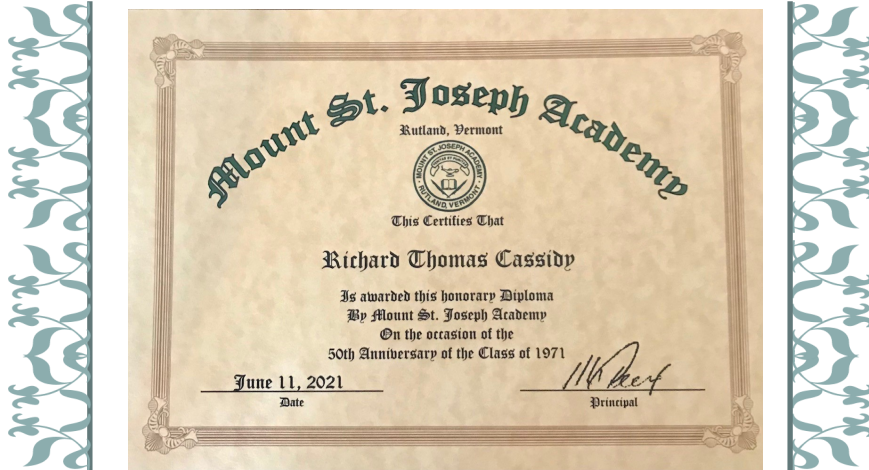


## STAYING IN TOUCH

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

### FINDING RENEWAL



I love to swim. As a child I raced with the Rutland City Swim Team and learned life-long lessons about competition, friendship, and touching the finish line first. In those days, we swim racers gathered at the pool early in the morning and swam to our hearts content until dark. A quick break at noon meant downing a peanut butter sandwich and sitting out the required 30 minutes, but aside from that, our day was sun-splashed and full of fun.

Lessons of those early days stay with me, and now I live on Lake Champlain and swim as often as possible. Now swimming is a rather solitary pursuit for me without the camaraderie of my swim mates of 50 years ago. I miss them. But I'll always be grateful for the life-long pleasure that learning to swim well gave me and the deeper lessons of working as a team.

In late September, my Mount Saint Joseph Academy high school class gathered for our 50<sup>th</sup> reunion. I rejoiced in seeing people I hadn't seen in half a century. Though my high school friendships were, in many cases, deep and meaningful, I have only managed to stay in close touch with a few members of my class of 113. But, like encountering old fellow swim team racers, that didn't matter. On a warm, summer-like evening we gathered to share pieces of our journeys, all fully aware that the road ahead is far shorter than the path behind. The girl who had always been the friendliest still was. Those who had a corner on kindness in the '70s still did. The athletes had gained a pound or two but retained a sports-oriented view of the world. Politics were present but not oppressive. The boy who had been a "shepherd" to his teammates in high school became a pastor.

In the twilight of a Friday night, I embraced the memories of four years where friendships flourished, new ideas were welcomed, community service became a way of life, and the extreme learning curve of teenagers was supported by intelligent, caring adults. My gratitude is endless. Many of my classmates agreed to write thank you notes to a beloved surviving teacher, now in his 90's and living in an out-of-state nursing home.

So, as we face what appears to be another challenging winter here in the Green Mountains of Vermont, I hope for renewal for all, reminded that what shaped us in the past can hold us accountable in the future.

Maybe it's the swim team or the MSJ class of 1971 or my own great team here at Rich Cassidy Law – it's about our relationships, friendships, and the ability to support each other over the years. You're on my team too, and I'll always be on yours.

-Rich



**RICH CASSIDY LAW**  
LAWYERS FOR PEOPLE



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#### SPECIAL POINTS OF INTEREST

- Crabby Eggs, a favorite holiday breakfast!
- See what clients have to say about Rich Cassidy Law
- Carla's Photos

## CORNUCOPIA OF GRATITUDE

In addition to our **wonderful** clients, here are some of the things we are feeling grateful for as we head into the holiday season.



Rich & Becky's beloved granddaughter, Alexandria, snuggles with Sophie. At the top of the Cassidy's gratitude list... ALEXANDRIA!



