

With Perseverance In Our Sails, Through Any Storm, We Prevail

San Francisco Legal Professionals Association



PO Box 193054, San Francisco, CA 94119 www.SFLPA.org



In This Issue...

Feature: The Evolution of Paid Leave in California

Feature: Hands-on Cultural & History Lessons of Europe

What Have We Been Up To? Recent Events

New Year's Reflections

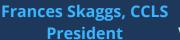
By Beth Sharpe, CP, Hearsay Editor

Happy New Year and thank you for reading the first ever 2024 issue of SFLPA's *Hearsay*! The last quarter of 2023 proved to be a challenging period. It was a time of upheaval both in the world and in the lives of some of our SFLPA friends. For this reason we chose a more reflective but hopeful candlelight theme. We hope you like it!

Read on to find reports by officers, photos from our events, competition submissions and winners, and topical feature articles. In the first of a two-part story, Danya Gonzales shares entertaining commentary of a once-in-alifetime trip to France and England. Stay tuned for part two by Chris Flores in the next issue! Lorri Nicolini writes about LPI's California Certification Legal Secretary (CCLS) Exam, having just become certified herself, and, with kind permission of the Bar Association of SF, Ryan Stahl's article addresses the history of paid leave laws in California. Lastly, ever wondered which is correct: pleaded or pled? The answer is in here!

San Francisco Legal Professionals Association 2023-2024 Elected Officers







Suddie Scott Vice President



Lorri Nicolini, CCLS
Secretary



Sally Mendez Treasurer



Christine Flores, CBA
Governor

Appointed Officers, Chairs & Committee Members

Executive Advisor: May Sene - executiveadvisor@sflpa.org
Parliamentarian: Christine Flores, CBA - cflores@orrick.com
Career Promotion and Scholarship: OPEN - careerscholarship@sflpa.org

CCLS Program: Lorri Nicolini, CCLS - ccls@sflpa.org
Chapter Achievement: Christine Flores, CBA - governor@sflpa.org

Education: Claudia Deza, Chair - education@sflpa.org

Hearsay Committee: Beth Sharpe, Chair; Danya Gonzales & Kate Cochran - editor@sflpa.org

Interclub: Lillian Wong, Chair - interclub@sflpa.org

Legal Procedure: Danya Gonzales, Chair - legalprocedure@sflpa.org

Membership: Suddie Scott, Chair - membership@sflpa.org

Professional Liaison/Day-in-Court: OPEN - dayincourt@sflpa.org

Programs: Lillian Wong, Interim Chair & Kristen Craig-Reed - program@sflpa.org

Ways & Means: Genevieve Miranda, Chair - waysandmeans@sflpa.org

Website: Kristen Craig-Reed, Chair - website@sflpa.org

Employment: Kristen Craig-Reed, Chair - employment@sflpa.org

Social Media and DEI: Odaya Buta-Scott, Chair

Open Positions: Scholarship and Day in Court



TABLE OF CONTENTS

VOLUME 87 - ISSUE 3

NOV. 2023 - JAN. 2024

Cover Article, Beth Sharpe, CP	1
Elected, Appointed Officers and Committee Members for 2023-2024	2
Table of Contents	3
President's Message, Francie Skaggs, CCLS	4-5
Member Spotlight	6
Vice President's Message & Report, Suddie Scott	7
Competition Winners: Winter 2023	8
2023: A Year in Review Competition Entries	
SFLPA & LPI Trivia Competition Answers and Fun Facts	10-11
Feature: Hands-on Cultural and History Lessons (Part 1 of 2), Danya Gonzales .	
Thank You to our Holiday Party Sponsors	18
What Have We Been Up To? Recent Events	19-20
Governor's (Pro Tem) Report, Lorri Nicolini, CCLS	21-28
LPI Membership	25
Local Highlights: Dickens Fair, Kristen Craig-Reed	
The California Certified Legal Secretary Exam, Lorri Nicolini	28-29
SFLPA Out and About Photos	31-32
Feature: The Evolution of Paid Leave in California, Ryan Stahl	. 34-37
CCLS Application	39
Legal Procedure: California Court Chatter, Danya Gonzales	. 40-47
Just a Few LPI Events	48
The Laws of Grammar, Lorri Nicolini, CCLS	
SFLPA Membership Information	53
LPI Benefits	
SFLPA Change of Address Form	56
SFLPA Diversity, Equity + Inclusion Statement	57
Diversity, Equity + Inclusion Calendar, Odaya Buta-Scott	58-59
SFLPA Events Calendar	
Message from Hearsay Editor, Beth Sharpe, CP	61
LPI Code of Ethics	62





PRESIDENT'S MESSAGE

FRANCIE SKAGGS, CCLS



PRESIDENT'S MESSAGE

With Perseverance in Our Sails, through the Storm, We Prevailed.
We are Unstoppable!

Greetings Members and Happy New Year,

Welcome 2024! It's a new year, and the third quarter of the SFLPA fiscal year. The SFLPA Board has been working diligently to bring some upcoming events to our members. This is the time of year that many of us start thinking about goals. My goal is to work to get to know our members even more, especially in person!

Our January Brown Bag will be Immigration Law with Lucy Fong Lee, Esq, who has a passion for what she does since her own parents are immigrants from China, fled Communism, and are now proud Americans. Ms. Lee is a special guest to SFLPA, was our Installing Officer at our Installation in April, 2023, and has presented well-received Brown Bags in the past. We are always honored to have Lucy speak for us.

SFLPA will also have its Membership Meeting on Tuesday, January 16, 2024 at Coblentz Patch Duffy & Bass. I have a special speaker planned for our meeting and hope our members can attend. More details to come soon! We always have a good time at our Membership Meetings and learn so much while enjoying the networking of other legal professionals.

SFLPA Ways and Means Chair Genevieve Miranda, CCLS, has been planning all kinds of exciting events. We had a successful fundraiser with our Double Good Popcorn sales in September-October and a Charleston Wrap sale just in time for the holidays! I would also like to give Genevieve a huge congratulations on her accomplishment of passing the California Certified Legal Secretary's Exam in September 2023 and now can proudly put the initials "CCLS" after her name. To learn more about the CCLS exam, visit the LPI website at https://www.legalprofessionalsinc.org/ccls-applicants/. It is an honorable accomplishment, and the support received from others is warm, not to mention that a group of people working, studying, and learning assiduously is a team building experience that introduces life-long friends who will forever be there for you. Right now, Genevieve has been working on putting together a Tea Party for our members. We have had tea parties in the past, and they were so fun, elegant, and a fun way to enjoy spending time with others. Of course, now that we are in person, there will also be lots of drawings and fun prizes to win as well!



PRESIDENT'S MESSAGE





SFLPA has gained so many new members, whom we warmly welcome to our association. I truly encourage all of the new members to attend our Brown Bags and Quarterly Membership Meetings where you will meet so many other legal professionals, as well as have a fun time! It's not always work – we have had Happy Hours and other fun events as well.

For all our members, do not hesitate to reach out to us. We are always curious about what kind of events you would like in the future, and what legal topics you would be interested in learning more about. You can find more about upcoming events, our amazing Board, and contact information by going to our website at www.sflpa.org.

Your President,

Francie Skaggs, CCLS

SFLPA MEMBER SPOTLIGHT

NEW MEMBERS! Winter season, 2023: SFLPA gives a very *warm welcome* to the 13 new members who joined from October to December 2023!

Vice President Suddie Scott installs three new members at the SFLPA Holiday Party at Patriot House on December 14, 2023. From left to right: Suddie Scott, Stephanie Riddell, Molly Zahner and Adriana Vera.





VICE PRESIDENT'S MESSAGE SUDDIE SCOTT



Hello SFLPA Members:

This year has flown by amazingly fast, and the holidays are behind us. I hope everyone had a happy holiday season, and I wish you all a prosperous New Year!

This was my first year serving as Vice President for SFLPA. I have learned so much from each of the Board members. You are very professional and creative. You all jumped in to help me put on a magnificent Membership Happy Hour event in August 2023. It has been my pleasure working with you. At the Membership Happy Hour, seven new members signed up for membership with SFLPA. I would like to thank all of the vendors who participated and for their generous donations.

As 2023 ends, let us be thankful for our families, our jobs, and new friends we have met this past year. I want to thank all the new members that have joined us since April 2023. We appreciate you and thank you for your continued commitment to the legal profession. I also want to thank all of the faithful members who have been with San Francisco Legal Professionals Association for many years. We appreciate your dedication and commitment. We could not have accomplished making the events happen as well as the educational webinars that have helped so many members in the legal community. At each event, you were incredibly supportive to make sure the events took place in a timely fashion.

I would like to congratulate Genevieve Miranda for passing the CCLS Exam. Also, I would like to thank Genevieve for hosting the Double Good Popcorn and SFLPA Charleston Wrap fundraisers, both of which were successful.

I would like to thank Claudia Deza for obtaining tickets for the SF Giant's game on September 16, 2023. It was a great turnout.

Last but not least, I would like to give a shout out to President Frances Skaggs for mentoring me through the process of being Vice President. I also would like to thank Lillian Wong with helping me plan the events. She has invaluable skills and information from which I have learned.





VICE PRESIDENT'S MESSAGE



SUDDIE SCOTT

Membership Statistics - Below is our current membership as of December 7, 2023.

Membership class	Renewal	New	Total (per Membership Class)
Active	47	25	72
Associate			
Student	1		1
Total (per	48	25	73
Membership Type			TOTAL annual members

Suddie Scott Vice President and Membership Committee Chair









COMPETITION WINNERS!

WINTER 2023







The winner of the Hearsay Trivia competition is ...

Melissa Dallas!

Melissa wins a \$20 gift card! Congratulations!

I have been a Litigation Secretary for around 15 years, five years currently with Coblentz where I met Francie who introduced me to SFLPA. The photo is me and my 19-year-old cat Wolfgang, I've had him since he was eight weeks old.





The winner of the 2023: A Year in Review competition is...

Stephanie Riddell!

Stephanie wins a \$20 gift card! Congratulations!

As the director of business development for U.S. Legal Support, I came to SFLPA earlier this year to meet legal support staff that I can learn from in an effort to provide the best litigation support solutions possible! When I'm not working, I am committed to raising a family of 6 kids, 2 dogs and a cat with my husband and love of my life, Eric.

See all the competition entries below!



Competitions!! 2023: A Year in Review



Kristen Craig-Reed, Barkley Court Reporters (SFLPA Board Contribution)

Hello - I have chosen this photo of me from Burning Man. This year was my 10th burn but it was particularly memorable because of the crazy rain that trapped 64,000 burners on playa for over 48 hours. What could have been a stressful situation, was actually a ton of fun for me and my campmates who absolutely made the most of the situation- we didn't just survive, we thrived in the mud!



