

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

NO MATTER WHAT, WE CAN HELP!

By Rich Cassidy

Practicing law never gets old for me. Perhaps it is its own garden and with enough water, weeding, pruning, and sunshine, relationships with clients, old and new, continue to bloom. That is a very satisfying outcome to each day's work. All of us here at Rich Cassidy Law thrive on our relationships.

But the areas of law in which we practice are fairly narrow. We represent injured persons in personal injury and worker's compensation cases. We represent employees in employment claims. As an outgrowth of our employment work, we often represent individuals seeking disability from, Social Security or private insurance companies and we represent doctors and other professionals against whom complaints have been made before professional licensing authorities. We represent labor unions. Our Senior Associate, Matt Shagam, represents college students in disciplinary matters.

We keep our practice narrow, because we want to do our best work, and we know that if you try to do everything, you don't do anything really well. As a result, former clients and friends often call with legal problems we don't handle. But that doesn't mean we don't want to help.

Forty years in practice is a long time to get acquainted with the plethora of legal problems and questions which come our way. Sometimes the best answer to an urgent request is, "I don't know how to solve your problem, but I know someone who does." We can help our clients and friends find an attorney with specific expertise in a field which aligns with their needs. We have established an index which allows us to intelligently refer our clients to lawyers who specialize in domestic, criminal, tax, real estate and many other subject areas.

It is reassuring to people in need that there is help for them even if it doesn't come from me or my associates. Our clients, whom we care about deeply and **always** endeavor to do our very best for, deserve the attention of a lawyer most familiar with their particular challenge, who can provide the best possible advice for their case.

Over the last 25 years I have served as a Commissioner of the Uniform Law Commission, a group of lawyers and judges from each state, principally appointed by their governors, who serve without compensation to create laws which are the same throughout the states. I am the immediate past president of this national organization and know its membership well. I also am a former member of the Board of Governors of the American Bar Association. Between the two organizations, I usually know a "cream of the crop" lawyer in every state for client referral. This has served our clients well. Whether you have weeds that need tending in Arizona or Oregon, we have an expert who can willingly help you.

The bottom line is simple. We don't know everything about the law, but we make a real effort to know everyone in our world. We are happy to find a good referral for our friends, clients, and former clients.



RICH CASSIDY LAW
LAWYERS FOR PEOPLE

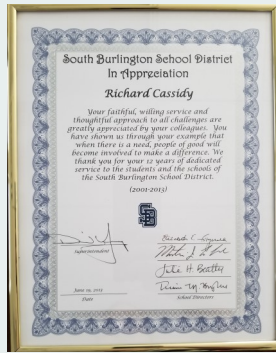


INSIDE THIS ISSUE

Giving Back: Common Roots..	2
Featured Recipe	2
Welcome, Sophie!	3
In the Community.....	4
Pugs' Corner.....	4
How Much Insurance?.....	5
Home Thoughts	5

SPECIAL POINTS OF INTEREST

- Meet Rich and Becky's new puppy, Sophie Ann
- See what clients have to say about Rich Cassidy Law
- Learn about how much insurance coverage you need



Rich served on the South Burlington School Board for 12 years, 6 as Chair. During that time, he formed friendships throughout the school community. Carol McQuillen, a kindergarten teacher at Orchard School, introduced Rich and his fellow school board members to a farm to table concept which was embraced by the district. Upon retirement, Carol founded Common Roots, the non-profit we celebrate in this issue.

COMMON ROOTS

Common Roots is a South Burlington based 501(c)3 nonprofit community organization that connects farmers, educators, youth, families, and the wider community by building a sustainable future through place-based education and service programs.



For the past 10 years, Common Roots has offered the following programming to the community:

Farm to School – Monthly cooking lessons for 1,165 students empowering children to grow, prepare, and taste healthy foods.

Farm to Go – After-school courses in which middle school students prepared over 12,000 delicious meals for their family members.

Community Food Shares – Families identified by social workers have access to healthy, organically-grown farm foods, available 2 weeks a year. Families help run this program and take care of the Wheeler House in South Burlington.

There are many other opportunities that provide hands-on learning experiences to advance food and nutrition awareness. To learn More about Common Roots, visit their website at www.commonroots.org and check out their Farm to Fork Tuesdays at the Wheeler House where you can purchase chef-prepared, farm-fresh meals to-go.

In each issue, we will feature a different non-profit that is meaningful to our firm and the community.



Common Roots founder Carol McQuillen, (above) tends the grill, while Alec Buzzel, (below) slices the steak for this month's featured recipe provided by Chef Rose Kaszuba. This meal, along with a quinoa pilaf, was prepared by Common Roots for its June 25th Farm to Fork take-out event.



