



# Rockland County Bar Association

337 North Main Street, Suite 1; New City, NY 10956; rocklandbar.org

## **NEWSBRIEF**

DECEMBER 2025

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### From the President

"It's the most wonderful time of the year."

Being a "winter baby," December couldn't arrive fast enough. With each post-Thanksgiving day, the heightened expectation of birthday and holiday presents grew well out of proportion to what was ultimately received. No matter – except maybe for July, this was the *best* month of the year. My sled, hanging on the garage wall since March, could now come down for our trudge up the tallest hill and the first fast slide of the season. School closings, though infrequent, were gleefully anticipated. If we could beat the "competition," (*viz.*, older kids), out the door, there was money to be made on snow days shoveling out neighborhood driveways at \$2 per. Ice hockey played on the frozen puddle we called "Zulu Stadium" most often ended with one or more future *New York Rangers* needing mother's tending to abundant scrapes and bruises.

The first school day recess after New Year's involved the important revealing of what we got over the holidays. Sporting goods or a new bike topped the list. Board games, erector sets, science kits, *etc.*, were on a decidedly lower rung. Clothing and musical instruments earned no mention. And no one was buying any parents' "sell" that a new baby sister who arrived Christmas Day was the *best* present (a puppy, on the other hand, garnered our collective approval and some envy).

Now, we are the parents and grandparents sharing stories of past holidays embellished (and a little less believable) with each telling. It's my real wish that every passing year brings new and joyous December memories for you all.

While we're considering the current happy season I'll use the opportunity to remind everyone that we will be gathering with the RCWBA for this year's Holiday Party starting at 5:30 p.m., on Thursday, December 18, at La Terrazza on South Main Street in New City. The RCWBA will be collecting new children's books at the door. I hope that you'll not pass on this chance to make the fun with your friends and colleagues in a most human way. Please sign up in advance on the RCBA website.

As year-end draws near I am, again, wondering where does the time go? By the end of December I will have completed half of my 1-year term as your Association's president; which I believe has proceeded well to this point thanks to Veronica, Tiffany & Jeanmarie – RCBA's Executive Director and staff, respectively. Thanks, Ladies.

*Happy Holidays & Peace.*

Continued

## In Memorium

*"I sound triumphal drums for the dead . . ."*

Walt Whitman, Leaves of Grass

When someone we know dies, I think the best we can do is remember them fondly. Memories can be powerful. We honor those who have passed when we remember them and their memory lives in our hearts. So I close my December's message in memory of those colleagues I knew who left us during 2025: Hon. Alfred J. Weiner; Steve Fromson; John D. MacCartney and Charles ("Charlie") Lynch.

West Nyack, New York  
December 5, 2025

Respectfully,

*Rick*

Richard A. Glickel  
RCBA President, 2025-26  
[rglickel@glickelaw.com](mailto:rglickel@glickelaw.com)

## THE PRACTICE PAGE

### ALL TO KNOW ABOUT COUNTERCLAIMS, AND MORE

Hon. Mark C. Dillon \*

There are procedural rules peculiar to counterclaims in the supreme court.

Counterclaims are typically served by the defendants upon plaintiffs with the defendants' answers. But they may, at the option of the pleader, be instead served as a stand-alone document. The subject matter of a counterclaim need not relate to the transactions or occurrences alleged by the plaintiff in the main complaint (CPLR 3019[a]). If a counterclaim's unrelatedness may complicate a trier of fact's assessment of the case, it may be severed from the plaintiff's action (*Herskovitz v Klein*, 91 AD3d 598 [2d Dep't. 2012]). The allegations in a counterclaim must meet the same notice pleading requirements as those which govern complaints generally; namely, statements which are sufficiently particular to give the court and the parties notice of the transaction, occurrence, or series of transactions or occurrences intended to be proved, and the elements of each cause of action (CPLR 3013; *Taxi Tours, Inc. v Go New York Tours, Inc.*, 41 NY3d 991 [2024]). Under CPLR 3011, a counterclaim must be "denominated as such," meaning that the pleading clearly assert the counterclaim separate from the paragraph-by-paragraph answer and its attendant affirmative defenses.

