



# The Florida Bar Out-of-State Division

# State-to-State

[flabaroutofstaters.org](http://flabaroutofstaters.org)

Summer 2025



- Paying it forward: Five tips for attorneys supervising summer interns
- Get to know your OOSD officers for 2025-26
- What you need to know about continuing legal education credit
- Connect and grow: Out-of-state attorneys encouraged to join Counsel to Counsel program

## OUT-OF-STATE DIVISION

### OFFICERS

#### President

Mindi Wells, Columbus, Ohio

#### President-Elect

G. C. Murray II, Dulles, Va.

#### Treasurer

Tim Brown, McLean, Va.

#### Secretary

Lauren C. Bingham, Washington, D.C.

#### Immediate Past President

Joy Heath, Raleigh, N.C.

## OUT-OF-STATE BOARD OF GOVERNORS

### MEMBERS

Brian D. Burgoon, Atlanta, Ga.

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(OOSD Liaison to BOG)

Donald A. Workman, McLean, Va.

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Lauren Baio, Washington, D.C.

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W. Bard Brockman, Atlanta, Ga.

Natasha Dorsey, Elmhurst, Ill.

## AT-LARGE MEMBERS (EXP. 2027)

Lawrence (Larry) H. Kunin, Kennesaw, Ga.

Marquel S. M. Ramirez, Glen Allen, Va.

Brandon L. Wolff, King of Prussia, Pa.

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#### State-to-State Editor

Donald A. Workman, McLean, Va.

#### State to State Associate Editor

Tim Brown, Tysons, Va.

## IN THIS ISSUE:

Editor's Corner - Keeping You Connected .....	3
Author! Author! .....	3
President's message: Elevating our collective voice.....	4
Membership Survey—Let us hear from you! .....	4
Workman Receives Tony Boggs Excellence in Discipline Award .....	4
President-elect's message: We're here for you .....	5
Paying it forward: Five tips for attorneys supervising summer interns .....	6
Mission of the Out-of-State Division .....	6
OOSD elects officers during annual membership meeting.....	7
Get to know your OOSD officers for 2025-26.....	8
Meet the out-of-state representatives to the Young Lawyers Division Board of Governors.....	9
Out-of-State, All-In: Join the Action! .....	10
Website Committee seeks your input .....	11
What you need to know about continuing legal education credits.....	11
CLE programs offered on-demand, 24/7 .....	12
Connect and grow: Out-of-state attorneys encouraged to join Counsel to Counsel program.....	13
The Evolving Esquire: Unbillable life: Reclaiming time before it claims you.....	15
Florida real property and business litigation report.....	16
Board of Governors' updates .....	18
Contributing authors .....	21
2025-26 OOSD officers, committee chairs, and liaisons.....	22
Join the Out-of-State Division! .....	24

## Justice Building Raleigh, North Carolina



The Supreme Court of North Carolina sat in the State Capitol at Raleigh from 1819–1888. After the Capitol was destroyed by fire in 1831, the court retreated for a short time to the meeting house of the First Presbyterian Church. From 1888 until 1940, the justices successively occupied buildings on the north and south edges of Raleigh's Union Square.

Since September 4, 1940, the Supreme Court has presided in the Justice Building, located at 2 East Morgan Street.

Source: nccourt.gov



## Keeping you connected ...



TIM BROWN

Welcome to *State-to-State*, our principal means to communicate with you. We feature articles from members in Florida and elsewhere who share ideas and topics of interest to out-of-state members. Our contributing authors appear prominently, and we include the information you'd like others to read about your practice.

Our lead article this edition is from Marquel Ramirez from Glen Allen, Virginia, who explores five tips for attorneys supervising summer interns. Summertime is the season for legal internships. This article delves into ways how supervising attorneys can make a positive impact and create a rewarding experience for legal interns.

President Mindi Wells' message reiterates the division's core mission, which is to promote equitable treatment for out-of-state practitioners and to keep us connected to the work and evolution of our Bar. Speaking of which, on page 7 you'll find a special section for members to get to know the Out-of-State Division's officers. In addition to the president's message, Wells also provides insight into The Florida Bar's Counsel to Counsel program, which celebrated its second class of graduates with a reception held during the Bar's annual convention in June. A unique feature of the

Counsel to Counsel program is its use of the MentorcliQ platform to match mentors and mentees, including factors such as practice area and geographic location.

G. C. Murray II provides the latest installment of The Evolving Esquire series focusing on the unbillable life and reclaiming time before it claims you, which can be found on page 15.

Manuel Farach provides a summary of recent case law involving real property and business litigation on page 16. We appreciate his ongoing contributions to *State-to-State*. In addition, a Board of Governors' Update can be found on page 18.

Please visit the updated Out-of-State Division's website at [flabar-outofstaters.org](http://flabar-outofstaters.org). It contains a number of new features in an easier-to-use format. You also can search for and view articles on the website. You should receive a link via email to each edition of the newsletter that allows you to view the edition online in color at your desk or on your mobile device. Check it out! You can also find us on X (formerly Twitter) @TFBOutofState, Facebook @ TheFloridaBarOutofStateDivision, and now on LinkedIn at <https://www.linkedin.com/company/floosd/>.

Help us to help you: participate in the Out-of-State Division. By doing so, you'll help other out-of-state lawyers wherever they are around the world. We've mentioned in the past the reach of the OOSD. We're here to help you wherever you practice. And

we'd love to meet you. The result should be a win-win for everyone. We challenge you to think of new ideas on how the OOSD can continue to improve services to Florida lawyers practicing out of state. The Bar provides great support and opportunities for its members.

Our OOSD president, the other officers, and executive council members are here to support the needs of out-of-state Florida Bar members. Please feel free to contact the OOSD leadership. The Out-of-State Division is here to help you turn our shared interests into a strong professional practice. We're not shy—we want to help your practice. Most important—please join and get involved!

### Author! Author!

The Out-of-State Division offers its membership a valuable forum for the exchange of information on legal issues affecting our interstate practices. To be truly effective, it is essential for a large cross section of our members to contribute articles, news, and announcements to this newsletter.

For those of you who would like to see your work in print, the rules for publication are simple: The article should be related to a subject of general interest to legal practitioners with multijurisdictional practices. Articles focused on your home state are less appealing than issues impacting a number of jurisdictions.

Please send documents in MS Word format via email to Don Workman, [dworkman2024@gmail.com](mailto:dworkman2024@gmail.com). Please help your colleagues to get to know you by including a brief biography with contact information, and include a head and shoulders photograph. Your photo and bio will be kept on file and need only be submitted once.

# Elevating our collective voice

by Mindi Wells, Columbus, Ohio

It is an incredible honor to serve as president of the Out-of-State Division of The Florida Bar this year. As one of more than 15,000 attorneys living and practicing outside the Sunshine State, I deeply value the unique perspectives, challenges, and opportunities we share—and I'm excited to help elevate our collective voice.

First, a huge thank you to Joy Heath, who so aptly and graciously led our division over the past year and a half. Her leadership, dedication, and service laid a strong foundation for our continued growth and impact, and we are all grateful for the time and energy she devoted to this role.

Since its founding in 1992, the OSD has focused not on any one practice area, but on our common needs as out-of-state Florida Bar members. Our mission remains clear: to ensure equitable treatment for out-of-state practitioners and to keep us connected to the work and evolution of our Bar. This year, we will continue that tradition with energy and intention.