2023



Stephanie Riddell, US Legal Support (SFLPA Member Entry)
Happy holidays!

My most memorable moment from 2023 is when my 18 year old daughter, Damia graduated high school with a 4.4 GPA which helped her to win the presidential scholarship and admittance into the honors program at St. Mary's!

Hope to see everyone's memorable moments in the Hearsay!

Danya Gonzales, Keker, Van Nest & Peters, LLP and Chris Flores, Orrick Harrington & Sutcliffe LLP (SFLPA Board Contribution)

I'm submitting the attached photo, knowing that I'm not eligible to win the prize, because it exemplifies the frosting on the cake that SFLPA membership gives us all. This photo of Danya and me was taken in Paris in front of the Arc de Triomphe on our recent vacation. I have known and respected Danya as a colleague in the legal community and fellow SFLPA Board member since she joined us. However, we both took a leap of faith as we planned this trip. I have to say it was one of my best decisions ever! Not only did I get to revisit three cities that I had enjoyed previously, and watch Danya experience it with fresh eyes, I had the opportunity to get to know Danya on a much deeper level. At times life seems superficial in this busy world we live in, which makes this friendship much more precious than ever!



I know Board members are not eligible to win the prize but I want to submit the entry anyway to show that our connection runs deeper than our commitment to serve the legal community.



Competitions! SFLPA & LPI Trivia



1. In what year was San Francisco Legal Professionals Association Formed?

Answer: 1936.

Source: 1) Chris Flores's article titled "LPI Local Chapter Spotlight, San Francisco LPA," Apr.-July 2023 Hearsay bulletin; 2) current President's Message on SFLPA's website, dated May 4, 2021, commenting on SFLPA's 85th year; and 3) LPI's website at "About" tab, "Who We Are," PDF titled "History of Legal Professionals, Incorporated."

Fun Fact: Since its formation, SFLPA has continued to grow and serve its members and the legal community working or living primarily in San Francisco. SFLPA has a rich history of providing continuing education opportunities, networking, career advancement, and professional growth, along with service to Legal Professionals, Inc. ("LPI"). It is one of 27 local chapters of LPI throughout California dedicated to educating legal professionals and promoting high ethical standards among all legal professionals.



2. What was the original name of the association?

Answer: San Francisco Legal Secretaries Association.

Source: Chris Flores's article titled "LPI Local Chapter Spotlight, San Francisco LPA," Apr.-July 2023 Hearsay bulletin.

Fun Fact: In the early 1960s, the association volunteered to host a conference. While the planning was underway, the Board learned that the association should incorporate as a nonprofit corporation to shield the elected officers from being personally liable for any misfortune at the conference. In 1962, San Francisco Legal Secretaries Association was incorporated.



Competitions! SFLPA & LPI Trivia



3. What prompted the association to change its original name to its current name?

Answer: In recognition of its diverse membership.

Source: Chris Flores's article titled "LPI Local Chapter Spotlight, San Francisco LPA," Apr.-July 2023 Hearsay bulletin.

Fun Fact: In earlier years, the association primarily comprised of legal secretaries, but as the legal community changed and we strengthened our relationship with other members of the legal community, our association grew. Its name was changed in 2003 to reflect this inclusivity, and the association now comprises of legal secretaries, paralegals, legal services, court personnel, calendar and docket professionals, court reporters, and an attorney.

Just for Fun! Which board member's family members are in these photos— Danya, Lorri or Francie's? Look out for the answer later in the issue!







By Danya Gonzales and Chris Flores

In late September 2023, we set off on a two-week culturally broadening journey of two internationally renowned capital cities in Europe—each endowed with a deep history and world-class historical monuments—and a lesser crowded destination but equally as iconic for its stunning architectural masterpieces and impressive landscapes. Everyone dreams of traveling to Europe and exploring the vibrant local cultures, unique architecture, and cuisines that vary from country to country. With so many beautiful places boasting natural wonders and must-see sights, it was surprisingly easy to come to the decision to visit Paris (France), Bath (England) and London (England)! Chris had been to all three destinations but happily agreed to return with a first-time visitor. I had planned to visit Paris and London in 2021, but a tiny virus obliterated my life-long dream, and home became a staycation for the next two years. Happily, Europe was open for business this time around, and we visited the best that each city had to offer without incident!

Prepared with iPhones with international plans, portable battery chargers, an iPad, Google Maps, Google Translation, Uber, Rick Steves' travel guides, and a few Euros and Pounds, we arrived in Paris and explored the "City of Lights" for the first six days of our cultural journey. Our lovely Parisian rental was situated just northwest of Paris in the area known as **Neuilly-sur-Seine**, a short distance from the magnificent **Arc de Triomphe** and the famous **Champs-Elysees Boulevard**. Known as one of the world's grandest and most celebrated streets, Champs-Elysees is home to high-fashion shopping, theaters, celebrity cafes, the finale of the Tour de France, and the most profitable McDonald's ("MacDo") in the world. According to Rick Steves, America's leading authority on European travels, hamburgers are the most common dish in French restaurants these days, both as a fast food and as a trendy gourmet dish!

What would a trip to Paris be without a visit to the Eiffel Tower? A masterpiece of architectural excellence, the Eiffel Tower is among the most famous landmarks in the world and, naturally, a must-see attraction while in Paris.





feature Haticle





Cont.

Named after the renowned French civil engineer Gustave Eiffel, the tower was built on the 100th anniversary of the French Revolution. A competition was held for designs for a suitable monument, and the French government settled on Eiffel's concept of a 984-foot tower built almost entirely of open-lattice wrought iron. In contrast to other older monuments as the dome of St. Peter's in Rome, the tower was erected in only two years (1887-1889). Incidentally, Eiffel also built the metal framework for another world-famous monument: the Statue of Liberty in New York Habor. The statue was a gift from France to celebrate the 100th anniversary of the American Declaration of Independence in 1886.



Over the ensuing days, as we bumbled and stumbled our way around with help from generous Parisians, technology and Uber, we paid homage to a few other beloved sites and recommendations: Notre-Dame Cathedral, still recovering from a devastating fire in April 2019; Louvre Museum; Jewish Art and History Museum; the trendy neighborhood of Marais; and a stroll along the Seine River. Notre-Dame—meaning "Our Lady" in French—remains closed to the public, but restoration of the French Gothic cathedral is firmly underway. In fact, an unprecedented surge of more than 846 million Euros, and world mobilization of 340,000 donors from 150 countries, have enabled the preservation of the cathedral with a view to open its doors to worshippers and visitors in 2024.

The Louvre is quite the sight of grandiose! Formerly a palace and the seat of the French monarchy, this national treasure is the world's largest and most visited art museum. It was originally built in the late 12th to 13th century and continued being built in stages over eight centuries and succeeding kings. It ceased to be a royal residence when Louis XIV moved his court to Versailles in 1682; the idea of









Cont.

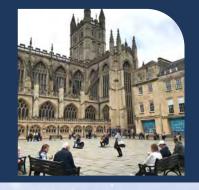
using the Louvre as a public museum materialized in the 18th century by France's Revolutionary National Assembly. The museum has more than 30,000 works of art on display, including the likes of Leonardo da Vinci's 1503 portrait "Mona Lisa," the most famous painting in the Louvre.



What would an article about Paris be without a brief mention of its world-famous cuisine? Paris is a top foodie destination, and we took great delight in it all! But, perhaps, the most memorable dishes might surprise you. A recommendation from the host of our rental, we dined at the iconic **Angelina Tea Room**, a Parisian mecca for gourmet pleasure (and a quick Metro ride to the Louvre). The eggs benedict and avocado toast were stunning and luscious. **Le Village**, a restaurant in our host community, offered a traditional French dish known as "Aligot" (pronounced "ahlee-go"). Chris's friend Laurent, a French resident and dear family friend, chose this restaurant to introduce us to this stretchy, cheesy stew. Made from cheese blended into mashed potatoes, this fondue-like dish is served hot off the stove, from a pot, table-side. Extraordinary!







Cont.



Angelina Tea Room Eggs Benedict and Avocado Toast



Le Village Sausage with Aligot



On October 4, we packed up early in the morning and boarded the high-speed Eurostar rail for London's Victoria Coach Station. London's rail workers were scheduled to be on strike that day, so we had little choice but to transfer at the station to a 3.5-hour bus ride to Bath, our second destination. Unfortunately, our ride was extended by another two hours due to missing our scheduled bus (sigh), and the National Express bus line being delayed with so many additional passengers and traffic. After a 12-hour day of traveling, we arrived in Bath and settled into our charming rental, a short walking distance from the town center.

Generally, a 1.5-hour train ride from London, Bath is an enchanting historic country escape from the buzz of the big city. Named for its ancient, thermalspring-fed Roman pools, Bath is home to a diverse range of attractions, including restaurants, independent shops, Botanical Gardens, parks, and sprawling meadows, but is best known for its stunning, honey-colored Georgian architecture, Roman remains, and soothing mineral hot springs. Clustered around the city are magnificent architectural landmarks such as the No. 1 Royal Crescent Museum, Pulteney Bridge, and Bath Abbey, as well as the stunning Parade Gardens and Roman Baths. Bath is truly one of the most beautiful cities in Europe and the only entire city in the UK designated a UNESCO World Heritage Site—the greatest cultural sites and natural landscapes in the world. It is a must-see for the outdoor travelers and fans of Netflix's smash-hit period drama series Bridgerton!





Cont.

Bath Abbey – A magnificent example of Tudor architecture, the church has a history spanning 1,300 years. In 973 AD, the first King of all England was crowned here, which was celebrated in 1973 by a visit from the late Queen Elizabeth.



Parade Gardens – Opposite the Abbey, a view of the riverside park and the Pulteney Bridge. The warm golden color of the buildings is typical of the city, made from limestone from the surrounding hills.



No. 1 Royal Cresent – A restored Georgian townhouse museum decorated as life might have been during the mid-1700s. Also, the exterior for the Featherington home in Netflix's *Bridgerton*.









Cont.



Our journey ends here for now, but we look forward to sharing our "pinch-me-I'm-in-London" finale, our third and final destination, in the next issue of the *Hearsay*! Stay tuned for more cultural and history lessons as we continue to explore the most recognizable attractions in the world, including the 11th century Victorian Gothic style **Palace of Westminster** at the heart of the United Kingdom.



