub the butter with your fingers until it resembles coarse crumbs. Spread the mixture evenly over the apples. Bake for about 30 minutes, or until the crust is browned. Vanilla ice cream or whipped cream makes a splendid topping! Yum!

HOW SOPHIE GOT HER NAME

By Becky Cassidy

Sophie Ann Cassidy, our beloved puppy, now 7 months old, was named for 2 very important people in our lives. When we went to pick out Sophie, at that time unnamed, I said to Rich, “What is her name?” Somehow, I knew that he would want to choose it. Without a second thought, he said, “Her name is Sophie.” I had thought possibly, Poppy or Buttercup or some other more dog like name. Masculine names were out of the question so no chance of Fido or Rover for this little girl.

“Sophie?” I asked. “For Dr. Sophie Wells?”

“Yes,” he said, “I guess you’re right!”

Dr. Sophie Wells, eminent cardiologist at Tufts Medical Center, guided us through Rich’s open-heart surgery journey with grace, good-humor, compassion and extraordinary expertise last fall. “Dr. Sophie” as we eventually came to call her, was a youthful appearing, red-haired doctor whose pace was always warp speed. But she never ignored a question, always gave considered and generous responses and navigated us through the most complicated and challenging of times. Rich’s outcome, as previously chronicled in these newsletters, was excellent and he has returned to his full and busy practice well-mended. We are grateful to Dr. Sophie, and Rich’s surgeon, Dr. Rastegar.



Photo by Alison Redlich.



Photo by Alison Redlich.

During the early fall a year ago, our dog, Baxter was walking his final journey on earth. A circle of close friends and family, “Team Baxter” (Lori Hayes, Emma Chaffee, Mary and Carl Mazzariello, Carla and Lisa Mazzariello and Dani Comey) helped us through the saddest of October days as Baxter let us know that his remaining time, though precious, was short. Our dear friend, Ann Reading, who had cared for Baxter many times in his years with us when we traveled or had other obligations, helped us nurse him through his final days with such love and devotion that we knew that Ann, like Dr. Sophie, deserved special

recognition as Sophie joined our family. And so, Sophie Ann Cassidy received her special name.

CANADA



“O CANADA!”

CANADA



In late August, Rich attended the Uniform Law Conference of Canada’s 101st Annual Meeting in St. John’s, Newfoundland. He and Uniform Law Conference President, Carl Lisman and their wives represented the US at this event. The spectacular scenery framed an informative and packed agenda as our Canadian friends worked to harmonize the laws of the provinces and territories of Canada. The two organizations have a long history of working together on legal developments that affect both countries, sometimes developing laws to be adopted on both sides of our shared border.

President Lisman addressed the Canadian conference and spoke eloquently about our continuing shared work and the historical significance of our relationship.

This year, our Canadian colleagues were working on a number of subjects that we have or are also working on in the United States, including Electronic Wills, Charitable Crowdfunding, and the Non-consensual Disclosure of Intimate Images.

Our two countries face similar challenges from somewhat different historical and cultural backgrounds. Each organization learns from the other as we go forward.

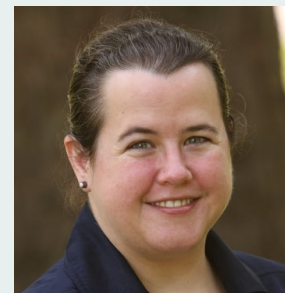
Our Firm:



Founding Attorney Richard Cassidy



Co-Founding Associate Attorney Matthew Shagam



Associate Attorney Amanda Lee



Office Staff (L-R)

Linda Jackman - Business Manager

Becky Cassidy - Marketing and Community Relations Director

Courtney Seale - Administrative Assistant

RICH CASSIDY LAW IN THE COMMUNITY:



Rich serving as Chair of the Committee of the Whole at ULC conference in Alaska.



Becky speaking at the Life Members & Past Presidents Dinner at ULC conference in Alaska.



Rich prepares to present on the topic, "Is the American Legal System Irretrievably Broken," at the University of Vermont Renaissance Weekend with Senior U.S. District Judge, William Sessions. Invited guests came from all over the world to share in this two day symposium exploring global issues facing all of us. Rich was among 10 specially invited speakers.

RICH CASSIDY RECOGNIZED IN *BEST LAWYERS IN AMERICA*

Rich Cassidy, founding attorney of Rich Cassidy Law has been recognized in the 26th edition of *Best Lawyers in America*. He has been so honored every year since 2007. According to Philip Greer, CEO of *Best Lawyers*, Rich is being recognized for the high caliber of his work in the practice areas of Employment Law, Litigation, Labor and Employment, Mediation and Personal Injury Litigation - Plaintiffs.

Mr. Greer says, "For more than three decades, *Best Lawyers* has been regarded – by both the profession and public – as the most credible measure of legal integrity and distinction in the United States. As such, recognition by *Best Lawyers* symbolizes excellence in practice."

Mr. Greer continues, "Inclusion in *Best Lawyers* is based on a rigorous peer review survey comprising more than 8.2 million confidential evaluations by top attorneys."

Best Lawyers partners with The Wall Street Journal, The New York Times, The Los Angeles Times, The Washington Post, Dallas Morning News and the Philadelphia Inquirer.

Rich has practiced law in Vermont for some 40 years.

We care about our clients whether it is giving you advice about how best to protect yourself with insurance or keeping yourselves safe during the holidays.

WHAT INSURANCE SHOULD SOMEONE CARRY IN VERMONT?

By Rich Cassidy

Any insurance coverage is better than none. But if you can possibly afford it, don't just buy the cheapest policy. And don't just buy the one with clearest advertising.