You can expect relevant CLE programming tailored to the realities of modern legal practice, increased



Mindi Wells

## President's message

If you have questions, ideas, or just want to connect, feel free to reach out to me at [mwells.esq@gmail.com](mailto:mwells.esq@gmail.com). I'd love to hear from you.

Warm regards,

Mindi Wells  
President, Out-of-State Division  
The Florida Bar

networking opportunities with our 1,400+ members around the country, and another year of our award-winning newsletter. We'll also continue monitoring legislative and Bar proposals to advocate for fairness and equal footing for all members—no matter where they practice.

Our leadership team—G. C. Murray II, Tim Brown, Lauren Bingham, and I—are honored to serve and are committed to advancing the division's mission. Be sure to follow us on social media for the latest updates on events and CLEs.

As you renew your Florida Bar membership this summer, I hope you'll also renew your membership in the Out-of-State Division. Together, we can build a stronger, more connected Bar—across state lines.

## Membership Survey—Let us hear from you!

We want your feedback to help us improve the services and opportunities provided by the Out-of-State Division of The Florida Bar. Your insights as a member of the division will guide us in creating better social, educational, and professional offerings tailored to the needs and wishes of our members.

**It is important to get your feedback, so please take a few minutes to fill out the**

[Membership Survey](#).



## Workman Receives Tony Boggs Excellence in Discipline Award



During the General Assembly June 27 at the Annual Florida Bar Convention in Boca Raton, outgoing President Roland Sanchez-Medina, Jr., presented the Tony Boggs Excellence in Discipline Award to Board of Governors member Donald A. Workman for his years of exemplary leadership and

dedication to the Disciplinary Review Committee.

Sanchez-Medina said Workman, an out-of-state member from Washington, D.C., rarely misses a meeting, always reads all the materials, asks pertinent questions, and routinely participates in case discussions.

Sanchez-Medina said Workman is an incredible public servant using his

eye for detail and skill to identify the nuance in an immense volume of material and his work has improved the Bar and the legal profession.

"Thank you, Don, for all you have done for the Bar and the lawyer discipline system," Sanchez-Medina said.





# We're here for you

by G. C. Murray II, Dulles, Va.

It's an incredible honor to serve as president-elect of The Florida Bar Out-of-State Division. For years, I've had the privilege of being actively involved in this division, and I remain especially grateful to have gotten my start under the leadership of President Natasha Dorsey. Her mentorship and example inspired me to stay engaged and give back.

Now, as I step into this new role, I'm excited to support President Mindi Wells, whose clear vision and steady leadership are exactly what our division needs in this moment. I look forward to working closely with her to advance her initiatives and continue the division's



G. C. MURRAY II

## President-elect's message

mission of serving Florida Bar members beyond state lines.

This is a dynamic time for the legal profession, and I'm committed to helping the Out-of-State Division stay relevant, resourceful, and responsive to the needs of our growing membership. Whether you're practicing in another state, overseas, or exploring opportunities beyond Florida, we're here for you.

G. C. Murray II, Esq.  
President-Elect, Out-of-State Division  
The Florida Bar



*The deadline to submit nominations for the 2026 awards is 11:59 p.m. Friday, September 19, 2025.*

## Pro Bono Service Awards

Each year, the Florida Supreme Court and The Florida Bar honor and recognize lawyers, groups and members of the judiciary who have freely given their time and expertise in ensuring access to justice for those who otherwise could not afford it.



The 2026 awards will be presented at 3:30 p.m. on Thursday, January 22 at the Supreme Court of Florida.

## Nomination Process

Honorees for the annual pro bono awards can be nominated by legal aid groups, fellow lawyers or anyone else who knows of exceptional pro bono service provided by a lawyer, judge, voluntary bar or law firm. For circuit awards, honorees are recommended by circuit committees and approved by The Florida Bar president. A committee of the [Young Lawyers Division](#) (YLD) of The Florida Bar chooses the YLD honoree. The Chief Justice's Pro Bono Advisory Committee recommends the remaining honorees to the chief justice of the Florida Supreme Court, who makes the final decision.

# Paying it forward: Five tips for attorneys supervising summer interns

by Marquel S. M. Ramirez, Glen Allen, Va.



MARQUEL S. M.  
RAMIREZ

It's summer time! Do you remember your first summer legal internship? Were you eager to show off your legal skills learned from 1L year?

For me, I was fortunate to have two wonderful summer internships that prepared me for life after law school. Now that I am an attorney, I look back at those days and try to make a summer legal intern's experience just as rewarding. After interviewing current summer legal interns and law clerks of government and law firm employers, here are tips they share, in order of importance:

**Assign a writing sample**, even if it might not be used as part of a motion or brief. This is the most important tip, according to law students. They will use writing samples to practice their lawyering skills and to apply for future positions. An easy way to incorporate a writing sample into a legal intern's work is to give them a research question that needs to be answered and ask them to write a memo about it, in addition to discussing their findings

verbally with them. Mentor attorneys can also ask law clerks to draft a section of a brief or a legislative analysis report.

**Confer before and after.** Before an assignment or meeting, it helps summer interns if their supervisors explain the background or reason for it, with relevant statutes, cases, or main discussion points. Explain the law student's role and importance in their legal career. For example, some law students dread evidence review, so it is best to remind them that many young attorneys receive this same assignment and how it is significant to the case as a whole. After an assignment or hearing, provide details of how to improve and try to avoid giving only generalized feedback, such as, "Great job."

**Allow students to observe** how you prepare and execute. How do you conduct legal research? Do you keep a log of researched cases and how you found them? How do you prepare for a hearing? What drafting templates do you use? How do you conduct yourself in front of judges, counsel, and clients? Take summer law clerks through your steps so they can learn the different aspects of the attorney profession.

Provide an internship guide or orientation of the office and work responsibilities. Having a guide to the workplace helps students understand the structure and culture of the environment. The guide may include an organizational chart, map of the office(s), frequented lunch spots nearby, or examples of past intern accomplishments. This can be something law clerks update at the end of their clerkship. Important: Introduce the law student to the staff, whether it is at a staff meeting or via email.

Use your network to introduce students to related organizations or attorneys. Consider inviting them to a voluntary bar association function or a public meeting with community stakeholders. Introduce summer clerks to key leaders. Additionally, these are perfect opportunities to help law students practice dressing appropriately for various events!

To supervising attorneys: Law students know you are busy and appreciate your work. The time you take to develop your impressionable mentees serves as a crucial piece of their development as competent attorneys. Thank you for your mentorship!

## Mission of the Out-of-State Division

The purpose of the Out-of-State Division of The Florida Bar is to provide an organization for all Florida Bar members who reside outside of the state of Florida. The division focuses not on any specific practice area, but rather on the common interests and needs of out-of-state Florida Bar members as a whole. The division works toward the goal of ensuring equitable treatment for in-state and out-of-state Florida Bar members. This is accomplished through education, legislative, and administrative review; the production and update of a website for division members and the public at large; and the publication of a newsletter sent to the division's membership.



# OOSD elects officers during annual membership meeting

OOSD members gathered in Boca Raton for their annual membership meeting on June 27, 2025. They approved the slate of nominations, and Florida Bar President-Elect Michael Orr conducted the swearing in of the OOSD officers for 2025-26.



Florida Bar President-Elect Michael Orr conducts the swearing in of the OOSD's officers for 2025-26.



