

# Hearsay

"Goals for Growth"

## San Francisco Legal Professionals Association



PO Box 2582, San Francisco, CA 94126  
www.SFLPA.org



### *In This Issue...*

**Feature: Names:  
Making Them Plural  
and NOT Possessive**

**Feature: Is It Time To  
Renew Your Passport?**

**Feature: Judge  
Kramer: We're Still  
All In This Together**

## The Holidays Are Here!

By Kate Cochran, Advising Editor

Happy Holidays, SFLPA! It's our favorite time of year, and we can't wait to celebrate with you in person soon and hear all about your favorite holiday traditions.

We had a wonderful time at the October 23 Afternoon Tea, where members dressed in their fanciest garb savored aromatic tea and delectable hors d'oeuvres at Jade Chocolates in San Francisco's historic Chinatown.

We're excited to announce our annual SFLPA Holiday Party will be on Tuesday, December 13, at 6:00 p.m. at our long-time favorite hangout, the Patriot House. Don't miss out--RSVP at: <https://www.sflpa.org/events-calendar/>. We'll be there with bells on...quite literally, if we get dressed after popping the bubbly instead of the other way 'round!



# San Francisco Legal Professionals Association 2022-2023 Elected Officers



**Frances Skaggs, CCLS**  
President



**Leanne Ruesink**  
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](mailto:executiveadvisor@sflpa.org)  
Parliamentarian: Christine Flores, CBA - [cflores@orrick.com](mailto:cflores@orrick.com)  
Career Promotion and Scholarship: Sally Mendez - [careerscholarship@sflpa.org](mailto:careerscholarship@sflpa.org)  
CCLS Program: Melissa Dallas, CCLS & Lorri Nicolini, CCLS - [ccls@sflpa.org](mailto:ccls@sflpa.org)  
Chapter Achievement: Christine Flores, CBA - [governor@sflpa.org](mailto:governor@sflpa.org)  
Education: Frances Skaggs, CCLS Chair & Lillian Wong - [education@sflpa.org](mailto:education@sflpa.org)  
Hearsay Advisor: Kate Cochran, Chair - [editor@sflpa.org](mailto:editor@sflpa.org)  
Interclub: Lillian Wong, Chair - [interclub@sflpa.org](mailto:interclub@sflpa.org)  
Legal Procedure: Danya Gonzales, Chair - [legalprocedure@sflpa.org](mailto:legalprocedure@sflpa.org)  
Membership: Leanne Ruesink - [membership@sflpa.org](mailto:membership@sflpa.org)  
Professional Liaison/Day-in-Court: Lillian Wong, Chair - [dayincourt@sflpa.org](mailto:dayincourt@sflpa.org)  
Programs: Lillian Wong, Interim Chair & Kristen Craig-Reed - [program@sflpa.org](mailto:program@sflpa.org)  
Ways & Means: Lillian Wong, Chair & May Sene - [waysandmeans@sflpa.org](mailto:waysandmeans@sflpa.org)  
Website: Kristen Craig-Reed, Chair - [website@sflpa.org](mailto:website@sflpa.org)

## Open Positions:

Programs, Hearsay Committee, Social Media & Public Relations





# TABLE OF CONTENTS

VOLUME 86 - ISSUE 3

OCTOBER-DECEMBER 2022

Cover Article .....	1
Elected, Appointed Officers and Committee Members for 2022-2023 .....	2
Table of Contents .....	3
President's Message, Francie Skaggs, CCLS .....	4-5
Vice President's Message & Report, Leanne Ruesink .....	6-7
Governor's Report, Christine Flores, CBA .....	8-12
LPI Snapshot: CCLS On-Line Study Group, Vivian Shreve, CCLS .....	14
SFLPA Out and About Photos .....	16-20
LPI Membership .....	21
SFLPA: What Have We Been Up To? .....	22-26
SFLPA Event Calendar .....	28
SFLPA Celebrates The Holidays! .....	29
Feature: Is It Time To Renew Your Passport? Christine Flores, CBA .....	30-31
CCLS Application .....	32
Legal Procedure: California Court Chatter .....	33-37
Feature: Judge Kramer: We're Still All In This Together, Danya Gonzales.....	45-49
Trans History Spotlight, Part II: Christine Jorgensen.....	50-55
Feature: Names: Making Them Plural & NOT Possessive, Nancy Tuten, Ph.D.....	56-60
SFLPA Membership Information .....	61
LPI Benefits .....	62
Message from Hearsay Editor .....	64
SFLPA Diversity, Equity + Inclusion Statement .....	65
LPI Code of Ethics .....	66

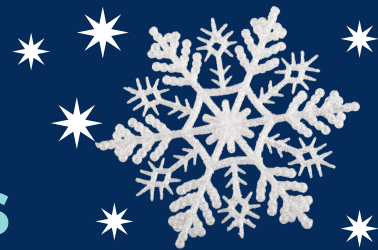






# PRESIDENT'S MESSAGE

## FRANCIE SKAGGS, CCLS



### Transitioning from the Remote World to the Hybrid World

Happy Holidays SFLPA Members:

San Francisco Legal Professionals Association joins the current trend as it moves into the hybrid world. Our last two Membership Meetings have been in person, but allowed others to join us remotely, thanks to the most current technology that helps keep us moving. It was so nice to see familiar faces in person. I want to thank the IT Department at Coblenz Patch Duffy & Bass also for helping make this happen!

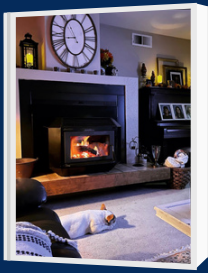
On October 18, we held our Second Quarterly Hybrid Membership Meeting with special guest Hon. Richard Kramer. A special thank you to Claudia Deza from Express Network who sponsored the delicious BBQ from City Smoke House.

Judge Kramer educated us through his gift of storytelling in “We’re Still All In This Together,” which was the sequel to “We’re In This Together,” which he presented at a Membership Meeting a few years ago prior to the pandemic. You can read more about Judge Kramer in our Hearsay featured article written by Legal Procedures Chair Danya Gonzales.

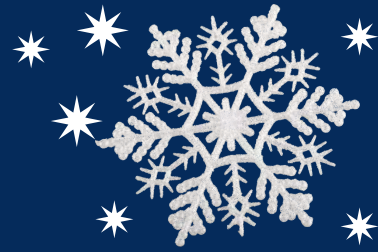
On October 23 we had a lovely Afternoon Tea at Jade Chocolates in San Francisco’s historic Chinatown. All dressed in the finest tea attire! Among the elegant hats, pearls and gloves, the room was filled with laughter and fun. Thank you to our Ways and Means Committee super duo, May Sene and Lillian Wong, for making this a memorable fundraising event.

The SFLPA October Brown Bag was also a sequel, “The Remote World Is Here To Stay,” with Mike Tisa. Mike Tisa, who is an expert in trial technology, shared the most recent trends and latest technology that allows us to work remotely as we shift from the remote world to the hybrid world. He taught us about the best headsets, microphones and cameras. Mike Tisa’s initial webinar “The Remote World Is Here To Stay: Are You Prepared?” was presented for the LPI Legal Specializations Section in January 2022. That is when we were learning the technology we needed to be successful when many of us in the legal profession were first learning about remote technology. This webinar is available to purchase on the Webinars On-Demand page of the LPI website at: <https://www.legalprofessionalsinc.org/recorded-webinars-for-sale/>.





# PRESIDENT'S MESSAGE CONT'D.



Ways and Means Chair May Sene continues to keep our fundraisers fun with a successful popcorn fundraiser with Double Good Popcorn, and adds some friendly competition by having a contest between the contestants. Congratulations to Lillian Wong for winning first place! She then arranged for a lovely Afternoon Tea on October 23, 2022 at Jade Chocolates in San Francisco's historic Chinatown.

I am looking forward to our Holiday Party on December 13, 2022 at the Patriot House. This will be the first in-person Holiday Party since 2019 and I cannot wait! Programs Chair Lillian Wong is planning some fun games and prizes, and I look forward to seeing many of you there!

