

Changes at the State Bar of Arizona

East Valley Bar Association
November 17, 2017



Member Snapshot

- **Total membership: 24,134**
- **Active: 18,559**
- **Judicial: 526**
- **In-House: 290**
- **Inactive: 3633**
- **Retired: 1126**



*October 2017

Member Trends

Median Age

48

Member Trends

Median Income

\$118,000

Member Trends

**\$275 Hourly
Billing Rate**

Personal Challenges



Legal Challenges



ABA Pro Bono Survey

0

Hours

Arizona

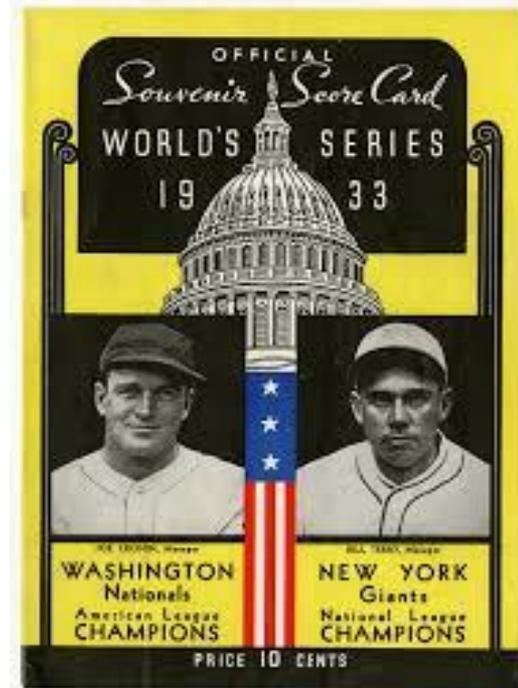
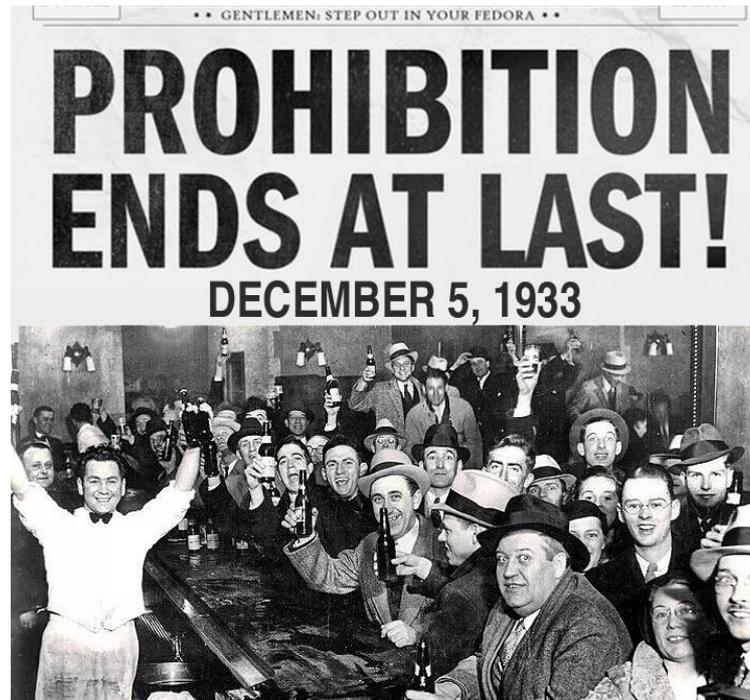
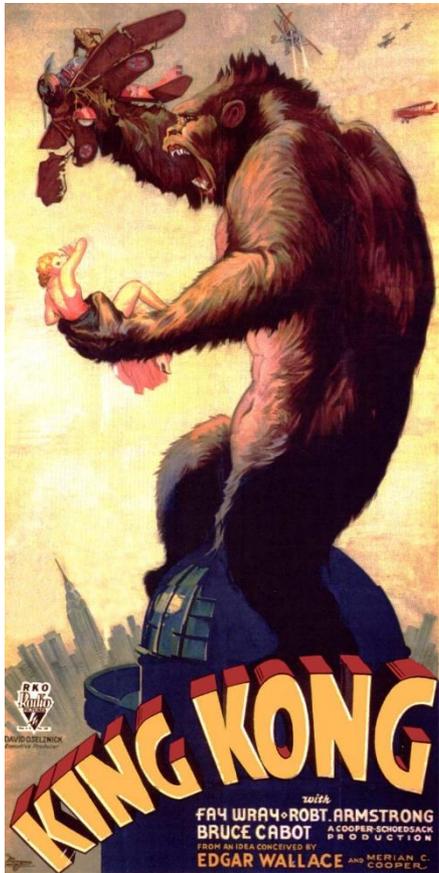
39%