Treasurer Tim Brown, President Mindi Wells, President-Elect G. C. Murray II, and Secretary Lauren Bingham

Executive council members Don Workman, Evan Azriliant, Brandon Wolff, Natasha Dorsey, Tim Brown, Mindi Wells, Duffy Myrtetus, Lauren Bingham, G. C. Murray II, and Tim Chinaris



OOSD executive council members conduct the annual membership meeting. Pictured are Brandon Wolff, G. C. Murray II, Natasha Dorsey, Mindi Wells, Tim Brown, and Lauren Bingham.

## Get to know your OOSD officers for 2025-26



**Mindi Wells, President**  
Founder & Managing Attorney  
Wells Law, LLC  
Columbus, Ohio

**Licensed in Florida & Ohio**  
**Member of the OOSD since**  
2004

**Previous role(s) within the**  
**OOSD:** Vice President, 2012-  
2013, 2024-2025; Secretary,  
2016-2024; Treasurer, 2011-  
2012; At-Large Member, 2015-

2016; Long Range Planning & Membership Committee  
Chair, 2013-2016; Communication Committee Chair,  
2012-2013, 2013-2014; CLE Committee Chair, 2012-  
2013; and Young Lawyers Division Liaison 2004-2010

**Other Florida Bar involvement:** Young Lawyers  
Division Board of Governors (2004-2010), Solo & Small  
Firm Section Executive Council (2023-present), and  
Mentoring Committee (2023-present)

**Favorite thing about the OOSD:** Having a net-  
work of attorneys around the country that I can reach  
out to when someone is seeking counsel from Washing-  
ton State to New York.

**Fun fact:** We drove all of Route 66 in 2020 from  
Chicago, IL to Santa Monica, CA. What a blast!

**Outside of work:** I volunteer in the gift shop at our  
local hospital, do therapy dog visits with my miniature  
labradoodle partner named Cammy, and love to cruise  
in the Jeep.



**G. C. Murray II,**  
**President-Elect**  
CEO & Managing Attorney  
Association GC  
Dulles, Virginia

**Licensed in Florida & Wash-**  
**ington, D.C.**

**Member of the OOSD since**  
2020

**Previous role(s) within the**  
**OOSD:** Treasurer, CLE Chair,  
and Legislative Affairs Chair

**Other Florida Bar involvement:** The Florida Bar  
Code & Rules of Evidence Committee, The Florida  
Bar Leadership Academy, The Tallahassee Barristers  
Association, and Young Lawyers Division Board of  
Governors

**Favorite thing about the OOSD:** As an executive  
coach, I wanted to produce more content and informa-  
tion to help a broader audience. Through OOSD, I was  
able to get a column established, *The Evolving Esquire*,  
which has subsequently been picked up by another di-  
vision and has helped me reach nearly 17,000 lawyers.

**Fun fact:** I am currently building my practice in  
Southeast Asia to establish a footprint of corporate  
leadership and executive coaching.

**Outside of work:** I enjoy the many facets of commu-  
nity service.



**Tim Brown, Treasurer**  
Director, Legal Affairs &  
Senior Counsel  
National Automobile Dealers  
Association  
Tysons, Virginia

**Licensed in Florida,**  
**Washington, D.C., & Virginia**  
**Member of the OOSD since**  
2019

**Previous role(s) within the**  
**OOSD:** Social Media Committee

Chair (current)

**Other Bar involvement:** Member of the Cuban  
American Bar Association (CABA)

**Favorite thing about the OOSD:** Becoming in-  
volved with the OOSD has led me to become more  
involved and aware of overall Florida Bar happenings  
and initiatives—for example, the Bar's recent position  
on AI and the impact on the profession as a whole. Had  
I not been involved with the committee as I have been  
the past few years, I probably would not be as keenly  
aware of overall Bar activities that I routinely share  
with colleagues in my practice.

**Fun fact:** Although you'd never guess from my name,  
I am half Cuban (from my mother's side) and raised in  
Miami. Also, Jane Pauley (CBS Sunday Morning) is my  
great cousin.

**Outside of work:** I enjoy running, biking, attempt-  
ing to play golf, and traveling.

*Continued, next page*





**Joy Heath, Immediate Past President**

Equity Shareholder/Partner, Williams Mullen

Raleigh, North Carolina

**Licensed in** Florida, Washington, D.C., & North Carolina

**Member of the OOSD since** 2021

**Previous role(s) within the OOSD:** President-Elect and Treasurer;

Also, I co-chair the Membership & Diversity Committee of the Health Law Section of the North Carolina Bar Association and serve on North Carolina's Women in the Profession Committee.

**Favorite thing about the OOSD:** While I have enjoyed everything about the camaraderie of participating in the OOSD, I would note that my law firm received a referral from another OOSD attorney seeking representation for a client with legal needs specific to North Carolina. My involvement with OOSD allowed me to connect this lawyer with an appropriate attorney in my firm to serve the client in North Carolina, and the engagement is ongoing.

**Fun fact:** This year I volunteered with Mercy Ships for three months.

**Outside of work:** I enjoy running (slowly) in 5K races, playing golf and tennis, and watching baseball games, preferably from the stands.

## Meet the out-of-state representatives to the Young Lawyers Division Board of Governors

Three out-of-state lawyers serve as representatives to the Young Lawyers Division Board of Governors. They are elected for two-year terms. Meet the current out-of-state governors!



**Lauren A. Baio**

**Location:** Washington, D.C., and Doylestown, Pennsylvania

**Year licensed in Florida:** 2017

**Licensed in other states:** D.C., Virginia, and West Virginia

**Fun fact:** Yes, I'm related to Scott Baio.



**Tyler Thull**

**Location:** Mobile, Alabama

**Year licensed in Florida:** 2022

**Licensed in other states:** Alabama

**Fun fact:** I love to travel and learn about other cultures and food traditions. I have stayed with host families in Japan, France, Cuba, and the UK. I have also visited Italy and Israel and am a dual citizen with the U.S. and Canada.



**Emmanuela Saint-Jean**

**Location:** Washington, D.C.

**Year licensed in Florida:** 2019

**Fun fact:** I was chased by a crash of rhinos during a game drive in South Africa. It was the scariest and most thrilling moment I experienced this year.





# Out-of-State, All-In: *Join the Action!*

by Mindi Wells, Columbus, Ohio

OOSD President

A new Bar year is here—and with it, an open invitation to get involved with the Out-of-State Division of The Florida Bar!

With more than 1,400 members across the country and abroad, the OOSD thrives thanks to the energy, ideas, and leadership of out-of-state Florida lawyers just like you. Whether you're a seasoned practitioner or newly licensed, there's a place for you in our work.

We're looking for volunteers to help shape another strong year of programming, publications, and outreach. Get involved today!

## WAYS YOU CAN HELP IN 2025–26



### Present a CLE

Share your knowledge with fellow attorneys—right from your own desk.



Contact: Tim Chinaris at [tchinaris@chinarislaw.com](mailto:tchinaris@chinarislaw.com) or Larry Kunin at [lhkunin@gmail.com](mailto:lhkunin@gmail.com)



### Host a networking event

Bring local members together in your city—just pick the place, and we'll help with the rest!



Contact: Brandon Wolff at [bl@brandonlee.law](mailto:bl@brandonlee.law)



### Write for the newsletter

Got insight on trends, tech, practice tips, or ethics? Share your voice.