By its nature, a counterclaim is reactive. The plaintiff commences an action first. The defendant, who may or may not have planned on asserting any claim against the plaintiff, then chooses to do so because the plaintiff commenced the primary action.

What if the plaintiff commences an action within the applicable statute of limitations, but by the time the defendant is joining issue, the limitations period has expired on the potential counterclaim? May the counterclaim be interposed? CPLR 203(d) provides an answer, based on two scenarios. For statute of limitations purposes, a counterclaim relates back to the date the plaintiff's claims were interposed (*i.e.* the date the action was commenced). Therefore, under one scenario, if the counterclaim becomes untimely between the date of action's commencement and the date of the counterclaim itself, it is treated as timely since it would have been timely as of the date of the action's commencement. The second scenario exists when the statute of limitations expired for the counterclaim before the plaintiff commenced the initial action on the plaintiff's cause of action. In that instance, the counterclaim is still allowed despite its untimeliness, but only if the counterclaim arises from the same transactions or occurrences which form the basis of the plaintiff's complaint, *and* with the further restriction that damages on the counterclaim be capped at whatever money is demanded in the plaintiff's complaint (*Getzel Schiff & Pesce, LLP v Shtayner*, 233 AD3d 758 [2d Dep't. 2024]; *Bloomfield v Bloomfield*, 97 NY2d 188 [2001]). In other words, damages on the counterclaim are a mere offset against the plaintiff's damages, with the defendant prohibited from obtaining an affirmative net recovery. The theory behind that "equitable recoupment rule" is to protect the defendant from where the plaintiff deliberately postpones a law suit to beyond the defendant's statute of limitations, to sucker punch the defendant into not asserting a timely claim at all. Moreover, just as complaints in actions for personal injury and wrongful death shall contain a prayer for only general relief without stating the specific monetary damages to which the plaintiff claims entitlement, the same rule applies to counterclaims (and also for that matter to cross-claims, interpleader complaints, and third party complaints) (CPLR 3017[c]). Where an "untimely" counterclaim is permitted to the limited extent of off-setting the plaintiff's award of damages, the defendant should serve upon the plaintiff a specific total damages demand, as permitted by CPLR 3017( c), to assess the extent of damages which the counterclaiming defendant will need to prove to potentially zero-out the plaintiff's recovery.

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A counterclaim may be amended once as of right within the time limits of CPLR 3025(a). If that occurs, and for statute of limitations purposes, the amendment relates back to the time of the original counterclaim, which then further relates back to the date of the plaintiff's complaint (CPLR 203[f]; *Iacovangelo v Shepard*, 5 NY3d 184 [2005]).

FRCP 13(a) provides that in federal courts, a defendant's failure to interpose a counterclaim that would have related to the subject matter of the plaintiff's complaint constitutes a waiver of the defendant's claim. The federal "compulsory counterclaim rule" is not the rule in state practice. But if there is a federal action where the related counterclaim is not interposed, followed by a state action for the federally "waived" claim, the state claim under those unique circumstances is waived as well by application of *res judicata* (*Paramount Pictures Corp. v. Allianz Risk Transfer AG*, 31 NY3d 64 [2018]).

