



NIABA News

Dino Mazzone, Editor - Anthony J. Gianfrancesco, Associate Editor

Men and Women
Sharing a Chosen
Profession and a
Common Heritage

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MESSAGE FROM THE PRESIDENT

I am still basking in the glow of my installation as NIABA President on May 1 of this year. In the six months that have past since my swearing in I have come to understand the enormous responsibility associated with the title and accept it with humility but no trepidation. I will dedicate myself to this demanding job and devote my energy, along with the rest of the board of directors, to serving this organization. Through the Board I find inspiration, having served with them for 15 years I can personally attest to deserve great credit and the gratitude of Italian-Americans everywhere.

As a result of my many predecessors we have an effective and extensive network in place whereby our membership can take advantage of many services. It is my intention to expand and improve this network. A search on the internet indicates there are dozens of other Italian –American attorney organizations in different States, organizations of attorneys of Italian decent in other countries and, of course, many other Italian-American organizations serving various groups. It is my intent to work closely with these organizations to expand services to our membership. The possible networking opportunities are endless.

In addition to networking we take great pride in the production of the “Digest”, our own law review publication, made possible by Professor Robin Malloy

and his staff at Syracuse University. The “Digest” focuses on articles of interest to Italian-Americans, Italy and the legal system in general. It is offered to all our members free of charge and also available at hundreds of college and university libraries.

We continue to work with law school chapters, offer scholarships to law students and travel throughout the country recognizing Italian-American lawyers and judges who have achieved exceptional success in their field. Our Appointments committee works to promote deserving Italian-Americans to positions of importance in law and politics.

These are just some of the activities NIABA concentrates on while always searching for other ways to serve and improve our community. Whether it be ensuring recognition to deserving individuals, recognizing a more accurate reflection of the outstanding contributions of Italian-Americans or simply improving or assisting a law student or solo practitioner, NIABA is devoted to expanding its impact on our lives.

Fraternally yours,
Anthony J. Gianfrancesco
Anthony J. Gianfrancesco,
National President

NIABA BOARD OF DIRECTORS WINTER MEETING



January 15 to January 17, 2010
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JIM SANTELLE--CITIZEN OF THE YEAR

COLUMBUS DAY DINNER OCTOBER 9, 2009

Through a series of questions put to him, below you will find interesting observations proffered by attorney James L. Santelle, recent Justinian Society "Citizen of the Year", with respect to his legal efforts in Iraq. Santelle, 51, has served as an Assistant United States Attorney for the Eastern District of Wisconsin since 1985. During that time, Santelle worked as Principal Deputy Director for the Executive Office of United States Attorneys from 1991 to 2001, Civil Division Chief for the United States Attorney's Office for the Western District of Michigan from 2003 to 2004, and United States Department of Justice Attaché and Rule of Law Coordinator to the United States Embassy in Baghdad, Iraq, from 2006 to 2008. Most recently, President Barack Obama has nominated Santelle as U.S. Attorney for the Eastern District of Wisconsin. NIABA News wishes to thank Wisconsin attorney Mark Cameli for his contribution in providing this article.

1. Describe the environment of Iraq during your assignment and the activities that occupied your "typical" week while there.

I was in Iraq—principally although not exclusively at the United States Embassy in Baghdad—throughout 2006 and 2007. The first of those years was unmistakably among the most violent times since the beginning of the war, aggravated considerably by the bombing of the Golden Mosque in the spring of 2006. On a routine basis, rockets and mortars would be launched into the International Zone (where the American Embassy was and still is located), and, during the height of the violence in the summer and fall of 2006 and the winter of 2007, those attacks would prompt "duck and cover" warnings for all Embassy employees sometimes as much as three, four, and five times a day. (The windows of the building wing in which I worked were shattered on several occasions, and rockets hit the same area on a few occasions.) When traveling outside of the International Zone (always in convoys under the high security of the United States Military or private security contractors) our vehicles were frequently hit by small arms fire, and, on at least two occasions when I was meeting with court officials in the Ministry of Justice Building in the city, the location was attacked—prompting reactive military-type responses by our security forces. [Even today, Baghdad remains a violent place—and the news, as late as this week, remains full of accounts of bombings and other violence taking the lives of Iraqi civilians.]

