

1 STATE OF NEW YORK

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3 NEW YORK STATE COMMISSION on

4 Legislative, Judicial and Executive Compensation

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6 New York City Bar Association
7 42 West 44th Street
8 New York, New York 10036
9 November 13, 2023

9 B E F O R E:

10 EUGENE M. FAHEY, Chair

11 JEREMY S. WEINSTEIN, Commissioner

12 VICTOR A. KOVNER, Commissioner

13 R. NADINE FONTAINE, Commissioner

14 THERESA EGAN, Commissioner

15 HELENE BLANK, Commissioner

16 ROBERT L. MEGNA, Commissioner

17 THERESA L. EGAN, Commissioner

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10:47:44 1 JUDGE FAHEY: Good morning. I'm Judge Eugene
10:47:46 2 Fahey. I'm the Chairperson of the Commission. I want
10:47:49 3 to apologize to anyone out there who is watching. We
10:47:53 4 had some transportation difficulties this morning
10:47:57 5 because of train delays, and so we're starting a
10:48:01 6 little bit late today. I anticipate that the
10:48:05 7 Commission will look at our ultimate purpose today, at
10:48:12 8 least on some of the issues.

10:48:15 9 First, I would like to introduce all of the
10:48:19 10 Commission members and ask them to introduce
10:48:21 11 themselves, starting with Mr. Megna on my left.

10:48:30 12 MR. MEGNA: Bob Megna.

10:48:33 13 MS. FONTAINE: Nadine Fontaine.

10:48:36 14 MR. WEINSTEIN: Jeremy Weinstein.

10:48:37 15 MS. BLANK: Helene Blank.

10:48:40 16 MS. EGAN: Theresa Egan.

10:48:42 17 MR. KOVNER: Good morning. Victor Kovner.

10:48:45 18 JUDGE FAHEY: Thank you.

10:48:46 19 First, I want to acknowledge that at the last
10:48:49 20 meeting an issue took place that was discussed about
10:48:54 21 raising housing court judges and judges out in city
10:49:00 22 court, outside New York City from a 90 percent rate of
10:49:08 23 reimbursement, based on the State Supreme Court
10:49:11 24 salaries being 100 percent and administrative housing
10:49:14 25 court judges in New York City, moving them all to

10:49:17 1 93 percent where all the other city court judges in
10:49:23 2 the city and Long Island are.

10:49:26 3 We did receive a letter from Judge Zayas
10:49:29 4 outlining the numbers for the Commission, which I
10:49:35 5 think everyone has had a chance to review. Judge
10:49:38 6 Zayas is the Chief Administrative Judge from OCA has
10:49:42 7 also advocated for the Commission to adopt that
10:49:46 8 particular modification to their request. So that
10:49:53 9 writing will be made part of the record, and ask that
10:49:57 10 we include that with the submissions to the
10:50:02 11 Commission. So that will be done.

10:50:06 12 The second point today is we're going to begin
10:50:08 13 discussions on a draft report which I forwarded to all
10:50:13 14 of my colleagues. I'm just going to briefly outline
10:50:16 15 the draft report proposal A, B, and C. The purpose of
10:50:23 16 that, for those who don't have it in front of them, is
10:50:26 17 they will know what we're talking about.

10:50:30 18 In the draft report that was done, we sent out
10:50:32 19 the members of the Commission an introduction, the
10:50:35 20 statutory mandate - the findings are not complete, and
10:50:38 21 that's why the report is still in its draft stage -
10:50:41 22 and then recommendations.

10:50:42 23 The recommendations that I sent to my colleagues
10:50:46 24 are as follows: Recommendation A, No. 1, effective
10:50:52 25 April 1st, 2024, New York State Supreme Court

10:50:57 1 justices' salaries shall be set at \$232,600.

10:51:03 2 Recommendation 2 is the salaries of all other
10:51:06 3 state judges - this includes appellate and
10:51:09 4 administrative judges - shall be adjusted to reflect
10:51:12 5 their present proportion to the salary of State
10:51:16 6 Supreme Court judges, effective April 1st, 2024.

10:51:21 7 That means at the end of this coming budget.

10:51:24 8 Recommendation 3: No county court judge, family
10:51:28 9 court judge or surrogate court judge shall earn less
10:51:32 10 than 95 percent of a State Supreme Court justice's
10:51:37 11 salary. Any such judicial position now being paid a
10:51:41 12 percentage of a Supreme Court judge's salary that is
10:51:44 13 greater than 95 percent shall continue to be paid at
10:51:48 14 that same percentage.