Sources:

- Rick Steves® Paris, 24th ed. Rick Steves, et al. Avalon Travel, Hachette Book Group, 2022.
- https://www.britannica.com/topic/Eiffel-Tower-Paris-France
- https://travel.usnews.com/rankings/best-europe-vacations/
- $\bullet \ https://www.stalbansceacademy.com/usr/docs/2020/1/Exploring\%20Paris\%20Slide3.pdf$
- https://www.ricksteves.com/about-rick
- https://www.toureiffel.paris/en/news/history-and-culture/15-essential-things-know-about-eiffel-tower
- https://notredamecathedralparis.com/
- $\bullet \ https://www.britannica.com/biography/Claude-Perrault\\$

Feature Haticle



SFLPA WOULD LIKE TO THANK THE FOLLOWING VENDORS FOR SPONSORING OUR HOLIDAY PARTY & SPREADING JOLLY TO OUR MEMBERS!



















Since 1936—

WHAT HAVE WE BEEN UP TO?

RECENT EVENTS

SFLPA was honored to have special guest speaker LPI Vice President Donna Day present to members and also attend their General Membership Meeting at Coblentz, Patch, Duffy & Bass LLP on October 17, 2023



The SFLPA board, members and special guests were in attendance for Donna Day's insightful and enjoyable presentation.







Everyone was treated to dinner from City Smokehous e, SF.

SFLPA held its Holiday Party at Patriot House on December 14, 2023!







Friends of Jolly Ol' Saint Nicholas stepped out to celebrate the spirit of Christmas.







WHAT HAVE WE BEEN UP TO?

RECENT EVENTS (CONT'D.)



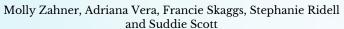




Vice President Suddie Scott installed three new members at the Holiday Party: Stephanie Ridell, Molly Zahner and Adriana Vera









Francie, Marlena Fejerang, Beth Sharpe, Genevieve Miranda and special guests.





Angelica Pacheco, Claudia Deza, Marlena Fejerang and Kate Cochran



Francie, Rod Cardinale, Jr., Chris Flores, Beth Sharpe, Stephanie Riddell and Margaret Landsborough



GOVERNOR'S REPORT

LORRI NICOLINI, CCLS, GOVERNOR PRO TEM



LPI SECOND QUARTERLY CONFERENCE

The Second Quarterly Conference and Board of Governors Meeting was held on November 10-12, 2023 at the Hilton Santa Cruz/Scott's Valley in Santa Cruz, California. It was hosted by Legal Professionals, Incorporated. I attended as Governor Pro Tem; Francie Skaggs, CCLS attended in her capacity as part of the LPI Leadership Team; and Kristen Craig-Reed and Erin Keller of SFLPA were also in attendance.

The theme of the Conference was "Under the Boardwalk." It began on Friday, November 10th, with an informal welcome reception and a craft event with nacho bar where participants made mason jar lanterns.

The Board of Governors Meeting was held Saturday morning, November 11th. Rod Cardinale, Jr. LPI President, presided over the meeting. A brief tribute to the late Joan M. Moore, CCLS, LSI President 1980-1982, was made. There were 18 Governors present constituting a quorum. The Minutes of the August 2023 First Quarter Board of Governors Meeting were distributed and approved as corrected.

The LPI Elected Officers gave their reports. Of note were reports of an increase in LPI membership. As of October 31, 2023, LPI has 525 renewing members, 212 new members, 10 student members, 9 associate members, 85 reverse PC members, 15 lifetime members, and 89 members at large, for a total of 945 members across 25 Associations. SFLPA had 63 members as of that date, including one student member and six lifetime members.

Other highlights of the various officers' reports were 1) an encouragement for members to visit the LPI website and subscribe to forums to obtain information and updates on various topics, 2) a mention that LPI election materials would be distributed around January 15, 2024 for the upcoming officer elections at the May 2024 Annual Conference, 3) an overview of upcoming CLE classes and that information about the next six months of CLE classes would be forthcoming, 4) and the results of the latest CCLS examination held in September 2023. Nine people took the CCLS exam in September; four people passed (including SFLPA's Genevieve Miranda, CCLS), and one person passed four of the seven sections, making her eligible to retake the remaining three sections at the next examination scheduled for March 2024. Also of note, the Eula Mae Jett Scholarship will not be administered in 2023, but plans are to administer it in the 2024-2025 fiscal year.



GOVERNOR'S REPORT CONT'D.



The next few LPI Conferences are scheduled to be held as follows:

- February 2024 3rd Quarterly Conference in Walnut Creek
- May 2024 Annual Conference in Fremont
- August 2024 1st Quarterly Conference in Costa Mesa
- November 2024 2nd Quarterly Conference in Walnut Creek
- February 2025 3rd Quarterly Conference in Santa Cruz

Saturday afternoon consisted of multiple CLE course offerings centered around the topic of ethics. Among those were Ethics for Legal Professionals given by The Honorable Sunil R. Kulkarni of the Santa Clara Superior Court, Ethical Issues and Virtual Remote Work given by Alison Buchanan, Esq. of Hoge Fenton, Reasoning & Ethics given by Vivian Shreve, CCLS, and Ethical Considerations in E-Discovery given by June Hunter.

The Saturday evening reception and banquet had a beach theme with people dressing in sundresses, floppy hats, Hawaiian shirts, and even silly costumes, all in the carefree and festive mood of being at the beach. A live band provided music as attendees danced the night away and participated in a rousing round of "Freeze Frame" where participants were eliminated from the dance floor one by one until one winner remained.

Sunday morning dawned with a lovely buffet breakfast and inspirational speaker before the second session convened of the Board of Governors Meeting. There were 18 Governors present, constituting a quorum. Of note was a proposal that LPI pay in full for people attending Conferences in the dual capacities of an LPI officer and Association Representative. In the past, if a person held an LPI office and also attended Conference as a delegate for their Association, LPI would reimburse that person for half of his or her expenses, and the local Association would reimburse the person for the other half. This has sometimes placed a burden on the local Association if it did not have the funds to reimburse the attendee. Many times in this situation a person was not able to attend a Conference. By having LPI make the full reimbursement, it is hoped that more people will be able to attend and that the local Associations will not incur that expense.

A drawing was held for scrip tickets to the 4th Quarterly Conference to be held in February 2024 in Walnut Creek. The wining associations were Mt. Diablo LPA, Los Angeles LSA, Riverside LPA, and Beverley Hills/Century City LSA, with Stanislaus County LPA being drawn as a backup.



GOVERNOR'S REPORT CONT'D.



It was a pleasure and a privilege to represent the San Francisco Legal Professionals Association at LPI's 3rd Quarterly Conference as your Governor Pro Tem. Please feel free to contact me if you have any questions or comments about this Conference. Complete copies of the Officers' and Chairs' reports are available on the LPI website.





BARKLEY

📤 Court Reporters

A MAGNA LEGAL SERVICES COMPANY





Court Reporting

Nationwide Coverage **Experienced & Reliable Reporters** 24-Hr Scheduling Easy-to-Use Online Office Real-Time Reporting Corporate Account Management



Record Retrieval

Secure, Easy-to-Use Records Portal Real-Time Order Tracking OCR & Bates Stamping Subpoena Preparation & Services Nurse Review HyperNav Records Navigator



Language Services

On-Site Interpreting **Document Translation** Over-the-Phone Interpreting



Video Services

Certified Legal Videography Video Editing & Conversion Courtroom Playback



Virtual Proceedings

Virtual Court Reporters & Interpreters Monitoring & Instant Tech Support **Exhibit Management & Annotations** Break-Out Rooms

Barkley Court Reporters, a Magna Legal Services company, provides end-to-end legal support services to law firms, corporations & governmental agencies throughout the nation.



Jury Consulting

Jury Research Case Risk/ Damages Assessment Focus Groups & Mock Trials Online Jury Research with JuryConfirm Jury Selection/ Voir Dire Witness Preparation Shadow Juries Change of Venue Studies



Graphics Consulting

Strategic Visual Communication **Technical Tutorials** 2D/3D Animations & Recreations Presentation Design & Production Interactive Timelines



Trial Presentation

Document/ Deposition Management Courtroom/ War Room Setup Courtroom Presentation Trial Technology



Social Media Surveillance

Jurors, Plaintiffs & Experts

To learn more, contact Kristen Craig-Reed: KristenC@MagnaLS.com | 415-972-9160 (cell) or visit www.Barkley.com





MEMBERSHIP

Established in 1934, Legal Professionals Inc., also known as "LPI," is a nonprofit, mutual benefit corporation organized for the purposes of providing educational, professional, and personal development programs to its members.

Membership is open to anyone within the legal profession. In addition to legal support professionals, the membership includes court clerks, court reporters, paralegals, legal assistants, legal administrators, banking/trust department personnel, legal support vendors, and attorneys.

Local associations, located throughout the state, offer monthly educational and professional programs. Many sponsor lunchtime learning, evening, and weekend long-term educational workshops.

Advantages of LPI Membership:

- · Continuing education and professional development
- · Local association educational meetings
- · Networking with other legal professionals
- · The Legal Secretary magazine (published quarterly)
- Benefits available to members on an individual basis:
 - · Discounts on LPI's Rutter Group publications
 - Financial consulting
 - Disability income plan
 - · Long-term care plan
 - · Medical plan
 - · Credit union memberships
 - Rental car discounts

LPI Conferences:

Conferences are held May, August, November, and February at various locations throughout California. Continuing educational seminars and workshops are offered at each conference, conducted by respected attorneys, judges, and educators. Updated materials are provided for each workshop.

Membership-At-Large:

There are over thirty associations within the State of California. Legal professionals may join LPI as a Member-at-Large if a local association is not within a reasonable distance. Members-at-Large are eligible for all of the benefits of membership, but joining LPI through a local association provides instant access to the benefits of the local association as well as LPI.

LPI Publications:

Legal Professional's Handbook – This best-selling, two-volume publication sets out procedures and forms in most areas of law in a clear, concise manner.

Law Office Procedures Manual – This publication, an excellent training tool, contains completed Judicial Council forms, procedural guidelines and a glossary formulated for legal procedure.

Legal Secretary's Reference Guide – The essential, handy desk reference guide for busy legal professionals.

The Legal Secretary – This quarterly magazine, published by LPI and distributed to all members, contains educational and professional development articles from LPI officers, chairmen, members, and guests.

LPI Programs:

California Certified Legal Secretary – Become more valuable in your office, maintain and increase your skills, gain more confidence, earn more respect, and achieve greater financial security by achieving certification through the CCLS program. Online study courses are offered.