The plaintiff must interpose a reply to any counterclaim (CPLR 3011). The reply is to be served within 20 days of the service of the counterclaim (CPLR 3020[a]), which is not extended for e-filed cases under NYSCEF (Uniform Rule 202.5-b[f][2][iii], 202.5-c[c][1]) but which receives a five-day mailing extension for cases outside of NYSCEF (CPLR 2103[b][2]). The reply may not only respond to the counterclaim's allegations, but also set forth any applicable affirmative defenses as with any responsive pleading. Instead of a reply, the plaintiff may of course move to dismiss the defendant's counterclaim under CPLR 3211. A plaintiff who fails to either timely reply to a counterclaim or move to dismiss it is in default (*Rajaram v Singh*, 230 AD3d 809 [2d Dep't. 2024]). If the plaintiff defaults on a counterclaim, the defendant must take proceedings for a judgment within a year from when the reply was due as required by CPLR 3215( c), otherwise the counterclaim shall be dismissed as abandoned absent good cause shown (e.g. *Doe v Garfinkel*, 234 AD3d 929 [2d Dep't. 2025]). This is true even though the language of CPLR 3215( c) speaks only to the dismissal of "complaint[s]" (*Clemente v Clemente*, 16 Misc.3d 769 (Sup. Ct. Bronx Co. 2007) [Globerman, J.]). Logically, the plaintiff's reply cannot assert its own circular counterclaim against the defendant (*DeMille v DeMille*, 5 Misc.3d 355 [Sup. Ct. Nassau Co. 2004] [Falanga, J.]). If the plaintiff has any additional claims to assert at that point, it may be accomplished by amending the plaintiff's original complaint within the available timeframe of CPLR 3025(a) as of right, or by later leave of court under CPLR 3025(b).

The plaintiff may move for summary judgment after the defendant's answer, but the defendant may not move for summary judgment on its counterclaim until after the plaintiff's reply (CPLR 3212[a]; *68 North 8 Street HDFC v Suarez*, 18 AD3d 732 [2d Dep't. 2005]).

If the defendant wishes to assert a counterclaim against the plaintiff and a *non-party* that may be liable on the same claim, the defendant may do so under CPLR 3019(a). The defendant must file both a summons and the answer containing the counterclaim, and then serve the summons with the other papers upon the non-party to obtain personal jurisdiction over it (CPLR 3019[d]). The non-party --- now a defendant in the caption --- serves a responsive pleading also known as a "reply" since it is responsive to a pleading denominated as a counterclaim (*Id.*).

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\*Mark C. Dillon is a Justice of the Appellate Division, 2<sup>nd</sup> Dep't.,  
is an Adjunct Professor of New York Practice at Fordham Law School,  
and is a contributing author of the CPLR Practice Commentaries in McKinney's.



# Succession



## Beyond the Billable Hour

By Judith Bachman

As we continue examining what makes a law firm truly valuable and how that value can be protected for an eventual transition, it becomes clear that pricing strategy plays an important role. Succession planning depends on building a business model that is predictable, transferable, and appealing to a successor. One way to support that goal is to reduce reliance on the traditional billable hour.

Hourly billing ties a firm's income directly to the personal output of its lawyers. That limits scalability and creates the kind of revenue volatility that can complicate valuation. Thoughtful use of alternative fee structures can help create steadier, more recurring revenue. This increased predictability can make a practice more attractive to an internal successor or buyer.

At the same time, these models must be approached with care. Flat-fee pricing, in particular, can cause real financial strain if the fee is set too low or the scope is not clearly defined. Flat fees work best for projects that are well-understood and consistently performed by the firm, where reliable systems and templates ensure efficiency. Used in the right circumstances, they allow the firm to focus on outcomes rather than hours while still maintaining profitability.

Subscription arrangements can deepen this effect by creating genuine recurring revenue. Predictable monthly or quarterly payments for defined services can smooth income and signal stability, both of which strengthen a succession plan. Hybrid pricing models, which combine fixed fees with hourly components for out-of-scope work, offer a balance of predictability and flexibility.

The growing incorporation of AI into legal work makes these conversations even more pressing. As technology affects how work is done, and how the public perceives that work, hourly billing may be even more misaligned with the delivery of legal services. Alternative pricing can better reflect the value lawyers deliver while encouraging the development of strong systems and workflows, key drivers of firm value.

When viewed through the lens of succession planning, the real value of these pricing models becomes clear. It is about diversifying revenue, supporting efficiency, and building a firm that is less dependent on the owner. For lawyers planning a transition, thoughtful alternative pricing can be a powerful tool to enhance long-term firm worth.

RCBA/RCWBA

# HOLIDAY *Party*

DECEMBER 18TH, 2025

Join us starting at 5:30 PM

La Terraza

291 S. Main Street, New City, NY

Tickets \$100/person until 12/12; \$110 after that  
date

To register, visit the RCBA website.