Look for more SFLPA future events. Continue to visit our website at: [www.sflpa.org](http://www.sflpa.org). Our January Membership Meeting will be on January 17, 2023, and special guest speaker Thomas Harvey, Esq., of Coblentz Patch Duffy & Bass, will teach us about Trademark Law.

I am looking forward to seeing everyone soon!

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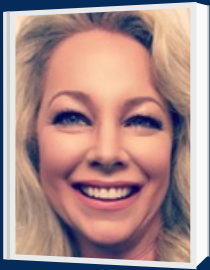
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# VICE PRESIDENT'S MESSAGE

LEANNE RUESINK



Hello SFLPA Members:

How many days to go?!?

It is hard to believe that we find ourselves within weeks of the holidays!

I wish everyone a happy holiday season and a wonderful New Year! With the holidays quickly approaching, take the time to embrace your loved ones, be thankful for all your blessings, and spread the gift of community spirit. May the good times and treasures of the present become the golden memories of tomorrow for your family and friends, just as our childhood memories of holidays past are such happy recollections now.

As this year comes to an end, let's all seize the opportunity to pause during all the holiday excitement of shopping, decorating, and cookie eating, to consider the true purpose for celebration, whether that be faith, family, friends, or community, and remind ourselves to appreciate the blessings in our lives that we can often take for granted.

This greeting comes with gratitude for the relationships that I've forged within my community, my career, and the San Francisco Legal Professionals Association. I am thankful for all that I have been given and look forward to what's to come in the new year. Thank you for making 2022 a truly outstanding and rewarding experience. Best wishes for lots of love, joy, and happiness this holiday season!

Best regards,

Leanne Ruesink



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# VICE PRESIDENT'S REPORT

## LEANNE RUESINK



### Membership Statistics

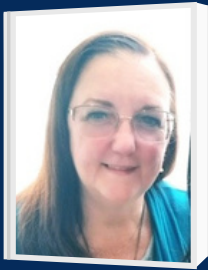
Below is our current membership composition, as of December 11, 2022:

	Membership Type		
Membership Class	Renewal	New	Total (per Membership Class)
Active	37	10	47
Associate	1	1	2
Student	0	0	0
Total (per Membership Type)	38	11	<b>49</b> <b>TOTAL annual members*</b>



Founded in 1969 Pathways Personnel uses its strong regional network of legal and corporate professionals built from our stable and continuous presence in the bay area employment industry for over 50 years to find the highest quality candidates for our clients. All Pathways recruiters are legal and corporate industry veterans. Our experience lets us better understand the challenges that our clients and candidates face working in and running a law firm or corporate legal department.





# GOVERNOR'S REPORT

## CHRIS FLORES, CBA



LPI's Second Quarterly Conference was held the weekend of November 11 through 13, 2022, at the Hilton Arden West in Sacramento, California. President Francie Skaggs, CCLS, attended as part of the Webinar Team of LPI; Larry McGrew attended as LPI Legal Procedure Chair; and Legal Procedure Chair Danya Gonzales attended her very first LPI Conference! Treasurer Sally Mendez, along with Rae Peres, was able to attend the Saturday session. It was my privilege to represent SFLPA as Governor.

The conference weekend opened with the Welcome Reception. We all enjoyed the chance to reconnect with our colleagues from all over the state of California. The mood was very festive and social. We also had the chance to meet the vendors who were supporting LPI at the conference. Following the Reception, the festivities continued at Game Night.

Saturday morning began with a continental breakfast for all to enjoy. The Board of Governors Meeting was called to order on Saturday, November 12, at 9:00 a.m., by LPI President Rod Cardinale, Jr. The Pledge of Allegiance was led by Brenda Johnson, CCLS, LPI CCLS Certifying Board Chair and member of Sacramento LSA. The Code of Ethics, dedicated to the Memory of Joan M. Moore, PLS, CCLS, LSI President 1980-1982, was read by Rachel Malerbi, LPI Webinar Team Member, Conference Co-Chair and President of Placer County LPA. The opening ceremonies included a Color Guard, and the veterans in the room were honored and applauded for their service.

President Rod Cardinale, Jr. then introduced the past presidents who were in attendance, and applauded those who were attending their first LPI Conference! LPI Parliamentarian Elise Dresser, CCLS, was introduced as timekeeper for the meeting. Executive Secretary Bettina Johnson read the roll. There were 19 Governors present, constituting a quorum. Bettina announced that no correspondence had been received in the previous quarter. The Minutes of the August 2022 First Quarterly Board of Governors Meeting were distributed timely. There being no corrections, the Minutes were approved as distributed.

### Groovin' to the 60s

San Mateo County Legal Professionals Association Presents  
Legal Professionals, Incorporated 3rd Quarterly Conference

February 23-26, 2023

San Mateo Marriott, 1770 S Amphlett Blvd, San Mateo, CA 94402





# GOVERNOR'S REPORT CONT'D.



The elected officers then proceeded to give their reports. President Rod Cardinale, Jr. shared his vision for the next two years. His emphasis will be on membership growth and in letting the legal community at large know that LPI is available as a training partner. Vice President Donna Day reported on LPI's new process to allow potential new members to join a local association through the LPI website. When a new member applies through the LPI site, Donna forwards the information regarding the potential new member to the Vice President/Membership Chair of the local association. She did ask that approval of these members be fast tracked to the extent possible so that these new members can take advantage of the member pricing for events and seminars. She also explained the details of the 100% Club – which is a designation given to a law firm who certifies that 100% of its support staff are LPI members. Whether you work in an office with one or two support staff members, or in a larger office, the 100% Club designation is available!

Executive Secretary Bettina Jacobson gave her report regarding suggested Programs to be considered by local associations. Treasurer Rita Burnett, CCLS then presented the Treasurer's Report. On motion duly made and seconded, the actions of the Treasurer in paying the routine bills of LPI during the second quarter were ratified.

The meeting continued with the reports of Appointed Officers and Chairs. The report of Editor-In-Chief was read in Linda Lane, CCLS' absence. The Law Office Procedures Manual and Legal Professionals Handbook generated royalties in an amount over \$13,000.00 in the previous quarter. In addition to the printed volumes, the Legal Professionals Handbook is available online, which contributes to the royalties generated.







# GOVERNOR'S REPORT CONT'D.



Educational Program Coordinator, Renee Evans, CCLS reported on the types of programs eligible for MCLE Credit and the documentation she needs for her records. She emphasized that handouts are required for presentations over one hour.

Scholarship Chair Cheron McAleece, CCLS presented the Plan of Administration for the current year. On motion duly made and seconded, the Plan was adopted.

Brooke Mansfield reported on the activities of the Law Practice Management and Technology section of the California Lawyers Association. She is working on a project to create a video to be used to direct traffic to our legal education courses. It is expected that this will maximize the exposure to our various educational opportunities.

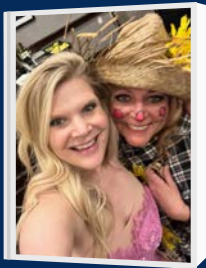
The written reports of all Chairpersons and Officers are available on the LPI website for your review.

There was no unfinished business to come before the meeting.

Under New Business, it was announced that the contract with NextGen, LPI's partner for online educational opportunities, has been renewed. The joint venture with LPI and First Legal Network was also extended. The Governors ratified these two actions. President Rod Cardinale, Jr. announced the appointment of Heather Edwards, CCLS, as Co-Chair of the Legacy Project. Leanne Ruesink and Erika Garduno have been appointed as Special Liaisons to Law Firms in Northern and Southern California respectively.







# GOVERNOR'S REPORT CONT'D.



The meeting was thereafter recessed to the Second Session of the Board of Governors Meeting scheduled for 9:00 a.m. on Sunday. The roundtable lunch followed and included a discussion of the Executive Committee Resume. The remainder of the day was spent in networking and the pursuit of continuing education.

Saturday evening's banquet featured the "Follow the Yellow Brick Road Theme" with several members in attendance dressing as their favorite character from the movie. There were contests for the best costume for each character represented. The competition in the shoe contest was quite lively, with President Rod Cardinale, Jr. lobbying hard for his green suede shoes! (They looked like suede anyway!) We were treated to a line dancing lesson, and it seems that our bartender enjoyed the floorshow!