10:51:50 15 No. 4: Judges of the New York City Civil Court,
10:51:54 16 the New York City Criminal Court, District Court,
10:51:58 17 Housing Court of the New York City Civil Court and
10:52:01 18 full-time city court judges outside New York City
10:52:06 19 shall receive 93 percent of the State Supreme Court
10:52:09 20 justices' salary. Part time city court judges shall
10:52:15 21 earn the same proportion of the salaries of full-time
10:52:19 22 city court judges that they now earn. That is
10:52:24 23 recommendation A.

10:52:26 24 Recommendation B was, No. 1, that everything
10:52:29 25 remains the same in A, except that the city court

10:52:34 1 judges and the housing court judges shall continue to
10:52:37 2 earn 90 percent of the Supreme Court justices' salary,
10:52:40 3 which is the present systems. That recommendation, if
10:52:44 4 adopted, would take place April 1st, 2024.

10:52:48 5 And then Recommendation C deals with the years
10:52:51 6 after 2024. And there's one recommendation which we
10:52:56 7 can discuss and modify however the Commissioners deem
10:53:00 8 appropriate. For years 2025, 2026 and 2027, there
10:53:07 9 will be a 2 percent increase for each year.

10:53:10 10 Those were the four recommendations that I
10:53:13 11 forwarded to the Commissioners. I thought that the
10:53:18 12 Commissioners -- it would be all right if we would
10:53:23 13 just open it up for discussion and maybe go through
10:53:28 14 everyone first, and then after that, we could have a
10:53:33 15 back-and-forth. Would that be all right? Would that
10:53:36 16 be acceptable to everyone?

10:53:39 17 So I will start with Commissioner Blank.

10:53:44 18 MS. BLANK: In considering the recommendations
10:53:46 19 that were given to us, in light of our discussions and
10:53:49 20 the testimony, I'm in favor of Recommendation A in its
10:53:56 21 totality in raising the lower court judge's salaries,
10:53:59 22 because I think we have heard overwhelming evidence as
10:54:03 23 to the need for that.

10:54:05 24 I'm also in favor of Recommendation C. I think
10:54:08 25 it's our Commission's power to increase or consider

10:54:16 1 giving the judges an annual raise for the three other
10:54:20 2 years of this Commission, so that when we get to 2028
10:54:26 3 or '27, it will be given in the next Commission for
10:54:29 4 four years. You're not behind the eightball again for
10:54:33 5 three years by keeping their salaries stagnant at the
10:54:36 6 -- just raising it, the bump from next year. I think
10:54:41 7 that's what will be fair and that's what should be
10:54:44 8 done.

10:54:44 9 JUDGE FAHEY: Thank you. I will go to my left.
10:54:50 10 Commissioner Weinstein.

10:54:51 11 MR. WEINSTEIN: We listened to all of the
10:54:56 12 association presidents, OCA, in view of the fact that
10:55:03 13 the increase -- the recommendation increase basically
10:55:09 14 comes very close to mirroring raises that the rest of
10:55:12 15 the state workers have gotten over the last four to
10:55:16 16 five years. I think that's a good number, and I'm
10:55:22 17 supportive of it. I support all the other
10:55:24 18 recommendations as well.

10:55:28 19 I do have one question that I'm -- first of all,
10:55:33 20 as you know - I have spoken about this before - the
10:55:35 21 New York City Housing Court judges, having been a
10:55:38 22 housing court judge for two months, as I think
10:55:44 23 Commissioner Egan reminded me when I was voluntold to
10:55:52 24 take that position, I now have a healthy respect for
10:55:54 25 the work they do, the calendars they deal with, the

10:55:58 1 volatility of the court. Raising that number to the
10:56:01 2 same as the rest of the lower courts, if you will, is
10:56:06 3 something we must do.

10:56:10 4 I have a little -- one minor concern as to the
10:56:13 5 percentages of the lower courts because -- and I know
10:56:20 6 Commissioner Egan -- excuse me, Commissioner Fahey,
10:56:22 7 you'll be able to verify this or not, is that
10:56:27 8 93 percent number. I read somewhere a different
10:56:31 9 number. And I want to be accurate. I want to be
10:56:35 10 quite frank about this.

