



# BAR**briefs**

Louisville Bar Association

October 2026

**HAPPY  
FALL,  
Y'ALL!**

Administrative Law

—

Labor & Employment

**VOLUME 26, NO. 10**

**Editorial Offices:**  
600 W. Main Street, Ste. 110  
Louisville, KY 40202-4917  
Phone: (502) 583-5314  
[admin@loubar.org](mailto:admin@loubar.org)  
[www.loubar.org](http://www.loubar.org)

Kristen Miller  
Managing Editor

Kimberly E. Kasey  
Graphic Designer

**Editorial Board**

Bruce A. Brightwell, *chair*  
Dorothy J. Chambers  
Erran Huber

Steve Rush  
Jason Vaughn  
Samuel W. Wardle

**Louisville Bar Association Board of Directors**

Samuel W. Wardle — *President*  
Jennifer Ward Kleier — *President-Elect*  
Sean Deskins — *Vice President and Treasurer*  
William H. Brammell — *Secretary*  
Maria A. Fernandez — *Past President*

|                 |                     |
|-----------------|---------------------|
| Brian Bennett   | Philip M. Longmeyer |
| Megan Cleveland | Bruce Paul          |
| Kristen Fowler  | Heend Sheth         |
| Elisabeth Gray  | Jason Vaughn        |
| Tricia Lister   | Misty Wright        |

Kate Dittmeier Holm — *Women Lawyers Association*  
Michelle L. Duncan — *Charles W. Anderson Bar Association*  
Gregory T. Dutton — *LBF President*  
Hon. Eric J. Haner — *Chief Judge, Jefferson Circuit Court*  
Amy I. Hannah — *DPA Louisville Trial Office*  
Shelia Hiestand — *KBA Governor*  
Katherine Ison — *LBA Young Lawyers Section*  
Kylie Jackson — *UofL Brandeis School of Law Student Rep.*  
Melanie B. Jacobs — *Dean, UofL School of Law*  
Hon. Rebecca Grady Jennings — *U.S. District Court*  
Ronald E. Johnson — *KBA Board of Governors*  
Megan P. Keane — *ABA House of Delegates*  
Hon. Megan McDonald — *Jefferson District Court*  
Michael J. O'Connell — *Jefferson County Attorney*  
J. Tanner Watkins — *KBA Board of Governors*  
Hon. Derwin L. Webb — *Chief Judge, Jefferson Family Court*  
Gerina D. Whethers — *Jefferson County Commonwealth's Attorney*

C. Dean Furman — *Counsel*  
James B. Martin Jr. — *Tax Counsel*  
Kristen L. Miller — *Executive Director*

**Louisville Bar Foundation Board of Directors**

Gregory T. Dutton — *President*  
Joseph C. Ventura — *President-Elect*  
Nicole T. Cook — *Vice President and Treasurer*  
Jennifer M. Barbour — *Secretary*  
Sara V. Judd — *Past President*

Samuel W. Wardle — *LBA President*  
Jennifer Ward Kleier — *LBA President-Elect*  
Maria A. Fernandez — *LBA Past President*

|                           |                        |
|---------------------------|------------------------|
| Garry R. Adams            | Dean Melanie B. Jacobs |
| Bruce A. Brightwell       | Janet P. Jakubowicz    |
| Thomas R. Coffey          | Jessica R.C. Malloy    |
| Hon. Yvette De La Guardia | Sarah J. Martin        |
| Chantell C. Foley         | Beth H. McMasters      |
| C. Dean Furman            | Jeffrey S. Moad        |
| Jameson L. Gay            | Ozair M. Shariff       |
| Dwight L. Haygood         | Michelle D. Wyrick     |
| Sherry L. Hurley          |                        |

Samuel G. Graber — *Tax Counsel*  
Jeffrey A. Been — *Executive Director*

*BAR BRIEFS is a monthly paper published by the Louisville Bar Association. The views expressed in this publication are those of the authors and do not necessarily reflect the views of the LBA. Advertising does not imply endorsement by the LBA of products or services or any statements made concerning them.*

**Louisville Bar Association Mission:**  
*Promote justice, professional excellence and respect for the law; improve public access to the judicial system; provide law-related services to the community; and serve our members.*

## Professional Excellence

**4**

### More Than Books: The Jefferson County Public Law Library Evolves with the Times

By Chief Circuit Judge Eric Haner

**6**

### LBA Administrative Law Section

#### A New Era: Judicial Deference (Or Lack Thereof) in Kentucky in a Post-*Loper Bright Enterprises v. Raimondo* World

By Derek Miles

**9**

### LBA Labor & Employment Section

#### Regulating the Machine: Colorado's AI Law and the Limits of the State Experiment

By Catie A. Wheatley and Hannah E. Wilson

**10**

### Q&A: Firefighters and Police Officers Right to Bargain

By Alexis Self

**16**

### Where Do I Live, Again?: Finding Kentucky Geographic Information

By Kurt Metzmeier

## In this issue

**7**

### Louisville Bar Foundation

There is Still Time to Become a Foundation Partner for 2026

**8**

### Legal Aid Society: For the Public Good

**11**

### Monthly Health & Wellness Committee Corner

**12**

### LBA Pickleball Palooza Recap

**14**

### Kentucky Lawyer Referral Service

Are You a Female Attorney Ready to Make a Difference?

**19**

### Classifieds

**19**

### New Lawyer Academy – September Recap

**20**

### Monthly Diversity & Inclusion Committee Corner

## Events

**11**

### Student-Firm Networking Event

**13**

### Continuing Legal Education

**15**

### Lawlapalooza

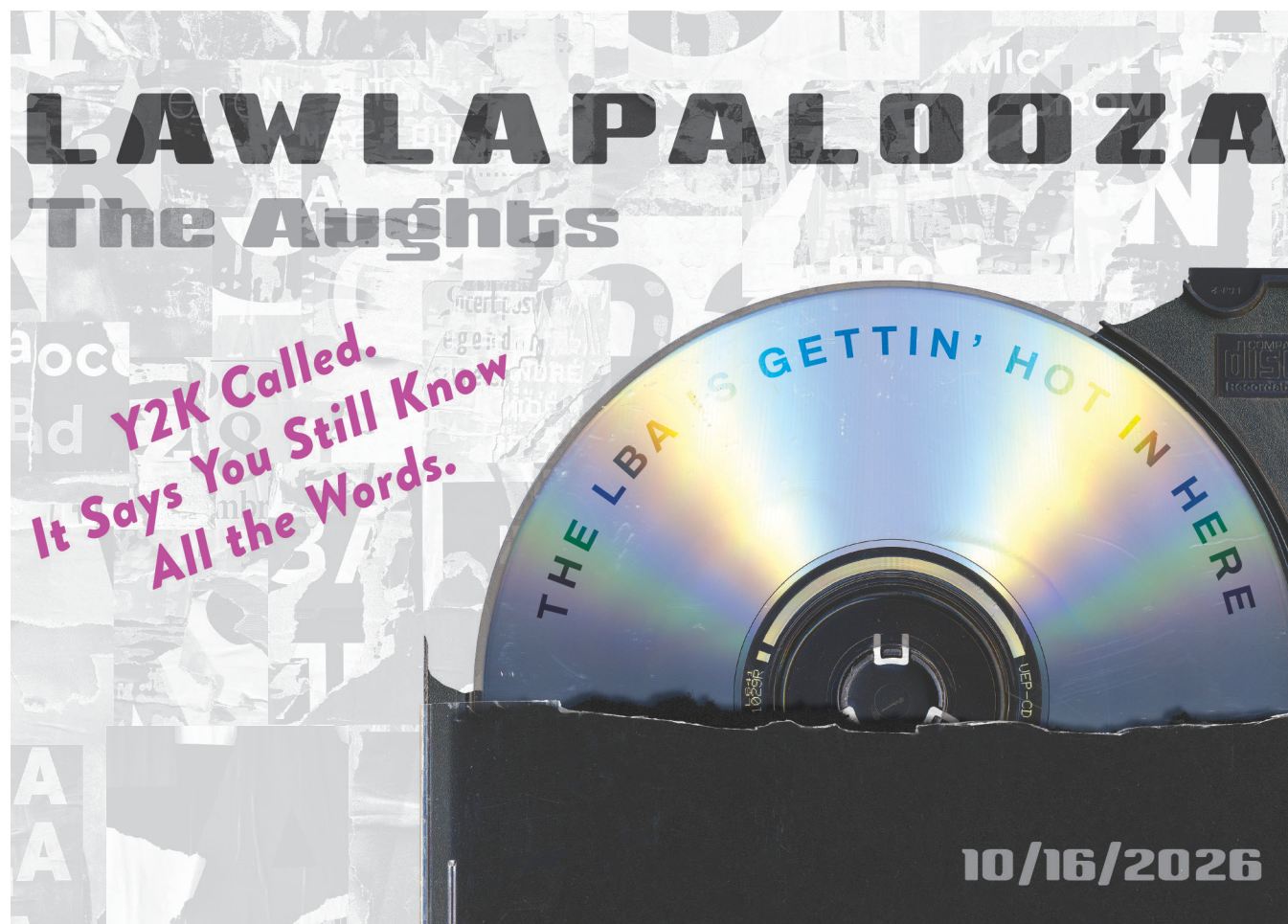
The Aughts (music from the early 2000s)

**18**

### LBA Member Appreciation & Awards Luncheon

**19**

### Meeting Announcements





# Please Nominate for the LBA Annual Awards and Join us on November 18.

Every year, the Louisville Bar Association has the privilege of recognizing some of the outstanding members of our legal community through the LBA's annual awards. But before we can recognize them, we need your help.

## The LBA is accepting nominations for its 2026 annual awards.

These awards are about more than professional accomplishments. They recognize the qualities that make a strong legal community: service, civility, integrity, mentorship, advocacy, professionalism and a commitment to making our profession and our community better.

I encourage you to think about the lawyers and judges you work with every day. Who has gone out of their way to help a colleague? Who treats opposing counsel with respect, even when the stakes are high? Who quietly provides legal services to people who could not otherwise afford them? Who has opened doors for the next generation? Who has made our profession more diverse and inclusive?

Those are the people we should be recognizing.

### Justice Martin E. Johnstone Special Recognition Award

This is the LBA's highest recognition, honoring a member who has made a significant impact on the Louisville community through professional or volunteer efforts and exemplifies what it means to be a lawyer.