GRILLED FLANK STEAK WITH GREMOLATA SAUCE

Recipe courtesy of Chef Rose Kaszuba of Common Roots

Serves 4

The Steak:

- 1 tsp. salt
- 1 tsp. black pepper
- 1/2 bottle red wine
- 1/4 c olive oil
- 1 tsp. cumin powder
- 1 tsp. isot pepper (or use 1/4 tsp. cayenne pepper)
- 1 lb. flank steak or sirloin tip roast (trimmed of excess fat)

Directions:

Mix all ingredients through the steak in a large bowl or pot.

Place steak into mixture.

Add enough water to cover meat.

Cover and marinate overnight in refrigerator. When ready to prepare the next day, place the pot on the counter while preparing the gremolata and charcoal to alleviate the chill.

When the charcoal coals are white, grill meat to medium rare (internal temperature 126F).

Remove meat; rest covered for 15 minutes.

The Gremolata Sauce:

- 1 bunch parsley (stems removed)
- 1 organic lemon (zested and juiced)
- 1 Tbsp. fresh garlic (minced)
- 1 tsp. salt
- 1 tsp. black pepper
- 1 tsp. cumin powder
- 1 tsp. isot pepper (or use 1/4 tsp. cayenne pepper)
- 1 tsp. sumac powder
- 2/3 c olive oil

Directions:

In a food processor, mince parsley.

Add the rest of the ingredients and blend well.

Taste; adjust seasonings as desired.

To Serve:

Sharpen knife and slice steak thinly against the grain.

Arrange sliced beef on a platter. Ladle gremolata sauce over beef. Bon Appetit!

Serve with your favorite bread or pilaf and salad.

STRAWBERRY FIELDS IN VERMONT

It's a short growing season in VT and each ray of sunshine is precious to humans and fruits alike. Rain and cold made Vermont's strawberry season late but when it came, it was magnificent. Rich's friend from cardiac rehab, Paul Mazza, owns fabulous farm to table fruit and vegetable operations in Colchester and Essex. When word of the strawberry harvest hit the streets, and it is real breaking news in VT, we sampled some of Paul's juicy and delicious berries. WOW! Like other things which are transitory in our lives, we celebrate the sweetness of Paul's work in this issue where we also celebrate the amazing work of Common Roots.



One of Paul Mazza's delicious strawberries!

WELCOME, SOPHIE ANN!

By Becky Cassidy

There's a new little girl in our lives! Sophie Ann Cassidy, age 9 weeks and weighing 8.6 pounds arrived at our home on Mother's Day with a spring in her tiny steps appropriate to the season. To say that she caused us to "spring" into action would be an understatement. Here we were, two late middle-agers adopting an infant! Sophie is a mini golden doodle, black and white with dark mischievous eyes.

Throughout the long winter and into the early spring, we continued to mourn our long-time dog, Baxter, who passed on last fall. But we knew that our home would not be complete without a pet. Though there is no replacing Baxter, Sophie has catapulted her way into our hearts in the same way most babies arrive and claim center stage. What's not to love? Her first night in her new home went better than expected as she adjusted well to Mom and Dad and a soft crate snuggled up to Daddy's side of the bed. Through the night, Rich placed his fingers where she could lick them for reassurance. The dog slept better than the master!

In the two months she has made her home with us, we've learned that electrical cords are a Waterloo and every stray piece of anything on the floor is likely to be gobbled at lightning speed. Our response, a quick and gently firm exploration of her little mouth, often reveals inexplicable bounty. Our hands and arms reflect the explorative puppy bites that other puppy moms and dads warned us of and we look forward to a more mature Sophie! That said, her darling puppy breath and desire to snuggle trump the occasional nick.

Though her first month was spent largely at home, Sophie has become a regular resident at Rich Cassidy Law. In fact, Sophie is a Management Trainee in preparation for becoming Chief Happiness Officer at the Law Firm! Rich is having an easy time getting his daily 10,000 steps in as the young lady loves the fresh green grass around the office complex and is making friends throughout her new professional neighborhood.

We think if Baxter had a little sister, her name might have been Sophie.



Our granddaughter, Alexandria, snuggles with Sophie

NORTH TO ALASKA!



In July, Rich will attend the 127th annual meeting of the Uniform Law Commission in Anchorage, AK. This marks his 25th year as a Commissioner working with other lawyers and judges from the 50 states to make laws uniform throughout the country. Since 1892, the ULC has provided states with non-partisan, carefully conceived uniform laws. Simply put, thanks to the volunteers who make up this organization, if you adopt a child in CA, the law governing that adoption would be exactly the same in VT.