National

48%

Beginning of the Bar

1933



Bar's Mission

Rule 32



Bar's Mission

New Rule 32

The State Bar of Arizona exists to serve and protect the public with respect to the provision of legal services and access to justice.

...Promote access to justice for those who live, work, and do business in this state.

...provide forums for the discussion of subjects pertaining to the administration of justice...

Public Records



Public Records

The screenshot shows the State Bar of Arizona website. At the top left is the logo with the text "STATE BAR OF ARIZONA". To the right of the logo are links for "Career Center", "Terms of Use", "En Español", and "Select Language". Below the logo is a navigation menu with "FOR THE PUBLIC", "FOR LAWYERS", "ABOUT US", "NEWS & EVENTS", and "CONTACT US". On the right side of the navigation menu are social media icons for Facebook, Twitter, Google+, and LinkedIn. A "Member Login" button and a search bar with "Search AZBar.org" and a "Search" button are also visible.

On the left side of the main content area, there is a "Back to Search Results" button and a note: "Hover or click on the ⓘ for a definition of the item." The main content area has a breadcrumb trail: "Home > Find a Lawyer".

The profile for Mr. John F Phelps IV is displayed. The name is in large orange text. Below the name are several fields with blue information icons: "Status: Active", "Board Certified Specialization: None", "Areas of Focus: Government", "Section Membership: None", "Other Jurisdictions: Arizona", "Other Languages: None", and "Professional Liability Insurance: Yes". To the right of these fields is the contact information: "State Bar of Arizona", "4201 N 24th St Ste 100", "Phoenix, AZ 85016-6266", "Maricopa County", "602.340.7200", "Fax: 602.271.4930", and "Email".

Below the profile information is a section titled "More About Mr. John F Phelps IV" with a sub-header. The text reads: "Educated at U of Arizona, admitted to practice in 1986, admitted to the State Bar of Arizona December 1, 1986." Below this is a section titled "ATTENTION MEMBERS OF THE PUBLIC:" with a paragraph: "Please **do not** email lawyers the details of your legal matter. Please contact them to make an appointment to discuss your matter in person. Lawyers have a duty to avoid conflicts and the lawyer you contact by email may already represent someone in your matter."

Public Meetings



Public Meetings

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The main content area has a breadcrumb trail: "Home > News & Events > Calendar of Public Meetings". The title "Calendar of Public Meetings" is displayed in a large, bold, orange font. Below the title, the text reads: "No upcoming public meetings scheduled."

A paragraph of text follows: "The State Bar of Arizona is a non-profit organization that operates under the supervision of the [Arizona Supreme Court](#). The Bar regulates active attorneys and provides education and development programs for the legal profession and the public. The Bar and its members are committed to serving the public by making sure the voices of all people in Arizona are heard in our justice system."