10:56:36 11 I would raise all of the lower courts -- having
10:56:41 12 served in the lower court, knowing again their value
10:56:44 13 and all of that, I would raise them to the same as the
10:56:47 14 Supreme Court, but I know that's not going to happen.
10:56:49 15 I think at the very least we should consider raising
10:56:52 16 them to the 95 percent level so that the gap between
10:56:56 17 the two courts do not continue to grow.

10:56:59 18 Having said that, I do want to be careful about
10:57:02 19 what the current percentage is so that we don't
10:57:05 20 inadvertently increase that gap. Other than that,
10:57:09 21 excellent draft report, and one that I could support
10:57:13 22 wholeheartedly.

10:57:15 23 JUDGE FAHEY: Commissioner on Recommendation C.

10:57:20 24 MR. WEINSTEIN: Again, if we don't do something
10:57:22 25 going forward, we're only putting ourselves back in

10:57:25 1 the same position four years from now. A modest
10:57:30 2 increase, again mirroring what state employees have
10:57:33 3 gotten over the course of the years, will avoid that.

10:57:38 4 And I'm also concerned -- I want to make this
10:57:41 5 point too. I have made it before. But it's very
10:57:44 6 important to me having seen what has happened when
10:57:47 7 judges who go long periods of time without raises and
10:57:51 8 they are forced to retire. And mandatory retirement
10:57:55 9 means they cannot fold any of the increases that are
10:57:58 10 done in subsequent years because there's no, you know,
10:58:01 11 retroactivity. And they lose considerably on their
10:58:05 12 pension, so modest increases going forward also avoids
10:58:10 13 that as well. So I would like to see that
10:58:12 14 accomplished.

10:58:13 15 JUDGE FAHEY: Thank you, Commissioner.

10:58:14 16 Commissioner Egan.

10:58:17 17 MR. EGAN: Thank you.

10:58:21 18 First, Judge Fahey, thank you very much for very
10:58:25 19 clearly setting forth the options here.

10:58:28 20 We have heard a lot of testimony over several
10:58:32 21 days from a lot of different sources. As our fellow
10:58:35 22 Commissioners have noted, there's been ample evidence
10:58:38 23 presented to support a raise. And I think that as
10:58:42 24 we've talked about what that number actually is,
10:58:46 25 looking at what has occurred with the coequal arms of

10:58:51 1 New York State government, together with what the
10:58:55 2 people who work for our judges have received over the
10:59:00 3 last few years, and again looking forward, I'm
10:59:06 4 supportive of the recommendations in A.

10:59:10 5 I will also say -- again, unfortunately, I don't
10:59:14 6 have that experience with the housing court situation.
10:59:17 7 But certainly there has been ample testimony not only
10:59:20 8 from people we have heard, but also from our
10:59:24 9 colleagues who are sitting here as part of the
10:59:26 10 Commission, in regard to increasing that housing court
10:59:31 11 judge percentage, in particular, together with the
10:59:33 12 city, you know, outside of the city court judges.

10:59:38 13 In regard to Recommendation C, I certainly --
10:59:42 14 and again, I'm anxious to hear what everybody's
10:59:45 15 thoughts are on the percentage increases. And again,
10:59:47 16 I have always looked at that to say what else of those
10:59:51 17 folks that are here in the State of New York
10:59:54 18 receiving, i.e, through the negotiated either CSEA
10:59:56 19 PATH contracts, or otherwise. Certainly we would not
11:00:02 20 want to penalize our judges who are at the pinnacle of
11:00:05 21 our judicial system in regard to that. But certainly,
11:00:08 22 as I think we have all recognized, New York requires
11:00:14 23 the best and the brightest. In order to do that, we
11:00:17 24 have to be willing to reward that based on standards
11:00:22 25 that we have here within the State of New York.

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Thank you.

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JUDGE FAHEY: Thank you.

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Commissioner Fontaine.

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MS. FONTAINE: I share everyone's sentiment. I

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think I indicated during our last meeting that raises

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are definitely warranted given the length of time that

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judges have -- said since they have received an

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increase. Again, we did talk about the need to

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provide increases in salary so we maintain and retain

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judges and to reduce attrition from judges for this

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very admirable position that they have to do with

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respect to handling a multitude of cases. We have had

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a lot of testimony with regard to that.

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I am in favor of the increase. I just would

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like to have more clarity on the percentages.

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The 232,600 amount that's referenced in

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Recommendation A, what percentage increase would that

11:01:29 18

be from the current? I want to be careful.

11:01:33 19

JUDGE FAHEY: It's a little over 10 percent.

11:01:35 20

It's the number that OCA recommended. I think it was

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10.03.