You want an insurance company that will really try to take care of you in the event of a claim. You want a carrier that will be easy to work with if you need to get your car fixed. You want a carrier that will stretch to settle a liability claim against you so that you don't get sued or worse yet, go to trial.

If you have to bring an uninsured or underinsured motorist claim against your own insurance carrier, you want a company that won't nickel and dime you about the value of your claim.

To Find the Right Company, Do A Little Research

If advertising is not the right way to find the best insurer (and I assure you, it isn't), what is the right way? Do a little research and see what companies are highly rated by the policyholders. The differences in consumer satisfaction are substantial.

Yes, rates are important. But if you have a claim, you want a carrier that will take care of you. Some do a much better job than others.

Check Out The Mutual Insurance Companies

Mutual insurers are owned by the policyholders. You pay a little more (not really much, 10 to 15% more in most cases), but then you are someone the adjusters want to keep happy.

Years ago, when I represented insurance companies, I was hired to defend an insured for a mutual insurance company. What a difference it was from representing your typical cut-rate insurer. The company got me on the job early, while the evidence was fresh. At the Company's request, we dove into the claim and quickly realized that it could become a big claim. We settled early.

The claim against the co-defendant (the other driver, who had a cut-rate policy) went on for years and ultimately was tried. Although it was not obligated to do so, the mutual company kept us on to represent its insured in his role as a witness at the trial.

HOLIDAY PREVIEW!

STOCKING COOKIES

By Becky Cassidy

You will all be receiving our firm greeting card with staff picture and warm holiday greetings. As the celebratory season approaches, we give thanks for all our blessings and wish you a joyous season to come and the happiest of New Years. Each one of you has a special place at Rich Cassidy Law. Here's a little gift I was given years ago by a family friend. The recipe has become somewhat obscure, but I own a tattered copy I have cherished since childhood. Here it is for you to enjoy. These cookies make a great gift and are also a wonderful conversation starter at holiday parties. The fun is the treats inside each stocking!

Ingredients:

- 2 1/3 cups all-purpose flour
- 1 teaspoon baking powder
- 1/2 teaspoon salt
- 2/3 cup plus 1 teaspoon unsalted butter
- 2/3 cup granulated sugar
- 1 large egg
- 1 teaspoon vanilla
- Green and red food coloring
- 1/2 cup chocolate chips
- 1/4 cup crushed candy canes or mints
- 1/2 cup sifted confectioner's sugar
- 1 to 2 2 tablespoons milk

Directions:

Preheat oven to 325 degrees F. Line 2 cookie sheets with parchment paper

Combine flour, baking powder, and salt in a small bowl.

Cream 2/3 cup butter. Gradually add the granulated sugar and continue to beat until mixture is light and fluffy. Add the egg and vanilla. Blend well.

Gradually add the dry ingredients until a smooth dough forms.

Divide the dough in half. Put each half in a separate bowl.

Add red or green food coloring to each half of the dough and mix well. Chill plastic-wrapped dough for one hour.

Flour a flat surface and roll out one of the dough halves into a large rectangle. Cut evenly into 12 smaller rectangles, about 3x2 inches each.

With your thumb, make an indentation in each rectangle. Fill with treats of your choice; chocolate chips, crushed candy cane, nuts, or maraschino cherry quarter. Roll in your hand to form a stocking shape, and twist the end to create a "toe." Frost cuff and toe with confectioner's sugar and milk icing.



HOLIDAY SAFETY



As we head into the busy holiday season, the National Fire Protection Association, reminds us of the importance of monitoring all cooking activities which are so prevalent during this time. It's easy to forget how important safety is as we hustle and bustle our way through so many celebratory meal preparations. It might be useful to post these reminders on a kitchen bulletin board. Happy Holidays!



Thanksgiving Safety

The kitchen is the heart of the home, especially at Thanksgiving. Kids love to be involved in holiday preparations. Safety in the kitchen is important, especially on Thanksgiving Day when there is a lot of activity and people at home.

- Stay in the kitchen when you are cooking on the stovetop so you can keep an eye on the food.
- Stay in the home when cooking your turkey and check on it frequently.
- Keep children away from the stove. The stove will be hot and kids should stay 3 feet away.
- Make sure kids stay away from hot food and liquids. The steam or splash from vegetables, gravy or coffee could cause serious burns.
- Keep the floor clear so you don't trip over kids, toys, pocketbooks or bags.
- Keep knives out of the reach of children.
- Be sure electric cords from an electric knife, coffee maker, plate warmer or mixer are not dangling off the counter within easy reach of a child.
- Keep matches and utility lighters out of the reach of children — up high in a locked cabinet.
- Never leave children alone in room with a lit candle.
- Make sure your smoke alarms are working. Test them by pushing the test button.

Did you know?



Thanksgiving is the leading day of the year for home fires involving cooking equipment.

Have activities that keep **kids out of the kitchen** during this busy time. Games, puzzles or books can keep them busy. Kids can get involved in Thanksgiving preparations with recipes that can be done **outside** the kitchen.



NATIONAL FIRE PROTECTION ASSOCIATION
The leading information and knowledge resource on fire, electrical and related hazards





RICH CASSIDY LAW

Our firm focuses on people, not businesses or institutions. We handle personal injury litigation and employment law. We represent people who have been injured due to the fault of others, and employees in disputes with their employers or former employers.

Justice is not given; it is achieved. Without help from a competent, experienced lawyer, you may get nothing, or you may get whatever pittance the insurance companies or employers choose to give you. The experienced staff at Rich Cassidy Law will assist you from the time you contact us through the conclusion of your case. You can count on being treated humanely and courteously throughout the course of your time as our client.



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