<u>Legal Specialization Sections</u> – Further your legal education by joining one or all of the Legal Specialization Sections: Civil Litigation, Criminal/Family Law, Law Office Administration, Probate/Estate Planning, Federal Law, and Specialty Law. Classes are offered free to members at each LPI conference, as well as online. Members receive a statewide roster of counterparts and quarterly newsletters.

<u>Legal Secretary Training</u> – Online classes are offered, including Beginning Legal Secretary and Advanced Discovery. Classes are work-at-your-own-pace, and are designed for legal staff at all levels.

For more information about membership or an association near you, contact LPI's Corporate Office: Kim Oreno, kim@legalprofessionalsinc.org; www.legalprofessionalsinc.org. Find us on Facebook, Instagram, LinkedIn & Twitter!

Take a step in the right direction. Advance your legal career, improve your professional and personal skills.

BECOME A MEMBER OF LPI TODAY.



Local Highlights: Dickens Fair

KRISTEN CRAIG-REED, WEBSITE
MAINTENANCE AND EMPLOYMENT CHAIR

Kristen Craig-Reed and her family (husband Michael, daughters Eliza and Caliana and mother Kaki) attended The Great Dickens Christmas Fair at the Cow Palace in San Francisco on Sunday, December 17th (a treasured yearly tradition for their family).

The Great Dickens Christmas Fair started in 1970 in San Francisco at the old Anchor Works warehouses, which is now Levi Plaza. It bounced around to various locations in the city, but also spent two years at the Fox Theater in Oakland in the 1980s, was cancelled in 1989 because of the Loma Prieta earthquake, was held at Cal Expo in Sacramento in 1990, and finally found their current home at the Cow Palace starting in 2000. Unlike the Renaissance Faire which is celebrated all over the county (and originated by the same family as the Dickens Faire: the Pattersons),

The Great Dickens Christmas Fair is the only celebration of its kind in the world. What started as a themed holiday party at the Patterson home in 1968 now runs each year from the weekend after Thanksgiving to the full weekend before Christmas eve (December 17th being the last day in 2023). Attending feels like traveling back in time to Charles Dickens' London, or rather being on a movie set for a remaking of A Christmas Carol. Aromas of hearty foods fill the air, as you travel in and out of lamplit shops filled with one-of-a-kind gifts. If you have never attended the fair, put it on your to-do list for next Christmas.











San Francisco Legal Professionals Association

MEMBERSHIP MEETING

It's a New Year!

Let's make time management one of our top goals for 2024!

Prize
Drawing
for In Person
Attendees!

Special Guest Speaker:

Sarah Tetlow

FOUNDER | FIRM FOCUS



Sarah Tetlow is the founder of Firm Focus, LLC, and the creator of the ARTT Email system. Sarah is a motivational productivity speaker, and is a prominent, sought-after international speaker for attorneys and other legal professionals. Her interactive programs provide a fun and pragmatic approach to time management challenges. In the legal profession, we all need assistance with time management, and we are fortunate to have Sarah as a speaker!

In Person (includes dinner):

• Members: \$30

• Nonmembers: \$35

All virtual: \$15



To Register, go to https://www.sflpa.org/events-calendar/ or scan the QR Code

JANUARY 16, 2024 5:30 PM - 8:00 PM

COBLENTZ PATCH DUFFY & BASS LLP ONE MONTGOMERY ST., STE. 3000 (120 KEARNEY) SAN FRANCISCO, CA 94104

DEADLINE TO REGISTER: JANUARY 12, 2024

HEARSAY | ISSUE 03



NEXT CALIFORNIA CERTIFIED LEGAL SECRETARY EXAM IS MARCH 16, 2024 LORRI NICOLINI, CCLS/



LORRI NICOLINI, CCLS/ CCLS COMMITTEE CHAIR

Have you seen the "CCLS" initials behind a person's name and wondered what that was all about? Do you know something about the CCLS exam and want to achieve that certification, but wonder how to go about it? Well, you are in the right place.

The California Certified Legal Secretary (CCLS®) examination is a comprehensive virtual examination given bi-annually on the third Saturdays of March and September each year and is administered by our parent organization, Legal Professionals, Inc. ("LPI"). It tests applicants on their knowledge and mastery of seven areas of practice: legal terminology, legal computations, California legal procedures, performance skills, reasoning and ethics, law office administration, and communications. It is open to all legal professionals who have been employed full-time for at least two years as of the date of application for the exam.

LPI offers an eight-week virtual study group before each exam where the applicant can study at his or her own pace, participate in live discussions every Sunday evening, or review the recordings of the Sunday evening sessions when convenient. Suggested texts for study and reference include the Law Office Procedures Manual ("LOPM"), the LPI Legal Procedures Manual, and The Red Book, a manual of legal style. LPI also offers study packets for each section that can be purchased individually or as a set. While it is not a requirement to attend the LPI Study Group, many applicants have found this or other study groups extremely helpful in preparing for the exam.

An applicant must pass each of the seven sections of the exam with a minimum score of 70 percent, or the overall score must be at least 75 percent. If an applicant passes at least four of the seven sections in one sitting, he or she can do a partial retest, meaning she only has to retake those sections she did not pass, within certain time limits. If the unpassed sections are not retaken or passed within the required time limits, the entire exam must be retaken. There is no limit to the number of times a person can sit for the examination.

Once a person passes all seven sections of the CCLS exam, they have earned the designation "CCLS," an indication of professional achievement and mastery within the legal field. CCLSs have reported greater opportunities within their existing roles, greater self-confidence in their everyday work, and increased earning potential, among other benefits.

Important dates to keep in mind for the March 16, 2024 CCLS examination are:



NEXT CALIFORNIA CERTIFIED LEGAL SECRETARY EXAM IS MARCH 16, 2024

COLL COLLEGE SHOW CERTIFIED LEGISLAND CERTIFIE

CONT'D.

- December 30, 2023 Deadline to register for the CCLS On-Line Study Group
- January 7, 2024 First On-line Study Group session
- January 16, 2024 Deadline to register for the CCLS examination without a late fee
- February 16, 2024 Deadline to register for the CCLS examination with a late fee
- March 3, 2024 Last On-line Study Group session
- March 16, 2024 CCLS Examination

All information about the CCLS exam, suggested study aids, where to purchase materials, and the application process and fees can be found on the LPI website at https://www.legalprofessionalsinc.org/ccls-applicants/. As the current CCLS Chair, I am available to answer questions, also. You can contact me at ccls@sflpa.org.









TO THE NEW YEAR



London's Big Ben lit up by New Year firework display.



Times square ball drop countdown.



New Year's Eve at the London Eye.



ExpressNetwork

A LEGAL SUPPORT NETWORK COMPANY

CLAUDIA DEZA

Senior Account Executive Direct: 415-531-4620

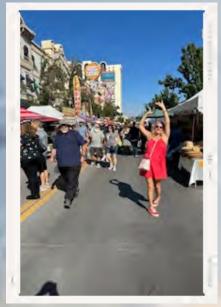
<u>claudiad@expressnetwork.com</u> info@expressnetwork.com





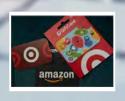
SFLPA Out and About Photos















It's Reno time! The biggest little city in the world!

Lots of prizes were up for grabs as games were played on the bus itself.

FRANCIE, LORRI AND MAY RENO BUS TRIP JOINED SACRAMENTO'S ANNUAL RENO BUS TRIP ON OCTOBER 7TH, 2023!



Heather Nowak, LPI Advertising Chair



Francie Skaggs and Sarah Kennedy, U.S. Legal



Lorri Nicolini and Francie



President Rod Cardinale, Jr.



SFLPA Out and About Photos





Dawn Foerger, CCLS, LPI Tech Committee Chair, mastering a Michelada (Bloody Mary's cousin).



Kristen and Francie glammed in retro shades and beachy-ish ware.



Renee Evans, CCLS, LPI Education Chair - Oh, that winning smile!

LPT'S 2ND QUARTERLY CONFERENCE, UNDER THE BOARDWALK, NOVEMBER 10-12, 2023!



SFLPA represents!



Lots of opportunities for themed parties.



Kristen and Francie



Treats galore!





The Evolution of Paid Leave in California

By Ryan Stahl, Partner at Sherer Smith & Kenny LLP



We are grateful to author Ryan Stahl and the Bar Association of San Francisco for kind permission to use this article which was initially published in the San Francisco Attorney Magazine, Summer 2023.

California has some of the most generous leave laws and ordinances in the United States, but it wasn't always this way. The landscape of paid leave has changed drastically in California in the last two decades and continues to evolve. In my employment practice, I've advised clients ranging from sole proprietors hiring their first employees to multi-national companies considering cross-border impacts of proposed policies. The questions I get about leave in California vary widely from, "Is vacation required?" (It's not.) to, "How do I switch to unlimited PTO?" (It's more nuanced but something a lot of employers have done.)

This article focuses on the concepts of paid sick leave, vacation, and paid time off and summarizes how these forms of leave have evolved and currently operate under California law.

The Beginning

While paid sick leave is now required everywhere in California, it hasn't been the case for that long. In 2006, San Francisco became the first city in the United States to require paid sick leave by passing and implementing its Paid Sick Leave Ordinance ("PSLO"). The hallmarks of the PSLO included accrual of paid sick leave at a rate of one hour for every thirty hours worked (with properly classified exempt workers treated as having worked forty hours per workweek regardless of actual hours worked) as well as different accrual caps for small (less than ten) and large (ten or more) employees.

Nearly a decade later, California passed the Healthy Workplaces, Healthy Families Act of 2014 (the "Act"). The Act made the granting of paid sick leave mandatory for all employees regardless of employer size beginning on July 1, 2015. Similar to the PSLO, the Act required the granting of paid sick leave at the same one-hour-per-thirty-hours-worked rate, but it also allowed employers to satisfy its requirements by making an annual lump-sum grant of twenty-four hours to employees. The Act further set a single accrual cap at forty-eight hours regardless of employer size.

feature Haticle





The Evolution of Paid Leave in California



Following passage of the Act, various other municipalities – including but not limited to Emeryville, Oakland, Berkeley, Los Angeles, Santa Monica, and San Diego – enacted their own paid sick leave ordinances. While the Act continues to create the baseline for paid sick leave for any statewide employer, companies with workers throughout California must be mindful of various local ordinances to ensure they comply with any requirements that may affect their workers. Most local ordinances will apply to remote workers who spend sufficient minimum time working remotely within their jurisdictions.