11:01:48 22

MR. KOVNER: I think it may be 10.3.

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JUDGE FAHEY: Is it? I would have to look at

11:01:53 24

the report. We will take a break.

11:01:56 25

MR. MEGNA: What on average per year is the

11:01:59 1 percentage, or is it just a number?

11:02:02 2 JUDGE FAHEY: I'm not sure, Bob. I thought it
11:02:05 3 was just a number. We will take a break before we
11:02:14 4 talk about the out years, because everybody seems to
11:02:17 5 be leaning towards a number but has questions about
11:02:21 6 the out years. And I will dig that out of the report
11:02:23 7 and have it for you. Is that all right?

11:02:27 8 MS. FONTAINE: Yes.

11:02:28 9 JUDGE FAHEY: You all set?

11:02:30 10 MS. FONTAINE: Yes.

11:02:33 11 JUDGE FAHEY: Thank you, Commissioner.

11:02:33 12 Commissioner Kovner.

11:02:35 13 MR. KOVNER: I support the recommendation as
11:02:36 14 set forth in A. I would like to note I was reluctant
11:02:46 15 to propose a change in the percentages -- the
11:02:51 16 comparative percentages between the courts, but I
11:02:54 17 found the testimony regarding the housing court
11:02:57 18 particularly persuasive, particularly that of Justice
11:03:02 19 Lebovitz who was testifying not on behalf of the
11:03:06 20 housing court, but describing his years in the housing
11:03:09 21 court, which echoed my own recollection of the
11:03:13 22 challenges in that court. And then would lift also
11:03:17 23 the full-time city court judges upstate is a good
11:03:23 24 balance.

11:03:24 25 I want to say doing this I believe confirms and

11:03:31 1 vindicates the widespread judgment that the New York
11:03:36 2 State Judiciary is the premier state judiciary around
11:03:42 3 the nation. We ought to as a society recognize it
11:03:47 4 appropriately. This I believe meets that high
11:03:50 5 standard.

11:03:52 6 JUDGE FAHEY: Thank you, Commissioner. Thank
11:03:56 7 you for your eloquence, too, in advocating for the
11:04:01 8 judges.

11:04:02 9 Commissioner Megna.

11:04:04 10 MR. MEGNA: Thanks. I guess, again, I'm okay
11:04:10 11 with, I think, the appropriateness of Part A. Though,
11:04:17 12 again, to get to the 10.3, it would be -- it's
11:04:24 13 interesting that 10.3 percent, consistent as other
11:04:31 14 people have said with the raises of the unions, to
11:04:35 15 then extend -- I'm okay with Part A, I guess, and that
11:04:41 16 immediate increase. I'm going to defer to others in
11:04:45 17 the group about any adjustments that need to be made
11:04:50 18 within the judiciary with one caveat: Which is if we
11:04:54 19 agree to do that, I would like to know how much it's
11:04:57 20 going to cost OCA.

11:04:59 21 JUDGE FAHEY: It's in the numbers from OCA.
11:05:06 22 It's a letter that I --

11:05:09 23 MR. MEGNA: I saw it.

11:05:10 24 JUDGE FAHEY: So it's there.

11:05:12 25 MR. MEGNA: And then, again, I think the only

11:05:14 1 place that I would deviate from what -- the sentiment
11:05:19 2 I have heard around the table is I don't think I would
11:05:22 3 be willing to say that we need to do a percentage
11:05:26 4 adjustment for the next life of the period. There may
11:05:30 5 be an adjustment. I think when we start talking about
11:05:34 6 adjustments in excess of certain percentages, again it
11:05:39 7 goes well beyond the standard we have talked about in
11:05:41 8 terms of what the unions have gotten and other folks.

11:05:46 9 So I think I would be uncomfortable committing
11:05:49 10 to that. But I'm sure there's someplace I would be
11:05:53 11 comfortable.

11:05:56 12 JUDGE FAHEY: Okay. Thank you, Commissioner.

11:06:00 13 All right. So I will open it up for general
11:06:02 14 discussion now if there's anything that we need to
11:06:05 15 add. I would like to take a break for about five
11:06:08 16 minutes because I'm an old man, and you have to be
11:06:15 17 patient with an old man's needs sometimes. If it's
11:06:18 18 okay, we will take about a five minute break. I would
11:06:21 19 ask everyone to turn off their microphones and then we
11:06:25 20 will come back after that.

11:06:29 21 (There was a recess.)