The award is named for Justice Martin E. Johnstone, whose career took him through every level of Kentucky's state court system. Past recipients include former federal Judge John G. Heyburn II, Raymond Burse, Ted King, Margaret Keane and, most recently, my boss, Jeremiah Byrne.

### Judge Benjamin F. Shobe Civility & Professionalism Award

The Shobe Award recognizes lawyers and judges who demonstrate the highest standards of civility, honesty and courtesy in their dealings with clients, opposing counsel, the courts and the public.

Judge Benjamin Shobe was himself a trailblazer. Among other accomplishments, he was part of the legal team that successfully challenged the University of Kentucky's exclusion of Black students from its graduate and professional schools. He later became Jefferson Circuit Court's first Black chief judge.

Past recipients include Justice William E. McAnulty Jr., Margaret Keane, Judge Lisabeth Hughes, Judge Denise Clayton and the late J. Michael Brown.

### Robert & Frank E. Haddad Jr. Young Lawyer Award

This award recognizes a trial lawyer who has been practicing for fewer than five years and has demonstrated the ability to handle complex or unusual trials or appeals while earning the respect of judges and colleagues.

The award honors brothers Robert and Frank Haddad, two highly respected Louisville trial lawyers who were also committed to mentoring younger members of the profession.

The list of past recipients includes Steven Romines, Daniel Alvarez, Sarah Clay, Madison Shoffner, Natalie Johnson and Melina Hettiaratchi. It is a reminder that many of the lawyers who become leaders in our profession begin making their mark early in their careers.

### Judge of the Year Award

The Judge of the Year Award dates back to 1988 and recognizes a member of the judiciary who demonstrates integrity, professionalism, scholarship and service to the community and the legal profession.

The list of recipients reads like a history of Louisville's judiciary, including Judges Benjamin Shobe, William McAnulty Jr., Martin Johnstone, John Heyburn II, Angela McCormick Bisig, David Hale and Susan Schultz Gibson.

### Paul G. Tobin Pro Bono Service Award

This award recognizes an LBA member who has given time and talent to improve the quality of society through legal work, particularly by helping provide legal services to people who otherwise could not afford them.

Paul Tobin was a pioneer in indigent defense in Kentucky. After a career

as a military lawyer and judge, he came to Louisville and helped establish Kentucky's first staffed public defender office.

Past recipients include Judge Geoffrey Morris, Margaret Keane, David Friedman, Jeffrey Been, Judge Shelley Santry and Elizabeth Irish. Their work reflects a simple but important principle: our professional obligation does not end with the clients who can afford to hire us.

### Daniel M. Alvarez Champion for Justice Award

This award recognizes a lawyer who has demonstrated a strong commitment to serving people and communities whose voices might otherwise go unheard, including immigrants, LGBTQ individuals, incarcerated juveniles and indigent criminal defendants.

The award is named for Danny Alvarez, himself a former LBA Young Lawyer Award recipient, who ran a trailblazing and impactful practice before his tragic and premature death in 2018. If you were fortunate, as I was, to know Danny, you know what an honor it is to receive the award named after him.

Past recipients include Judge Sadiqa Reynolds, Lonita Baker, Nima Kulkarni, Judge Ellie Garcia Kerstetter and Shannon Fauver.

### Judge Richard A. Revell Family Law Award

The Revell Award recognizes attorneys at the forefront of developments in family law who demonstrate dedication to families and children, public service and innovation.

Judge Richard Revell was a longtime Louisville family court judge and a significant figure in the development of family court in Jefferson County.

Past recipients include Dee Pregliasco, William Hoge III, Judge Tara Hagerty, Stephen George, Louis Waterman and Emily Logan.

## Please Nominate Someone

Looking at the names associated with these awards, one thing becomes clear: the LBA has a long tradition of recognizing people who make the legal profession better for everyone else.

Now it is our turn.

If you know someone who deserves to be recognized, please take a few minutes to nominate them. You do not have to be a senior lawyer to make a difference, and you do not have to be a household name to deserve recognition. Sometimes the most deserving people are the ones whose contributions happen quietly, without much attention.

**The deadline for nominations is October 12. You can find the nomination form on our website at <https://www.loubar.org/lba-annual-awards/>.**

And after the nominations are in, I hope you will join us on November 18 at 11 a.m. for the LBA Member Appreciation and Awards Luncheon at the Ice House as we celebrate this year's award recipients. You can RSVP for the lunch by visiting our calendar at <https://loubar.ce21.com/calendar>.

We will also recognize the 2026 LBA Leadership Academy graduating class: Matthew P. Dearmond, Erika M. Fisher, Maci B. Followell, Gregory F. George, Michael Grant Grissom, Brian P. Lee, William T. Lloyd, Annie S. Myers, William E. Nixon, Annale R. Taylor, Sophia N. Wilson and Anna C. Zwicky.

These 12 lawyers completed the Leadership Academy in June after spending six months developing their leadership skills, learning from lawyers, judges and community leaders, and working together on a service project at Home of the Innocents. They represent the next generation of leaders in our legal community, and I look forward to celebrating their accomplishments alongside this year's award recipients.

The awards luncheon is one of my favorite events on the LBA calendar because it gives us an opportunity to stop for a moment and recognize the people who make our profession what it is.

So please think about the people you work with, practice against, appear before and learn from.



## Luncheon

LBA Member Appreciation and Awards Luncheon

November 18

11 a.m. - 1 p.m.

The Ice House

(see page 18)

## Nominations

Visit [www.loubar.org/lba-annual-awards/](https://www.loubar.org/lba-annual-awards/) for a description of each award and to nominate someone prior to Monday, October 12!

Samuel W. Wardle  
LBA President



# More Than Books:

## The Jefferson County Public Law Library Evolves with the Times

Chief Circuit Judge Eric Haner

The role of a law library has changed considerably as legal research has moved from books and bound volumes to online databases and digital resources. But for the Jefferson County Public Law Library, the mission remains much the same: providing access to knowledge and information to the community in support of justice and respect for the law.

Located in Louisville's Old Jail Building at 6th and Jefferson Streets, the Jefferson County Public Law Library serves both the legal community and the public. Under the direction of Amy Hilliard, who became director in 2021, the library has expanded its services while finding new ways to meet the needs of today's lawyers and litigants.

I recently spoke with Hilliard about the library's mission, its services, the new mock courtroom and the future of the law library.

**Q: What is the mission of the Jefferson County Public Law Library?**

**A:** The mission of the Jefferson County Public Law Library (JCPLL) is to provide the community with a current collection of legal reference materials based upon the belief that access to knowledge and information is essential to the promotion of justice and respect for the law.

**Q: How has the library changed as legal research has moved from books to digital resources?**

**A:** We have reduced the number of print subscriptions that we keep current while simultaneously increasing the number of online resources to which we subscribe. Importantly, we keep all Kentucky-related materials in-house and up to date. Our Westlaw subscription database is expansive and includes Form Finder, all state and federal case law, access to legal journals, national and international codes and other resources too numerous to mention. Our Lexis subscription adds access to Shepard's, UK/CLE materials and resources such as Bender's Forms of Discovery.

**Q: What services does the library offer to lawyers and other legal professionals?**

**A:** For a \$75 annual membership fee we offer checkout privileges of most printed materials, access to Westlaw and Lexis, notary services, email document delivery, use of the conference rooms and the mock courtroom, as well as reduced printing fees. For those attorneys who do not wish to purchase membership, we offer these services for a small fee. I must say that \$75 per year is probably one of the best deals available nowadays when it comes to "bang for the buck."

**Q: How can members of the public access the library, and what resources or assistance are available to them?**

**A:** JCPLL is open 8:30 a.m.-4:30 p.m. Monday through Friday. We offer access to research with our print resources, including many materials from NOLO, which publishes legal materials geared towards the non-lawyer. We provide court packets for common legal actions that explain the court processes. This includes filing for sole custody, starting a probate action or dispensing with administration, divorce actions and expungements. We have a monthly Library Lunch Series open to all community members at which we feature a local author and provide lunch for attendees.



Judge Hugh Smith Haynie (ret.)

### HAYNIE & REYNOLDS

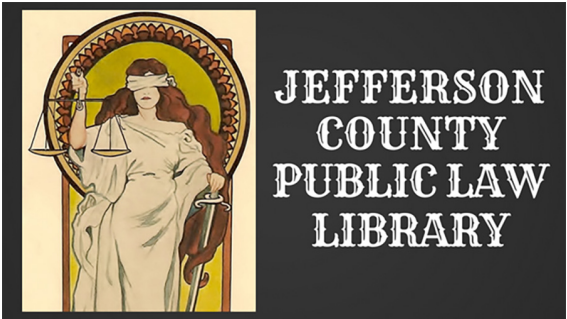
FAMILY LAW MEDIATION

- ✓ Co-mediators specializing in the most complex divorce and custody cases
- ✓ No charge for preparation of your case
- ✓ We will simultaneously draft the agreement for you, saving you and your clients time and money

FOR SCHEDULING, PLEASE CONTACT HAYNIEMEDIATION@GMAIL.COM, OR CALL (502) 354-5049.



Rebecca C. Reynolds



We are most proud of our Legal Help Center, which was started in 2024 as a joint project between the Kentucky Access to Justice Commission, the Office of the Circuit Court Clerk and the local judiciary. Every Tuesday, from 10 a.m. until 2 p.m., local attorneys volunteer their time to assist the public with civil legal actions. Attorneys do not represent these patrons but offer their expertise to help them navigate the courts and advocate for themselves. We are consistently booked up two weeks in advance and must have patrons check back for openings. The goal of this program is to help *pro se* litigants make the correct filings for their situations, thus streamlining the process for them, the clerks and the judges alike.

Our Friends of JCPLL group has also obtained grants from Metro Council, the Kentucky Bar Foundation and the Louisville Bar Foundation to support our Fresh Start Expungement program. This program covers all costs for eligible participants, including an attorney to handle all filings, for those looking to clear their criminal record. We don't have an active grant at the moment, but we are working to secure one soon.

**Q: I understand that the library recently invested in a new mock courtroom. Can you tell us more about it?**

**A:** This goes back to the evolving mission of the library. When I became director in 2021, we were attempting to devise how best to serve the public and the legal community moving forward in this new era. For the public, we implemented the Legal Help Center, and for the legal community we felt that access to a courtroom could be helpful, especially for those in solo practice or those in small firms.