Contact: Don Workman at [dworkman2024@gmail.com](mailto:dworkman2024@gmail.com)



### Join a committee

All committees meet virtually and offer a great way to get connected.

## COMMITTEE OPPORTUNITIES AND CONTACTS



### Communications – Refreshing our messaging and outreach

Contact: G. C. Murray II – [gc@association.law](mailto:gc@association.law)



### Continuing Legal Education – Planning CLE topics and speakers

Contact: Tim Chinaris – [tchinaris@chinarislaw.com](mailto:tchinaris@chinarislaw.com) or Larry Kunin – [lhkunin@gmail.com](mailto:lhkunin@gmail.com)



### Member Experience – Member retention, engagement, and events

Contact: Brandon Wolff – [bl@brandonlee.law](mailto:bl@brandonlee.law)



Photo by Marc Levin, <https://www.flickr.com/photos/mil8/380092713/>, <https://creativecommons.org/licenses/by/2.0/deed.en>



### Information & Technology – Newsletter + social media

Contact: Don Workman – [dworkman2024@gmail.com](mailto:dworkman2024@gmail.com) or Tim Brown – [timothybrown.esq@gmail.com](mailto:timothybrown.esq@gmail.com)



### Sponsorship – Supporting events and publications

Contact: Evan Azriliant – [eazriliant@aol.com](mailto:eazriliant@aol.com)



### Website – Content, design, and updates

Contact: Natasha Dorsey – [natashadorsey11@gmail.com](mailto:natashadorsey11@gmail.com)

## COMING TO A CITY NEAR YOU!

We're planning happy hours in cities with strong member clusters—and we need local hosts to make them happen. Just pick your favorite spot, and we'll do the rest.



### Interested?

Contact Brandon Wolff to raise your hand!



## READY TO GET INVOLVED?

Scan the QR code or click [here](#) to fill out our volunteer form.



Or reach out directly to me at [mwells.esq@gmail.com](mailto:mwells.esq@gmail.com)—I'd love to connect!

Let's make 2025–26 the most engaging year yet. Whether it's your first year in the division or your 15th, there's a role for you—and we're better with you involved.

See you soon at a CLE, event, or Zoom call!



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# Division News

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## Website Committee seeks your input

by Natasha Dorsey, Elmhurst, Ill., Chair, OOSD Website Committee



The OOSD website will be updated this year in several ways, and we could use your input!

Along with our annual updates to executive council

profiles and the president's message, we will start keeping our events

calendar current with more detail, providing links to information, registration, and hotel blocks for the many local networking events and CLEs we aim to host this year in cities across the country. We will also be revisiting the overall format to make sure it works efficiently for our members and revising some out-of-date features.

Excitingly, at our meeting during the Annual Florida Bar Convention in Boca Raton, the Executive Council discussed the possibility of creating

a listserv, Substack, or something similar for OOSD members where we can discuss current events and refer clients. Stay tuned for more information!

Importantly, if you have any ideas for our website or potential listserv, please don't hesitate to reach out to me at [natasha@natashadorseylaw.com](mailto:natasha@natashadorseylaw.com).

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## Bar News

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## What you need to know about continuing legal education credits

The Rules Regulating The Florida Bar 6-10.3 (b) requires that:

*"Every member must complete a minimum of 30 credit hours of approved continuing legal education activity every 3 years. At least 3 of the 30 credit hours must be in approved technology programs. At least 5 of the 30 credit hours must be in approved legal ethics, professionalism, substance abuse, or mental health and wellness programs; as part of the 5 credit hours, each member must complete, during each reporting cycle, the 2-credit hour Florida Legal Professionalism course produced by The Florida Bar and approved by the Supreme Court of Florida."*

The Florida Bar will accept a transcript from another state's attorney licensing authority documenting

continuing legal education credits awarded in that jurisdiction. Transcripts can be emailed to [clemail@floridabar.org](mailto:clemail@floridabar.org).

Submitting a request for credit for approval following completion of a course follows a different process. The Florida Bar will no longer accept a certificate of attendance/completion after completing a CLE. You must complete the [CLE Application for Unapproved Course Attendance Credit](#) with the following materials for evaluation of Florida CLE credit:

1. Course description with detailed timed outline of the course content (or course brochure)
2. Speaker names/biographies

3. Certificate of attendance/completion, if provided by the provider

**Rule 6-10.3(b)** states, "... If a member completes more than 30 credit hours during any reporting cycle, the excess credits cannot be carried over to the next reporting cycle."

**BLSE Policy 5.06** states, "... Credit will be applied to the reporting cycle as of the date the member completes the course."

Questions: Contact The Florida Bar Legal Specialization and Education Department at (850) 561-5842 or email [clemail@floridabar.org](mailto:clemail@floridabar.org).

## CLE programs offered on-demand, 24/7

Every active Florida Bar member, regardless of where the person lives, must comply with the Bar's continuing legal education (CLE) requirements. The OOSD provides opportunities for its members to obtain the required CLE hours through a variety of live seminars, videotape options, online courses, and audiotape options.

### Basic Skills Course Requirement

As a Florida Bar member, you are required to take a course entitled "Practicing with Professionalism" and two basic skills courses within a prescribed time after becoming a member of the Bar. This is known as the Basic Skills Course Requirement (BSCR). As an out-of-state practitioner, you may qualify for a deferment or exemption from some or all of these requirements.

If you are an out-of-state member of the Bar, you will probably qualify for a deferment of the BSCR requirement until such time as you move your primary office to the state of Florida. However, you must *annually* apply for this deferment, or else you may be required to complete the BSCR obligations.

You should annually receive a BSCR deferment form from the Bar, which must be returned by your CLE reporting date.

### Featured on-demand CLEs

**CLE 8467**  
Mastering Title Work Across State Lines  
[CD & DVD](#)  
[On-Demand](#)



**CLE 8468**  
Interstate Guardianships: Ethical and Practical Considerations  
[CD & DVD](#)  
[On-Demand](#)

**CLE 8469**  
New to the Niche – Estate Planning  
[CD & DVD](#)

**CLE 8470**  
Navigating Multistate ADR: Ethical Considerations and Initial Phases  
[CD & DVD](#)  
[On-Demand](#)

**CLE 8647**  
True Crime in the Courtroom: The Shocking Case of an FSU Law Professor Gunned Down by Hitmen  
[CD & DVD](#)  
[On-Demand](#)

**CLE 8696**  
Environmental Issues in Real Estate Development  
[CD & DVD](#)  
[On-Demand](#)

**Professionalism CLE**  
The Rules Regulating The Florida Bar 6-10.3 (b) requires that:

Every member must complete a minimum of 30 credit hours of

approved continuing legal education activity every 3 years. At least 3 of the 30 credit hours must be in approved technology programs. At least 5 of the 30 credit hours must be in approved legal ethics, professionalism, substance abuse, or mental health and wellness programs; as part of the 5 credit hours, each member must complete, during each reporting cycle, the 2-credit hour Florida Legal Professionalism course produced by The Florida Bar and approved by the Supreme Court of Florida.