Sunday morning began with a continental breakfast and a chance to chat with friends. The meeting began with an inspirational message from Lynne Prescott, CCLS, which was read by Executive Secretary Bettina Jacobson in her absence. The meeting was called to order at 9:00 a.m. Elise Dresser, CCLS, was introduced as timekeeper for the meeting. Roll was taken by the Executive Secretary, Bettina Jacobson. There were 19 Governors in attendance, which constituted a quorum.

The recommended amendments to the LPI Bylaws and Standing Rules were then considered. The CCLS Certifying Board had recommended a change to Article XVI of the LPI Bylaws, to change the name of the "California Certified Legal Secretary Program" to the "California Certified Legal Specialist Program."







# GOVERNOR'S REPORT CONT'D.



After further consideration, the Certifying Board moved to postpone the vote on this Bylaw Amendment to allow more time to research the possible name change. The motion carried with 18 Governors voting in favor. The vote on the standing rule related to this change was also postponed.

The Governors were asked to vote on changes to Article IX changing the designation of appointed officers to add Continuing Education Coordinator and Professional Development Coordinator, and to change the title of Educational Program Coordinator to Continuing Education Coordinator. The amendment was adopted with a unanimous vote of the Governors.

Barbara Barregar, Editor of The Legal Professional, recommended that Standing Rule 8 be amended to remove all references to advertising prices, and replace it with language that the rates shall be established by the Advertising Chair for print and for web ads, subject to approval by the LPI Executive Committee and the Governors. The recommendation was adopted. It was also recommended that Standing Rule 13.1 be adopted to allow items sold through the Corporate Office and the LPI Online store to be listed on LPI's website. The recommendation was adopted.

There was no unfinished business to come before the meeting. Under new business it was announced that LPI had entered into a new contract with trainer June Hunter on the same terms as the existing contract.

The meeting ended with announcements of upcoming events being hosted by local associations, and of the announcement of the winners of the various drawings. President Rod Cardinale, Jr. awarded five scrip tickets to the February 2023 Third Quarterly Conference to be held in San Mateo. The lucky winners are:

- Stanislaus County LPA
- Marin County LPA
- Desert Palm LPA
- Contra Costa County LPA
- Los Angeles LSA

The meeting thereafter was adjourned to the February 2023 Quarterly Conference. The theme for the conference is "Groovin' to the 60s." Tie die apparel and peace symbols will be part of the attire for the weekend! San Mateo is an easy drive in the Bay Area, and I would encourage everyone to try and attend. Quarterly conferences are a great way to meet other professionals throughout the State of California and to gain understanding of how LPI and the local associations can work together for the good of all!





Please join us for a



# SFLPA Holiday Party

\$20 members; \$25 non-members; \$25 at the door  
Menu: wine/beer & food.

Optional: Kris Kringle Gift Exchange!  
If you want to participate, please bring a  
wrapped gift (price \$20-25)

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TUE, DECEMBER 13

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6 - 8PM

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(415) 986-0797  
Questions: [Program@SFLPA.org](mailto:Program@SFLPA.org)

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using the  
QR Code







# LPI Snapshot: CCLS On-Line Study Group

CCLS Chair Vivian Shreve, CCLS



## CCLS ON-LINE STUDY GROUP

January 12, 2023 - March 16, 2023

If you are interested in studying for the California Certified Legal Secretary (“CCLS”) Exam,\*\* join LPI’s CCLS On-Line Study Group. During the Study Group, all topics covered in the CCLS exam will be reviewed (Please see the CCLS Information Kit on LPI’s website for a description of the sections covered on the exam).

Lectures and materials will be posted by no later than 7 p.m. on Sundays. Students may complete the material at their convenience. Access information will be provided upon enrollment in the class.

Individual modules are available for purchase for each section covered.

If you only need to study for certain sections, you may purchase individual modules at any time during the then-current Study Group class. You may also purchase all sections if you prefer to study on your own.

Please contact Vivian Shreve, CCLS with any questions at:  
[cclschair@legalprofessionalsinc.org](mailto:cclschair@legalprofessionalsinc.org).

LPI Snapshot

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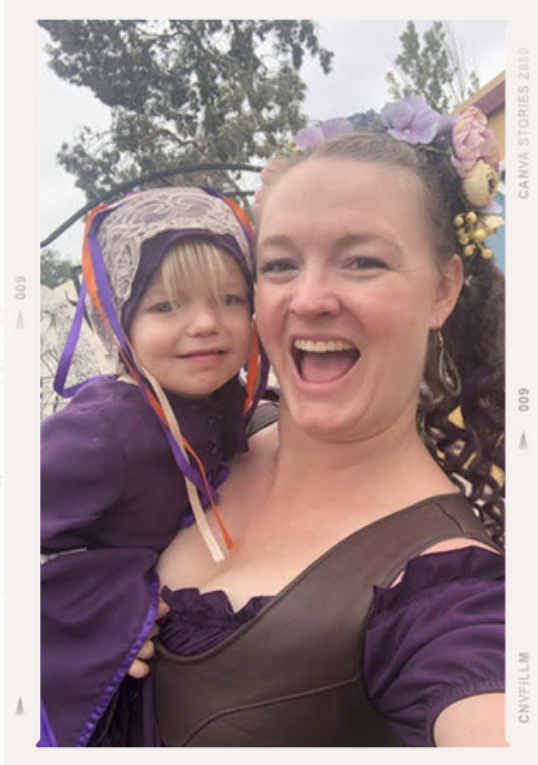
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# SF LPA Out and About Photos



**Website Chair Kristen Craig-Reed with her daughter Caliana at the Renaissance Faire.**



**Website Chair Kristen Craig-Reed and her family dressed as Encanto characters for Halloween.**



**Areather Burnside, Lizette Young, and Interclub Chair Lillian Wong at Afternoon Tea.**



**President Francie Skaggs, CCLS, Claudia Deza and Interclub Chair Lillian Wong loved the tea party.**



# ❄️ SF LPA Out and About Cont'd. ❄️



**Guests pose in their finest frippery for the Afternoon Tea "Best Dressed" contest.**



**Governor Chris Flores, CBA in a scary pose at a Victorian Halloween exhibit in Oakland.**





# SF LPA Out and About Cont'd.



**Lizette Young poses by a cable car all dressed up for Afternoon Tea at Jade Chocolates.**



**Website Chair Kristen Craig-Reed sure dressed to impress at Afternoon Tea - check out that hat!**



**Vice President Leanne Ruesink won a Coach purse at LPI's Second Quarterly Conference!**



**LPI Legal Procedure Chair Larry McGrew and President Francie Skaggs, CCLS' Conference selfie.**



# ❄️ SF LPA Out and About Cont'd. ❄️



**LPI Legal Procedure Chair Larry McGrew and a friend inspect the swag at Conference.**



**President Francie Skaggs, CCLS aka Glinda the Good Witch showing off her dance skills.**

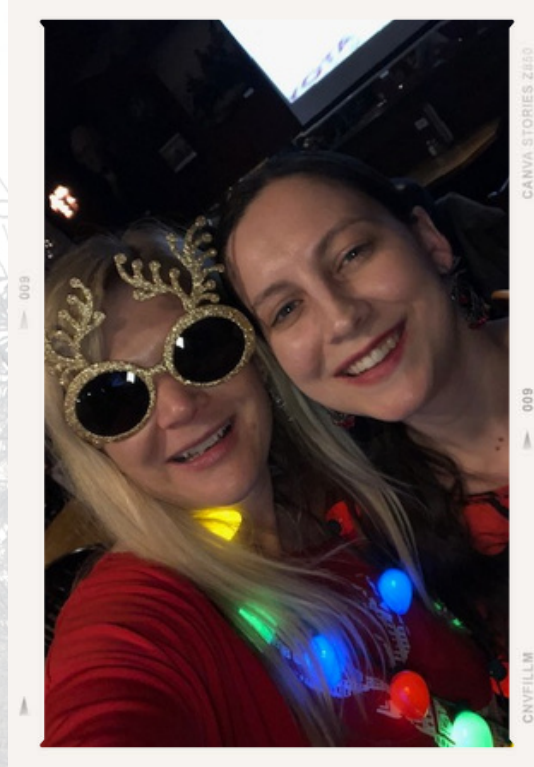




# SFLPA Out and About Cont'd.



President Francie Skaggs, CCLS makes sure that the witches share the road in Walnut Creek, CA.