**Q: How can lawyers and others in the legal community access and use the mock courtroom?**

**A:** Our mock courtroom is available for reservation during library business hours and, in special circumstances, can be scheduled outside of those hours. Just call the library to reserve the room. The rental fee for non-members is \$60 per hour.

**Q: What does the mock courtroom offer that lawyers cannot get from simply preparing in an office?**

**A:** Our courtroom is modeled after the courtrooms in the local Hall of Justice and Judicial Center and contains a fully functional JAVS system. Attorneys can use the room to prep witnesses, practice their openings and closings, and record it all to play back and determine where changes need to be made.

**Q: How has the mock courtroom been received by the legal community?**

**A:** The Commonwealth Attorney's Office uses our courtroom for staff training, and the courtroom has been used by local high schools for mock trials. We've had some members use it to prep witnesses and practice trials. A federal agency has used it two years in a row for training. It's even been used to shoot a commercial, a short film and interviews with attorneys for TV shows and podcasts, which are uses that we never even considered.

**Q: How can the legal community help ensure the law library remains a strong resource for future generations?**

**A:** Visit the library and see what we have to offer. Consider getting membership or donating to support us. Share this information and refer others. Volunteer with the Legal Help Center and encourage others to do so. Support our programs by attending our Library Lunch Series and our annual Law Day in the Park. JCPLL is truly a gem hidden in plain sight. The library is centrally located in the Old Jail Building, close to the courthouses. Staff is friendly and will go the extra mile to find what you need. Times are changing, and the law library is working to change with the times to provide relevant services for years to come. And as always, we value your input. If you see how we can offer better services and support, please let us know.

Jefferson County Public Law Library  
Old Jail Building  
514 W. Liberty St., #240, Louisville, KY 40202  
(502) 574-5943  
info@jcpllky.org  
<https://jcpllky.org/>

Chief Judge Eric Haner presides in Division One of the Jefferson Circuit Court, and is the Chief Regional Judge. ■





## COURT NEWS



### Upcoming Holiday Schedule

#### Jefferson Trial Courts Holiday Schedule

*The courts will be closed on the following days:*

##### Veterans Day

Wednesday, November 11, 2026

##### Thanksgiving

Wednesday, November 25, 2026 - Friday, November 27, 2026

##### Christmas and New Years

There will be no probate, eviction or small claims dockets from Monday, December 21, 2026 through Friday, January 1, 2027.

Additionally, there will be no probate, eviction or small claims dockets on Wednesday, November 25, 2026 and no probate, eviction or small claims dockets from Monday, December 21, 2026 through Friday, January 1, 2027. ■

### New Order

#### Jefferson District Court

Chief District Court Judge Jessica A. Moore ordered when District Court appoints a Successor Personal Representative as set forth in KRS 395.160, the Successor Personal Representative shall receive all records under seal, including any inventory, settlement and any other documents containing information regarding the assets of value of the decedent's estate. KRS 395.060; KRS 395.015; KRS 395.250. So ordered on September 11, 2026. ■

### Appointments

#### New AOC Leadership

Chief Justice of the Commonwealth Debra Hembree Lambert announced leadership changes at the Administrative Office of the Courts. Jason McGinnis has been appointed to serve as director of the AOC. McGinnis joined the AOC in 2013 as director of human resources after 15 years in human resources leadership in the private sector. He was appointed deputy director in 2018 and has since worked closely with AOC departments, court officials and employees statewide to support the operations of Kentucky's unified court system. Margaret Ivie has been appointed to serve as deputy director while continuing as general counsel for the immediate future. Ivie joined the AOC's Office of General Counsel in 2018 and has served as legal counsel, senior legal counsel and deputy general counsel. Since 2024, she has served as general counsel. The appointments took effect September 9.

#### New U.S. Bankruptcy Judges

Chief Judge Michael B. Brennan of the United States Court of Appeals for the Seventh Circuit announced the appointment of Meredith R. Theisen to a 14-year term as United States Bankruptcy Judge for the Southern District of Indiana. Theisen succeeds U.S. Bankruptcy Judge Robyn L. Moberly who retired in June 2024. Theisen will take the oath of office and join the bankruptcy bench in Indianapolis on January 4, 2027.

Chief Judge Michael B. Brennan of the United States Court of Appeals for the Seventh Circuit announced the appointment of John M. Hauber to a 14-year term as United States Bankruptcy Judge for the Southern District of Indiana. Hauber succeeds U.S. Bankruptcy Judge James M. Carr who will retire in January 2027. Hauber will take the oath of office and join the bankruptcy bench in Indianapolis on January 11, 2027. ■

**Volunteer as a  
Judge or Juror!!**



## Roundtable Rumble

A Mock Trial Tournament  
Hosted by Bellarmine Mock Trial

From law students to sitting judges, we welcome anyone with legal experience to help judge and score our competitive teams!



November 14-15, 2026

**Breakfast and Lunch  
included!**



Hall of Justice  
600 W. Jefferson St.  
Louisville, KY 40202

**Information sessions  
provided!**

Scan the code to sign up or visit  
[www.bellarminemocktrial.org/roundtable-rumble](http://www.bellarminemocktrial.org/roundtable-rumble)



## Balanced. Objective. Reasoned.

The mediation standard trusted by family law firms  
when resolution matters.

Bowles and Byer Family Law Mediation provides disciplined, impartial mediation in complex family law matters. Law firms consistently rely on our ability to remain balanced under pressure, understand complex financial and business matters, to hear all sides fully, and to guide parties toward durable, reasoned resolution—without advocacy or escalation.

Our approach supports counsel, protects process integrity, and helps families move forward with clarity and dignity.



Judge Jerry Bowles (Ret.)  
[judgejerrybowles@gmail.com](mailto:judgejerrybowles@gmail.com)  
502-558-6142

Judge Joan Byer (Ret.)  
[judgebyer@gmail.com](mailto:judgebyer@gmail.com)  
502-216-9030



# A New Era: Judicial Deference (Or Lack Thereof) in Kentucky in a Post-*Loper Bright Enterprises v. Raimondo* World

Derek Miles

For nearly 40 years, Kentucky courts deferred “to an administrative agency’s interpretation of the statutes and regulations it is charged with implementing.” *Huxol v. Daviess Cnty. Fiscal Court*, 507 S.W.3d 574, 578 (Ky. App. 2016). This practice of judicial deference was commonly referred to as the “Chevron Doctrine.” This was, of course, shorthand for the United States Supreme Court decision which established it: *Chevron, U.S.A., Inc. v. Natural Resources Defense Council, Inc.*, 467 U.S. 837 (1984).

The *Chevron* case held that there was nothing inherently unlawful when a court deferred to the decision of an executive branch agency in reaching a judicial conclusion. The Chevron Doctrine was born. And while the Chevron Doctrine was technically only doctrine in federal jurisprudence, many states also adopted such a policy for their own judicial review. Kentucky was one of those states.

In the decades following *Chevron*, the Commonwealth’s Supreme Court held that, pursuant to the Chevron Doctrine, when

it is in the “form of an adopted regulation or formal adjudication,” Kentucky courts “review an agency’s interpretation of a statute it is charged with implementing.” *Metzinger v. Kentucky Retirement Systems*, 299 S.W.3d 541, 545 (Ky. 2009) (citation omitted). This meant that Kentucky courts afforded significant deference to an agency’s interpretation of statutes within its purview – oftentimes when those very interpretations were being challenged by another party.

But the standards established in 1984 through *Chevron* came to an end two years ago in another United States Supreme Court case: *Loper Bright Enterprises v. Raimondo*, 603 U.S. 369 (2024). In *Loper*, the nation’s

“  
The era of  
less deferential  
judicial review  
is here.”

highest court ruled it’s the function of courts to decide questions of law independently and that interpreting statutes is fundamentally judicial in nature. The *Loper* court held, for these reasons, interpretation of a statute shouldn’t be left to an administrative agency regardless of whether that agency is tasked with enforcing that statute.

The Supreme Court’s *Loper* decision doesn’t mean that agency expertise as it relates to a particular statute is totally irrelevant. It also doesn’t prohibit courts from considering an agency’s interpretations for their persuasive, rather than binding, value. The *Loper* decision does mean that courts may now also independently interpret federal statutes rather than deferring to an agency’s interpretation of those statutes. With this, the Chevron Doctrine was relegated to the dustbin of federal judicial history (for the time-being, at least).

Closer to home, there were indications that when Kentucky courts were confronted with an agency’s interpretation of a statute that the Chevron Doctrine would also be dispensed with in the aftermath of *Loper*. See Justice Thompson’s dissent in *Hall v. BPM Lumber, LLC*, 706 S.W.3d 191, 206 (Ky. 2024). However, there were no state-level counterpart holdings to *Loper* made by the Kentucky Supreme Court. The lack of such rulings is now a moot point.

That’s because following the *Loper* decision, Kentucky’s Legislature enacted statutory changes which fundamentally alter the approach to judicial review of decisions of administrative agencies. These changes came with the passage of Senate Bill 84 (SB 84) during the Legislature’s 2025 Regular Session. That legislation expressly cited *Loper* and codified a rejection of the premise that administrative agencies possess superior authority or expertise in interpreting statutes. (“WHEREAS, in *Loper*... the United States Supreme Court ruled that the federal judiciary’s deference to the interpretation of statutes by federal agencies as articulated in *Chevron*... and its progeny was unlawful.”)

In SB 84, the Legislature further declared that judicial deference to agency interpretations is inconsistent with Kentucky’s constitutional separation of powers and that courts, rather than executive agencies, bear the ultimate responsibility for determining the meaning of the law. (“WHEREAS, the General Assembly believes that judicial

deference to a state agency’s interpretation of a statute is inconsistent with the role of the Court of Justice within the separation of powers provisions of the Constitution of Kentucky...”)

With SB 84, Kentucky’s Legislature statutorily abolished any form of *Chevron*-type deference previously recognized in Kentucky case law. See generally *Metzinger*, 299 S.W.3d 541. See also *Kentucky Occupational Safety & Health Review Comm’ v. Estill Cnty. Fiscal Court*, 503 S.W.3d 924 (Ky. 2016).