Photo by Carla Mazzariello

- |                        |                         |
|------------------------|-------------------------|
| ◇ Family               | ◇ Kindness of Strangers |
| ◇ Good Friends         | ◇ Hope                  |
| ◇ Pharmacists          | ◇ Compliments           |
| ◇ Kind Words           | ◇ Autumn Leaves         |
| ◇ Generous Neighbors   | ◇ Meaningful Work       |
| ◇ Music                | ◇ Fresh Air             |
| ◇ Sunday Mornings      | ◇ Laughter              |
| ◇ Hot Showers          | ◇ Beach Walks           |
| ◇ Sunrises and Sunsets | ◇ Vaccines              |
| ◇ Pets                 | ◇ Each Other            |



*Here's the recipe for Crabby Eggs, a favorite holiday breakfast of Rich and Becky's. It was generously shared by the chef of the Grand Hotel in Point Clear, AL, and here it is from Becky.*



As the eggs just set, add the tomatoes and scallions.



Sprinkle the crab over the folded eggs and reduce the heat



As soon as the asiago cheese is melted, remove from the stove.

2

## CRABBY EGGS

During the time Rich was President of the Uniform Law Commission, we crisscrossed the United States for frequent meetings and were blessed with congenial company and fabulous hospitality. Though work consumed the days, evening found us enjoying local cuisine and good friends.

One of the traditions of the conference is a mid-year meeting where those in leadership roles gather to plan and ponder the year and work ahead. Our great friends, **Charlie and Annie Trost**, from Nashville, TN (Charlie has served honorably as a ULC Commissioner for over 40 years) urged us to consider choosing the Grand Hotel in Point Clear, AL for a mid-year meeting. We resonated with this recommendation and encountered southern hospitality at its best. It was a joy to have **Charlie and Annie** join us there.

Here is a recipe for Crabby Eggs generously shared by the hotel chef during our stay. I have used it for many a quick holiday breakfast and as the celebratory season approaches, I share it with you. Easy and elegant, it can be accompanied by warm croissants and the result is delicious.



Enjoy!

### Ingredients:

- 10 eggs
- 3/4 cup cream
- 2 Tbsp. melted butter (can substitute oil)
- 1 cup diced tomatoes
- 8 oz. fresh crab
- 4 scallions finely chopped (reserve 1/2 of one scallion for garnish)
- 1/2 cup asiago cheese, separated
- Salt and pepper to taste

### Directions:

1. Melt the butter in a frying pan.
2. Beat the eggs and cream together, then pour into greased pan and cook on medium-high heat until the eggs begin to set.
3. Sprinkle the tomatoes and 3 1/2 scallions over the eggs and gently fold into the eggs. Add the crab and reduce the heat to low.
4. Add 1/4 cup asiago cheese, salt, and pepper. Mix until cheese is just melted.
5. Remove from stove and place on a serving platter. Sprinkle the remaining 1/4 cup asiago cheese over the top and garnish with remaining scallion. Serve with warm croissants. Yum!

## SOPHIE ANN AND HER “BESTIE”

By Becky Cassidy



Sophie and Lucy

Now two and a half, our beloved mini golden doodle, Sophie Ann Cassidy has a penchant for making friends. It is a lovely and loving quality, and she sets a fine example for canines and humans alike. She and Rich are popular and frequent walkers in our neighborhood with both pausing often to “chat.” In Sophie’s case, it is more often a dance done with her animal friends. Maybe we should all dance when we see those we love!

Sophie has a “bestie,” her friend, Lucy. They could be sisters or at least cousins as their appearance is similarly cute. Lucy is an Italian Water Dog. She lives up by the green where

neighbors often congregate for dog recess. Lucy’s mom and Rich share similar dedication for their companions and the two pups run on the green and lick and frolic with each other as the parents talk.

But in October, Lucy and her parents went to warmer climes for the winter. How to explain to Sophie that her “bestie” was suddenly no longer there? Even with a small child you can rationalize that though their friend is traveling, they will eventually be back. But Sophie, smart as she is, doesn’t understand the concept of temporary. All she knows is that when she heads to Lucy’s house and barks her “Come out and play” greeting, there is no response. And her big brown, soulful eyes turn to her dad for an explanation and all he can do is offer comfort and treats.