Flashback to President Francie Skaggs, CCLS and Hearsay Advisor Kate Cochran at SFLPA Holiday Party 2018 at Patriot House!



Everyone got their Oz style on at LPI's Second Quarterly Conference--but Dorothy won!



This very cute Toto doesn't seem too afraid of the Wicked Witch of the West at Conference.





## 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.

Legal Specialization Sections – 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.

Legal Secretary Training – 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](mailto:kim@legalprofessionalsinc.org); [www.legalprofessionalsinc.org](http://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.**



*What have we been up to?*



SFLPA members share hors d'oeuvres and high tea.



## Recent Events

### Afternoon Tea at Jade Chocolates

**By May Sene, Executive Advisor**

What a bright and sunny day for afternoon tea in our beautiful City by the Bay! The venue of our afternoon tea is Jade Chocolates, located at 607 Grant Avenue in San Francisco's iconic Chinatown. Jade Chocolates sells award-winning and beautifully handmade artisan chocolates blended with teas, spices, and tropical fruits from Asia and the Pacific Islands. They also sell many varieties of delicious specialty tea. The owner, Ms. Mindy Fong, is a native San Franciscan who was strongly influenced by her entrepreneurial and inspirational immigrant grandpa in opening Jade Chocolates.

Jade Chocolates has different delectable tea service menus throughout the year. For our tea party, the theme was Ohlone Lands in celebration of the Native American people of the Northern California coast which stretches from San Francisco to the Salinas Valley. Our afternoon tea, "Staples of the Land," comprised of calming strawberry green tea with smoked salmon blini, cucumber tea sandwiches, climbing bean salad with maple vinaigrette and maple croutons, curry pumpkin bisque, and flavorful buttermilk scones with cranberry jam and whipped maple butter. For a palate refresher, we enjoyed a refreshing cranberry lime shooter. For the "Sweets of the Land," we enjoyed soothing sage-scented Assam black





*What have we been up to?*

## Afternoon Tea at Jade Chocolates (cont'd.)

tea with delectable acorn nib shortbread and luscious chocolate pumpkin bread. We ended the perfect meal with a delicious warm maize pudding with vanilla ice cream and pine nut brittle. Many thanks to Chef Scott for a truly amazing and unforgettable meal!

All of the 18 attendees had been eagerly awaiting our afternoon tea event for many weeks. Some came in their beautiful fall season dresses and others came in their Sunday best, including complementary hats. One of our special guests, Ms. Denise Dodson, won the “Best Dressed Award” with her stunning black and white ensemble and many strings of white pearls!

The Ways and Means Committee had over 20 fun items to raffle off, including several boxes of delectable Belgian chocolates, specialty Breakfast English Tea from India, tasty homemade fudge from Z. Cioccolato, a loaf of yummy chocolate pumpkin bread donated by Jade Chocolates, a relaxing lavender bath set, and of course, several bottles of fine wine. Due to the generosity of the attendees, SFLPA made \$378.46 from the event. WOOHOO!







# What have we been up to?

## Afternoon Tea at Jade Chocolates (cont'd.)

Many thanks to Legal Procedure Chair Danya Gonzales for bringing her two out-of-town friends, Lizette Young (from Sacramento), and Diana Lowe (from Los Angeles), to our afternoon tea. Many thanks to Interclub Chair Lillian Wong for bringing her sister, Linda Wong, and her friend, Ellen Yee, to our tea party as well. Finally, it was great to see Suddie Scott, a returning member of SFLPA, at the party. Many thanks also to Suddie for bringing her two dear friends, Areather Burnside and Denise Dodson, to celebrate with us.

Many thanks to ALL those that attended our afternoon tea event! It was a joy to see everyone in person while enjoying some delicious food together. We plan to make afternoon tea an annual event at SFLPA! We hope to see everyone next year!

*Visit Jade Chocolates' website (<https://www.jadechocolates.com/>) to learn more about Mindy Fong's story and to purchase delicious chocolates. Bon appetit!*





*What have we been up to?*



Adorable Caliana and Eliza Craig-Reed love their popcorn!



*SFLPA'S 3rd  
Annual*

## Double Good Popcorn Fundraiser

**By May Sene, Executive Advisor**

It was time for the SFLPA crowd-pleasing Double Good Gourmet Popcorn fundraiser! This was our third annual popcorn fundraiser. This year, SFLPA held the fundraiser from September 9 through September 12, 2022. As many of you may recall, this fundraiser is condensed to four short days in a fun and exhilarated contest, especially among the more competitive sellers!

May I have a drum roll please? The top three sellers of the fundraiser were Lillian Wong (Programs Chair) with an impressive \$1,680 in sales, Danya Gonzales (Legal Procedures Chair) with \$679 in sales, and Leanne Ruesink (Vice President) with \$573 in sales. During the final day of the fundraiser, Leanne enthusiastically pulled ahead to win third place. These top three sellers received e-gift cards from Z. Cioccolato, a local San Francisco specialty fudge store, in values of \$100, \$50, and \$25 respectively. Not to be outdone, the Honorable Mentions of the fundraiser were Francie Skaggs (President) with \$572 in sales (just \$1 shy of third place) and Sally Mendez (Treasurer) with \$565 in sales (just a few dollars shy of third place).





# What have we been up to?

## Double Good Popcorn Fundraiser (cont'd.)

SFLPA had an astonishing 74 supporters of our fundraiser event and reached across 7 states. Many thanks to our generous supporters! In addition, 35 bags of popcorn were donated to essential workers. Many thanks to those donors for remembering and honoring our incredible unsung heroes!

After only 4 short days, SFLPA sold an impressive total of \$5,696 in popcorn sales. Fifty percent of those sale proceeds in the amount of \$2,848 went to SFLPA! WOOHOO!

A very special thank you to Ms. Lillian Wong who was vacationing in Arizona during our popcorn fundraiser and still took the time to help us sell a TON of popcorn! What a trooper and a marvelous team player!

Also, a special thank you to TEAM SFLPA! All your hard work and persistency have done SFLPA proud! Thank you for your enthusiastic participation in this fun and delicious event!

Finally, a heartfelt thank you to our beloved members for purchasing these delicious treats. We hope you enjoyed the popcorn and will come back for more!





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# SFLPA & LPI EVENT CALENDAR

## Educational & Networking Opportunities

### December 2022

- |  |                         |
|--|-------------------------|
| 12/3 - LSS Day of Education - 9 a.m.-2:30 p.m.   | 12/21 - Winter Solstice |
| 12/6 - SFLPA Board Meeting - 6 p.m.              | 12/25 - Christmas Day   |
| 12/8 - LSS Webinar Real Estate 101 PSA - 12 p.m. | 12/26 - End of Hanukkah |
| 12/18 - Hanukkah Begins                          | 12/26 - Kwanzaa Begins  |

### January 2023

- |  |   |
|--|---|
| 1/1 - End of Kwanzaa - Happy New Year!             | 1/12 - LSS Webinar Implicit Bias - 12 p.m.        |
| 1/3 - SFLPA Board Meeting - 6 p.m.                 | 1/17 - LPI Advanced Discovery Training Starts     |
| 1/10 - LPI Beg. Legal Secretary Training Starts    | 1/17 - LPI Trial Preparation Training Starts      |
| 1/10 - LPI CA Discovery Overview Starts            | 1/19 - LSS Webinar Comm. with Attorney - 12 p.m.  |
| 1/11 - LPI Int. Legal Professional Training Starts | 1/24 - SFLPA Brown Bag Webinar - 12:30 p.m.       |
| 1/12 - LPI CCLS On-Line Study Group Starts         | 1/26 - LSS Webinar Real Estate 101: PSA - 12 p.m. |

### February 2023

- |   |  |
|---|--|
| 2/2 - LPI Webinar Max Social Security - 12 p.m. | 2/9 - LSS Webinar Mediation & Conflict - 12 p.m. |
| 2/4 - SCCLPA 12th Annual Crab Feed - 5:30 p.m.  | 2/23-2/26 - LPI Third Quarterly Conference       |
| 2/7 - SFLPA Board Meeting - 6 p.m.              | 2/28 - SFLPA Brown Bag Webinar - 12:30 p.m.      |

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](http://www.sflpa.org) and click on the Events tab.