This summer, the hot issues the commissioners are debating and creating legislation for include driverless cars, drones, electronic wills, easement location, and unregistered transfer of adopted children, among others. These current issues will receive a week of earnest labor from those in attendance with promising outcomes for each of the states. In our next issue, Rich will have a report on the 2019 session.

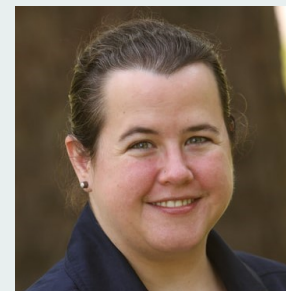
Our Firm:



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:

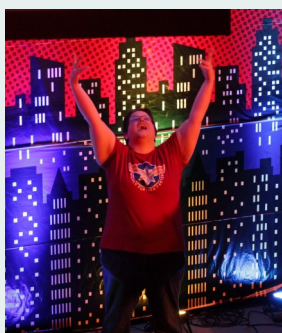


Becky Cassidy speaks to the audience at the annual Burlington Business Association dinner.



Photo by Julie Richards

Child, canine, and police officer having fun at the annual Burlington Police Department and Queen City Police Foundation Barbecue. Becky Cassidy is a board member of the QCPF.



Associate Attorney Amanda Lee on stage at this year's Gayla, an annual fundraiser for Outright Vermont sponsored by Vermont Law School's Alliance, the campus' LGBTQ+ group.

PUGS' CORNER

By Courtney Seale

When my rescue dog, Gia, arrived in Vermont just over a year ago, she was emaciated. Even for a puggle, her appetite was astronomical. The first thing Gia did when let loose in my apartment was knock over the trash bin to enjoy some of that morning's breakfast. Gia was also very anxious when left alone. No matter how short my errand was, or how careful I thought I was about putting everything out of her reach, Gia's ability to get into things surpassed my intelligence.

Dexter, our existing rescue puggle, was none too sure about this addition to our household. Gia's aloofness and lack of socialization threw Dexter's routine out of balance and he let her know that her cuddles were unwelcome, as were her attempts to get into his food bowl at mealtime.

The first Monday after Gia's arrival, I took her to the vet. She had an ear infection, problems with her paw pads, and she needed her teeth cleaned. It took time, but her ears and paws cleared up. She began to enjoy walks, rather than stopping whenever we got to gravelly driveways or grass. Gia calmed down a bit as she improved physically, and Dexter became slightly more tolerant of his new sibling.

A few weeks later, Gia had her dental procedure. What couldn't be seen without x-rays was that nine of her teeth were attached with nothing but tartar and needed to come out. After a short recovery, Gia's personality began to change. Her now painless mouth combined with a daily routine and lots of love, showed her that she was safe and not all people were bad.

Now, a year later, you wouldn't know that this confident pup spent the first years of her life at a puppy mill. Gia approaches everyone she meets for petting and snuggles, including Rich Cassidy Law clients when she is given the opportunity. Most importantly, Dexter has adjusted to life with Gia. They can often be found curled up next to each other, waiting to greet clients and friends at the office.



Gia and Dexter

(Note: Though dogs are part of the family at Rich Cassidy Law, we will always accommodate anyone with allergies or discomfort with animals. Just let us know.)

CLIENT REVIEWS

Avvo, the premier national ranking and referral system for lawyers ranks Rich Cassidy as a 10, the highest ranking possible.

Here is what Rich Cassidy Law clients say about Rich and the firm:

"Rich was extremely helpful with my employment matter; his manner was calm and cooperative, which I appreciated during a difficult time. He has a deep understanding of the law and my particular field of employment and was thoughtful in recommending an approach. He is an excellent listener and communicator and he turns around work very quickly. I highly recommend Rich Cassidy and am grateful for his work on my behalf."

"I used Mr. Cassidy as a mediator in a difficult case and he did an excellent job balancing issues and personalities to achieve a fair resolution. I would recommend him without reservation and will use him again."

"I am a Vermont lawyer. I have retained Mr. Cassidy in two matters, both mediation. He did a terrific job. Both cases were settled at the mediations. Highly recommend him as both a mediator and as an attorney. Rich is a competent guy and a real straight shooter."

THE LAW AND YOU HOW MUCH INSURANCE DO I NEED?