You are invited to bring a children's book to be donated to  
the Children's Center at the Rockland County Courthouse

**SUNY Rockland Community College**  
Legal Studies Department



Rockland Community College is seeking practicing attorneys who are interested in shaping the next generation of legal professionals through our “**Mentor for a Day**” program. This initiative pairs local lawyers with motivated Legal Studies and Paralegal Studies students for a one-day immersive experience in the legal field.

As a Mentor, you will have the opportunity to:

- Provide students with real-world exposure to your practice area
- Share insights about your career path, professional expectations, and day-to-day responsibilities
- Inspire aspiring paralegals, advocates, and future attorneys
- Strengthen the pipeline of diverse, well-prepared talent entering the legal profession

Your participation requires only a **single day**, yet the impact on a student’s professional development can be profound. By offering your time, you help students gain clarity, confidence, and connections as they navigate their academic and career journeys.

If you are interested in serving as a Mentor for a Day or would like more information, please contact:

**Maria Repic**

Job Placement Coordinator

Email: [maria.repic@sunyrockland.edu](mailto:maria.repic@sunyrockland.edu)

**Professor Patricia Szobonya, Esq.**

Program Director, Legal Studies – Rockland Community College

Email: [Patricia.Szobonya@sunyrockland.edu](mailto:Patricia.Szobonya@sunyrockland.edu)

Help us introduce students to the meaningful, challenging, and rewarding work of the legal profession, one day can make all the difference.

Please complete the attached form and we thank you for your continued support!

SUNY Rockland Community College  
Legal Studies Department

## JOIN US IN OUR “MENTOR FOR A DAY”

### QUESTIONNAIRE

Law Firm Name: \_\_\_\_\_

Mentor: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone No.: \_\_\_\_\_

Email: \_\_\_\_\_

Area(s) of practice: \_\_\_\_\_

\_\_\_\_\_

Number of attorney's in your office/ department: \_\_\_\_\_

Number of paralegal's in your office/ department: \_\_\_\_\_

Any particular type of student you would like to mentor? \_\_\_\_\_

\_\_\_\_\_

Can you participate in December 2025 for one day? \_\_\_\_\_

Do you have a preferred date available now? If so please advise of us the date: \_\_\_\_\_

Will you be mentoring at your office or court? \_\_\_\_\_

Additional comments: \_\_\_\_\_

\_\_\_\_\_

**SUNY Rockland Community College**  
Legal Studies Department

**Seeking Legal Internship Hosts!**

Rockland Community College is looking for law firms, legal offices, government agencies, and practicing attorneys interested in hosting Legal Studies and Paralegal Studies interns.

Our students are ABA-trained, professionally prepared, and eager to gain real-world experience. Help us introduce students to the meaningful, challenging, and rewarding work of the legal profession.

If your office would benefit from motivated interns this semester, please contact:

**Maria Repic**

Job Placement Coordinator

Email: [maria.repic@sunyrockland.edu](mailto:maria.repic@sunyrockland.edu)

**Professor Patricia Szobonya, Esq.**

Program Director, Legal Studies – Rockland Community College

Email: [Patricia.Szobonya@sunyrockland.edu](mailto:Patricia.Szobonya@sunyrockland.edu)

Please complete the attached form and we thank you for your continued support!

SUNY Rockland Community College  
Legal Studies Department

**JOIN US IN OUR**  
**Internship**

QUESTIONNAIRE

Law Firm Name: \_\_\_\_\_

Contact: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone No.: \_\_\_\_\_

Email: \_\_\_\_\_

Area(s) of practice: \_\_\_\_\_

\_\_\_\_\_

Number of attorney's in your office/ department: \_\_\_\_\_

Number of paralegal's in your office/ department: \_\_\_\_\_

Can you participate in the Fall or Spring or Both semester(s)? \_\_\_\_\_

Information about job duties, tasks, and skills required:

\_\_\_\_\_

\_\_\_\_\_

Legal Research & Writing course required? \_\_\_\_\_

Additional comments: \_\_\_\_\_

\_\_\_\_\_

## COMMERCIAL LITIGATION ISSUES OF INTEREST

**Submitted by Joseph Churgin, Esq. and Susan Cooper, Esq.\***

Your client, owner of two adjacent residential coop apartments, has been fighting with the coop board for some time over his application for approval to combine and renovate his apartments. The court dismissed your client's claims of breach of fiduciary duty against the cooperative corporation, because a corporation has no fiduciary duty to its shareholders. The court also dismissed the claims against individual board members who were acting solely in their capacity as board members. Your client was then left with only his claims against two board members who improperly based their refusals to approve your client's construction on concern that it would affect their own apartment. In response, you amended the complaint to claim breach of fiduciary duty against the board of directors (not as individuals) and against the board president as representative of the board, based on an appellate division case that seemed to allow such a cause of action. The defendants move to dismiss.

Will you defeat the motion?

The answer is *no*.

In *Tahari v. 860 Fifth Ave. Corp.*, 2025 WL 2857263, (App. Div. 1<sup>st</sup> Dep't, October 9, 2025), NY County Index No. 654702/2018, the Court settled something that had previously been directly ruled on only by New York's trial courts – a board of directors is not an entity that may be sued separately from the corporation. *Tahari* involved a long-running dispute between the plaintiff shareholder of a residential cooperative corporation and the corporation's board, concerning plaintiff's request to combine and renovate two adjacent penthouse apartments.

In a prior appeal to the Appellate Division (*Tahari v. 860 Fifth Ave. Corp.*, 214 A.D.3d 491 [App. Div. 1<sup>st</sup> Dep't 2023]) the 1<sup>st</sup> Dep't. dismissed the plaintiff's claims for breach of fiduciary duty against the corporation and the individual board members for failure to state a cause of action. The Court reasoned that a corporation has no fiduciary duty to its shareholders and there were no allegations of wrongdoing against the individual board members, who had acted solely in their capacity as board members. However, claims survived against two board members who plaintiff alleged wrongfully voted against the renovation, not in furtherance of a legitimate corporate interest, but because it affected their own apartment. Claims for declaratory and injunctive relief for disparate treatment also survived, seeking to require approval of plaintiff's construction project on terms similar to those previously afforded other shareholders.

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The plaintiff then amended the complaint to add claims of breach of fiduciary duty against the “Board of Directors” of the defendant. The defendants moved to dismiss, arguing that the board is not amenable to suit. The plaintiff responded by cross-moving to serve another amended complaint naming the current board president as a representative of the board.

The motion court denied dismissal and granted plaintiff’s motion to amend the complaint, citing *Dau v. 16 Sutton Place Apt. Corp.*, 205 A.D.3d 533 (1<sup>st</sup> Dep’t 2022), where the 1<sup>st</sup> Dep’t did *not* dismiss claims of breach of fiduciary duty made against the defendant’s board of directors.

On appeal, the Appellate Division noted that New York’s Business Corporation Law §202(a)(2) authorizes private corporations to “sue and be sued in all courts.” In contrast, there is no provision authorizing a corporate board of directors to sue or be sued in its own capacity. The Court cited numerous New York trial court and federal court cases holding that a corporation’s board of directors is not an entity that may be sued separately from the corporation.

The Court explained that the motion court’s reliance on the 1<sup>st</sup> Department’s previous decision in *Dau* “is misplaced.” The Court clarified that *Dau* had sued both the corporation and the board of directors as named defendants. The issue of “[w]hether the board of directors could be sued separately from the corporation itself was never raised.” A later 1<sup>st</sup> Dep’t case was distinguished on the same grounds (*Fuisz v. 6 E. 72<sup>nd</sup> St. Corp.*, 222 A.D.3d 402 [1<sup>st</sup> Dep’t 2023]). The court reasoned that since Tahari’s claims for breach of fiduciary duty against the corporation and the individual board members were dismissed, “plaintiff may not simply replace those parties with ‘the board’ to revive those now dismissed claims.”