11:06:29 22 *****

11:18:26 23 JUDGE FAHEY: We're back from our bathroom
11:18:28 24 break. We are back on the record.

11:18:33 25 The Commission has -- is it fair to say to

11:18:38 1 everyone that we have reached a consensus on
11:18:41 2 Recommendation A? Can I say that the Commission is
11:18:44 3 unanimous on that?

11:18:47 4 (A chorus of yes.)

11:18:47 5 *****

11:18:48 6 JUDGE FAHEY: Everyone agrees with that.
11:18:49 7 Hearing no objection, we're unanimous on
11:18:52 8 Recommendation A.

11:18:54 9 On Recommendation C, I am going to recommend a
11:18:58 10 modification to that:

11:19:01 11 That in the year 2025, there be no increase.
11:19:05 12 0 percent.

11:19:08 13 In the year 2026, there be a 2 percent increase
11:19:12 14 to the numbers set out in Recommendation A.

11:19:16 15 And in 2027, there be a 0 percent increase.

11:19:21 16 So there will be a one 2 percent increase in the
11:19:24 17 three-year period, and that will be in -- based on
11:19:28 18 Recommendation C in 2026.

11:19:33 19 I think we should take a vote on this. We will
11:19:35 20 start with Commissioner Megna.

11:19:37 21 MR. MEGNA: I would vote yes.

11:19:40 22 JUDGE FAHEY: Commissioner Fontaine.

11:19:43 23 MS. FONTAINE: Yes.

11:19:44 24 JUDGE FAHEY: Commissioner Weinstein.

11:19:46 25 MR. WEINSTEIN: Yes.

11:19:47 1 JUDGE FAHEY: Commissioner Blank.

11:19:49 2 MS. BLANK: Yes.

11:19:56 3 JUDGE FAHEY: Commissioner Egan.

11:19:58 4 MR. EGAN: Yes.

11:20:01 5 JUDGE FAHEY: Commissioner Kovner.

11:20:03 6 MR. KOVNER: Yes.

11:20:03 7 JUDGE FAHEY: Thank you.

11:20:03 8 All right. So we have done a lot of work here.

11:20:08 9 The Commissioners have done a lot of work. I want to

11:20:11 10 thank you all for the time and effort you have put in

11:20:13 11 so far. We're not complete, however. Unfortunately,

11:20:20 12 we have to finalize the report and forward it to --

11:20:24 13 per our statutory duty to the Governor, to the Chief

11:20:31 14 Judge and to the Speaker and to the Majority Leader.

11:20:37 15 What I would recommend is the report needs

11:20:39 16 findings put in. I would recommend that by 11/28 I

11:20:47 17 would submit to the Commissioners a draft final

11:20:51 18 report. That would give you time to look at it and

11:20:54 19 make any recommended changes. I have gotten some

11:20:57 20 recommended changes from Commissioner Blank,

11:20:59 21 Commissioner Kovner already which I will incorporate.

11:21:07 22 And I have discussed them with Commissioner Weinstein.

11:21:11 23 Whatever changes you get to me, whenever you

11:21:14 24 can, that would be good. I will get you my proposed

11:21:19 25 finalized version for the findings of the Commission.

11:21:23 1 My suggestion is after that, I get that to you on the
11:21:28 2 28th, I would like to submit the report in writing
11:21:32 3 to -- pursuant to our statutory duty on
11:21:38 4 December 4th, if the Commission is all right with
11:21:44 5 that, and then release it on the website on
11:21:46 6 December 5th so it's available to the public. Give
11:21:50 7 the recipients of the letter one day to have it and
11:21:53 8 review it in case there is any problem.

11:21:56 9 Would that schedule be acceptable to everyone?

11:21:59 10 (A chorus of yes.)

11:21:59 11 *****

11:22:00 12 JUDGE FAHEY: Okay. Well, this has been an
11:22:06 13 interesting trip to New York.

11:22:10 14 As I said before, I want to thank the
11:22:14 15 Commissioners.

11:22:14 16 I'm not sure if we need to have another public
11:22:17 17 meeting on the judicial pay raise issue. We will see
11:22:26 18 what happens. If we can, if we're just finalizing the
11:22:29 19 final report, I am going to see if we can do it by
11:22:34 20 Zoom, if that's acceptable. I know we had some tough
11:22:38 21 times getting in and out of the city for this meeting.
11:22:41 22 So my proposal is to try and do that and I will let
11:22:44 23 you know.