We also encourage you to visit LPI's website at [www.legalprofessionalsinc.org](http://www.legalprofessionalsinc.org) to keep up with all the educational webinars, other local association events, and information on upcoming LPI Conferences.





# SFPLPA Wishes You Happy Holidays!

Whether you say Merry Christmas  
Or wish all a Blessed Yule,  
Greet friends with Chag Sameach  
Or the Kwanza kinara rules,  
We welcome one and all  
To share the holidays today,  
And make special memories  
With your friends at SFPLPA!







# Is It Time To Renew Your Passport?

Governor Christine Flores, CBA

Those of you who have come to the realization that it's been far too long since you've had a proper vacation may also have come to the realization that it's time to renew your passport! It is now easier than ever to renew your passport for many people, thanks to a pilot program being explored by the U.S. Department of State. Under this pilot program, all information is submitted online, along with a photo and payment of fees. There is no need to mail your current passport, the application, or a photo.

You are eligible to renew online if:

- Your most recent passport is or was valid for 10 years, and you are at least 25 years of age;
- Your recent passport was issued more than 9 years ago but less than 15 years ago [i.e., if your passport has expired, it has not expired more than 5 years ago];
- You are not changing your name, gender, date or place of birth;
- You are not planning to travel abroad for at least six weeks from the date your application is submitted;
- You are applying for a tourist passport;
- You live in the United States or one of its territories;
- You have your passport in your possession and it has not been damaged, and you have not previously reported it as lost or stolen.

The process is quite simple. To start the process, activate a MyTravelGov account. Once you have the account established, you will be notified. I received a notification in less than 30 minutes, though it can take up to 24 hours. All information is entered in a very user-friendly online form. Payment of fees is made online using a debit or credit card, or ACH payment from a bank account. You don't even have to go to Walgreens to have a photo taken.

*Feature Article*





# Is It Time To Renew Your Passport?

(cont'd.)

Have someone take your photo against a white or off-white background, remove your glasses if you wear them, adopt a somewhat neutral facial expression and you're good to go. The photo must be in color and a specific size: 2 inches by 2 inches, with the head between 1 - 1 3/8 inches from the bottom of the chin to the top of the head. You can crop and resize your photo to meet these specifications. Save as a JPEG file, and confirm file size is at least 54 kilobytes but not over 10 megabytes.

Once my account was established, it took less than 30 minutes for me to complete the application, crop my photo to size, pay the fees and submit the application. The system indicated it could take between 8 and 11 weeks to process the application. I was pleasantly surprised when I was notified that my passport was on its way to me in just over 30 days. The passport is sent via Priority Mail, so it arrived in my mailbox about four days after I was notified it was on its way! Now, all I have to do is plan that trip!

Since this is a pilot program, there is a limited amount of applications accepted each month. If there is an indication on the website that they have accepted their monthly quota of applications, you may need to wait until the following month to submit an application. For more information about this process, please click the link below.

<https://travel.state.gov/content/travel/en/passports/have-passport/renew-online.html>



*Feature Article*





**California Certified Legal Secretary**  
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## 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) ☐ 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 (Select Payment Type)		Check <input type="checkbox"/> Payable to "LPI" Mail to above address	PayPal <input type="checkbox"/> Email exam application to <a href="mailto:CCLSCertifyingBoard@gmail.com">CCLSCertifyingBoard@gmail.com</a> . Payment link will be provided upon confirmation of eligibility to sit for exam.
<b>LPI Members</b> <input type="checkbox"/>	<b>Non-LPI Members</b> <input type="checkbox"/>		
On Time Registration Fee	\$ 25.00	On Time Registration Fee	\$ 75.00
Examination Fee*	100.00	Examination Fee*	100.00
Late Fee (if applicable)	45.00	Late Fee (if applicable)	45.00
<b>TOTAL DUE w/o Late Fee:</b>	<b>\$125.00</b>	<b>TOTAL DUE w/o Late Fee:</b>	<b>\$175.00</b>

### Personal Information

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Last 4 digits of SSN: \_\_\_\_\_ Email: \_\_\_\_\_

Phone (Day): \_\_\_\_\_ Phone (Evening): \_\_\_\_\_

LPI Member: ☐ Yes (enclose copy of LPI Membership Card) ☐ No

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.

Position: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_

Employer: \_\_\_\_\_  
(name and address)

Supervisor: \_\_\_\_\_ Supervisor's Phone: \_\_\_\_\_

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.

Date: \_\_\_\_\_

Applicant Signature \_\_\_\_\_

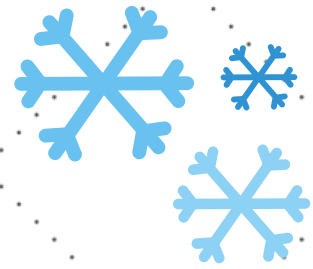
\*Fees subject to change without notice.

Rev. April 2020





# Legal Procedure



## California Court Chatter

Danya Gonzales, Legal Procedure Chair

### **CALIFORNIA SUPREME COURT: RESUMES IN-PERSON ORAL ARGUMENTS IN NOVEMBER 2022**

The California Supreme Court will resume holding oral arguments in person in its San Francisco courtroom starting in November, after holding sessions remotely for more than two years during the COVID-19 pandemic. Counsel will have the option to appear in person or remotely via video.

Commencing at oral argument, until further order of the Court, protocols will apply. See below a few of the protocols governing counsel and members of the public:

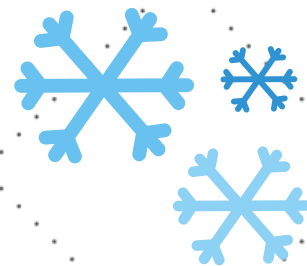
- Seating will be limited to no more than 35 persons in the audience area.
- No person shall enter the courtroom if (a) tested positive for COVID-19 within the previous five days; (b) is ill and currently awaiting results of a COVID-19 test; (c) has had a fever within the prior 24 hours; (d) or has had symptoms consistent with COVID-19 that have persisted over the past five days.
- All counsel and public members entering the courtroom must wear face coverings. Counsel may remove their masks when presenting argument.
- All counsel who will appear must file a form within seven calendar days after the case is set for argument (<https://supreme.courts.ca.gov/news-and-events/oral-argument-appearance-form>). Counsel who elect to appear remotely must so indicate on the form and simultaneously notify opposing counsel.

To learn more, see Administrative Order 2022-10-05 and Merrill Balassone's article posted on the Supreme Court's page on the Judicial Council's website: <https://supreme.courts.ca.gov/news-and-events/California-supreme-court-resumes-person-oral-arguments-november>.





# Legal Procedure



## Court Chatter Cont'd.

### CALIFORNIA SUPREME COURT: CLIENT TRUST ACCOUNT PROTECTION PROGRAM

The California Supreme Court has approved a State Bar of California proposal to establish a Client Trust Account Protection Program effective January 1, 2023.

The court went beyond the State Bar's original proposal by requiring that several obligations be met. The original proposal only authorized the State Bar to impose such requirements.

Under this program (adding new California Rule of Court, rule 9.8.5), every licensed California attorney will be required to:

1. Report whether they are responsible for managing a client trust account;
2. If so, attest they are knowledgeable about and compliant with the applicable rules; and
3. Provide the State Bar with the account numbers and the financial institutions for all such accounts.

The new rule also authorizes the State Bar to require licensed attorneys to complete an annual self-assessment and to select attorneys each year to submit to a compliance audit by a certified public accountant.

The State Bar will also develop and distribute new continuing legal education materials focused on promoting ethical management and distribution practices and launch a public education campaign to raise awareness of clients' rights with respect to client trust accounts opened on their behalf.