On the left side, there is a "News & Events" sidebar with a list of links:

- ▶ [Arizona Attorney News Center](#)
- ▶ [Calendar of Events](#)
- ▶ [Calendar of Public Meetings](#)
- ▶ [News Releases](#)
- ▶ [Daily 5 Newsletter](#)
- ▶ [In Memoriam](#)
- ▶ [Media Contact](#)
- ▶ [eLegal Online Newsletter](#)
- ▶ [eLegal Tech Newsletter](#)
- ▶ [State Bar of Arizona Annual Convention](#)
- ▶ [Be a Bar Fly, Run a Marathon \(or Half\)!](#)

Public Meetings



Board of Governors Meeting Agenda October 27, 2017

State Bar of Arizona, Phoenix
8:30 am – 12:00 pm

❖ 8:30 am - 9:00 am Board/Staff Meet & Greet in the CLE Center - 1st Floor ❖

Mission of the State Bar of Arizona effective January 1, 2017:

The State Bar of Arizona exists to serve and protect the public with respect to the provision of legal services and access to justice. Consistent with these goals, the State Bar of Arizona seeks to improve the administration of justice and the competency, ethics, and professionalism of lawyers practicing in Arizona.¹

# Item	Time	Speakers
1. Call to the Public	9:00 am	Alex Vakula
2. President's Report	9:00-9:10 am	Alex Vakula
3. CEO/ED Report	9:10-9:20 am	John Phelps
4. Communications/Government Relations Division <ul style="list-style-type: none">• Legislative Districts	9:20-9:30 am	John Phelps
POLICY DISCUSSION		
5. Court-Bar Initiative	9:30-10:00 am	Alex Vakula
BREAK		
10:00-10:15 am		
A. ACTION/VOTE		
6. Finance & Audit Committee	10:15-10:35 am	Brian Furuya Kathy Gerhart
a) 2017 Audit – Auditor Selection (Vote)		
b) State Bar of Arizona Q3 Financial Reports (Information)		
c) State Bar of Arizona Q3 Financial Dashboard (Information)		
d) Client Protection Fund Q3 Investment Schedule (Information)		
e) 2016 IRS Tax Returns – Form 990 and 990T (Information)		
f) 2018 Budget Update (Information)		

Bar's Mission

New Rule 32

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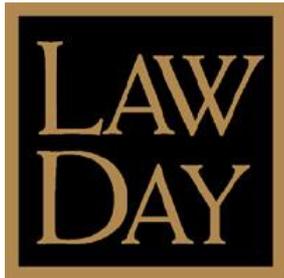
access to justice

Access to Justice

Public Service Center



Public Service Center



Find-a-Lawyer

Find a Lawyer

Enter information in at least one box below.

First Name:	Last Name:
<input type="text"/>	<input type="text"/>
Firm or Company:	Area of Law:
<input type="text"/>	<input type="text"/>

The State Bar of Arizona is not permitted to provide attorney referrals or offer legal advice or legal services.

697,305

Find-a-Lawyer



STATE BAR OF ARIZONA
Powered by Legal Services Link

HOW IT WORKS FAQ LOG IN | SIGN UP FOR ATTORNEYS

Get a State Bar of Arizona lawyer in 3 FREE, easy steps.



SUMMARIZE
Anonymously post your legal needs quickly and for free.



RECEIVE EMAILS
Lawyers interested in helping you contact you via email.



REVIEW AND SELECT
Review the emails and select the best lawyer for you.

[POST YOUR LEGAL NEEDS](#)

Find a Lawyer by Name

First Name: Last Name: Firm or Company: Area of Law:

[Search for a Lawyer](#) [Advanced Search](#)



STATE BAR OF ARIZONA

Find-a-Lawyer

Post Your Legal Needs

Please describe your legal need to the best of your ability. We will review your post and modify it as needed to ensure that is sent to the appropriate attorneys in your required area of law. Should you have any questions or comments, please contact us [here](#)

Name

Email

Choose Area of Law

Title

Describe Your Legal Need

Location of Legal Need

How Would You Prefer to Pay?

Desired Cost and Experience

Questions for Lawyers

Find-a-Lawyer

Name

First Name

Last Name

Email

Your email address will not be included in the anonymous posting

Choose Area of Law

--Select Area of Law--



--Select Area of Practice--



Title

Need Bankruptcy Help / Personal Estate Plan / etc.