Despite the evolution and expansion of paid sick leave, California remains in the minority of states in the United States that require paid sick leave. As of 2023, only fourteen states and Washington D.C. require paid sick leave in some form.

Sick Leave, Vacation, Paid Time Off, and the Payment of Wages

As noted above, the granting of accrued paid sick leave is mandatory in California while the granting of vacation leave is not. Nevertheless, granting some amount of vacation leave is a standard practice at most companies.

As an alternative, some employers choose to use a single form of paid time off, or "PTO," that can be used for sick, vacation, or other personal leave. PTO presents the administrative convenience to employers of tracking a single form of accrued leave and use. It further typically satisfies paid sick leave requirements in most jurisdictions so long as it is granted at a sufficient minimum rate based on hours worked and the employee can also accrue sufficient minimum PTO up to or beyond whatever accrual cap is in effect in that jurisdiction for paid sick leave.

The treatment of accrued leave at the end of employment can be an area of significant liability for employers, and not all forms of leave are equal under California law. Pursuant to Labor Code section 201, "wages earned" are payable either immediately in the case of an involuntary termination or within seventy-two hours in the case of a voluntary resignation without prior notice.

feature Herticle





The Evolution of Paid Leave in California



These "wages" include "unused or accumulated vacation, annual leave, holiday leave, or time off," but do not include accrued paid sick leave. Consequently, for employers that grant paid sick and vacation leave, only accrued vacation must be paid out at the end of employment, while for employers that use an accrued PTO system, all accrued leave must be paid out at the end of employment.

The Dawn of "Unlimited" PTO

The mid-2010s saw a number of larger companies – beginning with those in tech – creating and implementing "unlimited" PTO policies. Under these policies, companies began to make PTO generally available to employees whenever they wanted and eliminated accrued leave. Of course, the catch was and remains that employees were still expected to meet performance metrics, which themselves serve as an informal limitation on PTO truly becoming "unlimited."

While these policies may benefit employee morale and, if administered fairly, provide more generous and flexible benefits to employees, they also provide a significant benefit to employers. Namely, if there is no accrued PTO then the employer may not have any obligation to pay out any additional wages beyond what is owed for the final pay period in a termination of employment scenario. (See, e.g., McPherson v. EF Intercultural Foundation, Inc. (2020) 47 Cal.App.5th 243, 268-269.) This differs drastically from a situation where a long-term employee may have accrued a generous amount of vacation that remained unused at the end of employment. For larger companies, this could result in millions or even tens of millions of dollars saved annually.

Employers instituting or transitioning to unlimited PTO must still be aware of additional administrative requirements. Pursuant to Labor Code section 246(i), "[a]n employer shall provide an employee with written notice that sets forth the amount of paid sick leave available, or paid time off leave an employer provides in lieu of sick leave, for use on . . . the employee's itemized wage statement." For employers using unlimited PTO, the word "unlimited" or a similar notation indicating PTO is unlimited must be displayed where the accrued PTO balance would usually be placed on a paystub.

Feature Haticle





The Evolution of Paid Leave in California

CONT'D.



Alternatively, employees can be provided with a separate written document indicating PTO is unlimited. Failure to satisfy this requirement could result in liability, including under California's Private Attorneys General Act (or "PAGA") if the omission affects multiple employees.

Conclusion

Paid leave in California has evolved significantly over the past two decades. As society continues to transition out of the COVID-19 pandemic, it remains to be seen whether the preference for remote work will last or if workers will slowly return to the office at or near pre-pandemic levels. If remote work continues, further changes will likely occur regarding the structuring of paid leave and other aspects of work-life balance. As such, attorneys advising employers in California and elsewhere should stay abreast of developments in this area of the law.

Ryan Stahl is a partner at Scherer Smith & Kenny LLP in San Francisco. His practice focuses on employment litigation and counseling for both employers and employees.

The article is available at https://www.sfbar.org/sfam/q2-2023-evolution-paid-leave-california/.



Feature Haticle

San Francisco Legal Professionals Association







Lucy Fong Lee, Esq.

January 23, 2024 12:30 pm to 1:30 pm

One Hour of MCLE or CCLS Continuous Education Certificates Available.

This Event is **FREE** to anyone in the legal field.



Register at www.sflpa.org/events-calendar/ Or scan the QR Code

IMMIGRATION LAW

IMMIGRATION LAW

IMMIGRATION LAW



About the Presenter

Lucy Fong Lee, Esq.'s parents immigrated to the United States from China. The story of how they fled Communism and worked hard in America, the country they truly love, inspired her to become an attorney and help immigrants. Lucy grew up working in the family restaurant business, mostly as a sous chef. Upon becoming an attorney, she worked at Tana, Moran & Weil and Pillsbury, Madison & Sutro before joining Fallon, Bixby, & Cheng in 1996. I became the owner of the firm in 2000 at which time the firm became Fallon, Bixby, Cheng & Lee, Inc., the oldest continuing immigration law firm in San Francisco since 1925.





California Certified Legal Secretary A Program of LPI®



APPLICATION TO TAKE CCLS® EXAM

Mail Application, copy of LPI Membership Card (if applicable), and fees to: Vivian L. Shreve, CCLS, c/o WSGR, 650 Page Mill Road, Palo Alto, CA 94304 (Select one) (Select one) Northern California Saturday, September 18, 2021 Saturday, March 19, 2022 Southern California Saturday, September 18, 2021 Saturday, March 19, 2022 Deadline: Applications must be received 60 days prior to the examination date. Late Application: Late Fees apply when Applications are received less than 60 days (but not less than 30 days) prior to the examination date, and accepted only if space is available. Deferral: Requests to defer to the next exam must be received at least 30 days prior to the exam date EXAMINATION FEES Check PayPal Payable to "LPI" Email exam application to (Select Payment Type) Mail to above address CCLSCertifyingBoard@gmail.com. Payment link will be provided upon confirmation of eligibility to sit for exam. LPI Members Non-LPI Members \$ 25.00 On Time Registration Fee On Time Registration Fee \$ 75.00 100.00 100.00 Examination Fee* Examination Fee* Late Fee (if applicable) 45.00 Late Fee (if applicable) 45.00 \$125.00 TOTAL DUE w/o Late Fee: TOTAL DUE w/o Late Fee: \$175.00 Personal Information Name: _ Mailing Address: ___ Last 4 digits of SSN: _____ Email: ____ Phone (Day): _ Phone (Evening): __ LPI Member: Yes (enclose copy of LPI Membership Card) Name of Local LPI Association: **Employment Information** Provide your legal secretarial employment information beginning with your most recent (or current) employment in order to confirm that you have at least two years' experience. Attach a supplemental page if you have not been in your current position for two years. ____ Dates of Employment: ___ Position: -Employer: (name and address) Supervisor's Phone: ___ Supervisor: Supervisor's Email: ___ Summary of Duties: _ I certify that I have completed this application truthfully. I understand that a false statement may result in the rejection of this application or revocation of my certification. I understand and agree that the contents of the examination are confidential and not to be discussed with anyone, and that my employment record will be verified by a member of the California Certified Legal Secretary Certifying Board.

Applicant Signature

*Fees subject to change without notice.

Rev. April 2020





Danya Gonzales, Legal Procedure Chair, with collaboration from Francie Skaggs, CCLS, President

SUPREME COURT OF THE UNITED STATES – AMENDMENTS AND ADDITION TO THE FEDERAL RULES OF CIVIL PROCEDURE (EFFECTIVE DECEMBER 1, 2023)

On December 1, 2023, amendments to the Appellate, Bankruptcy, Civil, Criminal and Evidence rules and forms became effective along with new Bankruptcy, Civil, and Criminal rules. Noted below are the amendments and new addition to the Federal Rules of Civil Procedure:

- Rule 6(a)(6)(A) Computing and extending time for motion papers. The amendment adds "Juneteenth National Independence Day" to the list of legal holidays in the rule;
- Rule 15(a)(1) Amended and supplemental pleadings before trial. This rule is amended to substitute "no later than" for "within" to measure the time a party may amend its pleading once as a matter of course. "No later than" makes it clear that the right to amend lapses 21 days after the pleading is served and is revived only on the later service of a responsive pleading or one of the Rule 12 motions [defenses and objections by pleading or motion];
- Rule 72(b)(1) Magistrate judges' findings and recommendations on dispositive motions and prisoner petitions. This amendment is in step with recent amendments to the rules that recognize service by electronic means, and replaces the requirement that a magistrate judge's recommended disposition be mailed to parties. The rule is amended to permit the clerk to serve a copy of the magistrate judge's order by any of the means provided in Rule 5(b) [service and filing of pleadings and other documents];







Court Chatter Cont'd.

• Rule 87 (new rule) — Civil rules emergency. This rule addresses the prospect that extraordinary circumstances—as the COVID-19 pandemic—may substantially interfere with the ability of the court and parties to act in compliance with a few of these rules and substantially impair the court's ability to effectively perform its functions under these rules. The responses to the COVID-19 pandemic showed that almost all challenges can be effectively addressed through the general rules provisions. Thus, the emergency rules authorized by this rule allow departures only from a narrow range of rules that, in rare and extraordinary circumstances, may raise unreasonably high obstacles to effective performance of judicial functions.

For additional information on these amendments and new rules and forms, please visit the U.S. Courts website at https://www.govinfo.gov/content/pkg/CDOC-118hdoc30/pdf/CDOC-118hdoc30.pdf. https://www.govinfo.gov/content/pkg/CDOC-118hdoc30/pdf/CDOC-118hdoc30.pdf.

CALIFORNIA COURT OF APPEAL – OVERSIGHT OF ADMINISTRATIVE PRESIDING JUSTICES AND PRESIDING JUSTICES (EFFECTIVE SEPTEMBER 1, 2023)

The Judicial Council adopted rule 10.1014 of the California Rules of Court that became effective on September 1, 2023. The rule promotes the efficient, effective, and proper administration of the Courts of Appeal by increasing the accountability of administrative presiding justices and presiding justices. The rule allows anyone to submit a contention that an administrative presiding justice or a presiding justice has not properly addressed or managed an important matter related to the administration of a Court of Appeal or a division of a Court of Appeal.

A person may submit that contention to the administrative presiding justices collectively for their review. Any administrative presiding justice or presiding justice who is the subject of a contention is recused from reviewing the contention and must cooperate with the administrative presiding justices responsible for reviewing that contention. Following receipt and review of a contention, the administrative presiding justices collectively may take appropriate remedial or other lawful action to address the contention.







Court Chatter Cont'd.

For additional information on this new rule, please visit the Judicial Branch of California at https://www.courts.ca.gov/75863.htm.