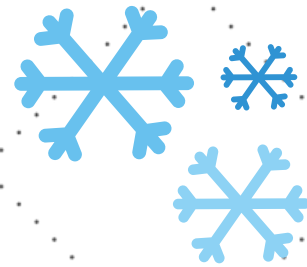
The court also approved amendments to rules 1.15 and 1.4 of the Rules of Professional Conduct.

Under the revised Rule 1.15, a lawyer must notify a client within 14 days after receiving funds or property on their behalf. A new comment to rule 1.4 was





# Legal Procedure



## Court Chatter Cont'd.

### **CALIFORNIA SUPREME COURT: CLIENT TRUST ACCOUNT PROTECTION PROGRAM (cont'd.)**

added to underscore that receipt of client funds is ordinarily considered a “significant development” that an attorney must promptly communicate to their client under that rule.

Rule 1.15 was amended to compel an attorney to disburse any entrusted funds or property within 45 days after their client’s interest in them becomes undisputed. Failing to meet that deadline will result in a presumption that the attorney violated rule 1.15, which the attorney can only rebut with evidence showing good cause.

To learn more about the California Supreme Court Client Trust Account Protection Program, visit the Supreme Court’s page on the Judicial Council’s website: <https://supreme.courts.ca.gov/news-and-events/california-supreme-court-approves-client-trust-account-protection-program>.

### **CALIFORNIA COURTS OF APPEAL: NEW SELF-HELP RESOURCE CENTER**

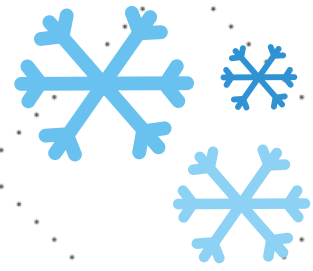
The new online Self-Help Resource Center is a one-stop shop of information for the California Courts of Appeal. It provides an overview of the appeal process, including the requirements to appeal, who can appeal, deadline in which to appeal, various filings, participation in oral argument, and beyond the Court opinion.

It also includes a Knowledge Center that is equipped with how-to videos as well as a chat feature. The Knowledge Center is a guide to help anyone involved in an appeal, especially a party who does not have a lawyer. Here you can explore the step-by-step process to find out what to expect and do in the order that each step must be completed.





# Legal Procedure



## Court Chatter Cont'd.

### **CALIFORNIA COURTS OF APPEAL: NEW SELF-HELP RESOURCE CENTER (cont'd.)**

*This is only a resource for appeals that are processed in the California Courts of Appeal. Examples of these types of appeals include unlimited civil cases (cases involving a dispute over \$25,000 or more), family law cases, probate cases, and temporary restraining orders.*

For information about appeals in limited civil cases, contact the appellate division of the superior court in your case. For information on appeals in criminal cases, speak with the attorney who represented you in the superior court.

To learn more about the California Appellate Courts' Self-Help Resource Center, visit <https://selfhelp.appellate.courts.ca.gov>.

### **LOS ANGELES SUPERIOR COURT: LACOURTCONNECT EXPANDS & PRIORITIZING OFFICIAL COURT REPORTERS**

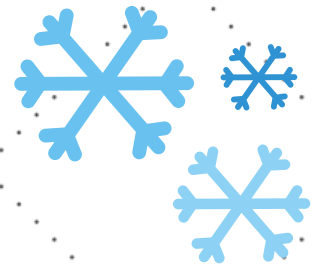
Despite significant increases in trial court funding designated to hire court reporters, a statewide court reporter shortage requires the Court to shift its court reporter workforce from family law and probate cases and matters assigned to the writs and receiver departments to departments hearing criminal felony and juvenile matters where the law requires the court to provide an official court reporter.

Effective Monday, November 14, 2022, the court will no longer provide official court reporters in family law and probate matters and in the writs and receiver departments due to a continually shrinking workforce of official court reporters, a staffing shortage that mirrors nationwide and California trends, among other factors. In Los Angeles County, the number of court reporters leaving court service continues to significantly outpace the number of new court reporters entering court service.





# Legal Procedure



## Court Chatter Cont'd.

### **PLACER SUPERIOR COURT: CHANGES TO REMOTE APPEARANCES IN FAMILY LAW PROCEEDINGS**

The Placer Superior Court announces the implementation of Standing Order 22-06, effective October 28, 2022, modifying remote appearance procedures for the Family Law Division regarding Emergency Request and Order Shortening Time hearings. Standing Order 22-06 amends the remote appearance processes for these hearing types to allow parties to self-schedule remote appearances without submitting prior written notice to the court.

Scheduling remote appearances online will be considered notice to the court. This standing order shall remain in effect until January 1, 2023, unless rescinded at an earlier date by the Presiding Judge.

### **SACRAMENTO SUPERIOR COURT: ROLLS OUT NEW JURY SUMMONS POSTCARD**

Sacramento Superior Court, this month, will roll out a new way of summoning area residents for jury duty.

New “Official Jury Summons” postcards should start appearing in Sacramento County mailboxes by November 18, 2022, according to Ginger Durham, Director of Operations for Civil & Trial Support.

The 6 x 4.25-inch postcards replace the 8-1/2 x 11-inch letter traditionally sent by U.S. mail in an envelope. Jurors summoned the week of December 19, 2022, will be the first to receive the postcard.

Sacramento Superior Court joins courthouses in Yolo County, Alameda County, San Mateo County, Orange County, and others using postcards to summon jurors.



SFLPA Legal Procedure Chair  
DANYA GONZALES  
legalprocedure@sflpa.org  
415.676.2235





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TO SEE POSTINGS!

Note: Personnel placement agencies are asked not to solicit the entities placing these employment advertisements on this website



# UPCOMING LPI WEBINARS



LEGAL  
SPECIALIZATION  
SECTIONS

## Implicit Bias in the Workplace

**January 12, 2023**  
**12:00 pm to 1:00 pm**

Camille Hamilton Pating, Esq.  
Employment Law Attorney, Meyers Nave

The State Bar of California has now implemented Bus. & Prof. Code section 6070.5, which requires one hour of implicit bias and strategies to reduce it. Though unintentional, this bias can still be influential in the workplace. Learn how to recognize and reduce implicit bias, improving the morale and assurance for all employees in the workplace.

**Online registration and payment available at:**  
**<https://www.legalprofessionalsinc.org/events/>**  
**or scan the QR code.**

- Members of ALL Six (6) Legal Specialization Sections (LSS) - FREE!
- LPI Member/Local Association Member - \$25
- Non-LPI Member or Attorney - \$45
- The price increases \$5 after 12-29-22
- Registration closes 01-05-23



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CERTIFIES THAT THIS SEMINAR HAS BEEN APPROVED FOR  
MINIMUM CONTINUING EDUCATION CREDIT IN THE AMOUNT OF  
1.0 HOUR, OF WHICH INCLUDES 1.0 HOURS IN ELIMINATION OF BIAS, BY  
THE STATE BAR OF CALIFORNIA.



# UPCOMING LPI WEBINARS



LEGAL  
SPECIALIZATION  
SECTIONS

## HOW TO COMMUNICATE WITH AN ATTORNEY



Presented by:  
Attorney John O'Grady

**January 19, 2023**  
**12:00 pm to 1:00 pm**



- **Members of ALL Six (6) Legal Specialization Sections (LSS) - FREE!**
- **LPI Member/Local Association Member - \$25**
- **Non-LPI Member or Attorney - \$45**
- **The price increases \$5 after 01-05-23**
- **Registration closes 01-12-23**

Online registration and payment available at:  
<https://www.legalprofessionalsinc.org/events/> or scan the QR code.



**THE LEGAL SPECIALIZATION SECTIONS IS A PROGRAM OF  
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MINIMUM CONTINUING EDUCATION CREDIT IN THE AMOUNT OF  
1.0 HOUR BY THE STATE BAR OF CALIFORNIA.**



# UPCOMING LPI WEBINARS

## Real Estate 101: The Purchase and Sale Agreement



**January 26, 2023; Noon (New Date)**

**Presented by Russell E. Morse, Esq.**

This webinar will discuss the basics of the residential and commercial purchase and sale agreement.