I describe all of this in part to underscore one of the principal "lessons" of my experience in Iraq—that is, the tremendous difficulty—sometimes impossibility—of attempting to promote and, in some instances, create from the ground up the fundamental institutions and processes of a civil society (including observance of the Rule of Law) while a war is raging. I recall that one of the senior State Department officers at the Embassy occasionally described the assignment as "trying to implement the Marshal Plan in Poland in 1942." Candidly, there were times in 2006 and early 2007 when the civilian effort at "government/nation building" were stymied profoundly by the impact of the violence, prompting us to restyle our plans for projects both large and small. That is also a predicate to one of the other, principal "lessons" from my tenure—namely, that our work there was necessarily modest and in the nature of "planting seeds" for development and growth in the years ahead for generations yet to be born. Consistent with that approach, I often encouraged by colleagues, both civilian and military, to identify upon their arrival a list of ten significant issues that warranted attention in advancing the Rule of Law—focusing in on one or perhaps two of those, and then working tirelessly to accomplish marginal but realistic change in process or vision for a discretely-identified sector of our target population.

While that approach may strike many Americans (with our heightened sense of driven activity and certainty in huge accomplishment) as uninspired or even defeatist, it was also the most logical and effective for that time and that venue. So, in our work with judges and police and prison officials, we concentrated on training and instruction and advice and counsel in what we would call the "small aspects" of operation.



For instance, the Rule of Law staff was wildly successful in explaining the importance and then supporting the implementation of practices in Iraqi correctional facilities that ensured that prisoners bathed regularly, were given three meals a day, had access to outdoor/recreation spaces, and were held in reasonably clean and population-appropriate cells; we also worked—again with some quantifiable success—on ensuring that the prisoners had some access to legal counsel and, most important, that their cases were "heard" or otherwise processed by Iraqi judges—investigative and trial. The Rule of Law Staff also worked directly with those judicial officers to implement fundamental notions about due process and relatively balanced adjudication of cases (both criminal and civil)—even in the midst of a system—the Napoleonic Code Regime/civil law structure—that is quite different from our own, common law structure. We undertook like educational initiatives with the police—focusing somewhat more on modern methods of investigative work and simple concepts like recording witness statements accurately.

The upshot of all of this is that my weeks were virtually never what I had anticipated that would be! In addition to monitoring the training/outreach works of all of the Rule of Law staffs, I also responded (on behalf of the Ambassador and others) to a variety of "crisis-type" events and developments—including everything from hostage kidnappings to prison breaks to courthouse attacks to official assassinations. I also spent a fair amount of time on budget/fiscal issues—related to our attempts to construct new corrections facilities and update security aspects of provincial courthouses. Arguably just as important, I served (again on behalf of the Ambassador) as our principal diplomat to the justice-related officials of the Iraqi Government—including the Ministers of Justice and Interior and the Iraqi Supreme Court; because issues related to the law enforcement apprehension and judicial processing of tens of thousands of "detainees" (held in both American and Iraqi custody) were hugely important to the political leaders of the country, much of my time was devoted to negotiations with all parties over the policies and processes for managing—and resolving the charges against—this ever-growing population of incarcerated people. Communicating information about those activities and initiatives effectively and timely to the international media was also critical to the overall mission—both locally and across the globe. (In the end, there were simply not enough hours in the day—even working seven days of every week!—to keep truly ahead of all of the agenda items on the Rule of Law "docket".)

2. What are some of the most significant oversights you observed of the mainstream media's reporting on the Iraqi justice system?

Many of the same violence-related restrictions on our travel and access were also shared by the international and local media. As a result, they did not routinely visit some of the provincial (as opposed to "central government"-Baghdad) courthouses and police stations and prisons/correctional facilities that we traveled to. While (as I will comment later), there are both significant accomplishments realized and profound, continuing challenges confronted by the Rule of Law institutions in Iraq, the reality is that much of what is effective and productive and working adequately to deliver justice to the Iraqi people has been going on for decades, even under the Saddam Regime. So, for instance, when I met with judges and police officers at provincial courthouses, I was monumentally impressed with the level of activity—and sophistication—of the casework being administered and the claims adjudicated—everything from property disputes to contract violations to family reorganizations to business rights. My sense was that reports on the routine trappings of the Rule of Law—the things that are truly important for the legal and economic health of a community—were not routinely the subjects of attention by the mainstream reporting services, who were much more focused on (probably because they had greater access to) the war and its violent manifestations.

3. What event(s) or people, if any, caused your hope in accomplishing your mission to be shaken? What event(s) or people, if any, inspired hope in the mission?