The **Center for Professionalism** offers presentations and podcasts at no cost to help you meet your professionalism requirement. Click [here](#) for a listing of recorded CLE presentations, available on-demand. Among the many free programs available are CLE 9231 – **Professionalism Tips for Practicing Law in the Digital Age**, approved for one hour of General, one hour of Professionalism, and one hour of Technology credit; and CLE 5943 – **Your Honor—A Series Hosted by Paul Lipton, Episode 3**, an inspiring conversation with Bob Josefsberg, one of Dade County Florida's premiere trial lawyers, approved for one hour of General and one hour of Professionalism credit.

### CLE resources

Have questions about the CLER program? Click [here](#) to get answers to the most common CLER questions.



# Connect and grow: Out-of-state attorneys encouraged to join Counsel to Counsel program

by Mindi Wells, Columbus, Ohio

Member, The Florida Bar Mentoring New Lawyers Committee

The Florida Bar launched its Counsel to Counsel program in 2023, and its second class of graduates was celebrated with a reception held during the Bar's annual convention in June. One hundred eighteen mentors and mentees were recognized for completing the nine-month program.

A unique feature of the Counsel to Counsel programs is its use of the MentorcliQ platform to match mentors and mentees using an algorithm that is based heavily on personality and includes factors such as practice area and geographic location. Once matched, participants use a well-developed curriculum set up in MentorcliQ and track milestones in the program. Beyond the typical benefits of participating in a mentoring

program, participants in Counsel to Counsel also earn eight continuing legal education credits.

Out-of-state attorneys are encouraged to participate in the program as both mentors and mentees.

Registration for the second cohort opened in August. Matches will be made in October, and the program runs through June 2026. Mentees (beginning lawyers with five or less years of experience) and mentors are needed! Returning mentors must reregister to participate in the 2025-26 program.

When attorneys sign up for Counsel to Counsel, they fill out a brief survey and the program then provides

ratings on the compatibility between mentors and mentees. From there, the mentor or mentee can choose their top three options, and the technology establishes the final match based on those responses. The program is nine months long, with four milestones and a practical experience requirement to guide mentors and mentees in their relationship.

Enrollment runs August 5–October 3, and matches will be published by October 14, 2025.

Register for the program or learn more [here](#), or contact Katie Jones at [cjones@floridabar.org](mailto:cjones@floridabar.org).



# REGISTRATION IS OPEN

August 5th -  
October 3rd



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# Unbillable life: Reclaiming time before it claims you

by G. C. Murray II, Dulles, Va.



G. C. MURRAY II

“You can track every tenth of a billable hour ... but somehow, your life slips by off the record.”

Lawyers are great at tracking other people's time. We bill it, argue over it, account for it in six-minute increments. But when it comes to our own lives—the unbillable parts—we lose track. We give away hours we never get back. We push rest, family, exercise, creativity, joy, even just *boredom* to the side in the name of staying busy.

We know the cost. We feel it. But reclaiming that time? That's the part most of us have never been taught.

## The silent takeover

Time poverty doesn't usually show up with flashing red lights. It creeps in slowly—one “just a quick call” at a time. One “urgent” client text at 9:45 p.m. One more committee meeting. One more thing we said yes to because it felt too uncomfortable to say no.

And because so many of us are high functioning, we make it work ... until it doesn't. We delay vacations. We miss dinners. We feel detached from our kids, our partners, our purpose. It's not a dramatic collapse. It's a slow erosion. One unbillable hour at a time.

According to The Florida Bar's membership survey, nearly 57% of lawyers report feeling burnout. A full 70% of us work at least 50 hours a week. And for many, the idea of “work-life balance” sounds more like a punchline than a plan.

But it doesn't have to be that way.

**Stop managing time. Start leading it.**

You've probably heard all the productivity advice before. Get a better calendar app. Color code your tasks. Try the Pomodoro method. Fine. Some of it helps.

But you don't need better time *management*. You need time *leadership*.

Time leadership is the intentional, values-based stewardship of your hours—not just your tasks. It's not about fitting more into the day. It's about giving your best hours to what matters most.

That shift—from being reactive to being deliberate—is the first real move toward reclaiming your unbillable life.

## Where does it all go?

If you've never done a time audit, this is your sign. For one week, track how you actually spend your hours—not how you *intend* to spend them. Include categories like client work, email, admin, meetings, family, social media, sleep, rest or leisure, commuting, and worrying (yes, really).

Then look at the numbers. Chances are, you'll find “hidden billing” all over the place—giving away your mental prime time to emails, reactivity, or other people's fires. That realization alone can change how you approach your day.

## How to reclaim your calendar

Once you see the time leaks, you can start plugging them with strategies that actually work:

- **Default to no** unless a request aligns with your values or your top three priorities.
- **Block your time** around energy, not just availability. High-focus tasks go where your brain is sharpest.
- **Protect “case closed” hours.** Pick a time—even symbolic—when

the workday ends. Honor it like a courtroom deadline.

- **Schedule what matters.** Time with family, exercise, therapy, date nights—these are appointments too. Put them on your calendar.

One of the most powerful things I ever did was build in a two-hour window each week labeled “Strategy + Stillness.” It's blocked. It's protected. It's where my best thinking lives now.

## The ROI of rest

I used to think rest was a reward for hard work. Now I know it's a prerequisite for doing anything well.

Neuroscience backs this up. Decision fatigue, cognitive overload, and chronic stress shrink your effectiveness. You're not “pushing through.” You're burning down.

The unbillable parts of your life—sleep, laughter, hobbies, spiritual practice, staring out the window with a cup of coffee—those aren't luxury extras. They're part of your professional infrastructure.

Ask yourself: *What would your practice look like if you protected your peace the way you protect your clients?*

## The final bill

I'll end with this: You'll never get an invoice for your unbillable life. But you'll pay for it anyway—in health, relationships, missed milestones, and untapped potential.

There's still time to reclaim it. And no, it doesn't require a life overhaul. Just a willingness to lead your time with the same care and clarity you bring to your clients.

Start today. Pick one hour this week that's fully yours. Guard it. Savor it. See what grows from it. That's how the reclaiming begins.

# Florida real property and business litigation report

by Manuel Farach, West Palm Beach, Fla.



MANUEL FARACH

To our readers, Below you will find a synopsis of recent cases involving real property and business litigation. They were prepared by Manny Farach, a member of The Florida Bar

Board of Governors. New in this edition are links to each case. We hope you find this report helpful to your practice.

**Medical Marijuana, Inc. v. Horn**, Case No. 23-365 (2025).

[https://www.supremecourt.gov/opinions/24pdf/23-365\\_6k47.pdf](https://www.supremecourt.gov/opinions/24pdf/23-365_6k47.pdf)

A plaintiff may seek treble damages under civil RICO, 18 U. S. C. § 1964(c), for business or property loss even if the loss resulted from a personal injury.

**Kousisis v. United States**, Case No. 23-909 (2025).

[https://www.supremecourt.gov/opinions/24pdf/23-909\\_f2q3.pdf](https://www.supremecourt.gov/opinions/24pdf/23-909_f2q3.pdf)

A defendant who induces a party to enter into a contract under materially false pretenses may be convicted of federal fraud even if the defendant did not cause or seek to cause economic loss to the victim.

**Seven County Infrastructure Coalition v. Eagle County**, Case No. 23-975 (2025).

[https://www.supremecourt.gov/opinions/24pdf/23-975\\_m648.pdf](https://www.supremecourt.gov/opinions/24pdf/23-975_m648.pdf)

*Loper Bright Enterprises v. Rai-mondo*, 603 U. S. 369, holds that court are not to defer to administrative agencies on legal questions, but *Seven County* reinforces that it is proper for courts to defer to agencies on factual and procedural matters within agency expertise.