- **Members of ALL Six (6) Legal Specialization Sections (LSS) - FREE!**
- **LPI Member/Local Association Member - \$25**
- **Non-Members or Attorney - \$45**
- **The price increases \$5 after 1.12.23**
- **Registration closes 1.19.23**



**Online registration and payment available at:  
<https://www.legalprofessionalsinc.org/events/>  
or scan the QR code above**

The Legal Specialization Sections is a program of Legal Professionals, Inc., an approved provider, and certifies that this seminar has been approved for minimum continuing education credit in the amount of 1.0 hour by the State Bar of California.







San Mateo County Legal  
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*"Groovin' to the 60s"*

February 23-26, 2023  
LSI Quarterly Conference  
San Mateo Marriott  
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## HOTEL REGISTRATION INFORMATION

**DEADLINE TO RESERVE YOUR ROOM IS FEBRUARY 6, 2023**

Accommodations:  
King/ 2 Queens \$169.00 per night  
(plus taxes and fees)  
Check in at 3:00 PM  
Check out by 12:00 PM

Reservations:  
1-800-228-9290

[Book your Group Rate for SMCLPA's LPI Quarterly Conference](#)

Group Code: LPI

Parking:  
Complimentary, one vehicle per room or day guest.

Internet:  
Complimentary.

Hotel is roughly 12 minutes by car from San Francisco International Airport.  
Accessible by Car, Taxi, Rideshare, 10-minute walk from public transit

Hotel requires a first night room deposit to make reservations, cancellations must be 48 hours prior to check-in, or one night's room fee and taxes will be charged.

For additional information contact our conference co-chairs:

Melissa Bettencourt

[Melissa.bettencourt@katemorelaw.com](mailto:Melissa.bettencourt@katemorelaw.com)

Tanya Tate

[tanya.fate@hotmail.com](mailto:tanya.fate@hotmail.com)







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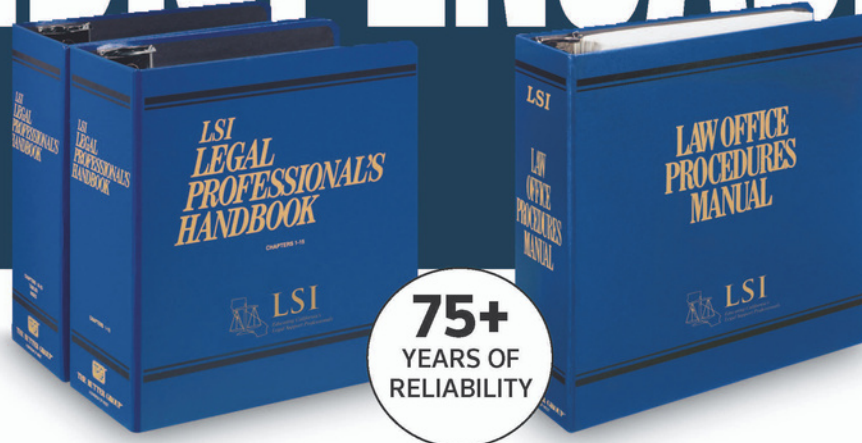
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# INDISPENSABLE



## LEGAL PROFESSIONAL'S HANDBOOK

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# Judge Kramer: We're Still All In This Together

Legal Procedure Chair Danya Gonzales

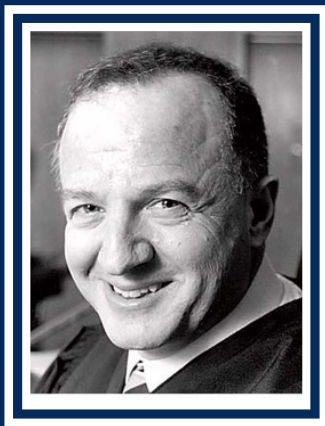
On October 18, 2022, SFLPA held its quarterly General Membership Meeting in person (and virtually) at the law offices of Coblenz Patch Duffy & Bass LLP. It was a great turnout with a welcoming installation in recognition of three new members. The evening began with a delicious barbeque dinner hosted by Express Network and catered by City Smoke House—a San Francisco-based restaurant. SFLPA was delighted and truly honored to present The Honorable Richard Kramer as guest speaker of the evening. No stranger to the association, Judge Kramer's presentation, titled *We're Still All In This Together*, was an updated version of his prior presentation, titled *We're In This Together*, that included the impact of the COVID-19 pandemic on human nature and changing business models.

Judge Kramer is currently a JAMS mediator after nearly two decades as a San Francisco Superior Court Judge and 24 years as a trial lawyer. Prior to joining JAMS, he presided over cases in the Court's Complex Litigation Department, and served in roles as Presiding Judge of the Appellate Division, Justice pro tem of the California Court of Appeal, Adjunct Professor of Law at the University of California Hastings College of Law, and is a frequent continuing education lecturer in a wide variety of civil litigation topics. Judge Kramer came into the national spotlight in 2005 when he ruled against the California ballot initiative Proposition 22, that limited the definition of marriage as between one man and one woman. He made this ruling when the general public consciousness was much less evolved than it is today. Despite the numerous death threats and a four-drawer cabinet full of letters from all over the world following his ruling, Judge Kramer felt that he was the "luckiest person in the world because it was an absolute amazing experience."

The meaning behind the title *We're Still All In This Together* is that our legal profession has changed significantly—for better or worse. As legal professionals, we work in a business that is all about "human contact." Whether a recent graduate of law school, file clerk, court reporter, legal assistant, senior partner, or judge, the whole system works better when we're all in this together and working interdependently, respectfully, and interacting in person. Our business has changed, just as the world has changed, but it didn't start as late as the COVID-19 pandemic.

Feature Article





## Judge Kramer: We're Still All In This Together (cont'd.)



"Free agency in baseball" is what Judge Kramer describes as the beginning of the shift. In fact, free agency has been around so long that it might be hard to remember a time in baseball's rich history when players did *not* have the right to shop their services to the highest bidder. According to a Google definition, free agency philosophy refers to "the capacity of individuals to act independently and to make their own choices, based on their will." This philosophy changed the business structure of baseball; soon wall street, law firms, and accounting followed suit.

As Judge Kramer reflected, it was standard in the early 1970s for law firms to work five days a week and Saturday mornings, finishing up the week with the office having lunch together. There was nothing like looking out of your office door to ask a quick question and receive a prompt response, or being able to read your colleague's distressed face and ask them how their day was going. Before email, you might have written an unpleasant letter to opposing counsel and given it to your secretary, who then questioned if you really meant to send it out as is. It was that question and pause that brought more civility. Going to court and interacting with others on a personal level impacted your whole approach to everything. It was easy to get close and friendly with the staff, and they with you, when you saw them regularly and got to learn about their lives and read their faces. Before bombers blew up buildings, court clerks were friendly and asked how they could help you, or even permitted you to go beyond the filing window and into a dedicated room to view the files because they were months behind on filing. Judge Kramer had two courtroom clerks and three researchers. They all worked as a team, and everyone knew each other's jobs. You could predict where someone fit into a team because of the organizational model; jobs were interdependent with others so that everybody knew where they fit in and what they were to do. The only guy with the unique job was "the guy with the gun!"

When Judge Kramer began his career in law, it was common for a young lawyer to think that he or she would stay at one law firm. In fact, he remembered sitting in a litigation group meeting with partners and thinking that those same partners were training him, helping him to develop his career, and he owed them for their support.

*Feature Article*





# Judge Kramer: We're Still All In This Together (cont'd.)



If you left a firm, then you might have a problem. If you left two firms, you were the problem. Bouncing from firm to firm was unheard of until free agency changed the mindset of businesspeople and team dynamics.