11:22:45 24 The other issue that we have in front of us is
11:22:49 25 our future responsibilities which have to do with the

11:22:53 1 pay raise used with the legislature and exempt
11:22:57 2 employees for 169 -- Chapter 169 state laws, which,
11:23:03 3 for public purposes, that involves state commissioners
11:23:05 4 such as DEC, public works, DMV, whether or not they
11:23:11 5 will be entitled to raises in a similar discussion and
11:23:15 6 hearings that have to take place.

11:23:18 7 I was thinking that we should let things resolve
11:23:22 8 until after the holidays and try and schedule
11:23:24 9 something for the first week in February. Would that
11:23:28 10 be -- because I know sometimes people are out of town.

11:23:31 11 Can we target the first week in February?

11:23:33 12 MS. BLANK: I think I will be out of town.

11:23:36 13 MR. WEINSTEIN: Me too.

11:23:37 14 JUDGE FAHEY: You're going to be out of town.

11:23:37 15 How about the last week in January?

11:23:40 16 MS. BLANK: I'll be here.

11:23:40 17 MR. EGAN: You'll be here.

11:23:41 18 MR. WEINSTEIN: I will not.

11:23:41 19 JUDGE FAHEY: All right. Second week in
11:23:43 20 February?

11:23:46 21 MR. WEINSTEIN: Yes.

11:23:48 22 MR. MEGNA: Yes.

11:23:48 23 JUDGE FAHEY: Nadine.

11:23:50 24 MS. FONTAINE: Yes.

11:23:50 25 JUDGE FAHEY: Commissioner Blank.

11:23:55 1 MS. BLANK: I'll have to -- you know what, I
11:23:55 2 can't tell from my calendar.

11:23:58 3 MR. EGAN: I should be fine.

11:24:00 4 MR. KOVNER: I should be fine.

11:24:01 5 JUDGE FAHEY: Let's target the second week in
11:24:03 6 February for our first meeting in the next phase. I
11:24:06 7 will forward this stuff and what our responsibilities
11:24:11 8 are. I don't think it's going to be as onerous in
11:24:14 9 terms of your time as this was, because I think we can
11:24:17 10 do the public hearing -- we can do the public hearing
11:24:23 11 on both legislature and exempt employees, and then
11:24:28 12 from there we can determine how we want to proceed
11:24:30 13 after we hear from the principals involved. I don't
11:24:34 14 think we need to do two separate ones. They can come
11:24:36 15 in and do it once, I think.

11:24:38 16 We're going to need your help because we're
11:24:39 17 going to need a budget on the exempts. I refer to
11:24:48 18 you, I'm referring to Commissioner Megna on that to
11:24:50 19 set them up. I'd like to hear from them on that
11:24:50 20 because they're going to know.

11:24:52 21 All right. So the second week in February.

11:24:57 22 Is there anything else we need to discuss today?

11:25:03 23 Hearing none, then I will adjourn the meeting of
11:25:06 24 the Commission. I will forward a draft proposed final
11:25:11 25 report to all Commissioners by 11/28 and we'll again

11:25:14 1 meet in the future.

11:25:14 2 I want to thank you all. It's been a privilege
11:25:16 3 to serve with all of you. You're great public
11:25:19 4 servants. New York state is lucky to have your
11:25:23 5 service. I appreciate it. Thank you on behalf of the
11:25:26 6 Governor, the Chief Judge, the Speaker, and the
11:25:30 7 President Pro Tempore and the Majority Leader of the
11:25:36 8 Senate. Thank you.

11:25:37 9 MR. KOVNER: We should thank the Chair.

11:25:41 10 MS. BLANK: Fantastic, Judge.

11:25:44 11 MR. EGAN: Really well done, Judge.

11:25:46 12 MS. FONTAINE: Thank you.

11:25:49 13 JUDGE FAHEY: Thank you very much.

11:25:49 14

11:25:49 15 (Proceedings concluded.)

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C E R T I F I C A T E

I, ANTHONY ARMSTRONG, a Senior Court Reporter,
do hereby certify that the foregoing is a true
and accurate transcript of the testimony as taken
stenographically by and before me at the time, place and
on the date hereinbefore set forth.

I DO FURTHER CERTIFY that I am neither a relative
nor employee nor attorney nor counsel of any of the parties
to this action, and that I am neither a relative nor
employee of such attorney or counsel, and that I am not
financially interested in this action.

Anthony Armstrong

Anthony Armstrong, CSR
Official Court Reporter