By Rich Cassidy

The Minimum

By law, the owner of a motor vehicle operated on a Vermont highway must maintain at least minimum insurance coverage. The minimum is only \$25,000 per person, \$50,000 per occurrence (and \$10,000 for property damage). Frankly, that is just not enough insurance. Even a very minor accident can easily cause far more damage than \$25,000 or even \$50,000 can cover.

For example, I represented a young woman who was bumped by a car. She fell and hit her head on the pavement. She lost consciousness for a few seconds.

She was taken by ambulance to the emergency room. There she was seen by a doctor. Because she had a loss of consciousness, the doctor ordered a CT scan of her brain. Test result: negative. She was treated and released from the ER. She also had a few bumps and bruises and missed a few days of work. She had a concussion, but it was a very minor one.

Her medical bills exceeded \$10,000 and her settlement exceeded \$30,000. If the driver who hit her had minimum coverage, he might have had to pay out of his pocket to settle the case.

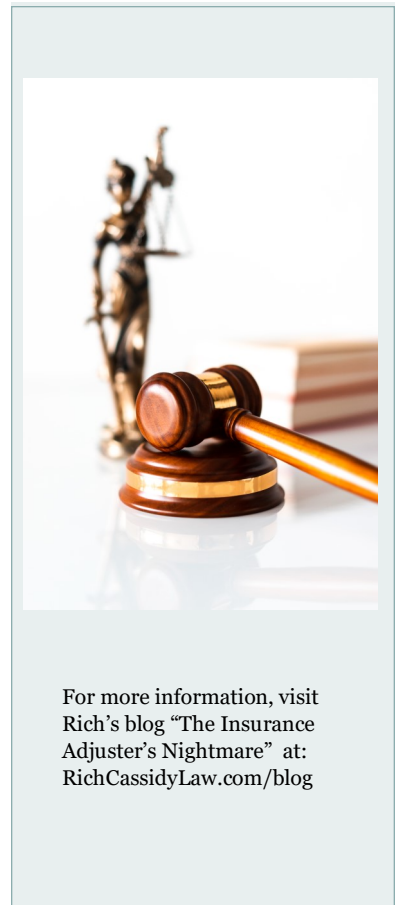
Protect Your Assets

Liability insurance is intended to protect you from personal loss if you injure another person. You need more coverage to be safe.

If you don't have enough coverage, and someone is seriously injured by your negligence, you put your personal assets at risk. You could lose your investments. Under certain circumstances, you might lose your home. For many years, a portion of your paycheck might disappear before you ever see it. You might even have to go bankrupt.

Recommended Coverage

I recommend that you buy at least \$100,000/\$300,000 coverage from a mutual insurance company and get a million dollar personal umbrella insurance policy. An umbrella policy is cheap. As I mentioned last time, you and your family might end up receiving the money to the extent of any insurance coverage you buy.



For more information, visit Rich's blog "The Insurance Adjuster's Nightmare" at: RichCassidyLaw.com/blog

We care about our clients whether it is giving you advice about how best to protect yourself with insurance or slowing down to smell the summer roses!

HOME THOUGHTS

By Becky Cassidy

Unloading the dishwasher one morning I wondered why my hands were so full. I was "storing" 2 green glasses, which were not housed on the normal glass shelf, in my right hand while trying to shelve the everyday glasses with my left. Not surprisingly, one of the green glasses crashed to the floor and smashed into seemingly a million pieces. On reflection I realized that if I had only put the green glasses away first, I wouldn't be standing on a carpet of shattered and somewhat dangerous shards.

How many times a day do we try to do it all in the shortest period of time without a plan that would make it easier? The challenge seems to be making the plan, even when the task is as simple as unloading the dishwasher. Could I have left the green glasses for later once all the everyday glasses were shelved? Of course. I would have saved myself a full fifteen minutes of sweeping, vacuuming, and anxious peering into every corner to make sure no

jagged pieces were left for man and dog who also inhabit the house. Now on top of the mess was the worry for my beloved family members.

And so it goes. Though it's easy to offer the benign "Stop and smell the roses," there is something to it. All the while in this fast-paced dishwasher unloading/hurry to the next task world, I never looked out the front window which offers a beautiful view of the lake. One deep breath and even a quick glimpse might have slowed me down. But like many of us, I'm always rushing.

So what's the remedy? An age old question, for sure. As time has passed in my life, I've learned some lessons but not as many as I'd like to. With my twenties very far in the rear view mirror, I am resolving to walk a little more slowly, breathe a little more deeply and celebrate more often the people and animals in my life whom I love so much. Maybe you'll join me.



A few of the surviving green glasses





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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