

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

MICHAEL BROW JOINS RICH CASSIDY LAW

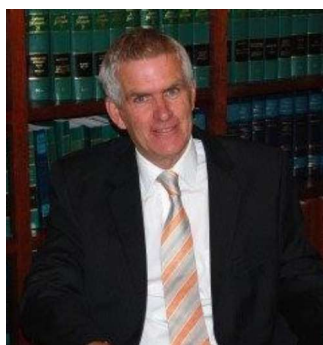
Mike Brow, distinguished Burlington Attorney, joined his old friend, Rich Cassidy, Matt Shagam and Amanda Lee in practice at RCLaw on October 1. Mike graduated from the University of Vermont in 1976 and from John Marshall Law School with distinction in 1980. He was admitted to the Bar of the State of Vermont and the U.S. District Court for Vermont the same year. Both he and Rich clerked for Justice Robert Larrow at the Vermont Supreme Court. Mike practiced law at Sylvester & Maley and then at Sylvester & Brow in Burlington for almost 40 years. He served as a member of the Board of Bar Examiners from 1996-2002.

Mike brings a wealth of experience in representing personal injury clients to the firm. He has an impressive history of substantial settlements and verdicts in auto accident, product liability, wrongful death, and other claims of negligence.

Mike was selected to the New England Super Lawyers List, an honor reserved for lawyers who exhibit excellence in practice. Only 5% of attorneys in New England receive this distinction. For over a decade Mike has been selected annually by his peers for inclusion in The Best Lawyers in America in the area of Personal Injury. Mike has also received the highest possible Peer Review rating from Martindale-Hubbell.

Mike and his wife, Deb reside in Burlington and are the parents of two grown children and grandparents of two beautiful little girls. Their home also includes Nellie, beloved poodle companion.

The team at Rich Cassidy Law is delighted to welcome Mike and the extraordinary experience, expertise and talent he brings to the firm. You can reach Mike at 802-864-8144 or mike@richcassidy.com



Mike Brow



Mike & Deb Brow



Nellie Brow



RICH CASSIDY LAW
LAWYERS FOR PEOPLE



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SPECIAL POINTS OF INTEREST

- Introducing Mike Brow
- See what clients have to say about Rich Cassidy Law
- Keep Moving!

ELECTION DAY IS TUESDAY,
NOVEMBER 3, 2020



The Vermont Voter Protection Program is being monitored by volunteer lawyers on Election Day. Rich will again be working with other attorneys to ensure every eligible voter can safely and accurately exercise their right to vote.

INFORMATION ABOUT VOTING IN VT

Taken from <https://sos.vermont.gov/elections/voters/>

All active registered voters will be sent a ballot by mail between September 21 and October 1. If you have not received a ballot, but are confident that you are a registered voter, please contact your Town Clerk to verify your registration status. And if you would like to receive an absentee ballot, but have not yet, you can request one online or by contacting your Town Clerk.

While Vermonters are being encouraged to vote early using these absentee ballots to reduce contact at polling places, all polling places will be open on November 3.

You can check on your registration status by contacting your Town Clerk's office, or by going to the "My Voter Page" maintained by Vermont's Secretary of State, <https://mvp.vermont.gov/>.

If you are voting by mail, you will need to have your ballots in the mail **no later than October 24th**.

If you are not registered to vote, there is still plenty of time! Vermont does not have a cut-off time for voter registration, and allows people to register to vote at their polling place on Election day.

Vermont polls open between 5 a.m. and 10 a.m. and close at 7 p.m. For a full list of polling places and their hours of operation, please visit <https://sos.vermont.gov/elections/voters/>.



Here's a recipe Courtney made with her last kale harvest of the season. It is adapted from Aarti Sequeira's massaged kale salad recipe.



Kale is a hearty green that grows all season, even after the first frost.



Thinly slice the rolled, stemmed kale.



Enjoy!