Now, as set out in SB 84, an administrative body’s interpretation of a statute or administrative regulation “shall not be entitled to deference from a reviewing court” and directs that courts apply *de novo* review to agency interpretations of statutes, regulations and other questions of law.

Portions of SB 84 were enacted and codified over Governor Beshear’s veto in KRS 13A, KRS 13B.150 and KRS 446, respectively.

Through the passage of SB 84, and with its codification in Kentucky’s statutes, the Commonwealth’s courts are now **required** to exercise independent judgment when reviewing legal conclusions reached by administrative agencies.

As is the case with review of by federal courts following the *Loper* ruling, while interpretations of any Kentucky agency may still be considered for whatever persuasive value their reasoning might hold, they no longer enjoy any presumptive weight or controlling authority. Instead, the reviewing Kentucky court must determine the best interpretation of the statute or regulation for itself.

Practically (and statutorily) speaking, Kentucky has moved from a framework in which agency interpretations often received substantial judicial respect to one in which questions of law are reviewed independently by the judiciary. The Commonwealth’s current statutory structure mirrors the core holding of *Loper*. This means that on both the federal and state level, the era of Chevron Deference is over. The era of less deferential judicial review is here. It remains to be seen whether this era also receives its own shorthand for generations of legal minds to commit to memory for decades to come.

Derek Miles is a partner at DBL Law and is based out of the firm’s Louisville office. His primary practice areas are administrative law and commercial litigation. In addition to serving as the chair of the LBA’s Administrative Law Section, he is the chair of the board of Maryhurst and also serves on the board of KYSHRM. ■



## Real Estate & Auction Specialist Providing Real Estate & Auction Services:

- Estate Liquidation
- Senior Living Transitions
- Divorce Property Settlements
- Business Liquidation
- Real and Personal Property Evaluation

Serving all of Kentucky and Indiana



**Elizabeth Monarch**  
MBA, CAI, CRI  
Auctioneer/Realtor  
2023 KYR Realtor State President

**Lonnie Gann**  
GRI, CAI  
Auctioneer/Realtor



**502.551.1286**  
**auctionsolutionsllc.com**





**For more information  
about how you can become  
a Foundation Partner,  
contact Jeffrey A. Been  
at (502) 292-6734 or  
[jbeen@loubar.org](mailto:jbeen@loubar.org).**

## There is still time to become a Foundation Partner for 2026

The Louisville Bar Foundation is pleased to announce that 21 local firms or corporate in-house legal departments have signed up as “Foundation Partners” in 2026. The Foundation Partners program was established to recognize those that help continue the good works of the LBF by making a \$45 minimum tax-deductible contribution to the Foundation for every member of the firm or legal department. Firms or legal departments with five or more attorneys are eligible for recognition as Foundation Partners.

The combined support from the attorneys represented by the firms and legal departments listed below is more than \$25,000. The generosity of the Foundation Partners and other individual LBA member attorneys makes it possible for the LBF to support and improve legal services for the poor, law-related public education and our judicial system.

The Louisville Bar Foundation thanks all contributing attorneys for their generous support. It is not too late to join this list! For more information about how you can become a Foundation Partner, please contact Jeffrey A. Been at (502) 292-6734 or [jbeen@loubar.org](mailto:jbeen@loubar.org).

Adams Landenwich Lay

Bahe Cook Cantley & Nefzger

Barnes Maloney

Bricker Graydon Wyatt

Dentons Bingham Greenebaum

Dinsmore & Shohl

Frost Brown Todd

Gray Ice Higdon

Johnson Cook Abbott Ahrens & Shiffman

Kaplan Johnson Abate & Bird

LG&E and KU Energy

McBrayer

Morgan Pottinger McGarvey

O'Bryan, Brown & Toner

Satterly & Kelly

Stites & Harbison

Stoll Keenon Ogden

Tachau Meek

Thomas Law Offices

Thompson Miller & Simpson

Vaughn & Smith



### Don't leave anything to chance.

Sure, there is a chance you'll never need us. But why take that chance? Lawyers Mutual is dedicated to Kentucky lawyers and makes your work our priority. Call (502) 568-6100 or visit [LMICK.com](http://LMICK.com) for more information on how you can cover and protect your practice. We want you to focus on what matters.





# for the **PUBLIC GOOD**

*legal aid society*

**Join us this October for our first annual volunteer drive, FOR THE PUBLIC GOOD. Sign up to volunteer during the month of October and help us close the justice gap! Learn more online!**

## I DON'T HAVE TIME.

I'M NOT A LITIGATOR.

I'VE NEVER HANDLED THAT TYPE OF CASE.

WHAT ABOUT MALPRACTICE?

I DON'T KNOW WHERE TO START.

I'M WORRIED ABOUT CONFLICTS.

SOMEONE ELSE WILL VOLUNTEER.

MAYBE NEXT YEAR.

## IT'S TIME TO SAY YES!

We provide: malpractice insurance, conflict screening, training & resources, shadowing & mentoring, flexible opportunities that fit all schedules & experience levels.



For the Public Good is  
generously supported by



[www.yourlegalaid.org/volunteer](http://www.yourlegalaid.org/volunteer)



# Regulating the Machine: Colorado's AI Law and the Limits of the State Experiment

Catie A. Wheatley and Hannah E. Wilson

Last year, we introduced readers to *Mobley v. Workday*, 3:23-CV-00770 (N.D. Cal.), the closely watched federal case out of California set to test whether an employer's AI hiring vendor could be held liable for discriminatory screening outcomes. Since that time, *Mobley* has survived multiple attempts at dismissal and endured a grueling discovery dispute over the guts of Workday's algorithms.

This year, the big story around AI in the workplace wasn't in the courtroom, but in the statehouse. What happened there is instructive for employers and the lawyers who advise them.

In 2024, Colorado did something no other state had done. It passed a comprehensive law governing the use of artificial intelligence, the Colorado Artificial Intelligence Act, Senate Bill 24-205, codified at Colo. Rev. Stat. § 6-1-1701 et seq. Borrowing a risk-based structure loosely modeled on the European Union's approach, the Act took aim at what it called "high-risk" AI systems, meaning any system that makes, or is a substantial factor in making, a "consequential decision." Employment decisions—hiring, firing, promotion and compensation—sat squarely within that definition. At the core of the legislation was a duty of reasonable care to protect applicants and employees from "algorithmic discrimination." Colorado, in short, was positioning itself to become the template the rest of the country would copy.

The obligations were substantial. As originally enacted, an employer using a covered system would have been required to complete annual impact assessments, maintain a written risk management program, notify individuals when AI was used to make a consequential decision about them, provide an opportunity to correct inaccurate data and, in some circumstances, appeal to a human reviewer and report any discovered algorithmic discrimination to the Colorado Attorney General. Enforcement belonged exclusively to the Attorney General and was categorized an "unfair or deceptive trade practice," akin to a violation of Colorado's consumer protection act. For a multistate employer, this was a meaningful new compliance regime that could easily be adopted by other jurisdictions.

Then Colorado blinked. As the effective date approached, an unusual coalition of business groups, the technology industry and even some of the law's initial legislative sponsors concluded that the Act as written was unworkable. Before it could take effect, the Legislature substantially rewrote it in 2026. The amended law strips most of the front-end compliance machinery

and removes the mandatory impact assessments and risk management program requirement. And, in an abrupt about-face, the amendments remove all *references* to algorithmic discrimination. The effective date, already delayed once, was pushed again to January 1, 2027.

What survived was a slimmer, transparency-focused framework built around three duties for those who, like employers, deploy automated decision-making technology in consequential decisions. First, employers and other deployers must give clear and conspicuous notice before deploying automated decision-making technology that will materially influence a decision. Second, when an adverse decision is influenced by that technology, employers and other deployers must, within 30 days, provide a plain-language explanation, identify the technology and its developer and the data used, offer a right to human review "to the extent commercially reasonable," and give the individual a chance to correct inaccurate personal data. Third, the employer or other deployer must retain compliance records for three years. Although the law does not create a new private right of action, violations enforced by the Attorney General will incur civil penalties of up to \$20,000 per violation (subject to a 60-day cure period).

The retreat unfolded against a national political climate critical of state AI mandates, *see* Executive Order 14365, "Ensuring A National Policy Framework for Artificial Intelligence," December 11, 2025, and the pullback created alignment with the White House. Although Colorado failed at becoming the leading laboratory in AI regulation, it did leave us with a cautionary tale. There is no comprehensive state framework in the country to serve as a template, and there is nothing comparable at the federal level. What remains is a patchwork of narrower measures, including laws like the ones in Illinois and California, which require employers to do things like disclose their use of AI in hiring. *See* Ill. Pub. Act 103-0804 (H.B. 3773) (amending the Illinois Human Rights Act, 775 Ill. Comp. Stat. 5/2-102, eff. Jan. 1, 2026) (making discriminatory AI use a civil rights violation and requiring employee notice); Cal. Gov't Code § 12940 et seq. (Fair Employment and Housing Act), as implemented by Cal. Code Regs. tit. 2, § 11008.1 et seq. (Civil Rights Council automated-decision-systems regulations, eff. Oct. 1, 2025). Until and unless *Mobley* sets precedent on this new frontier, parties will have to address discriminatory AI use under existing state and federal anti-discrimination laws.

What is the takeaway for a Louisville prac-

itioner? Kentucky shows no signs that it is fast approaching a comprehensive AI regulatory statute. Although KRS 42.720 et seq. became effective last year, its purpose is to establish a risk-based AI governance framework to protect citizens, foster innovation in state government and address concerns related to AI-generated misinformation in campaigns and elections. It does not apply to private employers.

Meanwhile, Colorado's legislative back-track suggests that a workable AI law may take more stakeholder input and definitional agreement, regardless of the state crafting it. For now, cases like *Mobley* suggest that the old tools—Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Kentucky Civil Rights Act—may already reach a discriminatory outcome produced by an AI hiring tool, whether or not any statute mentions the technology by name. Recall that the *Mobley* court dismissed *Mobley's* argument that Workday was a covered entity because it was acting as an employment agency. But *Mobley's* claim survived based on the court's reasoning that the statutory language under Title VII, the ADA and the ADEA clearly extend to "any agent" of an employer and Workday was acting as an agent of the putative employers—a novel theory that was supported by a brief filed by the EEOC as amicus.