I have already noted in passing the profoundly devastating effect of kidnappings and assassinations of government officials—including especially members of the Iraqi Judiciary (and their families) with whom we worked productively and intimately. News of the disappearance of a deputy minister or the killing of an investigative judge or the destruction of the home of a police manager dramatically affected the animation of our American contingent there; it was surely more dramatically felt among the Iraqi leadership—especially when the losses (sometimes including the simple decisions by intelligent, thoughtful, diplomatic leaders to leave Iraq for the comparative safety of Amman or Cairo) were of officials who were spearheading reforms or initiating policies that were truly beneficial and forward-thinking. I suspect that the forces of anarchy who were the authors of this type of violence knew all too well that their activities would—and did—have this kind of impact upon the spirit and livelihood of those brave, courageous, and peaceful people who were attempting to craft a better nation. The assassination of the son of the Chief Justice of the Iraqi Supreme Court on May 12, 2006, was among the most horrific and disruptive and disheartening (both professionally and personally) events of my tenure.

Even in the midst of all of that, there were many, many events and accomplishments—not all of them reported by the international and local media—that continued to inspire hope and promise. Among those were things like the simple commitments of judges to visit remote corrections facilities to address gross overcrowding and extreme backlogs in case adjudication—often placing themselves in physical jeopardy by doing so; the opening of new, secure courthouses and police stations in volatile areas of Baghdad and throughout the country; the well-received training/instruction of judges, prison guards, and rank-and-file police officers—who delighted in learning about (and then, to the extent possible) implementing forensic examination processes and defense attorney access programs, as examples; and—of course—on a more personal basis, the joy of the children (of the local Iraqi judges) receiving soccer balls and storybooks (in Arabic) and playground games and other gifts from us, commemorating our "peculiar" American holidays like Independence Day and Veterans Day, among others. Perhaps most inspiring, however, were the admittedly small number of high-level members of the Higher Juridical Council (akin to our Administrative Office of United States Courts) who worked most directly with the Rule of Law staff in designing and implementing nationwide changes in the operations of the Iraqi courts—ensuring more public access, more employee security, and more even-handed justice for the provincial populations of litigants.

4. Complete the following sentence: "If Americans only knew....., their impressions of our presence in Iraq would be....."

If Americans only knew about more of the important (if modest) accomplishments of the Iraqis and the Americans working in concert, their impressions of our presence in Iraq might not change dramatically—debate about the propriety and justification and legitimacy of the war will continue for generations, I anticipate—but they might have some better "sense" of what we, as the leaders of the free world, can—and perhaps have an obligation—to do in encouraging developing nations to embrace notions of fundamental fairness and equal protection and governmental responsibility.

5. What is the current state of the Iraqi judicial system?

One of the State Department Officials who visited the United States Embassy early in my tenure there stated unabashedly that there "are no courts for any Iraqis to pursue justice in." While he may well have been one of the unintended victims of the marginal gaps in the news coverage about which I have already spoken, the truth is that the "third branch" of Iraqi Government is alive and well and—even in the midst of daunting challenges—assuming an ever-greater role in recasting the lives and the livelihoods of Iraqis in all 18 provinces. One of the significant accomplishments of the oft-criticized "Bremer period" of our occupation was the re-establishment of an independent judiciary. (Under the Saddam Regime, the courts were—as they still are in many nations—a part of the Executive Branch—in this instance, of the Ministry of Justice.) Under the dramatic and inspiring leadership of the Chief Justice of the Iraqi Supreme Court (and the President of the Higher Juridical Council), that independence has grown and led to the expansion of both the sheer size and perceived legitimacy of the courts. In 2003, the population of Iraqi jurists was in the hundreds; today, there are some 1300 trial and investigative judges assigned to all branches of the courts in all provinces.

In addition, while (as I have already reported) the judges have been the targets of devastating violence and other threats to their security, they continue to increase their influence and authority both within the Iraqi Government—the Chief Justice is routinely viewed as a national leader with considerable power—and in relation to the millions of people who now turn increasingly to the courts (as opposed to violence) to settle differences. Even so, the threats to the physical security and operational integrity of the judiciary remain significant—and, like other areas of operation within the Iraqi Nation—decisive leadership and continued support from the United States and other countries will be critical to ensuring the vitality of the courts for the generations that follow this first, post-Saddam group.