**Blom Bank SAL v. Honickman**, Case No. 23-1259 (2025).

[https://www.supremecourt.gov/opinions/24pdf/23-1259\\_9p6b.pdf](https://www.supremecourt.gov/opinions/24pdf/23-1259_9p6b.pdf)

Federal Rule of Civil Procedure is a “catch-all” provision but is to be read narrowly and should be used only in extraordinary circumstances.

**CC/Devas (Mauritius) Ltd. v. Antrix Corp.**, Case No. 23-1201 (2025).

[https://www.supremecourt.gov/opinions/24pdf/23-1201\\_8759.pdf](https://www.supremecourt.gov/opinions/24pdf/23-1201_8759.pdf)

Personal jurisdiction exists under § 1330(b) of the Foreign Sovereign Immunities Act of 1976 whenever there exists an exception to sovereign immunity and the defendant foreign government has been properly served; minimum contacts under *International Shoe Co. v. Washington*, 326 U.S. 310, and its progeny need not be satisfied.

**McLaughlin Chiropractic Associates, Inc. v. McKesson Corp.**, Case No. 23-1226 (2025).

[https://www.supremecourt.gov/opinions/24pdf/23-1226\\_1a72.pdf](https://www.supremecourt.gov/opinions/24pdf/23-1226_1a72.pdf)

District courts are not bound by the Hobbs Act in civil enforcement proceedings and must independently determine a law’s meaning under ordinary principles.

**Watts v. Joggers Run Property Owners Association, Inc.**, Case No. 22-13763 (11th Cir. 2025).

<https://media.ca11.uscourts.gov/opinions/pub/files/202213763.pdf>

Section 3604(b) of the Fair Housing Act applies post-acquisition of real property, H.O.A. rules and amenities fall within the FHA’s scope, and civil rights apply to H.O.A. relationships.

**Grippa v. Rubin**, Case No. 23-11714 (11th Cir. 2025).

<https://media.ca11.uscourts.gov/opinions/pub/files/202311714.pdf>

A letter sent outside of the litigation process which contains statements beyond those contained in a pending complaint is not entitled to an absolute litigation privilege but may be entitled to a qualified privilege.

**Otto Candies, LLC v. Citigroup Inc.**, Case No. 23-13152 (11th Cir. 2025).

<https://media.ca11.uscourts.gov/opinions/pub/files/202313152.pdf>

The Private Securities Litigation Reform Act’s standard of “strong inference” of actual knowledge for securities fraud should not be applied to common law fraud claims, but instead knowledge and other conditions of a person’s mind may be generally alleged under Federal Rule of Civil Procedure 9(b).

**Merritt Island Woodwerx, LLC v. Space Coast Credit Union**, Case No. 24-10019 (11th Cir. 2025).

<https://media.ca11.uscourts.gov/opinions/pub/files/202410019.pdf>

A party that stymies a complainant in its attempts to compel arbitration cannot later object if the complainant engages in litigation.

**Sweet Additions Ingredient Processors, LLC v. Meelunie America, Inc.**, Case No. 24-10335 (11th Cir. 2025).

<https://media.ca11.uscourts.gov/opinions/pub/files/202410335.pdf>

A fixed-price sales contract which contains a clause which states “liability on any claim for loss or damage ... shall not exceed the price allowable to such goods” on the contract “or part thereof involved in the claim” and also disclaims all liability for “special consequential, incidental or exemplary damages including, but not limited to, loss of profits or revenue ... [and the] cost of substitute products”

*Continued, next page*



does not limit direct damages but bars consequential forms of damages arising from the same breach.

**Jekyll Island-State Park Authority v. Polygroup Macau Limited**, Case No. 23-11415 (11th Cir. 2025).

<https://media.ca11.uscourts.gov/opinions/pub/files/202311415.pdf>

Even if the foreign company does not directly sell products in the United States, a federal district court may exercise personal jurisdiction over a foreign intellectual property holding company under Federal Rule of Civil Procedure 4(k)(2) which has purposefully availed itself of the benefits of United States law to protect its intellectual property portfolio.

**In Re: Amendments to Florida Rule of Civil Procedure 1.280(f)**, Case No. SC2025-0697 (Fla. 2025).

[https://supremecourt.flcourts.gov/content/download/2453610/opinion/Opinion\\_SC2025-0697.pdf](https://supremecourt.flcourts.gov/content/download/2453610/opinion/Opinion_SC2025-0697.pdf)

Florida Rule of Civil Procedure 1.280(f) is amended by substituting the word “served” in place of “satisfied” to clarify when requirements under the Rule are met.

**Pierce Law Group, LLP v. Factor**, Case No. 3D24-1444 (Fla 3d DCA 2025).

[https://3dca.flcourts.gov/content/download/2449883/opinion/Opinion\\_2024-1444.pdf](https://3dca.flcourts.gov/content/download/2449883/opinion/Opinion_2024-1444.pdf)

The following paragraph does not limit the entire contract’s application only to contracts to be performed in the state of California:

11. GOVERNING LAW / ARBITRATION. This Agreement will be governed by the laws of the State of California applicable to contracts entered into and to be performed entirely within the State of California, and may only be amended in a writing signed by the parties. The venue for the resolution of any disputes between the parties will be Los Angeles, California. Any dispute concerning this Agreement, our Firm’s representation of you in this matter, or any other dispute between Client and Firm shall be submitted and decided by binding mandatory arbitration under the jurisdiction of the Beverly Hills Bar Association . . .

**Back To Mind Chiropractic v. Geico General Insurance Company**, Case No. 4D2023-2513 (Fla. 4th DCA 2025).

[https://4dca.flcourts.gov/content/download/2449879/opinion/Opinion\\_2023-2513.pdf](https://4dca.flcourts.gov/content/download/2449879/opinion/Opinion_2023-2513.pdf)

A trial court does not lose jurisdiction to adjudicate a case because a party’s fictitious name registration under Florida Statute section 865.09 has expired.

**Washington v. Persolve Recoveries, LLC**, Case No. 2D2024-0311 (Fla. 2d DCA 2025).

[https://2dca.flcourts.gov/content/download/2450338/opinion/Opinion\\_2024-0311.pdf](https://2dca.flcourts.gov/content/download/2450338/opinion/Opinion_2024-0311.pdf)

A court may adopt one party’s version of a competing order so long as the court exercised independent judgment in executing the order.

**84 Shopping Plaza Corporation v. Bru’s Room Bird Road, LLC**, Case No. 3D23-1205 (Fla. 3d DCA 2025).

[https://3dca.flcourts.gov/content/download/2450216/opinion/Opinion\\_2023-1205.pdf](https://3dca.flcourts.gov/content/download/2450216/opinion/Opinion_2023-1205.pdf)

A trial court has no inherent authority to excuse a tenant in possession from paying rent for the remainder of a lease term due to a landlord’s breach.

**Devolro Inc. v. Kungeibayev**, Case No. 3D23-2237 (Fla. 3d DCA 2025).

[https://3dca.flcourts.gov/content/download/2450228/opinion/Opinion\\_2023-2237.pdf](https://3dca.flcourts.gov/content/download/2450228/opinion/Opinion_2023-2237.pdf)

A trial court’s denial of a motion for summary judgment is rendered harmless error if a jury verdict awards in the same manner as sought in the summary judgment motion.