Describe Your Legal Need

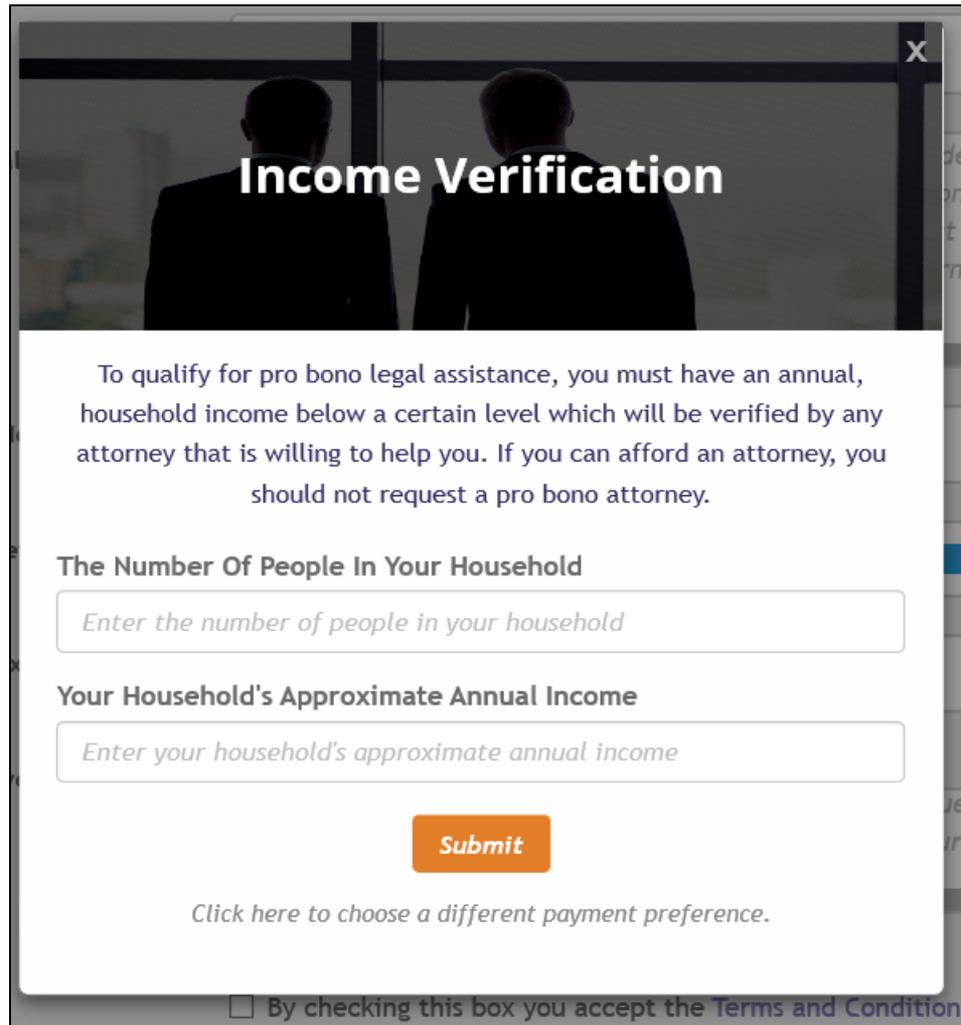
Postings are not privileged and should not contain confidential or sensitive information, such as names, contact information, etc. Please describe your legal need in generic terms. Attorneys that use the site have no duty to maintain the confidentiality of the information sent to them through the site.



Find-a-Lawyer

Location of Legal Need	Select Preference of Payment Hourly - Pay by the hour Fixed Price - Pay by the project Contingency Fee - Pay a percentage of any recovery No Preference Pro Bono - I can't afford to pay an attorney
How Would You Prefer to Pay?	

Find-a-Lawyer



The image shows a screenshot of a web form titled "Income Verification". The form is overlaid on a background image of two men in suits looking out a window. The form contains a paragraph of text, two input fields, a submit button, and a link. At the bottom, there is a checkbox for terms and conditions.

Income Verification

To qualify for pro bono legal assistance, you must have an annual, household income below a certain level which will be verified by any attorney that is willing to help you. If you can afford an attorney, you should not request a pro bono attorney.