MASSAGED KALE SALAD WITH MANGO AND PUMPKIN SEEDS

Ingredients:

- 1 bunch kale
- 1 juiced lemon
- 1/4 cup extra-virgin olive oil, plus drizzle for massaging
- Kosher salt
- 2 teaspoons honey
- Freshly ground black pepper
- 1 cup small diced mango
- 2 heaping tablespoons toasted pumpkin seeds

Directions:

1. Remove and discard large, tough kale stems. Roll the leaves lengthwise and thinly slice crosswise.
2. Place sliced kale in a large mixing bowl. Drizzle the sliced kale with about a teaspoon of olive oil. Sprinkle about a half teaspoon of kosher salt over the kale. Mix and massage the kale with your hands until it begins to wilt, about 2-3 minutes.

3. In a separate, small bowl whisk together the lemon juice and honey. Slowly add the 1/4 cup olive oil and black pepper until you like the way the dressing tastes.
4. Pour the dressing over the massaged kale. Add the mango and pumpkin seeds. Toss and serve.

Notes:

- This recipe can easily be doubled or tripled. The kale can be massaged and refrigerated for up to a day ahead of time, just let it come to room temperature then add the dressing, mango, and pumpkin seeds just before serving.
- Taste for salt as you go. If you find the undressed, massaged kale not salted to your liking, salt can be added to the dressing.
- Massaged kale is a great technique to use with all types of dressing. Another dressing favorite is a juiced lemon, a garlic clove, a tablespoon of white miso paste, and a tablespoon of maple syrup whisked with olive oil and salt to taste. Massaged kale is also delicious with Caesar dressing.

SOPHIE ANN—HEALER AND HEALED

By Becky Cassidy



Sophie and her beloved vet, Dr. Nate

Late fall brings the two-year anniversary of Rich's open-heart surgery. We joyfully celebrate October 25 as his birthday renewal. It would be a stretch to say we look back fondly on that day in 2018 as the roller coaster of surgery, ICU and another emergency trip to the operating room provided a challenging 24 hours. But the ultimate result has been terrific! Most of you know that Rich was back at work within two months and has been going strong ever since. And at his side, Miss Sophie Ann Cassidy, our precious mini golden doodle.

Like many dogs, Sophie is sensitive to the emotions of those around her. She often puts her face on our knees as we chat about the day's fortunes or misfortunes. She has learned to ask for a treat by raising her paw for a "handshake" and a high five, but she also lifts her forearm in sympathy if we too need a pat.

Much has been written about animals as healers. Though we do not hold Sophie up to any mystical standard, we've recognized the fact that she is intuitive, smart, loving and acutely aware of her parents and their feelings. And we try to be the same. Recent minor surgery kept our exuberant little girl subdued for several days. Instructions from our beloved veterinarian, Dr. Nate Heilman, were to keep her quiet and resting while administering post-surgical medications and plenty of love. We were encouraged to place her in a crate on her first night home to keep her movement at a minimum. But Sophie Ann had a different idea!

As bedtime approached and we led her to the crate, this strong-willed pup turned quickly away from its gate and headed to our bed. Though the usual sparkle in her little black eyes was somewhat dimmed, she gave us the definite message: "I'm sleeping with you." And sure enough, through the night, she snuggled up against us, getting what she often gives, a healing touch.

Whether it is your pet, your friend, your parent, your spouse, your boss, or your neighbor, here are some words to remember in complicated times. The Prayer of St. Francis, Patron Saint of Animals reminds us:

"Grant that I may not so much seek to be consoled as to console
To be understood as to understand,
To be loved as to love
For it is in giving that we receive..."

Sophie is back to her usual mischievous self. She has been consoled, understood, and loved. And so have her parents. We wish the same for you.

PUGS' CORNER

By Courtney Seale

This year has brought so much uncertainty, that I am especially grateful for the ever-present and calming companionship of Dexter and Gia. In a time when I cannot see friends' faces, give hugs, or even handshakes, I appreciate the constant closeness of my puggle companions.

At our last visit to our vet prior to the pandemic, the veterinarian was concerned about both puggles' heart rates. Dexter's was too fast and Gia's too slow. The doctor told me that while sleeping, dogs should take 30 or fewer breaths per minute. She told me to set a timer and count their exhales occasionally to monitor the impact of their heart rates. This is easy to do as the puggles spend most of their days and nights sound asleep.