Finally, the Court ruled that plaintiff did not demonstrate proper grounds to add the board president as a defendant. Reliance on General Associations Law §13 does not apply, as the board is not an “unincorporated association.”

The Court reversed, granting defendant’s motions and denying plaintiff’s cross-motion.

*The lesson?* You cannot bring an action against the Board of Directors of a corporation without also naming the corporation itself as a defendant. Nor can you sue board members individually without alleging specific actions that were not taken in furtherance of a legitimate corporate interest.

\*By Joseph Churgin, Esq. and Susan Cooper, Esq. of

SAVAD CHURGIN, LLP, Attorneys at Law



## Rockland County Bar Association

337 North Main Street, Suite 1; New City, NY 10956; [rocklandbar.org](http://rocklandbar.org)

HAPPY  
*Holidays!*





## 21 Mental Health Facts That Can Help Someone You Know

By: Stanley Popovich

I dealt with fear and anxiety for over twenty years and there are 21 facts that I discovered during my mental health struggles that can help anyone who struggles with fear and anxiety.

**Knowing these important mental health facts can save someone you know a lot of time and money in the long run.**

1. Getting help for your mental health is the best thing you can do.
2. Ignoring your mental health issues will only prolong the problem.
3. Running away from your mental health issues does not work.
4. There is no such thing as a quick fix when it comes to your mental health.
5. There is nothing wrong in asking for assistance for your anxieties and stresses.
6. Your situation is not hopeless regardless of what you may think.
7. Focus on your recovery rather than trying to please others.
8. Go to the nearest hospital if you are experiencing a mental health crisis.
9. Your mental health is just as important as your physical health.
10. You have to make an effort in finding the answers to your mental health issues.
11. Focus on the facts of your situation rather than your fearful thoughts.
12. Joining a support group is a great way of finding people who can relate to you.
13. Follow the advice from the professionals, rather than your friends.
14. Do not try to manage your mental health problems all by yourself.
15. Determine the source of your anxieties and then find ways to overcome them.
16. Do not make assumptions regarding your current mental health situation.
17. Do not underestimate the power of God when it comes to your mental health.
18. Learning from your past mental health experiences will help you in the present.
19. Drugs and alcohol are not the answers. They just make things worse.
20. It takes practice in managing your mental health. Be patient but persistent.
21. Do not be afraid to ask questions when dealing with your mental health.

If you happen to struggle with fear, anxiety, or any other mental health related issues, it is important to admit that you have a problem and get some help.

Continued....

Your doctor or other medical professionals in your area will know of some qualified mental health professionals who can give you some assistance.

The key to overcoming your mental health issues is to “learn” effective techniques to manage your anxieties and stresses and “applying” these skills to your life. The best way to learn these techniques is by talking to a mental health professional.

Everyone deals with stress and anxiety sometime in their life. You are not alone and there is nothing wrong with asking someone for advice on how to deal with these mental health related issues.

#### **BIOGRAPHY**

Stan is the author of "A Layman's Guide to Managing Fear". For more information, please visit Stan's website at [http://  
www.managingfear.com](http://www.managingfear.com)



## Tips for Technology

### Why Most Law Firm Websites Don't Convert

A lot of attorneys assume their problem is traffic. Most firms already get enough visitors. The real issue is that the website doesn't convince anyone to reach out.

The reason is most law firm landing pages are written for SEO instead of real people.

When someone has a legal problem, they don't want keyword-stuffed paragraphs or dense legal explanations. They want to know if you can help them.

### SEO Content Is Not Conversion Content

Most legal websites follow the same outdated pattern: long blocks of text, repetitive keywords, legal definitions up front, and no emotional connection.

This may help with ranking on search engines but it's meaningless to the people that come to your website.

### People Scan, Not Read

Visitors skim your page in a few seconds. They look for:

- A clear headline
- A simple explanation of what you do
- Confirmation you handle their exact issue
- Proof they can trust you
- One obvious next step

Most law firm pages bury this information or force people to scroll to find a phone number or form. That's an easy way to lose potential clients.