The Number Of People In Your Household

Your Household's Approximate Annual Income

Submit

[Click here to choose a different payment preference.](#)

By checking this box you accept the [Terms and Conditions](#)

Find-a-Lawyer

<p>Desired Cost and Experience</p>	<p>Select Desired Cost and Experience</p> <ul style="list-style-type: none">Low - I am looking to pay a lower rateMedium - I am willing to pay a reasonable rate for more experienced attorneysHigh - I am willing to pay the highest rate for the most experienced attorneysNo PreferencePro Bono - I can't afford to pay an attorney
<p>Questions for Lawyers</p>	<p><i>regarding cost, duration, and the general process for your legal needs.</i></p>

Find-a-Lawyer



HOME FIND WORK MY PROJECTS ATTORNEYS MESSAGES

LOG OUT

HELP CENTER



Nick Gustin

Partner

Robaina & Kresin PLLC

ROBAINA & KRESIN PLLC
ATTORNEYS AT LAW

Last Updated: September 22, 2017

Typical Hourly Fee: \$300
Typical Fixed Fee: \$100
Typical Contingency Fee: 30%

Phoenix, Arizona, Maricopa County

Accept Credit Cards: No

Free Consultations: No

Contact Information

602-454-4444

1633 E Rancho Dr, Phoenix, Arizona, 85016

Discipline

Date	Activity	Detail
05/18/12	Reprimand	Case: 10-1703 , Charges: 89
09/12/11	Reinstatement Granted	Case: 05-1161-R
02/18/11	Suspension - short term	Case: 05-1161 , Charges: 21
09/13/02	Censure	Case: 98-2204 , Charges: 20

This website does not display all lawyer sanctions, such as admonitions/informal reprimands, or any pending formal proceedings. Contact the State Bar of Arizona at 602.340.7384 or use the lawyer history form to confirm the lawyer's entire record.

Miscellaneous

Status: Active

Board Certified Specialization: Workers' Compensation Law

Professional Liability Insurance: Not required to report

Admitted to Practice Law: 2004

Admitted to Arizona State Bar: January 20, 2004

Other Language(s): Danish, Dutch

Biography

In 2014 and 2015, Nick Gustin was named "Employee Rights Attorney of the Year in Arizona" by Corporate INTL Magazine's Global Awards. In 2016 and 2017, Robaina & Kresin PLLC was named "Employee Rights Law Firm of the Year in Arizona" by the same organization. Nick represents employees and small businesses in employment litigation matters including discrimination, retaliation, medical leave denial, restrictive covenant enforcement, unpaid compensation disputes, and wage and hour violations. Nick is licensed in Arizona, Kansas & Missouri, as well as the Ninth Circuit Court of Appeals. Nick served as law clerk to the Hon. G. Thomas VanBebber in the U.S. District Court for Kansas.

Nick has substantial experience in federal courts, state courts, private arbitrations, and administrative proceedings. Nick's trial experience includes: a jury verdict on behalf of an employee who was denied the minimum wage and overtime and terminated in retaliation for objecting to the violations; a jury verdict on behalf of an employee terminated in retaliation for reporting violations of Arizona law; an arbitration award on behalf of an employee deprived of his commissions; a jury verdict on behalf of a corporation against a director/former employee who breached his fiduciary duties to the company; a jury verdict on behalf of individual defendants accused of race discrimination and harassment; a jury verdict on behalf of individual plaintiffs on contract and conversion claims; an arbitration award on behalf of two corporate executives on breach of employment contract and statutory wage claims.

Nick has presented and written on numerous employment law topics; for example, "Restrictive Covenants", "The OSHA-Administered Whistleblower Laws", "Untangling the Web of Overlapping FMLA, ADA, PDA, Workers' Comp, and Antidiscrimination Laws."

Areas of Law and Practice



ABA Pro Bono Survey

Less Than

50

Hours

Arizona

72%

National

80%

Ethics Hotline

Ethics Hotline

602-340-7284