Fortunately both Dexter and Gia have fallen below 30 breaths per minute each time I have checked. Being aware of their breathing patterns has been beneficial to my wellbeing, too. When I am feeling overwhelmed or anxious about what is going on in the world, I look at the nearest sleeping puggle and match my breath to theirs. After a few puggle-paced breaths, I am able to refocus and continue on with my day. May we all find a way to catch our breaths and cultivate our own calm.



Gia and Dexter taking a nap

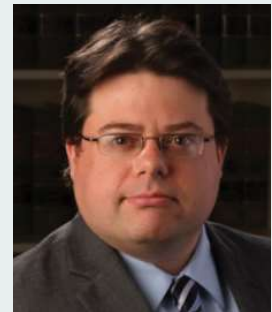
OUR FIRM:



Founding Attorney Richard Cassidy



Attorney Mike Brow, of Counsel



Associate Attorney Matthew Shagam



Associate Attorney Amanda Lee

Linda Jackman - Business Manager

Becky Cassidy - Marketing and
Community Relations Director

Courtney Seale - Administrative
Assistant

Our attorneys are talented in many ways. Amanda Lee has been writing poetry since she was 10.

A MEDITATION

By Amanda Lee

Breathe
inhale
the silence
calm the waters
let thoughts sink or drift
like seeds left to take root
where they wish to grow in time
exhale worries strife tension stress
feel the pull of time's currents but be
not rushed along breathe and live the moments



A LEAF'S LAST STAND

leave me alone
I will fall in my own time
a leaf on the wind

ON FALL

braced wood
smoke scented air
almost winter

HOME THOUGHTS—KEEP MOVING

By Becky Cassidy

When I can't find something, I heed my late mother's words: "Keep moving everything around and you will find what you are looking for." Searching for something simple like the saltshaker, a pair of reading glasses or one pesky ingredient for the evening's dinner, I often find my hands moving quickly as I hear her words. And, she was right. There is the salt hiding behind a canister of flour. Sure enough, the glasses actually were in my purse where I should have looked in the first place. The thyme for dinner's roasted vegetable pie was still in the grocery bag.

"Keep moving." I hear those words echoing in my head. My mom was an advocate of motion. Never lie down if you could sit, never sit if you could stand, never stand if you could walk and never walk if you could run. She meant it both figuratively and literally. This early life's lesson has lingered with me and guided my steps along the way.

In this stressful and uncertain time, it is tempting to "lie down" on life. It's easier to let friendships slip, to forget appointments and to leave the dishes in the sink. We all feel anxious and afraid. And why wouldn't we? A pandemic came out of nowhere and changed our lives likely forever. So, what should we do? Keep moving. It's not just the missing objects or the forgotten appointment. It is staying motivated, kind, compassionate, and real in our lives and relationships.

Margery Sharp, author of the beloved children's book, "The Velveteen Rabbit" had her character, the Skin Horse, who lived in the children's nursery, say to the Rabbit, "Real isn't how you are made. It's a thing that happens to you. When a child loves you for a long, long time, not just to play with, but REALLY loves you, then you become real." And the Skin Horse goes on to explain that it "doesn't happen to people who break easily or have sharp edges or have to be carefully kept."

If you keep moving, keep doing, keep showing up, keep your commitments, your friendships, and have a fair share of work ethic, you are real. We are scared, we are nervous, we are sleepless, but we can all still become real.



WE LOVE OUR CLIENTS



Rich + Team -

Michael + I truly appreciate the work you did for us. Most of all, we appreciate the way you made us feel important - not just another client.

Thank you -
Nancy Melino

LET'S NEGOTIATE!

By Rich Cassidy

IN THE COMPLICATED WORLD WE NOW INHABIT, THE ART OF NEGOTIATION OFFERS GREAT OPTIONS FOR RESOLVING HUMAN DISPUTES.

Most lawyers spend a lot of time negotiating.

But lawyers don't have a monopoly on it. Everyone ends up negotiating. In fact, some people say that all life is a negotiation.