6. What are some of the most profound life lessons you learned from your experience in Iraq?

To those handful of "lessons" that I identified already, I would add this (perhaps concluding on a marginally "dark" note): We do not know better than the Iraqis—or, I suspect, the Afghanis or the Pakistanis—what is truly best for their nation and their people. Whether history treats our military presence in the Middle East favorably or not, it will surely underscore the importance of permitting the indigenous leadership (of intelligent, energetic, and committed people) to identify what they need most—and most immediately. To my last day in Iraq, I was shocked by the arrogance of Americans—now guests in that nation—who purported to "tell" their Iraqi counterparts exactly "what to do" and "how to do it." In virtually every instance where we marched headstrong into some new initiative or project without soliciting the genuine investment and the wiser vision of the Iraqis themselves, we failed—or, at a minimum, we constructed some mechanism (often premised upon uniquely Western perspectives and traditions) that would not last. If America is to continue its international commitment to "nation building," we must set aside our own vision about "recreating our nation on another continent" and instead make political, diplomatic, economic, and even military friends of foreign peoples through deferential consultation, cooperative instruction, and partnered vision.

A Collective Bargaining Agreement Can Require the Arbitration of Discrimination Claims

On April 1, 2009, in the case of *14 Penn Plaza LLC v. Pyett*, the United States Supreme Court issued a 5-4 decision buttressing the use of alternative dispute resolution by giving employers the right to negotiate provisions in a collective bargaining agreement ("CBA") that require the arbitration of statutory discrimination claims.

The CBA in this case required union members to submit all claims of employment discrimination to binding arbitration under the CBA's grievance and dispute resolution procedures, as follows:

"§30 NO DISCRIMINATION. There shall be no discrimination against any present or future employee by reason of race, creed, color, age, disability, national origin, sex, union membership, or any other characteristic protected by law, including, but not limited to, claims made pursuant to Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the New York State Human Rights Law, the New York City Human Rights Code, ... or any other similar laws, rules, or regulations. All such claims shall be subject to the grievance and arbitration procedures (Articles V and VI) as the sole and exclusive remedy for violations. Arbitrators shall apply appropriate law in rendering decisions based upon claims of discrimination."

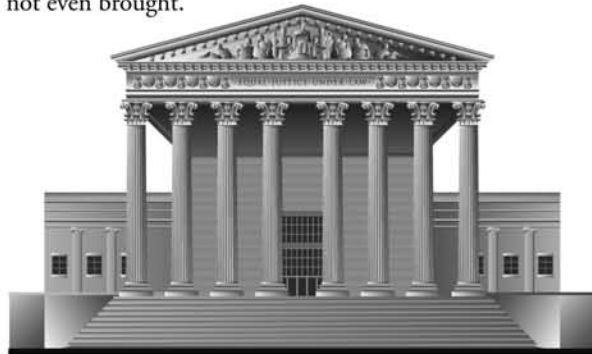
The specific statute that was at issue in this case was the Age Discrimination in Employment Act, 29 U.S.C. Sec. 621 *et seq.* ("ADEA"). In reaching its ruling, the majority reviewed the Supreme Court's prior decisions addressing the use of alternative dispute resolution with regard to discrimination claims, and held that "a collective bargaining agreement that clearly and unmistakably requires union members to arbitrate claims is enforceable as a matter of federal law."

Employer Considerations

The benefits of arbitrating discrimination claims include the prompt resolution of claims in a cost-effective manner. Also, arbitrating discrimination claims under a CBA can avoid an employer litigating issues that arise from the same set of facts

in multiple forums, *e.g.*, before an arbitrator and in court or before an anti-discrimination enforcement agency.

Conversely, including an arbitration provision for discrimination claims may also have negative consequences for employers. For example, some marginal claims might proceed to arbitration where they might have been more easily (and inexpensively) resolved otherwise, or perhaps not even brought.



The benefits of arbitrating discrimination claims include the prompt resolution of claims in a cost-effective manner.

As a result, employers should consider whether the arbitration of discrimination claims is an objective to be pursued in collective bargaining. To the extent it is, the language must "clearly and unmistakably" provide for the arbitration of discrimination claims, and the strength of the provision will be bolstered by specifically identifying the statutory discrimination claims that are covered by the provision. The enforceability of the provision will also be bolstered to the extent that the statutory discrimination claim (including remedies) is merely being enforced by an arbitrator, rather than a court.