**Miami Dolphins, Ltd. v. Engwiller**, Case No. 3D24-0605 (Fla. 3d DCA 2025).

[https://3dca.flcourts.gov/content/download/2450234/opinion/Opinion\\_2024-0605.pdf](https://3dca.flcourts.gov/content/download/2450234/opinion/Opinion_2024-0605.pdf)

A guest attendee to a ticketed sporting event is bound under equitable estoppel principles to the same conditions as the ticket holder when attending the sporting event, including being bound to arbitrate any claims against the issuer of the ticket.

**Southpoint Shore Management LLC v. Homexpo Miami Corp.**, Nos. 3D23-0441 & 3D23-2208 (Fla. 3d DCA 2025).

[https://3dca.flcourts.gov/content/download/2450538/opinion/Opinion\\_2023-0441.pdf](https://3dca.flcourts.gov/content/download/2450538/opinion/Opinion_2023-0441.pdf)

Pursuant to Florida Statute section 489.128, an unlicensed contractor cannot assert contractual defenses.

**Johnson v. Carroll Oaks Homeowners Association, Inc.**, Case No. 2D2024-0631 (Fla 2d DCA 2025).

[https://2dca.flcourts.gov/content/download/2450992/opinion/Opinion\\_2024-0631.pdf](https://2dca.flcourts.gov/content/download/2450992/opinion/Opinion_2024-0631.pdf)

A prevailing party in homeowner’s association whose governing documents have a prevailing party attorney’s fees provision is not automatically entitled to an award of fees; the prevailing party must prove the litigation was one for which fees are provided under the documents.

**Kaster Lynch Farrar & Ball, LLP v. Clyde & Co., U.S., LLP**, Case No. 3D23-1747 (Fla. 3d DCA 2025).

[https://3dca.flcourts.gov/content/download/2450858/opinion/Opinion\\_2023-1747.pdf](https://3dca.flcourts.gov/content/download/2450858/opinion/Opinion_2023-1747.pdf)

A paying party has an affirmative duty to notify the issuer of a charging lien there has been a settlement and to protect the party’s interest when disbursing funds; failing to list the charging lien party as a payee on the settlement check fails to do so.

**Nowicki v. Get Wet Watersports, Inc.**, Case No. 4D2024-107 (Fla 4th DCA 2025).

[https://4dca.flcourts.gov/content/download/2450810/opinion/Opinion\\_2024-1077.pdf](https://4dca.flcourts.gov/content/download/2450810/opinion/Opinion_2024-1077.pdf)

Based on the instruction of Florida Statute section 682.03(1)(b) for a trial court to “proceed summarily to decide” issues on motions to compel arbitration, the party seeking to compel arbitration need not formally authenticate the non-movant’s electronic signature on the electronic contract.



## Board of Governors' updates

We want you to stay informed on actions taken by The Florida Bar Board of Governors. So, here are the latest Board of Governors' updates.

The Florida Bar Board of Governors met May 16, 2025, in Key West. Major actions and reports received included:

President Roland Sanchez-Medina reminded the Board of Governors that a [new procedure for weighing in on proposed amendments to court procedural rules](#) took effect April 1. The new procedure no longer requires the board to vote "acceptance," "rejection," or "amendment" before sponsors may file them with the Supreme Court for final consideration. Instead, the Board of Governors will be provided notice of rule amendments published by the committees, and when filed with the Supreme Court of Florida. The board may file comments either directly with the applicable committee or the Supreme Court of Florida, depending on the stage of the process.

The board approved the [proposed budget for FY 2025-26](#), which includes the General Operating Fund, Client Security Fund, Litigation Fund, Fixed Asset Fund, Certification Fund, and all section funds, in compliance with Rule 2-6.9 and

2-6.10. The proposed budgets will now be filed with the Supreme Court for final consideration as required in Rule 2-6.11.

At the board meeting, a Legislation Committee motion to amend Standing Board Policy 1.40 and 1.41, **policies governing the appointment of Florida Bar members to the American Bar Association** (ABA) House of Delegates, failed by a vote of 20-21. A motion to amend those policies to remove board appointments to the ABA, and the automatic appointment of The Florida Bar president and president-elect as ABA delegates, failed on a vote of 19-20. Since the board meeting, the Supreme Court has directed the Bar to cease appointing delegates to the ABA, rescind any existing appointments, and amend the Bar's policies and practices accordingly.

The board **voted to recommend a proposed amendment to Bylaw 2-3.2 (Powers)** that substitutes "substance use disorder" for "chemical dependency" and "mental health condition" for "psychological problem." A proposed revision to subdivision (d)(11) of the bylaw would replace "providing enhanced opportunities and participation in the profession to minority members

of the bar," with "improvement of legal services within the bar, the legal profession, legal education, and the justice system, and an environment that fosters equal access and opportunity for all." The amendment goes to the Florida Supreme Court for a final determination.

The board **approved a proposed amendment to Rule 11-1.8 (Practice After Graduation)** that would expedite the approval of recent law school graduates to practice as certified legal interns after graduation. The proposed revision would add "passed a criminal fingerprint check conducted by the Florida Board of Bar Examiners" to mirror revisions to Rule 11-1.2 and Rule 11-1.3, regarding law school practice programs, which the Supreme Court approved last year.

The board **approved on first reading a proposed amendment to Rule 3-7.11 (General Rule of Procedure)** adding a new subdivision (h) that would prohibit current members of the Board of Governors, grievance committee members, and Florida Bar employees from voluntarily testifying

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## BOG UPDATES

*from preceding page*

as character witnesses in Bar disciplinary cases. The amendment was prompted by a recent case in which a respondent called two currently serving grievance committee members as character witnesses for a sanctions hearing.

The board also **approved on first reading proposed amendments to Bylaw 2-8.1 (Establishment and Appointment of Committees)**. The proposed amendment would add the following sentence: “The president must remove a committee member who misses more than half of the committee meetings in a single bar year without good cause.” The amendment is intended to address the issue of Bar committee members who miss more than half of the meetings, possibly causing quorum issues.

In other business, the board voted to:

- Appoint John Schifino, Philip Bonamo, and Melanie Shore to the Board Executive Committee.
- Nominate six attorneys to fill two positions on the Florida Board of Bar Examiners: Brian M. Beason, Port Charlotte; Alexis L. Fowler, Tallahassee; Randy A. Hummel, Coral Gables; Stephanie E. Novenario, Tallahassee; Ingrid S. Osborn, St. Augustine; and John H. Stone, Christmas.
- Nominate one attorney to a position on the Florida Legal Services Inc. Board of Directors: Scott Randall Rost, Orlando.
- Nominate a slate of attorneys recommended by the JNC Screening Committee for consideration for vacancies on the Judicial Nominating Commissions.