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA – TERMINATION OF PATENT PROGRAM (EFFECTIVE MARCH 30, 2024):

The United States District Court for the Central District of California announced that the Court's Patent Program will be terminated effective March 30, 2024. The Court's Patent Program began in 2011 as part of the national Patent Pilot Program, established pursuant to Pub L. No. 111-349, 124 Stat. 3674, and became permanent in 2021 after the pilot program expired.

Under the Patent Program, the Chief Judge designated voluntary district judges to receive such cases and magistrate judges to handle all referred discovery-related matters. Judges participating in the Patent Program will continue to accept transfers of Patent cases until March 30, 2024. After March 30, 2024, however, Patent cases will be assigned randomly without the option to transfer to the Patent Program.

For more information about this termination, please visit the Court's website at https://www.cacd.uscourts.gov/news/termination-patent-program-effective-march-30-2024.

JUDICIAL CONFERENCE REVISES POLICY TO EXPAND REMOTE AUDIO ACCESS OVER ITS PRE-COVID POLICY (EFFECTIVE SEPTEMBER 22, 2023)

On September 12, 2023, the Judicial Conference of the United States approved a change to its broadcast policy that expands the public's access to Civil and Bankruptcy proceedings over the Judiciary's longstanding pre-COVID policy, which prohibited all remote public access to federal court proceedings.

The new policy went into effect on September 22, 2023, immediately after the expiration of the temporary exception that was put into place by the Judiciary when access to courthouses was restricted for health and safety reasons. The exception allowed judges to permit remote audio access to any Civil or Bankruptcy proceeding. The revised policy,





adopted at the Conference's biennial meeting, will permit judges presiding over Civil and Bankruptcy cases to provide the public live audio access to non-trial proceedings that do not involve witness testimony.

The change does not extend to proceedings involving witness testimony or Criminal proceedings. Concerns about the potential impact on proceedings involving witness testimony are currently being examined. Temporary permission to conduct some Criminal proceedings by videoconference or teleconference, which had been granted under the 2020 CARES Act, ended on May 10, 2023. Courts have already discontinued the use of virtual Criminal proceedings, except as otherwise authorized. The revision also does not affect a judge's ability to allow parties and counsel to appear remotely by teleconference and videoconference.

The <u>26-member Judicial Conference</u> is the policy-making body for the federal court system. By statute, the Chief Justice of the United States serves as its presiding officer, and its members are the chief judges of the 13 courts of appeals, a district judge from each of the 12 geographic circuits, and the chief judge of the Court of International Trade.

The Conference convenes twice a year to consider administrative and policy issues affecting the court system.

To view the revised policy announcement, please visit the United States Court's website at https://www.uscourts.gov/news/2023/09/12/judicial-conference-revises-policy-expand-remote-audio-access-over-its-pre-

 $covid\#: \sim : text = The \%20 revised \%20 policy \%2C\%20 adopted \%20 at, do \%20 not \%20 involve \%20 witness \%20 testimony.$

ALAMEDA COUNTY SUPERIOR COURT – ALL COURT CLERKS' OFFICES NOW OPEN UNTIL 3:00 P.M. THROUGHOUT COUNTY (EFFECTIVE OCTOBER 23, 2023):

The Superior Court of Alameda County will keep clerks' offices open to the public until 3:00 p.m. at all its courthouses, providing the public with additional access to the courts. This change reverts closing times back to pre-pandemic hours.

The change impacts clerks' offices at courthouses in Oakland, Hayward, Alameda, and Berkeley where certain offices had been closing at 2:00 p.m. as a result of lower and unpredictable staffing levels due to COVID-19.





Phone hours will also extend to 3:00 p.m. at all clerks' offices, and drop boxes will now be accessible from 3:00-4:00 p.m.

Despite the new hours, all litigants are encouraged to utilize eCourt at https://eportal.alameda.courts.ca.gov, the Court's online record management system, to file and manage case documents. Attorneys filing Civil cases and cases in Family Law, Probate, Mental Health, and Adoption are all required to utilize e-filing at https://www.alameda.courts.ca.gov/online-services/e-filing. Self-represented litigants can continue to file in-person but are encouraged to use e-filing.

Please visit the Court's website at https://www.alameda.courts.ca.gov/general-information/locations-contact-info for information about specific courthouse locations and office hours.

EL DORADO COUNTY SUPERIOR COURT – CHANGE TO REMOTE APPEARANCE PLATFORM AND FEES (EFFECTIVE DECEMBER 4, 2023)

Beginning December 4, 2023, the El Dorado County Superior Court will begin using a new remote appearance platform for all remote appearance requests. The intent of this platform is to improve access to the courts and reduce litigation costs in civil cases, to the extent feasible and as otherwise provided by the law. Remote appearances will be conducted via Zoom for matters consistent with Code of Civil Procedure 367.75, California Rule of Court 3.672, and Penal Code Sections 977, 977.3 and 1043.5.

In accordance with Local Rules 5.01.00 and 7.02.00, fees for remote appearances will be charged pursuant to California Rule of Court 3.672 and Government Code Section 70630 and consistent with Assembly Bill 199. The fee for remote appearances in Civil, Family, Probate, and Small Claims cases will be \$25.00 plus a 2.75% credit card fee and a \$5.95 convenience fee. Parties with a valid fee waiver or other exemption will not be charged remote appearance fees. Remote appearance fees are not applicable in Criminal, Traffic, or Juvenile matters. For updates and information, visit https://www.eldorado.courts.ca.gov/onlineservices/remote-appearances.







Court Chatter Cont'd.

adopted at the Conference's biennial meeting, will permit judges presiding over Civil and Bankruptcy cases to provide the public live audio access to non-trial proceedings that do not involve witness testimony.

The change does not extend to proceedings involving witness testimony or Criminal proceedings. Concerns about the potential impact on proceedings involving witness testimony are currently being examined. Temporary permission to conduct some Criminal

SANTA CLARA COUNTY SUPERIOR COURT - UPDATE TO LOCAL RULE 8(C) (IN EFFECT)

Santa Clara County Superi<mark>or Court No</mark>w Allows Moving Parties to Schedule Hearing Dates at the Time of Filing!

Good news for those tired of constantly checking the calendar to find out if their motion date has been scheduled! Since April 22, 2021, parties filing motions in Santa Clara County Superior Court had to file and serve their motions with the date of the motion left blank for the clerk to fill in. The process took up to two months before the hearing date was scheduled. The best practice would be to check the court website periodically (if not daily) to find out whether the hearing date had been scheduled.

It was the responsibility of the moving party to notify all other parties by filing an Amended Notice of Motion with the assigned hearing date. However, how many times did that actually happen? The majority of the time, if you were the party planning to file an opposition, it would be good practice to also check the court's website for the hearing date to prevent the surprise of finding a hearing date scheduled sooner than expected, and not allowing more than nine court days prior to timely file the opposition.

Now, the moving party can schedule a hearing by calling Santa Clara's motion-scheduling phone number: 408-882-2430, Monday through Friday, 8:30 am to 12:30 pm. After scheduling the motion hearing date, moving papers must be filed within five business days of reserving that court date, or the date will be released for use in other cases.

It's not just a relief for the moving party, but for the responding party as well since, according to Code of Civil Procedure § 1005, opposition papers due nine court days prior to the hearing can be calendared immediately upon receiving service of the motion.







Court Chatter Cont'd.

SONOMA COUNTY SUPERIOR COURT – RELOCATION OF CIVIL CLERK'S OFFICE (EFFECTIVE NOVEMBER 20, 2023)

Effective November 20, 2023, the Sonoma County Civil Clerk's Office will relocate to the Civil and Family Law Courthouse located at 3055 Cleveland Avenue, Santa Rosa, CA, 95403.

Court customers will now be able to file paperwork at the same location as the Civil Courtrooms. The Civil Clerk's Office processes matters that include Limited and Unlimited Civil Actions, Unlawful Detainer cases, Civil Harassment Restraining Orders and Small Claims.

The Civil Self-Help Center will also move to the Civil and Family Law Courthouse on a date to be determined. They will be open and available for service at their current location at the Hall of Justice, 600 Administration Drive, Santa Rosa, CA, 95403, until their new location is ready. A further announcement of their move will be made at that time.

For more information about this relocation, please visit the Court's website at www.sonoma.courts.ca.gov.

CARE ACT LAUNCHES IN SEVEN CALIFORNIA COUNTIES (IMPLEMENTED OCTOBER 2, 2023):

The Community Assistance, Recovery, and Empowerment (CARE) Act, that took effect on January 1, 2023, is intended to deliver mental health treatment and support services to the most severely impaired Californians who often experience homelessness or incarceration without treatment. The law establishes a new, non-criminal proceeding that authorizes certain people—such as family members or first responders—to petition a civil court for treatment and services for those with untreated schizophrenia and other psychotic disorders.

In January 2023, the Judicial Council allocated <u>funding</u> for the first group of courts implementing the CARE Act, including funding for representation by qualified legal services providers and public defenders. In May, the council <u>approved</u> new rules and forms to support the program, which were made available for public comment. The council is also tasked with collecting data on the program's implementation, as well as training and technical assistance for judges and court staff.





On October 2, 2023, seven county superior courts launched the CARE Act—Glenn, Orange, Riverside, San Diego, San Francisco, Stanislaus, and Tuolumne. Additionally, on November 1, 2023, the Superior Court of Los Angeles County announced its launch of www.LACourt.org/CARE, an accessible resource for Los Angeles County residents to find valuable information relating to the December 1, 2023, implementation of the CARE Act. The remaining 50 counties must implement their programs by December 1, 2024.

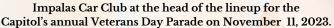
For more information about the Care Act and Care-eligibility criteria, please visit the California Courts Newsroom at https://newsroom.courts.ca.gov/news/care-act-launches-today-heres-what-know and https://www.courts.ca.gov/documents/CARE-Act-Eligibility-Criteria.pdf and the Superior Court of Los Angeles website at https://www.lacourt.org/newsmedia/uploads/1420231119283323NRCARECOURTWEBPAGE.pdf.

Update on CA Assembly Bill 436

As an update to Danya Gonzales and Demetrius Gonzales's article titled "Cruising is Not A Crime," published in the August-October 2023 issue of the Hearsay, Governor Newson signed AB 436 into law effective on January 1, 2024.

AB 436 lifts the state's prohibition on lowriding and anti-cruising ordinances, and "will allow the historical legacies of cruising to continue for the current generation and many more," said coauthor Assembly member David Alvarez. Happy cruising!