— Joseph M. Gagliardo

If you would like more information on the advantages and disadvantages of arbitration provisions for discrimination claims, please contact your servicing attorney.

Honeste Vivere, Alterum non Laedere, Suum Quinque Tribure

Many of us belong to local or statewide Italian American Bar Associations that bear the name *Justinian*. He is included, in many treatises, among the top 100 most important historical figures. *Justinian I* is often referred to as the father of modern day Europe because he reclaimed the territories that comprise Europe from the many barbaric tribes that invaded various regions of the Roman empire from mid-200 AD through late-400 AD. He has enjoyed world renown for his contributions to Byzantine Architecture. And, his wife also enjoys a bit of infamy for her premarital salaciousness. But why do we adopt him as the patron of Italian-American jurisprudence?

The most enduring contribution of Justinian to the world was his codification of the laws of the Roman Empire. The *Corpus Juris Civilis* created by Justinian is the basis of civil law in virtually every civilized country in the world to this day. It is also the basis of canon law, or *ecclesia vivit lege romana*, adhered to by the Roman Catholic Church to this day.

Justinian's endeavor to codify the laws of the Roman people was intended to organize and unify the empire so that every Roman citizen could learn at once the law of the empire on any given subject, and so that the laws were uniform across the territories. Justinian issued an edict at his coronation as emperor - "the state rests on arms and on law." While Justinian made many laws himself, his *Codex* also classified older laws and organized existing precedent by subject so that there would be no variation from place to place on how cases were decided.

The undertaking to create an organized written code for civil and criminal laws of the Roman Empire began just months after Justinian became emperor in 527 A.D. He enacted legislation commissioning ten (10) lawyers, whose task it was to reduce the *Theodosian Code* into an orderly compendium. This compendium was published in 529 AD and is often referred to as the *Codex*.

One year later, in 530 A.D., the *Responsa Prudentum* also known as the *Digestae seu Pondecta*, was published. The *Digest*, as it would become known to posterity and for which NIABA named its law journal, was the compilation of the acknowledged precedents. These precedents were arranged into fifty (50) books and are akin to our modern day case reporters.

The Institutiones, or the *Institutes*, were published in 533 A.D. as a manual for students of the law.

The whole of these three works was revised and a fourth part added in 534 A.D. That fourth part contained the decisions of Justinian's own court and was known as the *Authenticum seu Novellae*, or the *Novels*.

The break neck speed with which this was done gives testament to Justinian's commitment to the endeavor as well as those who served the emperor. Imagine, if you will, the organization and reduction to a singular work, contained in numerous hand written volumes, hundreds of years of written opinions, local rules, and legislation - in less than seven (7) years.

Justinian I, the last Holy Roman Emperor, was born in Tauresium, Illyria a region in the eastern portion of the province of Illyricum, in what is modern day Yugoslavia to Slavonic parents in 483 AD and named Sabbatius.

As the nephew of the emperor Justin I who reigned over what was left of the Roman Empire at that time, (from Constantinople not Rome), he was able to study and live at the court of the Emperor from the time he was 14 years old. In 521, then 38 years old, Justinian was dubbed "consul" to his uncle and took the name of Flavius Anicius Julianus Justinianus. He was proclaimed "Augustus" or co-emperor on April 4, 527 as Justin became physically infirm and unable to rule alone. On August 1, 527 Justin I died and Justinian became sole Emperor.

Justinian's wife, Theodora, considered powerful and scandalous in her role as Empress advised him in all facets of his rule both secular and religious. Theodora was rumored to have been a "dancer" and "immoral" and is credited with many perverse, public, sexual exploits. Procopius, author of *Secret History*, is often accused of fabricating these details about Theodora because he envied her influence over the Emperor. The fact remains that her religious beliefs, cunning in war and in civic matters was an essential part of Justinian's successful rule and religious philosophy from the time of their marriage in 523 until Justinian's death in 565.

ITALIAN INTERNMENT WWII

The attack on Pearl Harbor drew the United States into World War II and caused widespread panic in the United States, which led to the trampling of the civil rights of Japanese and Japanese-Americans living in the United States. Did you know that the same discrimination and mistreatment was leveled upon Italians and Italian-Americans living in the United States as well? Very few people do know that the "need for domestic security and control of enemy aliens" during that period in our history resulted in injustice, discrimination, violations of the civil rights and civil liberties and, ultimately, the arrest and internment of the Italians and Italian-American citizens living in the United States as well.