### Speak to the Person, Not the Statute

Most firms explain the law. What people actually need is acknowledgment of what they're going through.

Explaining DUI penalties won't convert better than speaking directly to the fear and uncertainty someone feels when they need legal help.

Clarity and empathy build trust. Legal jargon doesn't.

Continued...

## Generic Promises Don't Stand Out

"Experienced," "aggressive," "client-focused," and "proven results" appear on almost every law firm website. They don't differentiate you.

Specificity does:

- What happens when someone contacts you
- Why your process works
- What clients value most about working with you
- Results you've achieved in similar cases

People hire clarity, not clichés.

## Stronger Social Proof Builds Trust

Most law firm websites lack strong social proof or use outdated, generic testimonials.

Better options include:

- Recent Google reviews
- Specific client quotes
- Case examples
- Short video testimonials
- Awards or recognitions that matter

Video testimonials are especially powerful. Seeing a real client talk about their experience creates instant trust.

## Make the Next Step Obvious

Even well-written pages fail if the next step is unclear. Many sites hide the form, bury the phone number, or offer multiple competing CTAs.

People under stress want direction. A strong landing page clearly explains what to do and what happens after someone reaches out.

## The Bottom Line

Most law firm websites don't convert because they are designed for Google, not for the person reading them.

...Continued

Real people want:

- Clarity
- Reassurance
- Trust
- A simple next step
- A sense that you understand their situation

When your landing pages give them that, your Google Ads perform better, your cost per lead drops, and your signed cases go up.

You don't always need more traffic.

You need a site (or landing page) that converts the traffic you already have.

**Sean Gough**

Rockland County-based Marketing Strategist for Attorneys



**ROCKLAND COUNTY BAR ASSOCIATION  
2025/26 CONTINUING LEGAL EDUCATION PROGRAMS  
FREE FOR RCBA MEMBERS**

| <b>Program Date</b>            | <b>Time</b>                                                   | <b>Program Title</b>                                                                                                                | <b>Speakers</b>                              |
|--------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| Thursday,<br>December 11, 2025 | In Person/Virtual<br>12:30 pm-2:00 pm                         | <b><i>Religious Differences in Mediation</i></b>                                                                                    | Robert Pierson                               |
| Tuesday,<br>December 16, 2025  | In Person<br>12:30 pm-2:00 pm                                 | <b><i>Defending Juvenile and Adolescent Offenders in the Youth Part and Family Court</i></b>                                        | Kristine Ciganek/<br>Margaret Regan Smith    |
| Wednesday,<br>January 14, 2026 | In Person<br>5:30 pm check in<br>Sheriff<br>Training Facility | <b><i>Empowering Your Practice: <u>Leveraging</u> Technology, Privacy, and Cybersecurity for Success</i></b>                        | Judith Bachman<br>Hassan Khan<br>Kelly Jines |
| Wednesday,<br>January 28, 2026 | Virtual<br>12:30 pm-2:00 pm                                   | <b><i>Landlord Tenant</i></b>                                                                                                       | Ricki Burger                                 |
| Tuesday<br>February 11, 2025   | Virtual<br>12:30 pm-2:00 pm                                   | <b><i>Investor Exploitation in the Digital Age: Understanding Pig-Butchering Scams and Brokerage Firms' Duties to Stop Them</i></b> | Robert Van De Veire                          |
| Wednesday<br>February 12, 2025 | Virtual<br>12:30 pm-2:00 pm                                   | <b><i>Collateral Consequences: How Criminal and Family Court Outcomes Impact Immigration Status</i></b>                             | Crismelly Morales/<br>Ivon Anaya             |
| Thursday,<br>February 26, 2025 | Virtual<br>12:30 pm-2:00 pm                                   | <b><i>Digital Assets</i></b>                                                                                                        | Hon. Aimee Pollak                            |

## RCBA Cares

**The following resources are provided to you courtesy of the Lawyer to Lawyer Committee.\***

### **Lawyer Assistance Programs**

New York State Bar Association: 1-800-255-0569; [lap@nysba.org](mailto:lap@nysba.org)