SENIOR ACCOUNT EXECUTIVE SUE HAMMER shammer@firstlegal.com 415.720.6229 Court & Process
Depositions
Discovery
Records
Digital
Investigations





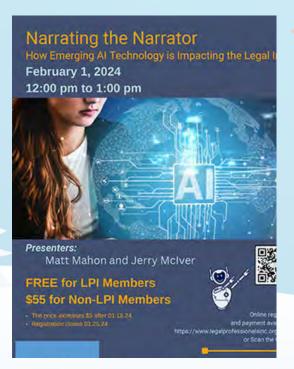
Just a Few LPI Events



Go to:

https://www.legalprofessionalsinc.org/events/ for more LPI events!

Hail to the Chiefs LPI's Third Quarterly Conference & President's Day Weekend Honoring Our LSI and LPI Past Presidents February 16-18, 2024 Walnut Creek, CA

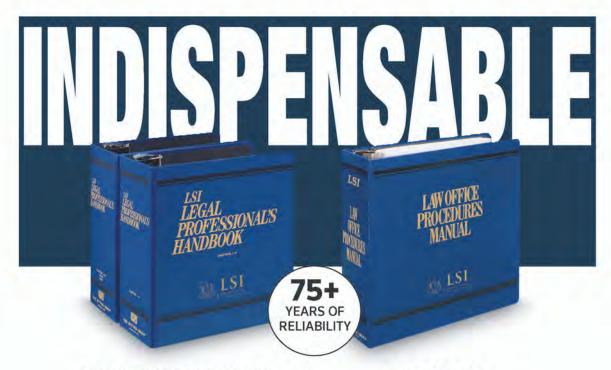












LEGAL PROFESSIONAL'S HANDBOOK

...THE ULTIMATE RESOURCE GUIDE!

Busy lawyers rely on their staff to handle many details of their practice. They look to you, as a professional, to know what to do, and when and how to do it. The *Legal Professional's Handbook* provides you with the answers ... just as it has for over 75 years! Each chapter contains detailed practice forms and step-by-step instructions covering every major area of California law practice. The Handbook is an invaluable resource to add to your entire reference library!

LPI MEMBERS-ONLY PRICE\$347.20 Nonmembers Price\$496

Price includes shipping. Add applicable sales tax. This title is updated annually for subscribers by replacement pages.

LAW OFFICE PROCEDURES MANUAL

...THE IDEAL TRAINING MANUAL FOR NEW STAFF!

This Manual contains detailed practice forms for every major area of law practice, along with step-by-step instructions for completing them. This is a "must-have" forms guide for legal professionals, paralegals and new lawyers; and it's a great resource for training your office staff. In fact, the Manual is frequently used in schools, workshops and legal classes. You'll also find handy miscellaneous aids, such as procedural checklists and guidelines, tips on transcription and proofreading, law office abbreviations and legal terminology, and a list of useful reference books.

LPI Members-Only Price......\$191.10 Nonmembers Price.....\$273

Price includes shipping. Add applicable sales tax. This title is updated bi-annually for subscribers by replacement pages.

Buy both LPI books together and get a discount! Combo price for both books........\$538.30

Price includes shipping. Add applicable sales tax.

COMPILED BY

LEGAL PROFESSIONALS INCORPORATED

PUBLISHED BY

THE RUTTER GROUP





TO ORDER OR FOR MORE INFO, CALL (800) 747-3161 (EXT. 2)

www.RutterGroup.com™



The Laws of Grammar Lorri Nicolini, CCLS



WHY DO LAWYERS SAY "PLEADED" INSTEAD OF "PLED"?

"On June 20, 1994 O.J. Simpson *pleaded* not guilty to the murders of Nicole Brown Simpson and Ronald Goldman." "Harvey Weinstein faced two counts of rape and five counts of sexual assault. The 70-year-old former movie executive *pleaded* not guilty and has said all of the encounters were consensual." "Son of former Sinaloa cartel leader El Chapo *pleaded* not guilty in Chicago to U.S. drug trafficking, money laundering and other charges." (Emphasis added in preceding quotes.)

I wonder, why do news reports consistently use "pleaded" instead of "pled" as the past tense of "plead" in their reporting of criminal matters? I have even heard well-educated people "correct" those in the legal profession, telling them that "pleaded" is wrong. But is it? Let's find out.

We are used to hearing verbs that rhyme with plead like read, lead, and bleed conjugated in the past tense as read (pronounced "red"), led, and bled, respectively. So, what happened with plead?

The word "plea," meaning (1) an appeal or entreaty, or (2) something that is alleged, urged, or pleaded in defense or justification, was first recorded in the late 12th century. The word "plead" as a legal term, meaning "to allege or set forth (something) formally in an action at law," was first recorded in the early 13th century. Both words had origins in French, and the French words can be traced to the Latin verb *placere*, meaning "to please."

Originally, pleaded was considered the correct past tense of plead. It is still correct, but is now considered the more formal past tense. The AP Stylebook and Chicago Manual of Style both list pleaded as the preferred past tense of plead, and because of this and of a tendency toward traditional usage, most American courts of law retain a preference for "pleaded."

Regular Feature





The Laws of Grammar Cont'd.



As we know, language evolves over time. Linguists note that (American) English speakers have a tendency to hypercorrect – or correct a word that does not need correction. This is what has happened with pleaded being "corrected" to pled. As pled continued to be used, it became more common and, generally, the preferred past tense of plead, at least in the non-legal realm.

So, if any of your friends in the non-legal world ask you about the use of pleaded as the past tense of plead, you can simply tell them that the short answer is both pleaded and pled are acceptable as the past tense of plead in American English; however, courts and lawyers tend to prefer the more formal "pleaded," and colloquially the more informal "pled" is the commonly used word.

Sources:

The Associated Press Stylebook: 2022-2024, 56th Ed., The Associated Press, 2022

The Chicago Manual of Style, 17th Ed., The University of Chicago Editorial Staff, 2017

Thesaurus.com, available at https://www.thesaurus.com/e/grammar/pled-vs-pleaded-which-one-should-you-use/

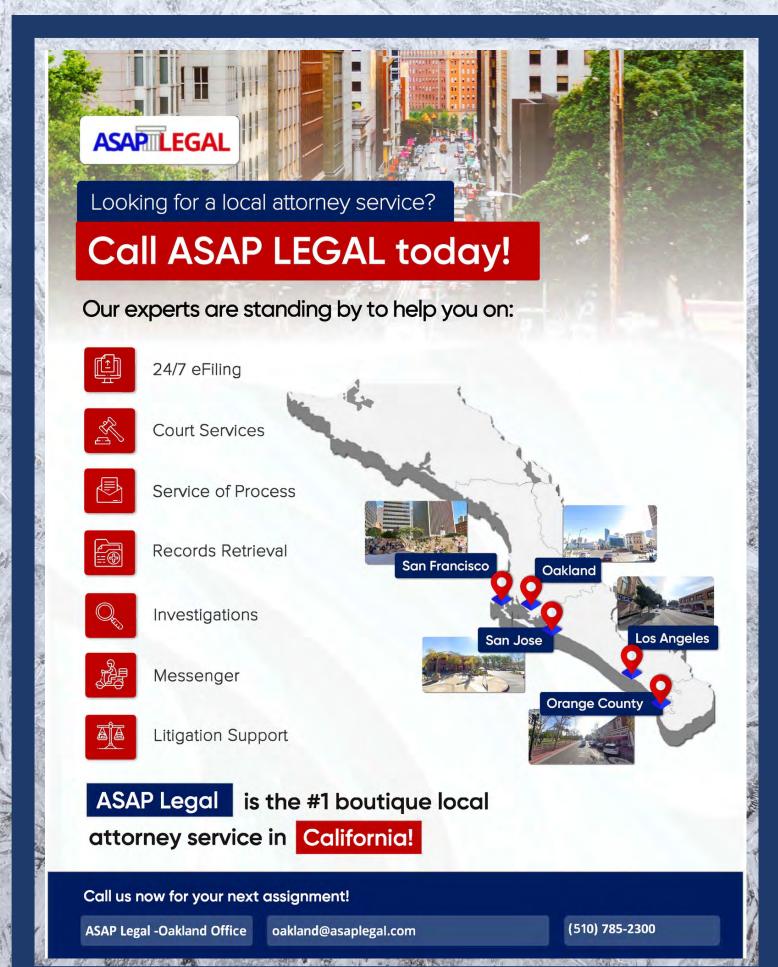
Merriam-webster.com, available at https://www.merriam-webster.com/word-matters-podcast/episode-46-pled-pleaded#:~:text=And%20in%20the%20late%2019th,is%20the%20more%20common%20form

Grammarly, available at https://www.grammarly.com/blog/pleaded-pled/











Become a Member



San Francisco Legal Professionals is a mutual benefit corporation formed for the primary purpose to provide its members with educational, networking, and personal development opportunities through a range of services. We have three different membership categories:

Active Membership

- You are currently employed by or have at least one-year experience, including temporary or freelance work, with a law firm, the legal department of a private company or government entity, a courthouse or other company that is legally entitled to provide legal advice and counseling to the public; employed by any business which provides legal support services
 - Have attended at least one SFLPA function.
 - Submit with your application dues in the amount of \$80.00 for the first fiscal year of membership. \$70.00 for renewal.

Associate Membership

- You are a student enrolled in a legal trade school or currently attend college and are enrolled in legal classes; are temporarily unemployed in the legal profession, or are actively seeking employment in the legal field.
 - Have attended at least one SFLPA function.
- Submit with your application dues in the amount of \$60.00 per fiscal year. \$50.00 for renewal.
 - Student Membership

Membership Renewals

• If you are a current member and wish to renew your membership, you may renew online or download a form to mail your renewal.

If you are interested and would like to learn more about the services provided within the SFLPA, please visit our website at: www.sflpa.org. To apply for membership, click on the Membership Tab and fill out our online application form. Payments can be made via credit card online.

Our application forms are also available to download. Applications and payments can be received by mail. Address information as well as who to make checks payable to are also provided on the forms.

If you have questions and would like to speak to someone, please send an email to our Vice President/Membership Chair: Suddie Scott. Send your email to: membership@sflpa.org.

LPI BENEFITS

LEGAL PROFESSIONALS INCORPORATED (LPI) - BENEFITS

Note: This list is maintained for use by members of Legal Professionals, Inc. Agents for insurance and financial providers are available as resources when members inquire about benefits. Please use this as a starting point, ask for information, compare policy coverage and prices. For information, call these representatives directly. For questions and concerns regarding Member Benefits, please contact the LPI Vice President at vicepresident@legalprofessionalsinc.org.