From 1890 to 1914, America's peak immigration period, nearly 3 million Italians left their homeland and traveled to the US, settling in big cities and neighborhoods along the East and West Coasts, including Boston's North End, South Philadelphia, Providence's Federal Hill, San Francisco, Greenwich Village, Brooklyn, Queens, and many more places.

Immediately following the attack on Pearl Harbor, "Proclamation 2527" was issued which declared Italian-Americans as "alien enemies." Within days of this proclamation more than 500 Italians were sought out and arrested for no reason other than their country of origin or ancestry, all "by order of President Roosevelt." After their arrest the Italians would be detained, per the orders of the Department of Justice and the War Department. They were not interned or deported immediately. They would be brought to an Immigration and Naturalization Service facility, such as Ellis Island, until their hearing. The hearing would have one of three consequence: 1) immediate release; 2) release with parole; or 3) internment. Under the President's order thousands of Italians were "relocated" away from the Coasts to internment camps in places such as Fort Reno and Camp Gruber, located in Oklahoma.

There were some notable celebrities among those that were relocated or interned. Famous baseball player Joe DiMaggio's father, a San Francisco fisherman, was forced to move out of his home and was told he was no longer allowed to fish in the bay. Popular Italian opera singer Enzo Pinza was arrested in 1942 and imprisoned on Ellis Island.

In 1994, an exhibit called "The Secret Story", or *Una Storia Segreta*, began visiting cities in the US to tell the story of Italian American Internment during WWII through primary sources such as photographs and artifacts. These exhibits have been made available for exhibit in cities and towns across the country by The History Channel.

On November 7, 2000 Congress passed the War-time Violation of Italian American Civil Liberties Act. The Act demanded that the U.S. Attorney General provide any and all information to the government regarding the injustice and violation of Italian's rights during WWII. The report found that the United States government had deliberately kept this internment policy a secret from the public, and provided the location of camps and the names of Italians and Italian-Americans who had been relocated or arrested as "enemy aliens." One of the more significant findings however, as we all know, was that "hundreds of thousands of Italian Americans performed exemplary service and thousands sacrificed their lives in defense of the United States."

For more on this topic, there are a number of books available. One that I read and recommend is Una Storia Segreta : The Secret History of Italian American Evacuation and Internment During World War II, by author Lawrence DiStasi.

THE JUSTINIAN LAW SOCIETY OF MASSACHUSETTS

The Justinian Law Society of Massachusetts recently held its annual Italian-American Heritage Month event at Lombardo's, in Randolph, MA. The event marked the 11th anniversary of the signing of legislation by then Governor Paul Celucci officially declaring October as Italian-American Heritage Month in the Commonwealth of Massachusetts. The Society used this occasion to award its first ever Justinian Law Society Lifetime Achievement Award to the Honorable Judge Joseph Ferrino (Ret.), former first justice of the East Boston District Court.

The signature event, held at Lombardo, Randolph, MA, was attended by over 350 guests and dignitaries, including Speaker of the House Robert A. DeLeo, a fellow Justinian, Massachusetts Senator Anthony Petrucelli, of Winthrop, MA, Dottore Luigi Munno, Deputy Consul General for the Republic of Italy, Boston, MA, Dottore Carlo Cippollone, Director of Education for the Republic of Italy, representatives from numerous state Italian-American organizations, and several members of the Massachusetts Judiciary.

The Massachusetts Justinians were honored by the attendance of several members of the National Italian-American Bar Association, including its distinguished President, Anthony Gianfresco, of Providence, RI, Chairman of the Board, Raymond Pacia, also of Providence, RI, Treasurer Sally Ann Janulevicus, of Boston, MA, former Past President Phillip Boncore, of Winthrop, MA, Board Member and Massachusetts Justinian President, Mario C. Capano.

Judge Ferrino, a past president of the Massachusetts Justinian Law Society, was honored for his ongoing support and participation in several national and state Italian-American societies and organizations, and his efforts on behalf of the Italian-American bar and judiciary in the Commonwealth of Massachusetts.

The event was a great success and contributed over \$6,000.00 to the Justinian Law Society's Scholarship Program.



Left to Right: Phillip Boncore, NIABA Past President, Raymond Pacia, NIABA Chairman, Judge Joseph Ferrino, NIABA President Anthony Gianfresco, NIABA Board Member, Justinian President, Mario Capano, and NIABA Treasurer, Sally Ann Janulevicus.

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