Kentucky's statute may be well suited to that theory. The Kentucky Civil Rights Act defines a covered "employer" to include "an agent of" a person with eight or more employees, KRS 344.030(2), language that mirrors the "any agent" hook in Title VII on which the *Mobley* court relied. And because the chapter exists "to provide for execution within the state of the policies embodied in" Title VII, the ADEA and the ADA, KRS 344.020(1)(a), Kentucky courts

construe it consistently with those federal statutes. *See, e.g., Williams v. Wal-Mart Stores, Inc.*, 184 S.W.3d 492 (Ky. 2005).

For Kentucky employers, the practical lesson is to continue following existing law, and to not wait around for a Kentucky version of the Colorado act to provide instructions on how to monitor AI vendors or address complaints about their screening procedures. Exposure already exists under the statutes already on the books, and Colorado just demonstrated that you cannot count on a purpose-built AI law to arrive and define your duties. The key, as with all AI, is ongoing meaningful human oversight of algorithmic hiring tools, careful documentation of how those tools are used, and vetted, transparency with applicants and employees and hard scrutiny of the indemnification and liability terms in your vendor contracts.

Catie A. Wheatley is the chair of the LBA Labor and Employment Law Section. Catie is a litigation attorney at Faegre Drinker Biddle & Reath LLP who helps regional, national and global organizations assess risk and resolve business disputes whether arising from restrictive covenants, trade secrets or other employee related issues. In her free time, Catie enjoys reading, traveling and hiking with her spouse and child.



Wheatley

Hannah E. Wilson is the Vice Chair of the LBA Labor and Employment Law Section. Hannah is an attorney at Adams Landenwich Lay PLLC where she primarily practices employment, business and real property litigation. Hannah enjoys playing bluegrass music, songwriting and spending time exploring her old Kentucky home when she's not drafting complaints and answering discovery. ■



Wilson



RETIRED JUDGE  
**TARA HAGERTY**  
 FAMILY LAW MEDIATION  
 JUDGETARAHAGERTY@GMAIL.COM  
 TARAHAGERTY.COM • 502.558.7991





# Q&A: Firefighters and Police Officers Right to Bargain

Alexis Self

## 1. How do labor laws protect firefighters and police officers?

Labor laws surrounding the creation of unions support both employers and employees by establishing boundaries in the employment relationship. The National Labor Relations Act (NLRA) protects employees for organizing a union, those in a union and employees acting collectively in non-union settings. Similarly, in KRS Chapter 336, Kentucky law makers codified unfair labor practices that mirror the NLRA, in addition to regulating collective actions by unlawful means. Unlike the NLRA, Kentucky does not have a state board for labor violations. Instead, the Department for Workplace Standards within the Education and Labor Cabinet is responsible for enforcing KRS 336.130. Since the NLRA pre-empts state law in the private sector, Kentucky only hears cases from the public sector or cases where the NLRB declines to take jurisdiction. Kentucky Labor and Employment Law § 7.02 (3)(b) (2026).

## 2. What Kentucky labor laws focus on firefighters and police officers?

KRS 345.030 specifically protects firefighters “of a city of the first class,” of which Louisville is the only one, wanting to self-organize, form, join or assist any labor organization to bargain collectively. However, this statute makes it clear that firefighters in other cities may be covered if they are employed by a “Public employer” defined as “a city of the first class or a consolidated local government, or any city that petitions the secretary of the Education and Labor Cabinet to be included by this chapter.”

KRS 67C.400-67C.418 outlines the collective bargaining rights of Jefferson County and Louisville Metro Government police officers. Under KRS 67C.402, police officers “shall have, and shall be protected in the exercise of, the right of self-organization, to form, join, or assist any labor organization, to bargain collectively through representatives of their own choosing on questions of wages, hours, and other conditions of employment free from interference, restraint, or coercion.” KRS 67A.6901 – 67A.6911 provides similar benefits to Lexington-Fayette Urban County Government police officers, firefighters and corrections personnel.

## 3. How do firefighters and police officers collectively bargain?

The union representative is responsible for “representing the interest of all employees without discrimination.” The duty to bargain in good faith is stated as:

[T]o bargain collectively is to carry out in good faith the mutual obligation of the parties, or their representatives; to meet together at reasonable times, including meetings in advance of the budget-making process; to negotiate in good faith with respect to wages, hours and other conditions of employment; to negotiate an agreement; to negotiate any question arising under any agreement; and to execute a written contract incorporating any agreement reached, if requested by either party. The obligation shall not be interpreted to compel either party to agree to a proposal, or require either party to make a concession. Kentucky Labor and Employment Law § 7.03(1)(d) (2026).

If an agreement is reached, it is reduced to writing. However, if bargaining leads to an impasse, there are procedures to follow within the statutes that guide both the employer and representative through the process, which may include a hearing with a panel.

## 4. How does government action impact an employee’s right to bargain?

An unpublished opinion by the Kentucky Supreme Court (*Lexington-Fayette Urb. Cty. Gov’t v. FOP*) demonstrates how labor laws can be intertwined with a county government enacting a new local ordinance. 723 S.W.3d 742 (Ky. 2025). Specifically, the Court held that state law, SB 4, conflicted with a local ordinance passed by the Lexington-Fayette Urban County Government (LFUCG), Ordinance No. 056-2021. The statute permitted no-knock warrants under limited circumstances whereas the local ordinance precluded seeking a no-knock warrant in its entirety. LFUCG argued that following the ordinance ensures that officers are always in compliance with the statute. The Fraternal Order of Police brought before the Court several questions relating to their right to collectively bargain prior to adopting the ordinance. Ultimately, the Court found that the statute preempts the ordinance, finding that the ordinance was void and did not address the collective bargaining agreement (CBA).

In the dissent, Justice Keller found that the Court oversimplified preemption finding that the statute did not preempt the ordinance and instead would have decided the case on different grounds—specifically that the passing of the ordinance constituted a decision relating to “wages, hours, or other conditions of employment” under KRS 67A.6902(1), which is the statute that provides an employees’ right to organize for the purpose of collective bargaining. Justice Keller believed that the case should have been remanded to trial court for a balance inquiry between LFUCG and Fraternal Order of Police to weigh the interest of each party as it relates to the ordinance. Additionally, Justice Keller would have held that LFUCG declining to participate in the CBA grievance procedures would have been a violation. LFUCG argued that the ordinance did not relate to “other terms and conditions” and that it was a matter of public policy and therefore had no obligation to submit to the grievance procedure outlined in the CBA.

Justice Keller reasoned that the decision to enact a no-knock warrant, although a public policy interest is sufficiently clear, would have an impact on the physical working environment, safety practices and impact overall day to day activities. The relationship of no-knock warrants and labor law is subjected to a balancing test “whether the impact of the issue on the interest of the employee [sic] in wages, hours, and terms and conditions of employment outweighs its probable effect on the basic policy of the system as a whole.” *Id* at 759. Ultimately, the dissent determines that the case should have been remanded for further inquiry on the balancing test to have a clear record as to whether the policy enacted related to public policy outweighs an officer’s safety and duties as it relates to a condition of employment within the CBA.

Although the case was decided on the grounds that the laws were conflicting, the dissent demonstrates how a CBA agreement could be reviewed by the court when a local government enacts an ordinance to address public policy concerns, such as ensuring the safety of citizens from unnecessary police intrusion. Governments are typically provided with autonomy to decide policies that are for the general welfare. However, when these policies impact the duties of employees subjected to a CBA, the employees may have a right to bargain over ordinances which impact their duties before they can be properly adopted based on a balance inquiry.

Alexis Self is a recent 2026 graduate from the University of Louisville Brandeis School of Law, after previously earning an MBA from Grand Canyon University and a BBA in Fashion Merchandising from LIM College. Throughout law school, she demonstrated a commitment to advocacy and community engagement through her leadership as President of Parents Attending Law School, service on the Student Bar Association and work as a Central High School Fellow teaching students about Street Law and constitutional law. Her professional experience includes contributing to the Kentucky Employment Law Treatise for Lexis, researching state leave laws for *Mother’s Esquire*, serving as a pupil with the Brandeis Inn of Court and working as a law clerk with Indiana Legal Services. Upon successful passage of the Kentucky Bar Exam, Alexis plans to practice employment law to advocate for those who have experienced workplace discrimination and other forms of unfair treatment. ■



## PRINT, CONNECT, SUCCEED

Tailoring your Office Technology Solutions since 1959.



Network Printers and Copiers  
Fleet and Managed Print Solutions  
Corporate Mailing Systems

Computer Systems and Managed IT  
Document Management  
Professional Print

**dc**  
derby city litho **DUPLICATOR**  
SALES & SERVICE  
two companies sharing one vision

RICOH Lexmark DocuWare Microsoft EPSON DELL HP

derbycitylitho.com • duplicatorsales.net  
1-800-633-8921 • 831 E. Broadway, Louisville, KY 40204





LOUISVILLE BAR  
ASSOCIATION

GOOD TO MEET YOU!

# Student- Firm Networking Event

October 7 | 5:30-7:30PM  
The Bar Center  
600 W. Main St. #110

UL<sup>OF</sup> BRANDEIS  
SCHOOL OF LAW



Thank you to  
our sponsors!

Fernández  
& Moloney  
P.L.L.C.

fP  
Fisher  
Phillips

GIH  
GRAY ICE  
HIGDON

VAUGHN & SMITH, PLLC  
ATTORNEYS AT LAW



LOUISVILLE BAR  
ASSOCIATION  
HEALTH & WELLNESS COMMITTEE

## Health & Wellness Committee Corner

October 2026

CO-CHAIRS

Jennifer Kleier  
Liz Mosler

### ALL MONTH

#### Breast Cancer Awareness Month

October's most recognized health observance. For the legal profession, this month is a prompt to think about the attorneys and staff navigating a diagnosis or supporting someone who is. Early detection saves lives, and workplace cultures that accommodate health needs save careers. Flexible scheduling and genuine check-ins are not extras. They are what support looks like in practice.

#### ADHD Awareness Month

ADHD is more prevalent in the legal profession than commonly acknowledged, and often goes undiagnosed in high-achieving people who have developed coping strategies that mask the symptoms. This month is an invitation to learn more and to ask whether your firm's culture and workflows support neurodivergent attorneys and staff.