We’ve all said goodbye too often to friends and family whom we love. And it is hardest with “besties” who have shared so much of our life’s journey. Lucy will be back in the spring, and I can hardly imagine the joy that will permeate that reunion. We humans have had to say some permanent goodbyes that rob us of loved ones. And it is the human condition that there are more ahead. But not so for these two best besties.

So, as I’ve watched Lucy and Sophie I’ve resonated with my own “besties” who have peopled my life with love, joy, compassion, kindness, laughter, and empathy. I could start a list and begin naming names, but it would take up more space than I have, and I’d fear leaving out someone incredibly special. You know who you are. So as you read this, I hope you can acknowledge Sophie’s passing loss but embrace the spring return. And I hope you can also resonate with your never seasonal place in my life.

## PUGS’ CORNER - DEXTER’S PARTNER IN CRIME

By Courtney Seale

When Associate Attorney Matt Shagam and I brought home rescue puggle Gia three years ago, it took our senior rescue puggle, Dexter, about a year to fully warm up to his new sister. Matt and I were not sure what the acclimation period would be like when we brought home Lemonade, a retired lemon hunting beagle, in July. Little did we know that Dexter and Lemmy were cut from the same beagle cloth, and they would become fast friends. Or maybe partners in crime is more accurate.

While Gia is always eager to receive a treat, she does not actively seek them. The beagle brothers, on the other hand, will take turns asking to go out because they know a treat is waiting for them upon reentry. It has gotten to the point where I can tell the difference between their deceptive postures and when nature actually calls.

Dexter has never been a climber, but Lemmy showed him how easy it is to snatch things off the counter.

When Matt and I hear paws on the cabinets now, it’s anyone’s guess who the culprit is. Just like Dexter, who always wants the coziest seat in the house, Lemmy has decided that the armchair that I have been using as my Zoom staging spot for the past year and a half is his. If I mistakenly sit there, Lemmy will whine and stare off into space until I get up and let him have his place.

Dexter and Lemmy’s mischievous streaks are just a small piece of the humor and joy that the three dogs bring to our lives. Dog rescues often talk about the rule of three. It takes three days for dogs to get over the initial shock of their new surroundings, three weeks for them to begin feeling some sense of security, and three months for them to start showing their personalities. Lemmy is right on track at three months, and has given a new sparkle to Dexter and the rest of the household.

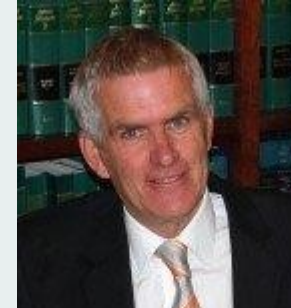


Lemmy teaching Dexter a new trick

### OUR FIRM:



Founding Attorney Richard Cassidy



Attorney Mike Brow



Associate Attorney Matthew Shagam



Associate Attorney Amanda Lee

Linda Jackman - Business Manager

Becky Cassidy - Marketing and  
Community Relations Director

Courtney Seale - Administrative  
Assistant

# HOME THOUGHTS—LOST AND FOUND

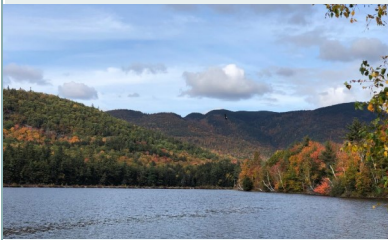
By Becky Cassidy

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

## AUTUMN MIST

By Amanda C. Lee

Fog hushes the forest, softens the world. Leaves glow red, orange, gold--beacons in the muzzled grey. Breathe in quiet stillness; exhale the busy mind's anxious worries. Enjoy crisp leaves underfoot; woodsmoke tinted air. Rest brings renewal.



Rich and Becky's beloved niece, Carla Mazzariello, shares these gorgeous photos which she took out walking as fall descended on Vermont. We rejoice in sharing her talent, which compliments Amanda's lovely poem so beautifully.