The Florida Bar Board of Governors met July 18, 2025, in Palm Beach. [Major actions and reports](#) received included:

### Interim suspension rule

The Board of Governors decided not to comment on the Supreme Court’s recent amendments to an interim suspension rule that takes effect later this year. Adopted June 5 in Case No. SC2025-0727, the rule allows for the interim suspension of attorneys charged with felonies that reflect adversely on their fitness to practice. “The new rule provides a procedure for notice and an opportunity to respond before the imposition of an interim suspension based on felony charges and explains that the respondent may move to dissolve the interim suspension ‘on a change in the criminal charges or on a disposition of the felony criminal charges,’” the order states. The amendment becomes effective December 5. The public comment period expired August 19. [Read more about this issue in The Florida Bar News.](#)

### Proposal to create new Chapter 22

The board voted to approve a Rules Committee proposal to file a comment in opposition to [a proposal to create a “Chapter 22” to Rules Regulating The Florida Bar](#) permitting certain state government lawyers to practice law in Florida for up to three years while employed by or mentored by a Florida Bar member.

Supporters say the proposal would address staff shortages and ease barriers for experienced lawyers seeking public service. The proposal is patterned, sponsors say, after Chapter 21, which authorizes military spouses to engage in the practice of law in Florida for up to five years. Critics are concerned about provisions that would exempt participants from taking the Florida Bar exam and also exempt them from undergoing a character and fitness review by the Florida Board of Bar Examiners. The petition could be filed with the Supreme Court as early as next month. The vote gives the Rules Committee permission to begin drafting a comment. The draft comment will be reviewed by the Executive Committee

before submission, but the meeting of the committee will be open to any board member who wishes to attend. [Read more in the Bar News.](#)

### Corporate Counsel Committee

The [Corporate Counsel Committee](#) reported that the panel’s first meeting in June, at the Annual Florida Bar Convention in Boca Raton, drew more than 70 participants. The committee currently has more than 45 members representing hospitality, transportation, arts, sports, and entertainment industries, as well as business litigation attorneys who represent corporate interests.

In other business, the board:

- Approved a proposed amendment to Fee Arbitration Procedural Rule IV (Hearings) adding a new subdivision (b) that would create a new procedure for voluntary mediation—except in cases in which the Supreme Court has ordered fee arbitration.
- Postponed consideration of a proposed amendment by the Rules Committee to Bylaw 2-8.1 (Establishment and Appointment of Committees) making it easier to remove committee members for unexcused absences. The proposal was withdrawn from consideration and sent back to the committee for further consideration.
- Approved, at the Supreme Court’s request, a series of revisions to Professionalism Expectations 1.9, 1.11, 2.4, 3.11, 4.9, 4.10, 4.20, 5.1, and 6.10. For example, Professionalism Expectation 1.4 would state: “In all representations, a lawyer should avoid charging unnecessary expenses to the client.”
- Approved a proposed amendment to Rule 3-7.11 (General Rule of Procedure) that would prohibit current members of the Board of Governors, grievance committee members, and Florida Bar employees from voluntarily testifying as character witnesses in disciplinary proceedings.



## State-to-State

THE PUBLICATION OF THE OUT-OF-STATE DIVISION OF THE FLORIDA BAR

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Statements or expressions of opinion or comments appearing herein are those of the contributors and not of The Florida Bar or the division.

The deadline for the **FALL 2025** issue is **OCTOBER 9, 2025**. Articles should be of interest to legal practitioners with multijurisdictional practices. Please submit articles in a Word format via email to Don Workman, [dworkman2024@gmail.com](mailto:dworkman2024@gmail.com). Please include a brief biography with contact information and a photograph of the author. If a digital photo is not available, please mail a print to The Florida Bar, OOSD, 651 East Jefferson Street, Tallahassee, FL 32399-2300.

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# Contributing authors

The Out-of-State Division appreciates the articles submitted for this edition by our contributing authors. They can serve as a resource to fellow division members who might have a question regarding these authors' areas of expertise or if a referral is needed.

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**Manuel Farach** is a partner with Taft Stettinius & Hollister LLP in West Palm Beach, Florida, where he represents businesses and individuals with complex real estate, business, and appellate matters. Mr. Farach is triple board-certified by The Florida Bar in real estate law, business litigation, and appellate law, and is past chair of the Bar's Business Law Section, the ABA's Real Property Litigation Group, the Florida Supreme Court Committee on Standard Jury Instructions for Contract Cases, and the Fourth District Court of Appeal and 19<sup>th</sup> Circuit Judicial Nominating Commissions. Mr. Farach is an elected member of the American Law Institute and the American College of Real Estate Lawyers where he served as chair of the Bankruptcy and Real Estate Litigation Committee. He serves on the Board of Governors of The Florida Bar and can be reached at 561/655-2250 or [mfarach@taftlaw.com](mailto:mfarach@taftlaw.com).

**Catherine Peek McEwen** is a U.S. bankruptcy judge for the Middle District of Florida, Tampa Division, and is co-chair of The Florida Bar Pro Bono Legal Services Committee. One of Judge McEwen's mantras is that "judges admire pro bono volunteers."

**G. C. Murray II, Esq., DPL**, is president-elect of the Out-of-State Division. Affectionately called Coach GC, he is a nationally recognized, award-winning attorney renowned for his leadership, diversity, and non-profit management expertise. Beyond his legal practice, Mr. Murray is a dynamic speaker and executive coach, providing workshops and keynotes across the Western Hemisphere on various topics, including leadership, development, and operations. In his column, *The Evolving Esquire*, he shares insights and strategies for lawyers aiming to elevate their practice, ethics, and community impact, empowering them to not just navigate but create greater change. He can be reached at 202/793-4748 or [gc@association.law](mailto:gc@association.law).

**Marquel S. M. Ramirez**, liaison to the Government Lawyer Section, works for a Virginia government agency. Prior to her position in Virginia, she was an associate at a law firm in Orlando, Florida. An explorer at heart, she was an AmeriCorps member in northern California and a U.S. Peace Corps volunteer in Senegal prior to attending law school in Washington, D.C. She is an avid jogger/walker and enjoys completing new sewing projects. As a proud Filipina-American, she is the first in her family to become an attorney.

**Mindi Wells** is a workplace attorney, investigator, and trainer with Wells Law, LLC in Columbus, Ohio, where she draws upon her over two decades of experience in human resources, organizational leadership, and operations management to support small businesses in navigating the day-to-day challenges they face. Prior to forming Wells Law, Ms. Wells served as the chief operating officer/deputy administrative director for the Supreme Court of Ohio. In addition to teaching at the undergraduate and graduate levels, she is also a frequent presenter and trainer on employment law, HR topics, and Title IX. Ms. Wells has been a member of The Florida Bar since 2004 and currently serves on the Executive Council of the Solo and Small Firm Section and is president of the Out-of-State Division. She can be reached at 614/702-7473 or [mwells.esq@gmail.com](mailto:mwells.esq@gmail.com).

**Donald A. Workman**, editor of State-to-State, is an out-of-state representative on The Florida Bar Board of Governors and an OOSD past president. His practice areas include business bankruptcy, creditors' rights, debtor reorganizations, general insolvency, stockbroker liquidations, and commercial litigation. He can be reached at 703/400-3637 or [dworkman2024@gmail.com](mailto:dworkman2024@gmail.com).

**Become a contributor!**  
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**on page 20**

# 2025-26 OOSD OFFICERS, COMMITTEE CHAIRS, AND LIAISONS

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### FLORIDA BAR FEES WERE DUE JULY 1, 2025!

Fees postmarked after August 15, 2025, must include a \$50 late fee. Fees received after September 30, 2025, are considered delinquent and must include a \$50 late fee, \$150 reinstatement fee, and a petition for reinstatement. The petition must be approved by the executive director. Please see Rule 1-3.7 regarding Reinstatement to Membership.