#### OCTOBER 10 World Mental Health Day

World Mental Health Day also falls during National Depression and Mental Health Screening Month, a good prompt to pause and take stock. A free, confidential screening takes five minutes and can point you toward the right kind of support. Free confidential screenings available at [www.mentalhealthscreening.org](http://www.mentalhealthscreening.org).

### This month, try this:

- 1 Schedule any overdue health screening this month. Breast Cancer Awareness Month is the nudge you have been waiting for.
- 2 Take a free mental health screening at [mentalhealthscreening.org](http://mentalhealthscreening.org) around World Mental Health Day on October 10.
- 3 Start planning for the AFSP Out of the Darkness Walk on November 7. The H&W Committee is participating. Watch for registration details and consider joining us.

#### GET INVOLVED

#### JOIN THE HEALTH & WELLNESS COMMITTEE!

Active LBA members who want to help promote wellness across the legal profession are welcome.

Contact Lisa M. Murray at [lmurray@loubar.org](mailto:lmurray@loubar.org) to learn more.

#### NEW RESEARCH: ABA/KRILL STRATEGIES STUDY, SEPTEMBER 2026

The largest lawyer mental health study ever conducted surveyed approximately 37,000 licensed attorneys across 28 states. Findings are sobering: 21.7% of lawyers show signs of depression, 20.4% of anxiety and 18.9% of significant stress, with risky alcohol use and high burnout also widely reported. Read the full study at [www.americanbar.org](http://www.americanbar.org).



# 4TH ANNUAL LBA PICKLEBALL Palooza



**LBA** LOUISVILLE BAR  
ASSOCIATION  
HEALTH & WELLNESS COMMITTEE



**1st Place: Matthew Bunnell, Aligned Law and  
Isaac K. Keller, Bricker Graydon Wyatt**



**2nd Place: University of Louisville Brandeis  
School of Law students Harrison Brahen  
and Kylie Jackson**

This year's Pickleball Palooza was a big dill. Congratulations to our three-time champions Matthew Bunnell of Aligned Law and Isaac K. Keller of Bricker Graydon Wyatt, who proved once again they're tough to out-dink. Second place went to University of Louisville Brandeis School of Law students Harrison Brahen and Kylie Jackson, who showed the next generation of lawyers has serious game.

It was an afternoon of fun, friendly competition and more than a few players caught in the kitchen. Thank you to our sponsor LMICK and our partners Feet First Store and USI for helping serve up a great day.

See you on the courts next year!



First place winners went home with a prize pack with goodies from LMICK, USI, Feet First Store and Paddle & Pong.

2026 Sponsor





THE LOUISVILLE BAR ASSOCIATION IN PARTNER-SHIP WITH THE BRANDEIS INN OF COURT

16th Annual Lively M. Wilson Memorial Lecture Series on Ethics, Professionalism and Civility: Civility and Professionalism in Litigation: Has the ‘Comment Section’ Invaded the Courtroom?

Wednesday, October 28

Online discourse has grown sharper, more personal and less forgiving, and that shift hasn’t stayed confined to social media. Attorneys and judges are noticing its influence creep into filings, depositions and courtroom exchanges, where the tone of a comment thread sometimes shows up in the tone of litigation itself.

This panel brings together a judge, bar counsel and experienced litigators to talk candidly about what they’re seeing on the ground and what it means for the profession. Panelists will explore how incivility affects case outcomes, client relationships and attorney well-being, along with practical strategies for holding the line on professionalism even when the pressure runs the other way.

Expect real examples, honest disagreement among the panelists and plenty of room for audience questions.

Speakers include **Robbie Clements**, Chief KBA Bar Counsel; **Amy D. Cubbage**, Tachau Meek; **Hon. Brian C. Edwards**, Jefferson Circuit Court; **Michael E. Kleinert**, Stites & Harbison; **David A. Lambertus**, Attorney at Law; **Jessica R.C. Malloy**, Asst. U.S. Attorney; **Chadwick A. McTighe**, Stites & Harbison; and **M. Keith Poynter**, The Sampson Law Firm

Time: 11 a.m. – 1 p.m.  
Place: Hybrid  
Price: \$90 LBA Member | \$81 Sustaining Member | \$25 Paralegal and Young Lawyers Section Members | \$25 Solo and Small Practice Section Members | \$45 Government/Non-Profit Sector Members | \$180 Non-member  
Credits: 2.0 CLE Ethics Hours — Pending

LBA REAL ESTATE LAW SECTION CO-HOSTED WITH THE KENTUCKY CHAPTER OF CCIM

2026 Annual Kentucky Commercial Real Estate Conference

Tuesday, December 1

Marisol Miller of Amazon Global Realty is coming to Louisville, and she is headlining lunch.

The Kentucky Commercial Real Estate Conference is a full day built around one idea: put attorneys, brokers, lenders and developers in the same room and let real conversations happen. Sessions stay grounded in what is *actually* moving in the market, from how deals are getting structured to where transactions are stalling and what that means for your clients right now. Miller brings a perspective few rooms ever get access to, and she is yours over lunch.

This is not a seminar. It is the full deal team, once a year, in one place. Come ready to listen, ask questions and leave with contacts you will actually use.

Visit [www.loubar.org](http://www.loubar.org) for details.

Questions about sponsorship? Contact Lisa M. Murray at [lmurray@loubar.org](mailto:lmurray@loubar.org).

Time: 8 a.m. – 5 p.m. — Program  
Place: Louisville Marriott East (1903 Embassy Square Blvd., Louisville, KY 40299)  
Credits: CLE Hours — Pending

Cancellations: Must be received by LBA at least 24 hours in advance for a refund (minus \$10 processing fee). Substitutes allowed (except special events). Technology issues: User error does not qualify for a refund for LIVE webinars. Recordings are NOT included with registration. Separate fees apply for accessing past recordings through the LBA On-Demand Catalog. Please note: Live and on-demand CLE programs have different KBA accreditation requirements.

| KENTUCKY COMMERCIAL REAL ESTATE CONFERENCE AGENDA |                                                                                                                           |                                                                                                                                                                   |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TIME                                              | PROGRAM                                                                                                                   | SPEAKER                                                                                                                                                           |
| 7:30 a.m. – 8:30 a.m.                             | Registration                                                                                                              |                                                                                                                                                                   |
| 8:00 a.m. – 8:30 a.m.                             | Breakfast and General Meeting                                                                                             |                                                                                                                                                                   |
| 8:30 a.m. – 9:30 a.m.                             | Panel Discussion: Commercial Leasing 2026                                                                                 | <b>Clay Hunt</b> , CBRE; <b>Doug Owen</b> , JLL; <b>Tandy C. Patrick</b> , Dentons Bingham Greenbaum and <b>Anthony L. Schnell</b> , Stoll Keenon Ogden           |
| 9:40 a.m. – 10:40 a.m.                            | 2026 Commercial Real Estate Tax Update                                                                                    | <b>Andy Ackermann</b> , Cherry Bekaert and <b>Stephen Luki-novich</b> , Cherry Bekaert                                                                            |
| 10:50 a.m. – 11:50 a.m.                           | (Choose one)                                                                                                              |                                                                                                                                                                   |
|                                                   | 2026 Office Panel                                                                                                         | TBA                                                                                                                                                               |
|                                                   | Turning Brownfields into Deals: Funding and Liability Tools for Kentucky Commercial Real Estate                           | <b>John Case</b> , Atlas Technical Consultants and <b>Kelly Schmitt</b> , Atlas Technical Consultants                                                             |
| 12:00 p.m. – 1:15 p.m.                            | 2026 Keynote Speaker                                                                                                      | <b>Marisol Miller</b> , Amazon Global Realty                                                                                                                      |
| 1:30 p.m. – 2:30 p.m.                             | (Choose one)                                                                                                              |                                                                                                                                                                   |
|                                                   | Using Intellisite to Drive Revenue: Use Cases                                                                             | <b>Bo Barron</b> , CCIM                                                                                                                                           |
|                                                   | Ethically Leveraging Artificial Intelligence in Real Estate Transactions                                                  | <b>Alli Florence</b> , FBT Gibbons and <b>Maya Pierce Prentice</b> , FBT Gibbons                                                                                  |
| 2:40 p.m. – 3:40 p.m.                             | (Choose one)                                                                                                              |                                                                                                                                                                   |
|                                                   | Does It Pencil? Making Real Estate Developments Work in Kentucky                                                          | <b>Andy Ackermann</b> , Cherry Bekaert; <b>Brian McChesney</b> , Weyland Ventures; <b>Lee Weyland</b> , CCIM and <b>Emily E. Ziegler</b> , FBT Gibbons            |
|                                                   | Kentucky Land Use Law Update                                                                                              | <b>Clifford H. Ashburner</b> , Dinsmore                                                                                                                           |
| 3:50 p.m. – 4:50 p.m.                             | (Choose one)                                                                                                              |                                                                                                                                                                   |
|                                                   | 2026 Industrial Real Estate Panel                                                                                         | <b>Roxann Fry</b> , LG&E/KU Energy; <b>Curt Hargrove</b> , 15Hundred Development; <b>Andrew J. Hinton</b> , Bricker Graydon Wyatt and <b>Robert Walker</b> , CCIM |
|                                                   | Insuring the Sale of the Business – Rather than the Dirt: Non-Imputation, Mezzanine Financing and Tax Credit Underwriting | <b>Jennifer Gaytan</b> , Fidelity National Financial                                                                                                              |



# Are You a Female Attorney *Ready to Make a Difference?*

Are you a licensed Kentucky attorney passionate about **protecting survivors, advocating for justice and helping families** navigate some of life's most difficult moments?



The **Kentucky Lawyer Referral Service (KLRS)** is actively seeking **licensed female attorneys** to join our panels and accept referrals involving domestic violence, protection orders, domestic relations and family law.

*The need  
is significant:*

**1,872**  
members  
in the Louisville  
Bar Association

**78**  
participating  
attorneys  
in KLRS

**10**  
attorneys  
accept Domestic/  
Family Law  
referrals

**7**  
attorneys  
participate on the  
Domestic Violence  
sub-panel

**0**  
female attorneys  
on the Domestic  
Violence sub-panel



**2025**  
KLRS referred **1,036** clients for  
Domestic/Family Law matters, including  
**236** domestic violence-related cases.



**As of August 31, 2026**  
KLRS has already referred **656** clients  
for Domestic/Family Law matters, including  
**142** domestic violence-related cases.