Pandemic memory loss? Maybe! Over the course of a recent week, I lost my bank debit card and my computer zip drive which contains a lot of my writing and is precious to me. Where to start to look and what were the possibilities for retrieval? I can hear my mother's words: "Retrace your steps!" So, in the case of the debit card, after frantically analyzing and dismissing the obvious thought of calling the bank 800 number on a Saturday, I took a deep breath and forced myself to walk through my last 24 hours. Where had I used the card and what miracle memory might help me find it?



It was Friday, a day filled with work, errands, and debit card usage. But the key was going to be where had I used it last? And suddenly, tumbling into my brain came the name of the restaurant where I had picked up take-out dinner, a sometimes Friday night luxury. I called the restaurant. No, they did not have it though the owner kindly checked the register drawer in case it had been placed there by other staff for safekeeping. No such luck. Into my memory banks again. I had paid for the food with my debit card – I clearly remembered that. And I hadn't used it since. However, I had gone into the restaurant with the debit card in my hand, not in my purse. I had no memory of sliding it back into my wallet after I placed the food in the trunk of the car. In my haste to get home, had I dropped it?

The light was fading late Saturday afternoon as I became convinced that my loss had occurred near or at the restaurant. I knew what I was looking for which made the search uniquely mine. Back to the restaurant I drove. The sun was just setting, and shadows made the parking lot surface a maze of jigsaw asphalt. I walked the length of the lot telling myself that my quest was hopeless. Suddenly I remembered that I had parked the car with the back end facing a grassy knoll. I ran to the grass. By now the light was fading substantially and it was beginning to rain. I looked down and at my feet, a bright blue debit card! I hardly dared pick it up to check that the name on the card was indeed mine. "The lost is found!" I heard my mom's voice again. Sure enough, it was mine. What are the odds that in a parking lot by a busy restaurant with four hotels bordering the perimeter, a debit card would go unnoticed for twenty-four hours? Why hadn't it been stolen or at least picked up and turned in to a nearby business or the police? The pessimist in me wants to say that no one wished to be troubled. The optimist says that it was my very good fortune to make this lucky find.

And as for the zip drive...it was where it was supposed to be, in a pocket of my purse where I had already searched numerous times. It turned up the same day. I almost wanted to call all my friends and say, "Lost something? I'm your gal!" Or possibly buy a lottery ticket.....

## CLIENT REVIEWS



Dear Rich,

**I am very glad that I called you after coming home from spending the night in the ER with my son and his wife. I am most grateful that you picked up the phone even though it was after business hours and you were getting into your car. You thought of everything, and put the best outcome possible for my son ahead of everything else, and you succeeded.**

**Today is my 61st birthday, and you are part of the best gift I have ever received: my son's life returned to him is the best outcome possible.**

Thank you.

Carol Caldwell Edmonds

Rich,

**I wanted to send you a "thank you" note myself for your tireless and detailed work with my husband. We both appreciate the support in making sure we had some time to say our piece.**

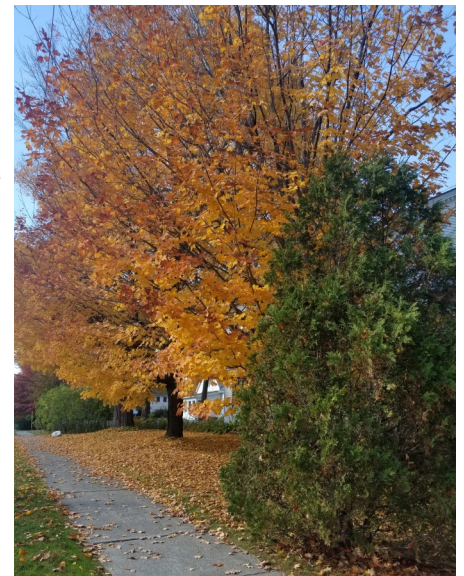


Photo by Amanda Lee

# ADVANCED HARVARD MEDIATION TRAINING FOR RICH CASSIDY LAW

By Rich Cassidy

In 1994, the United States District Court for the District of Vermont adopted an Early Neutral Evaluation program. It required that nearly every civil case on its docket be “evaluated” before being set for trial. I was fortunate to be one of the lawyers named to the initial panel of evaluators.