Most lawyers think we do it well. Still, I remember negotiating as one of the most challenging things I had to learn when I started out as a lawyer. I learned, like most of my colleagues, through trial and error.

In the early 1980s, I was fortunate to be selected as an Early Neutral Evaluator in the first such program for the U.S. District Court for the District of Vermont. We had good training on how to facilitate negotiation and I started working as mediator. So I've seen negotiation from several angles.

Recently, I found a book that offered great education on negotiation for lawyers and other humans. I just finished Chris Voss' book written with Tahl Raz, ***Never Split the Difference: Negotiating as if Your Life Depended on It*** (Harper Collins Publishers 2016).

The book covers the waterfront on negotiation technique. No matter how skillful a negotiator you are, there's something in this book for you. The lead author, Chris Voss, is a former FBI international hostage negotiator. The emotional challenge of negotiating where people's lives are at stake has obviously focused Voss' attention on the subject. And the context in which he has negotiated lends itself to great, if sometimes tragic, stories about how he has employed the techniques he discusses. That makes the book an entertaining read, as well as an informative one.

Not everything in the book is directly useful to the normally mundane negotiations that most of us encounter in daily life. But if even one of the techniques Voss suggests would be useful, the book is worth your time.

Voss makes the important point -- quickly learned by any mediator worth his or her salt -- that listening intently is the key to effective negotiation.

Let me give you a few examples of techniques that Voss covers. He points out the importance of "mirroring," that is, repeating the last few or critical words that the person you are negotiating with has used. This helps build an empathetic relationship. Voss doesn't just suggest this approach, he gives you the right process for doing it.

And my preferred technique -- one that I have used before but did not have the vocabulary to describe until I read this book -- is the use of "calibrated questions." These are open ended questions that begin typically with the word "what" or "how," or even very rarely "why."

The point of these questions, which ask for help, is to create the impression that the person you are negotiating with has control of the conversation, and to help to generate crucial information to move the process in the right direction. Voss suggests several calibrated negotiation questions. My favorite is, "How am I supposed to do that?"

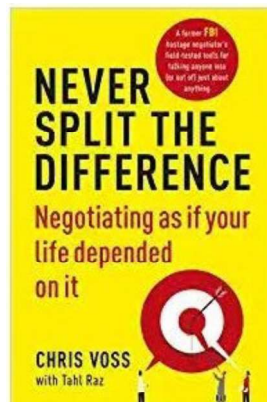
Voss also offers great advice on how to say "No" without ending the negotiation in failure.

There's lots more here and I can't tell you everything in a page or two that takes Voss 263 pages to deliver. I recommend it.

As we navigate an increasingly complicated world full of conflict, *Never Split the Difference* may be just the tool you need.

Happy negotiating!

Rich



Rich Cassidy prepares to meet a client outdoors.

As long as we have decent weather, our attorneys are glad to meet you outside in our courtyard if you require an in person meeting.



CURRENT RICH CASSIDY LAW OFFICE PROCEDURES

At Rich Cassidy Law we continue to actively counsel and advocate for our clients and take on new clients.

We are happy to be working from the office again!

Most of our communications with clients, opponents, and the Courts are by digital means: phone, email, and video conference. If in-person meetings are necessary, they can be scheduled. Social distancing will be maintained and all parties will wear masks. We will provide disposable masks if needed.

In-person meetings may be conducted under the following conditions:

- 1.No one may enter the office without an appointment;
- 2.No one may enter the office experiencing symptoms of respiratory illness, i.e. fever, cough, and/or shortness of breath;
- 3.No one may enter the office unless wearing a mask covering nose and mouth; and
- 4.You must continue to wear such a mask while in the office.

If you wish to arrange a conference, please call or email. Our phone number is 802-864-8144.

Thank you

October, 2020

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If you wish to be taken off our newsletter mailing list, call or email to let us know.



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RICH CASSIDY LAW

Our firm represents people, not businesses or institutions. We focus on 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. We offer the very best legal counsel, advice and support available. 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 compassionately and courteously throughout the course of your time as our client.



Photo by Alison Redlich