*Behind every  
referral is a person  
who needs help.  
Your experience  
can make a difference.*

KLRS connects participating attorneys with pre-screened clients who need knowledgeable, compassionate legal representation.

**Many clients specifically request, or may benefit from, female counsel** when navigating highly sensitive legal matters involving domestic violence, protection orders, divorce, custody and other family-law issues. Having an attorney who understands the importance of compassionate, trauma-informed representation can make a meaningful difference during an incredibly vulnerable time.

## What We Offer

- ✓ **Steady case referrals:**  
Consistent flow of pre-screened clients in need of immediate assistance.
- ✓ **Flexible participation:**  
Accept cases that match your schedule and practice capacity.
- ✓ **Impactful work:**  
Make a direct, meaningful difference in your local community.

## Requirements

- ✓ Active state bar license in good standing.
- ✓ Prior experience in family law, criminal defense or domestic violence litigation.
- ✓ Malpractice Insurance policy with limits of not less than \$100,000/\$300,000.



If you are a licensed Kentucky attorney and are interested in helping survivors and families access justice, we want you on our panel.

*Join KLRS. Take a case. Make a difference.*

To apply or learn more about our services requirements, please contact the KLRS Director, Deborah (Debby) Dye, at [ddye@loubar.org](mailto:ddye@loubar.org) or visit our website [www.loubar.org](http://www.loubar.org).



# THE AUGHTS

OCTOBER 16  
7PM

Join us for an epic battle of the legal bands fundraiser, where bands will throw down with the biggest hits of the Aughts (2000-2009).

Think Lady Gaga, OutKast, Green Day, Beyoncé, Coldplay, Destiny's Child, White Stripes, The Killers, Usher, Linkin Park, Avril Lavigne, Foo Fighters, Britney Spears, Kelly Clarkson, Fall Out Boy, Nelly, Modest Mouse and more!

*You know you still know all the words.*



**Y2K Called.  
Your iPod's  
battery is at 12%.**

LAWLAPALOOZA

Proceeds benefit the Judge Ellen B. Ewing Foundation. For details visit <https://loubar.ce21.com/calendar>.





# Where Do I Live, Again?: Finding Kentucky Geographic Information

Kurt Metzmeier

Recently, local election officials sent letters to residents of the Willow Creek subdivision informing them that the state mapping software had located their homes in Jefferson County, not Oldham County, where it appears from news stories the deeds to their properties were registered. The residents had been paying taxes, voting and sending their kids to Oldham County schools for decades.

A story in the *Courier-Journal* noted that while the underlying property lines had not changed, the state Board of Elections had recently aligned its precinct maps with the state geographic information database, an action which revealed the discrepancy. There are indications that some officials knew that some deeds along the Jefferson-Oldham border were registered in the wrong county. Jefferson Property Valuation Administrator Colleen Younger said that such conflicts had in the past been resolved with “handshake agreements.” Jefferson County Clerk David Yates has already filed a declaratory action to get the courts involved in resolving this mess as orderly as possible.

Interestingly, this will not be the first time the Jefferson-Oldham line has led to a dispute. In 1873, local landowner Phillip R. Taylor petitioned the legislature to move the portion of his sizable estate in Jefferson County to Oldham County. The legislature granted his request, creating the Oldham County Notch. No one knows exactly why the legislature agreed, but the possibility of corruption in such laws is why the 1890-91 Constitutional Convention

barred local and special legislation in § 59 and § 60 of the Kentucky constitution.

Since the foundation of the United States, Americans have surveyed and recorded deeds to their properties in the county where they resided. However, until recently, those property surveys, as well as county boundary lines, were the product of human surveyors drawing lines on sturdy paper. Only in the late 20th century, when satellites began surveying the globe, computers became affordable and the internet made information readily accessible, did human

maps give way to geographic information systems (GIS).

### The Census Bureau’s TIGER

The federal government had long made street-level maps—a necessity for the thousands of workers it sent out to collect census data. In 1990, the United States Census Bureau debuted the Topologically Integrated Geographic Encoding and Referencing (TIGER), a computer-based geographic information system created to assist census takers in finding the houses they needed to enumerate. It includes roads, highways, city limits, rivers and census tracts.

However, the government did not keep this information to itself; the TIGER database of coordinates has been available freely to mapmakers for years. However, when combined with Global Positioning System (GPS) satellite data that became publicly available in the late 1990s, it became the basis for everything from MapQuest to the state GIS systems involved in this controversy.

“TIGER helped grow an entire industry — the GIS industry — and created many good jobs by providing popular mapping products integral to the everyday lives of Americans,” U.S. Secretary of Commerce Penny Pritzker said while commemorating its 25th anniversary last year.

### Kentucky State Resources

As referenced earlier, in 2022 the Kentucky General Assembly passed KRS 42.655, which mandates that “the

(Continued on next page)

“

*It goes to show how important, emotionally and in real estate law, a county line on a map can be.*

# Raising the Bar in Real Estate Performance.

*Excellence You Can See. Results You Can Feel.*





SCAN FOR LISTINGS

Laura Rice & Associates  
502.595.8450  
lra@lsir.com  
lauramovesyou.com

Lenihan | Sotheby's  
INTERNATIONAL REALTY

©2025 Lenihan Real Estate, LLC. All Rights Reserved. Sotheby's International Realty and the Sotheby's International Realty Logo are service marks licensed to Sotheby's International Realty Affiliates LLC and used with permission. Lenihan Real Estate, LLC fully supports the principles of the Fair Housing Act and the Equal Opportunity Act. Each franchise is independently owned and operated. Any services or products provided by independently owned and operated franchisees are not provided by, affiliated with or related to Sotheby's International Realty Affiliates LLC nor any of its affiliated companies.



geographic information clearing house maintained by the [Kentucky] division of geographic information systems shall be the sole database of geographic information maintained by state agencies.” A regulation, 200 KAR 41:010, was promulgated to ensure that all official government mapping used the same “state plane coordinate system” to ensure uniformity. The conflict on the Jefferson-Oldham County line is most likely a pre-existing issue that has been brought to light. With borders drawn between 120 Kentucky counties, I suspect it will not be the last.

The KyGeoNet (<https://kygeonet.ky.gov/>) is the home of the Kentucky Division of Geographic Information’s Geospatial Data Clearinghouse referenced in KRS 42.655. It provides access to three important databases. The key one is the KyGovMaps Open GIS Data Portal (<https://opengisdata.ky.gov/>), which is the primary geographic and geospatial data clearinghouse for Kentucky. Ky-FromAbove (<https://kyfromabove.ky.gov/>) provides access to “statewide aerial photography, Lidar point clouds, and bare-earth digital elevation models.” Yes, I don’t understand all of this, either, but the aerial maps are very good. If you want to confirm that the Louisville Highlands are indeed on high ground, KyTopo (<https://kyfromabove.ky.gov/pages/kytopo>) provides access to topographical elevation maps.

### Jefferson County and Oldham County Geographic and Land Records LOJIC

The Louisville/Jefferson County Information Consortium (LOJIC) “represents a multi-agency effort to build and maintain a comprehensive Geographic Information System (GIS) to serve all of Louisville Metro, Jefferson County, Kentucky.” The four agencies that make up LOJIC are Louisville Metro Government, the Jefferson County Property

Valuation Administrator, the Metropolitan Sewer District and Louisville Water Company. Partners include Jefferson County Public Schools, LG&E, the US Army Corps of Engineers, the Kentucky Transportation Cabinet and Bullitt and Oldham counties.

This collaboration means the base LOJIC Online map includes useful data overlays. You can search an address and then get in-depth information on that property, including ownership, assessed value, lot size, parcel number and information on sewer, fire and waste collection services. You can also view historic aerial imagery of the lot and surrounding properties, with semi-annual images back to 1997 for Jefferson County. (Less frequent aerial photography is available for parcels in Oldham and Bullitt dating back to the early 2000s.) Comprehensive census data and political district information is also available for a chosen parcel. Just moved in and don’t know your neighbors’ names? Just look up your address, then move your cursor over nearby houses and click to see the owners’ names.

### Property Valuation Administrator (PVA)

In Kentucky, the PVA is an elected county official responsible for determining the property value of parcels for assessing ad valorem property tax. These valuations are important to property taxpayers and sellers and are therefore public records. The Jefferson County PVA (<https://jeffersonpva.ky.gov/>) has a limited free search by address and more data in a paid service for realtors, but LOJIC is a more robust tool. The Oldham PVA (<https://oldhampva.com/>) property search uses a commercial provider, but if you start at the Oldham PVA page, the basic search is free. Neither has maps, but both indirectly contribute to LOJIC.

### County Clerk Deed Records

In Jefferson County, deed records are in the custody of

the county clerk’s office and accessed through the deed room in the Jefferson County Courthouse, and those from 1985 can be searched at <https://search.jeffersondeeds.com/>. In Oldham County, you can search a property at <https://oldhamcountyclerk.ky.gov/land-records/>.

### Mapping the Jefferson County Way of Life

A recent letter to the *Courier-Journal* from a resident of a subdivision built in the 1970s and straddling the county line decried the “new law” that classified her as a resident of Jefferson County. “I do not in any way, shape, or form want to be classified as a Louisvillian,” she declared, because I disagree with [their] ways of life.”

It goes to show how important, emotionally and in real estate law, a county line on a map can be. It determines where people vote, who represents them and where they pay taxes. It can also be part of their identity. It will be interesting to see how the property, voting and tax records are ultimately untangled, but it will likely involve quite a bit of litigation.

However, some people will inevitably need to adapt to a Louisville Metro lifestyle. To ease the transition, I suggest giving the newcomers David Domine’s “A Dark Room in Glitter Ball City” from Carmichael’s Bookstore, a gift certificate to the Mayan Cafe and Jack Harlow’s “Jackman” on vinyl.

Kurt X. Metzmeier is the interim director of the law library and professor of legal bibliography at the University of Louisville Brandeis School of Law, but he does not purport to represent the university or the law school. He is the author of *Writing the Legal Record: Law Reporters in Nineteenth Century Kentucky* and coauthor of *Legal Research in a Nutshell*, 15th ed. ■



*The Louisville Bar Association Leadership Academy:  
Building ethical, professional and charitable leaders since 2006.*

**LEAD. SERVE. EXCEL.**

Join the LBA Leadership Academy to sharpen your leadership skills, engage with prominent legal and community leaders and tackle critical professional issues. Designed for attorneys with 4-10 years of experience, this program offers valuable insights into ethics, service and professionalism while connecting you with local non-profits.