New York City Bar Association: 212-302-5787; <https://nysba.org/attorney-well-being/>

### **Suicide Prevention**

National Suicide Prevention Lifeline: 988

Crisis Text Line: Need help? Text START to 741-741

### **Chemical Dependency and Self-Help Sites**

Alcoholics Anonymous (AA): 212-870-3400; [www.aa.org](http://www.aa.org)

International Lawyers in A.A. (ILAA): [www.ilaa.org](http://www.ilaa.org)

Narcotics Anonymous (NA): 818-773-9999; [www.na.org](http://www.na.org)

Nicotine Anonymous (NA): 1-877-TRY-NICA; [nicotine-anonymous.org](http://nicotine-anonymous.org)

### **Mental Health**

Depressed Anonymous: [depressedanon.com](http://depressedanon.com)

National Mental Health Association (NMHA) - 1-800-273-TALK (8255) to reach a 24-hour crisis center;  
Text MHA to 741741 at the Crisis Text Line

Source: Andrew Denney, Bureau Chief of NYLJ and the New York State Association of Criminal Defense Lawyers.

***\*For more information about the Lawyer to Lawyer Committee,***

***please email: [office@rocklandbar.org](mailto:office@rocklandbar.org)***

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845-634-2149



[Jeanmarie@rocklandbar.org](mailto:Jeanmarie@rocklandbar.org)



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### **PLEASE NOTE:**

**NEWSBRIEF IS NOT PUBLISHED IN JULY**

**CALL Jeanmarie @ 845-634-2149 or send email to [Jeanmarie@Rocklandbar.org](mailto:Jeanmarie@Rocklandbar.org)**

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**Advertising & articles appearing in the RCBA Newsletter does not presume endorsement of products, services & views of the Rockland County Bar**

**Association.**

**All advertisements and articles must be reviewed by the Executive Committee for content.**

## MEMO

### TO ALL RCBA COMMITTEE CHAIRS & VICE – CHAIRS

The Association is seeking articles from your committee for publication in the Bar's monthly Newsletter. The membership would greatly benefit from your input and would appreciate it. The article does not have to be complicated or long- a succinct piece of general interest and importance would be best.

If you are able to submit an article for the Newsletter it should be sent via email to [Jeanmarie@rocklandbar.org](mailto:Jeanmarie@rocklandbar.org) by the 15th of the month so that the Executive Board may review it.

Thank you!



Monthly  
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E-mail resume to: [ggc@ncl.law](mailto:ggc@ncl.law)

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If you are a solo or small firm attorney considering retirement or selling your practice, contact Judith Bachman, 845-639-3210 or [judith@thebachmanlawfirm.com](mailto:judith@thebachmanlawfirm.com). As a professional courtesy and seeking colleague to colleague conversations, she will help you evaluate options and talk about practice acquisition.

**Matrimonial/Family Law Attorney**

Rockland County, NY law firm specializing in matrimonial and family law is seeking a full time associate. Excellent writing skills, trial experience and fluent Spanish speaking a plus. Starting salary range is \$55,000.00 to \$85,000.00+. Please call 845.639.4600 or fax resume to 845.639.4610 or E-mail: [michael@demoyalaw.com](mailto:michael@demoyalaw.com)

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Rockland County, law firm is seeking a full time associate with immigration experience. Trial experience, Spanish speaking, admitted to SDNY and willingness to assist with bankruptcy and loan modifications a plus. Starting salary range is \$55,000.00 to \$85,000.00+.

Call 845.639.4600 or fax resume to  
845.639.4610 or

E-mail: [michael@demoyalaw.com](mailto:michael@demoyalaw.com)

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Contact: [jeff@injurylaw-nv.com](mailto:jeff@injurylaw-nv.com)

**ADA Positions Available**

The Ulster County District Attorney's office is seeking two (2) experienced full-time ADAs and one (1) entry level, i.e., newly admitted ADA. They are seeking ethical lawyers who have a stake in this community and possess the fortitude for criminal trials and related proceedings. Anyone hired will be paid a salary with enviable benefits and gratitude of the community.

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