Although evaluation is featured prominently in the name of the program, the initial training provided through the Court emphasized mediation, not evaluation. Mediators help the parties to a dispute (and their lawyers) explore the issues that divide them and seek to voluntarily resolve them. Although I like to try cases, I know that most people will be better off with a negotiated solution.

Since my appointment to the ENE panel, mediation, both inside the program and outside of it, has been a satisfying part of my law practice. Like the other members of the panel, I plunged into the work with only my experience as a litigator and the training the Court provided.

Through the years, I’ve kept reading and attending occasional training programs on mediation. But in truth, it’s been mostly on-the-job learning.

This fall I attended “Mediating Disputes” a course offered by *The Program on Negotiation at Harvard Law School Executive Education*. Three leading experts in conflict resolution, Bob Mnookin, from Harvard Law School, Gary Friedman, from The Center for Understanding in Conflict, and Dana Curtis, formerly from Stanford Law School and Santa Clara Law School, led the program.

Course participants came from eighteen states and twelve countries and had a broad range of background and experience in dispute resolution. The course was an immersion in *The Understanding Based Model of Mediation*, which is centered on **developing understanding, letting the parties own the conflict, proceeding by agreement, going beneath the problem, allowing tension, supporting autonomy, and honoring connection.**

Unlike most mediations in civil cases in Vermont, *The Understanding Based Model* is a “no caucus” system in which the parties work together towards agreement in a joint session, facilitated by the mediator.

I enjoyed the integrity that comes from working in the same room to find a joint solution to a dispute.

The course was a mix of lecture and mediation simulation, with a heavy balance favoring simulation. That provided an opportunity that more than 25 years in field had not offered: Receiving regular critique and criticism from the faculty and other students.

I love my work as a mediator and look forward to incorporating what I learned, including Understanding Based Mediation, into my practice as appropriate.



## A MEDIATOR’S TOOLKIT: PATIENCE MAKES PERFECT

By Rich Cassidy

When I think about the tools that a mediator can employ to assist parties in finding a way to settle a dispute, patience heads the list. Often a lack of patience is one reason the parties have a dispute to begin with. By the time the dispute has matured to the point that dispute resolution professionals have been called in, patience may be in very short supply.

It is up to the mediator to fill that gap. By his or her own conduct, the mediator can model patient behavior. That patience, combined with optimism that this particular dispute – like nearly every dispute – can be resolved by agreement, helps keep skeptical parties and their representatives engaged long enough to let the opportunities for resolution develop. Working from this good example, the mediator can exhort the parties to be patient and see the process through.

Of course, patience alone is usually not enough. An effective mediator has a wide range of tools to bring to bear. Others include **active listening, openness, confidence, knowledge, questioning, silence, pater, diplomacy, candor, perspective, analysis, judgment, empathy, and apology.** Identifying potential tools is the easiest part of a mediator’s skill set. Knowing how and when to employ the right tool is the real art.



Photo by Carla Mazzariello

### VERMONT HAS LIFTED COVID-19 RESTRICTIONS!

At Rich Cassidy Law we are delighted that Vermont’s Governor has lifted all Covid-19 restrictions as of June 14, 2021!

We are aware that VT Public Health Officials still encourage unvaccinated persons to use facial coverings indoors and to continue social distancing. Our staff is fully vaccinated.

While many client meetings and conferences are still being conducted remotely by phone or video, many may prefer to meet in person.

We take the health and well-being of our clients and staff very seriously, and because of the rise in Delta variant cases in Vermont we have reinstated some minor precautions out of an abundance of caution.

We are conducting in-person meetings with persons who:

1. Have an appointment;
2. Are not experiencing symptoms of respiratory illness, i.e., fever, cough, and/or shortness of breath; and
3. Wear masks covering nose and mouth while in the office.

In good weather, outside meetings are another option. To confer with one of our lawyers, please call our office at 802-864-8144.



## 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 humanely and courteously throughout the course of your time as our client.



Photo by Alison Redlich

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