**Applications open from Friday, October 2 - Friday, November 6. Available at [www.loubar.org](http://www.loubar.org).**

*Apply now to be part of a network dedicated to guiding our legal community with integrity and purpose.*

*Questions? Contact Lisa Murray at [lmurray@loubar.org](mailto:lmurray@loubar.org).*



YOU'RE INVITED

# Member Appreciation & Awards Luncheon

WEDNESDAY, NOVEMBER 18

THE ICE HOUSE \ \ 11:00AM - 1:00PM

The LBA is excited to celebrate the accomplishments of those in our legal community who have made a difference through their service to others, as well as those whose dedication and achievements have helped shape their careers and our profession.

In addition to recognizing this year's award recipients, we want to thank you for being a member of the LBA. Take a few hours to catch up with colleagues, meet attorneys beginning their careers and celebrate the diverse members who make our organization strong. It's what membership is all about—connecting, supporting one another and growing together.

Register online at <https://loubar.ce21.com/calendar>.

2026 Coffee & Dessert Sponsor



2026 Awards Program Sponsor





## MEETING ANNOUNCEMENTS

### LBA Committee Meetings

#### Professional Development and Leadership

October 8 at 1:30 p.m. via Zoom

Contact Lisa Murray, [lmurray@loubar.org](mailto:lmurray@loubar.org)

#### Diversity and Inclusion

October 14 at 4 p.m. via Zoom

Contact Lisa Murray, [lmurray@loubar.org](mailto:lmurray@loubar.org)

#### Health and Wellness

October 15 at noon via Zoom

Contact Lisa Murray, [lmurray@loubar.org](mailto:lmurray@loubar.org)

#### Membership

October 16 at 10 a.m. via Zoom

Contact Marisa Motley, [mmotley@loubar.org](mailto:mmotley@loubar.org)

#### Budget

October 21 at noon via Zoom

Contact Kristen Miller, [kmiller@loubar.org](mailto:kmiller@loubar.org)

#### Communications

October 22 at 3 p.m. via Zoom

Contact Kim Kasey, [kkasey@loubar.org](mailto:kkasey@loubar.org)

*Please contact the staff liaisons listed here for more information or to join a committee. ■*

### Association of Legal

#### Administrators

The monthly chapter meeting of the Kentucky Association of Legal Administrators will be held in person on Thursday, October 8, beginning at 11:45 a.m. at FBT Gibbons LLP (400 W. Market St., Ste. 3200, Louisville, KY 40202.) Please RSVP by registering online at [www.ky-ala.org](http://www.ky-ala.org). Any questions, please contact the Kentucky ALA Board at [board@ky-ala.org](mailto:board@ky-ala.org). ■

### Women Lawyers Association of Jefferson County

#### 65th Anniversary Annual Meeting Luncheon

Join WLA as we celebrate 65 years of women lawyers leading in our community. The luncheon will be held on Thursday, October 29, from 11 a.m. to 1 p.m. at The Olmsted, 3701 Frankfort Ave. Details and registration at [www.wlajeffco.com](http://www.wlajeffco.com). ■

## CLASSIFIEDS

### Office Space

#### Attorney Office Space for Rent:

3339 Taylorsville Road at the Watterson Expressway near Bowman Field. Multiple large *furnished* offices and paralegal station. Access to large conference rooms, phone system, copy, fax, postage machine, and kitchen. Includes receptionist to receive clients, signage, and free parking in large lot. Call Rand Kruger @ 502-767-8882.

### Services

#### Environmental Law:

Ronald R. Van Stockum, Jr.

502-548-4125

[rvs@vanstockum.com](mailto:rvs@vanstockum.com)

THIS IS AN ADVERTISEMENT

#### QDRO Preparation and Processing for:

Defined Benefit and Defined Contribution Plans. Military, Municipal, State and Federal Employee Plans. Qualified Medical Child Support Orders. Collection of past due Child Support and Maintenance. Charles R. Meers, 2300 Hurstbourne Village Drive, Suite 600, Louisville, KY 40299 Phone: 502-581-9700, Fax: 502-584-0439. E-mail: [Charles@MeersLaw.com](mailto:Charles@MeersLaw.com).

THIS IS AN ADVERTISEMENT

*Advertising copy is carefully reviewed, but publication herein does not imply LBA endorsement of any product or service. The publisher reserves the right to reject any advertisement of questionable taste or exaggerated claims or which competes with LBA products, services or educational offerings.*

Visit the LBA Job Board

**CONNECTING LEGAL TALENT  
WITH OPPORTUNITY**

[www.loubar.org/placement-services/](http://www.loubar.org/placement-services/)



Stop Searching. Start Hiring.



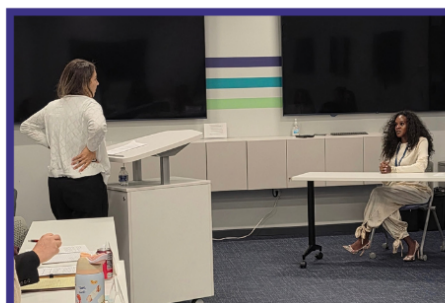
### NEW LAWYER ACADEMY SESSION TWO RECAP September 16

Confidence was the theme as Cohort 2 of the LBA New Lawyer Academy gathered for its second session.

Dr. Hope Zoeller of Helping Other People Excel tackled imposter syndrome head on, offering new lawyers practical ways to quiet self-doubt through preparation and a clearer sense of their own value. Dolly Parton made a timely appearance with her advice to "find out who you are and do it on purpose."

Leland Hulbert of Leland Hulbert Law carried that confidence into the courtroom, showing how presence, pacing and a clear story shape how a judge or jury hears an argument. The cohort then put both lessons to work in a mini mock trial exercise, with immediate feedback on delivery and courtroom preparedness.

Thank you to Dr. Zoeller and Leland Hulbert for sharing their time and insight with the cohort.



Attorneys interested in proposing a topic or serving as a speaker for a future session may contact Lisa M. Murray, Director of Professional Development and Leadership, at [lmurray@loubar.org](mailto:lmurray@loubar.org).



#### 2026 PRESENTING SPONSOR

*The LBA thanks LMICK for sponsoring the New Lawyer Academy. Their continued support helps make this program possible for Louisville's newest attorneys.*



## DIVERSITY AND INCLUSION CORNER

October is Global Diversity Awareness Month. It is a fitting time to ask not just whether your firm values diversity, but whether the evidence of that value is visible in how it operates, who it promotes and who it serves.

### ALL MONTH - OCTOBER 2026

#### Global Diversity Awareness Month

Observed each October, this month calls organizations to examine the gap between what they say about inclusion and what their data actually shows. For law firms: who holds leadership roles? Who is making partner? Who is being retained? Ask the questions. Commit to honest answers.

#### LGBTQ+ History Month

For the legal profession, LGBTQ+ history is legal history: from *Stonewall* to *Lawrence v. Texas* to *Obergefell* to *Bostock*. National Coming Out Day on October 11 and International Pronouns Day on October 21 offer two specific moments to acknowledge this month's observance in your workplace.

#### Domestic Violence Awareness Month

Domestic violence touches the legal profession at multiple points: in the clients we represent, the colleagues we work alongside and the systems we operate within. October is the month to make sure your firm has referral resources in place and that your team knows how to use them.

#### ALSO THIS MONTH:

National Coming Out Day • October 11  
Indigenous Peoples Day • October 12  
Hispanic Heritage Month Closes • October 15  
International Pronouns Day • October 21

### PUTTING IT INTO PRACTICE

Four concrete actions to bring October's awareness focuses into your day-to-day practice.

- 1 Pull your firm's diversity data**  
What does your firm actually look like by race, gender and practice area at each level of seniority? If you do not know, find out. If the numbers are uncomfortable, that is useful information.
- 2 Add pronouns to your email signature**  
International Pronouns Day on October 21 is the prompt. It takes two minutes and signals a welcoming environment to clients and colleagues who may need it most.
- 3 Review your domestic violence referral resources**  
Does your firm have a clear protocol when a client discloses domestic violence? Does your staff know where to refer people? Put that information somewhere accessible before it is needed.
- 4 Finish Hispanic Heritage Month with a concrete step**  
Hispanic Heritage Month closes October 15. If September passed without a meaningful action, the first two weeks of October are your window.

*The DEI Committee works year-round to bring meaningful programming and honest conversation to the LBA and the Louisville legal community. New members from any practice area and experience level are welcome. The only requirement is a genuine commitment to the work. If this month's focuses sparked something for you, we'd love to hear from you. Contact Lisa M. Murray at [lmurray@loubar.org](mailto:lmurray@loubar.org) to learn more.*

LBA Diversity & Inclusion Committee co-chaired by  
Michelle L. Duncan, Dinsmore & Shohl, LLP and John E. Selent, Dinsmore & Shohl, LLP



Louisville Bar Association

## LOOKING FOR THE PERFECT MEETING SPACE?



*We are a space where professionalism meets convenience in the heart of Louisville. Book with us today!*

CALL (502) 583-5314



VISIT [WWW.LOUBAR.ORG](http://WWW.LOUBAR.ORG)

## Retired Judges Mediation & Arbitration Services

### Over A Century of Judicial Experience!

Let us put Judicial Experience to work for YOU  
full mediation & arbitration service • reasonable hourly rates no administrative or advance fees

### AVAILABLE FOR VIDEO CONFERENCE MEDIATIONS STATEWIDE

P.O. Box 32274 • Louisville, KY 40232  
(502) 721-9900 • Fax (888) 389-3559

Email: [retiredjudges@twc.com](mailto:retiredjudges@twc.com)

[www.retiredjudgesmediation.com](http://www.retiredjudgesmediation.com)



Judge  
Tom Knopf  
(Ret)



Judge  
Steve Ryan  
(Ret)



Judge  
Ann Shake  
(Ret)



Judge  
James M.  
Shake (Ret)



Judge  
Barry Willett  
(Ret)



Judge  
Charles L.  
Cunningham,  
Jr. (Ret)



Judge  
Denise G.  
Clayton (Ret)

This is an advertisement.