LEGALSHIELD/IDSHIELD

Contact: Courtney Coats, Independent Associate (925) 580-6446; coats8@legalshieldassociate.com
LegalShield offers legal, identity theft protection, along with a massive Perks Program with significant savings to over 500 local and national companies.

EMPLOYEE AND MEMBER DISCOUNTS

https://www.employeeandmemberdiscounts.com/empl oyee-discounts-and-offers/legal-secretariesincorporated/

Discounts on auto and car, entertainment, financial, health and medical, home services, insurance and warranty services, travel and vacation, pet care, and other unique offers.

WORKING ADVANTAGE Toll Free: (800) 565-3712

www.workingadvantage.com
Discounts on events, movies,
theme parks, live theater, sporting events,
ski tickets, hotels, family events, gift cards and more.
Member ID: Contact LSI Corporate Office at
info@lsi.org, or LSI Vice President.

PROVIDENT CREDIT UNION

303 Twin Dolphin Drive P.O. Box 8007 Redwood City, CA 94603-0907 (800) 632-4699 - (650) 508-0300 www.providentcu.org All LSI members are eligible to join.

HERTZ CORPORATION

Effective Date: June 1, 1996 CDP Card #447698 (800) 654-3131 www.hertz.com

LA FINANCIAL FEDERAL CREDIT UNION

P.O. Box 6015 Pasadena, CA 91102-6015 (800) 894-1200 www.lafinancial.org

Open to anyone working or living in L.A. County, or referrals from existing member.

LEGACY WEALTH MANAGEMENT Daniel R. Henderson, MBA, CFP

3478 Buskirk Avenue, Suite 300 Pleasant Hill, CA 94523 Office: (925) 296-2853 or (877) 679-9784 Fax: (925) 944-5675

E-mail: daniel@legacywealthmanagement biz www.legacywealthmanagement biz

Discounted John Hancock Long Term Car/Life Insurance, Annuities, Retirement, Investment & Estate Planning, Mutual Funds, & 401K

CAPITAL INVESTMENT ADVISERS Emerson J. Fersch, CFP, ChFC, CLU, CASL

5000 E. Spring Street, Suite 200 Long Beach, CA 90815 Office: (562) 420-9009 or (877) 270-9342 Fax: (562) 420-9955 www.ciadvisers.com

Retirement Planning/Investment Management, Pension and 401K Rollover Consulting, Comprehensive Financial Planning

DAVID WHITE & ASSOCIATES Wealth Accumulation and Preservation

3150 Crow Canyon Place, Suite 2000
San Ramon, CA 94583
(800) 548-2671
Contact: Ryan Gonzales (ext. 2682),
rgonzales@dwassociates.com, or
Matt Kay (ext. 2628), mkay@dwassociates.com
Investments, Retirement Plans, Education Savings
Accounts, Medical/Life/Disability/Long Term Care
Insurance

ATHLETES BUSINESS CONSULTANTS Jory Wolf, President/Founder

350 10TH Avenue, Suite 1000 San Diego, CA 92101 Office: (858)886-9842 Cell: (510)919-9062 jory@athletesbiz.com

California Insurance License: 0E88330 Discount on Long Term Care/Life/ Disability Insurance, commercial and residential lending.

Revised 04/2020

SANTA CLARA COUNTY LEGAL PROFESSIONALS ASSOCIATION Invites you to its 13th Annual







DANCING

Saturday
January 20, 2024
Social Hour: 5:30 pm
Crab Feast:
6:00 pm-8:30 pm

QUINLAN COMMUNITY CENTER 10185 N. Stelling Rd. Cupertino, CA 95014 \$75 Adults
\$40 Children (4-12)
Price includes:

28@@@and Wine
Soda and Water

Fresh Cooked Dungeness Crab! Includes Salad, Garlic Bread, Pasta, and Dessert!



For more information, contact Rod Cardinale, Jr. sccolpa_crabfeed@gmail.com____ Order tickets online at Eventbrite http://sccolpa_crabfeed.eventbrite.com or on the SCCoLPA website http://www.sccolpa.org/Events



A portion of the proceeds to benefit our local community projects





Change of Address



Member Name					
New Address					
City	_ State			Zip	
New Home Telephone					
New Office Telephone					
New Personal Email Address			<		
New Work E-Mail Address					
New Employer Name					
New Address	City_			State	Zip
Please indicate preferred contact method:		Home		Work	
YOUR SPECIALTY: Administrative Appeal Arbitration Business/Corporate Probate/Estate Taxation		☐ Criminal ☐ Family ☐ Law Office ☐ Litigation ☐ Real Estate ☐ Other (Spe	e Mana		
Please submit to:					

SFLPA Treasurer

E-mail: sflegalsecretary@gmail.com



San Francisco Legal Professionals Association

Diversity, Equity + Inclusion Statement

Members of the San Francisco Legal Professionals Association shall respect everyone, and shall not discriminate against anyone on the basis of that person's actual or perceived race, ethnicity, age, gender, religion, sexual orientation, gender identity, gender expression, disability, body size, educational background, nationality, immigration status, economic status and/or other diverse backgrounds.

Members shall contribute to a safe, professional, and collegial environment in SFLPA and LPI. This includes all SFLPA and LPI events, and all situations in which a member interacts or communicates with another member, regardless of whether the interaction occurs at or outside SFLPA or LPI events.

Members understand that people may belong to different communities and backgrounds of which the member is not aware. Members will be mindful of their potential biases, and respectful as they interact with others.

Members understand that disclosure of a person's diverse background can lead to unintended negative consequences. Therefore, members shall exercise utmost discretion in respecting others' privacy when diversity-related information is disclosed to or obtained by a member.

Members are encouraged to examine and take advantage of the privileges they have to support others within our association, their own communities, and beyond.





Diversity, Equity & Inclusion Calendars Odaya Buta-Scott, DEI + Social Media Chair



Dear Members,

We are very excited to share with you our January to March 2024 SFLPA Diversity, Equity and Inclusion (DEI) calendar. We made every effort to include many of the important dates, awareness days and months of all groups. If we missed any important dates, we apologize in advance. Please let us know what we missed, so we can make sure we include them in future editions. Email us at: editor@sflpa.

Thank you and Happy Celebrating!

	n	191	PV.	024 👑	NATIONAL BLOOD DOWNER MONTH	
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	2024 to	2	3	1	5	DÍA DE LOS REYES MAGOS
7	8	9	10	HUMAN TRAFFICKING Discorposes (flag)	12	15
14	MAKAR	16	17	18	19	20
21	22	25		HOLOCAUST REMEMBERANCE	26	27
	29	50	TU BISHVAT			





Diversity, Equity & Inclusion Calendars Cont'd.



Fe	DI	18	Y	HEART HEALTH month	BLACK HISTORY MORTH	DIEI ENDAR
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	DAU S	3
WORLD CANCER - DAY - FEBGLARY CT	5	6	7	8	9	Lunar New Year 2024
11	12	15	Vasant Panchano HAPPY Jahanas DAY 2024	NIRVANA DAY	16	17
18	DAY	National LOUE VOUR PET Day	21	22	25	Theravada PUJA
25	26	27	28	29		

	TЦ		2024 MARCH IS DISABILITY	NATIONAL TY AWARENESS MONTH	REQUALITY ONTH	الماكالماك
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				APPRECIATION DAY	2	WORLD WILDLIFE DRY
3	5	6	7	WOMEN'S DAY	9	Ramadan
d -Fitr 😂	equal pay day;	15	14	15	16	ST PATRI DA
	pring begins PERSIAN NEW YEAR	20	INTERNATIONAL DAY FOR ELIGIBLE AND THE RACIAL DISCRIMINATION Down Syndrome Day		Happy Purim	24
Happy Holi	26	27	28	GOOD	50	Easter IRANSO



SFLPA & LPI EVENTS CALENDAR

Educational & Networking Opportunities

January

1/9 - (multi-week) (LPI) Beg. Legal Sec. Training

1/9 - (multi-week) (LPI) Overview of Cal. Discovery

1/16 - 5:30 pm SFLPA Membership Meeting with guest speaker Sarah Tetlow

1/16 - (multi-week) (LPI) Adv. Discovery Training 1/16 (multi-week) (LPI) Appellate Proc. CA/9th C.

1/16 (multi-week) (LPI) Trial Preparation Course

1/16 - 12-1 pm (LPI) Table of Contents and Authorites 1/30 - 12-1 pm (LPI) Formatting Pleadings

1/18 - 12 pm (LPI) Ex-Parte Contacts: Know the Ethics

1/18 - 5 pm (Sacramento LSA) 2024 Annual Court Updates Event

1/20 - 9 am - 1:30 pm (LPI) Legal Writing and Analysis

1/20 - 6 pm (Santa Clara LPA) 13th Annual Crab Feed

1/23 - 12:30 pm - SFLPA Brown Bag: Immigration Law 101

1/23 - 12-1 pm (LPI) Getting Documents

Ready for E-filing

1/30 - 12-1 pm (LPI) Formatting Pleadings and Discovery

February

2/1 - 12 pm (LPI) Narrating the Narrator: AI Tech 2/6 - 6 pm SFLPA Board Meeting

2/16 to 2/18 - LPI's Third Quarterly Conference in Walnut Creek

March

3/6 - 6 pm SFLPA Board Meeting

3/7 - 12-1 pm (LPI) Your Home Is Spying on You

All SFLPA events are posted on our website. You will also find some of the flyers published in this issue. Please visit us at www.sflpa.org and click on the Events tab.

We also encourage you to visit LPI's website at <u>www.legalprofessionalsinc.org</u> to keep up with all the educational webinars, other local association events, and information on upcoming LPI Conferences.



Message From The Editor Beth Sharpe, CP



Thank you for joining us by reading through our colorful summary of association antics and insightful articles, and the many developments in California court procedures! We've entered a brand new year, one I like to think is full of hope, and my wish for everyone in SFLPA and the legal community is for personal and professional development, whatever form that takes.

Being a member of SFLPA is a great resource for opportunities for adding extra skills to one's bow. We have open committee positions on what must surely be one of the most supportive boards in California(!) for both the Professional Liaison/Dayin-Court and the Student Liaison/Scholarship chairs. As Lorri described earlier, preparing for the CCLS examination to become a California Certified Legal Secretary is also a phenomenal opportunity to consider. If networking, or just interpersonal connections are more what you need, come and have fun with us at our forthcoming tea party, or train with us at our regular lunchtime Brown Bag seminars! We look forward to getting to know you (more) in 2024!



Thank you legal community and Happy New Year from SFLPA!