The COVID-19 pandemic further changed the practice of law, much to Judge Kramer's disappointment. COVID-19-driven lockdowns instantly transformed a massive portion of the population into remote workers, disrupting the structure of teams and separating us from colleagues, bosses, and our physical and social environments. Remote working and collaborating through Zoom technology, rather than face-to-face, greatly affects your job and how the system works. Lawyers are not wearing pants, and it is difficult to read faces or know what is really going on behind the camera. Humans solving human problems is our profession, but people appear to have become less sensitive and act differently on and off camera. Supposedly, technology makes things easier, but Judge Kramer believes that it is designed for one person. The court clerk isn't needed to get into the court's docket; you don't need a file clerk to locate a document; and the law library is no longer a necessity for researching caselaw. All of this is now done online.

The "we concept" has shrunk down to the "me concept," which changed human nature and the way we were meant to co-exist. We need to recognize the danger of the "me concept," which Judge Kramer believes is contrary to human nature, and be sure to interact more often with others. Socialization is critical to establishing strong teams and increasing the efficiency of interactions. He suggests that we need creativity and cross-training to better understand the interplay between positions, team identities, and cultural tightness in the absence of office interaction, and to recognize that the whole system works better when we're all working together as a team. Think of it as "I have a team, and the team is in this with me." It is the right thing to do, and our lives will be easier for it.

In the last segment of his presentation, Judge Kramer shared with us his involvement with Proposition 22, a law enacted by California voters in March 2002 stating that marriage was between one man and one woman. In a nutshell,

*Feature Article*





# Judge Kramer: We're Still All In This Together (cont'd.)

the initiative's sole determining factor in who could marry was gender, not sexual preference. His 2005 decision to strike down the initiative was not based on moral grounds, but rather that the marriage law amounted to sex discrimination and denied the basic human right to marry a person of one's choice. He compared the law to the protection of a "fire lady." It would be just as ridiculous to discriminate against hiring a female fire fighter as it would if you couldn't marry who you wanted simply because of your gender. The law's defenders' claims that the law treated men and women equally were no more valid than earlier claims that anti-miscegenation marriage laws, or laws which banned people of different races from marrying, treated whites and blacks equally. He reminisced on his review of cases and criminal statutes, some dating back to the 1950's, involving mixed-race marriage or sexual relations as a felony. Judge Kramer's ruling was reversed by the Court of Appeal, which then went to the California Supreme Court. In 2008, the Court reversed the appeal, essentially upholding his original decision. Judge Kramer then officiated some of the first same-sex weddings in San Francisco.

In November 2008, Proposition 8 was also passed by voters, again only allowing marriage between one man and one woman. This time, the initiative made its way up to the U.S. Supreme Court. In June 2013, the Supreme Court declared Proposition 8 unenforceable throughout California, enabling same-sex marriage to resume just days after the decision. One of Judge Kramer's highlights of his career was being invited to the U.S. Supreme Court to hear oral argument on Proposition 8, in recognition of his work on the legalization of gay marriage. He said watching the process play out in the highest court in the land was nothing short of an amazing experience. He even got to meet a few of the guys after the hearing! As he walked back to his hotel near the White House, he reflected on the world and what was happening around the country. It filled him with pride in America's legal system.

What Judge Kramer finds really neat these days is that he doesn't think that very many people even see the issue anymore. Certainly, younger people don't, as evidenced by countless surveys and polls across the political spectrum. He reflects on his ruling and its later validation by both the California and United States Supreme

*Feature Article*





# Judge Kramer: We're Still All In This Together (cont'd.)

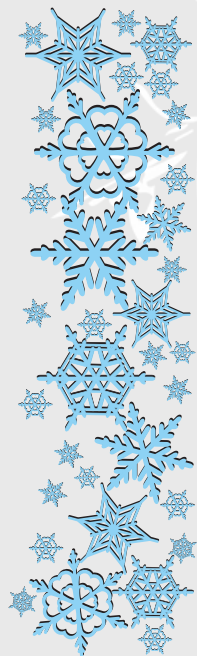
Courts as an astounding time, and he was very lucky to be a part of history in the ultimate outcome. Because of his courage and conviction, many of us now enjoy the freedom to marry our favorite person, whomever they are.

When you are faced with the choice to do what is popular or do what is right, remember Judge Kramer, and the wise words of Dr. Martin Luther King, Jr.: "The arc of the moral universe is long, but it bends toward justice." It is always worth it to stand for justice—and end up on the right side of history.

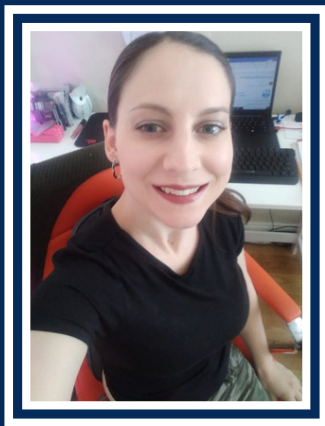
*Thank you, Judge Kramer!*



*Feature Article*







# Trans History Spotlight, Part II: Christine Jorgensen

Hearsay Advisor Kate Cochran

There are so many reasons for our LGBTQ+ community to celebrate in 2022! We have made incredible progress in the past few decades, and in many places in America, we have freedom none of us thought possible in our younger days. Despite recent pushes to turn back the clock and take away hard-won rights, our community is stronger than ever, and we are finding and using our voices in every corner. Our transgender family, colleagues, and friends have been at the forefront of the battle for equality, and as the most visible members of our community, they have fought the good fight to make our voices heard. We honor them by sharing their stories.

## Christine Jorgensen

Christine Jorgensen, multitalented author, public speaker, actress, and singer, is popularly known as the first transgender celebrity and was the first American to share her journey through sex reassignment surgery in the national media. Christine was born in 1926 to a Danish carpenter, George Jorgensen, and Florence Hansen. She had a rough childhood in the Belmont hood of the Bronx in New York, describing herself as a “frail, blond, introverted little [child] who ran from fistfights and rough-and-tumble games.” Even as a child, she knew she wasn’t like the other neighborhood kids, who would make fun of her, along with her own sibling at times.

Shortly after graduating high school in 1945, Christine attempted to enlist in the Army, but was turned down due to her small size and weight. Just a few months later, to her surprise, she received a draft letter from the U.S. government—it was World War II, after all, and they needed all hands on deck. Christine hid her true identity and sexuality during her service, living under the shadow of a dishonorable discharge or court-martial, the expected fate of most soldiers discovered to be gay or gender-nonconforming at that time. Christine served her country with pride and was soon asked to manage thousands of fellow soldiers who were discharged after Victory in Europe (VE) Day. She served over a year before receiving an honorable discharge right before Christmas in 1946.





## Trans History Spotlight, Part II (cont'd.)

After leaving the Army, Jorgensen went to community college and dental assistant school in New York, and photography school in Connecticut. She was not happy, though, and felt something important was missing from her life. She began researching and found a book, *The Male Hormone*, that helped answer her lifelong question of why she felt so different, and inspired her to start taking the hormone estrogen. Jorgensen continued her research and felt that not only did she need to take hormones, but she also needed to take other steps to help her physical appearance match who she truly was inside. She talked to doctors and friends about going to Europe for surgery, in order to get operations from the top experts in the field who had already performed successful sex reassignment surgery on other patients.

Christine set out on her travels with a goal to reach Sweden, the only place in the world at the time that offered reassignment surgery. She was sidetracked in Copenhagen, Denmark, while visiting family by a happy accident—meeting endocrinologist Christian Hamburger, who officially diagnosed her as transgender and developed a specialized hormone replacement therapy for her. Christine chose to make her new home in Denmark, followed Dr. Hamburger's plan, and even chose her name in his honor. In 1951, the Danish Minister of Justice gave Christine special permission to become the first person to receive reassignment surgery in Denmark. She had her first surgery in Denmark in September 1951, and her second there as well in November 1952, before returning to the U.S. to later undergo her final surgery in 1954.

While in Copenhagen, Christine made a documentary in hopes to share her story in the United States. Once the U.S. media learned about her successful surgery in November 1952, she was suddenly in high demand. She obtained a \$20,000 contract with the Hearst media empire for an exclusive interview on her transition, which was published as a tell-all series in the *American Weekly*. Hearst even flew her out to New York on a promotional tour. She appeared on the cover of the *New York Daily News*, with a sensationalist headline "Ex-GI Becomes Blonde Beauty."





## Trans History Spotlight, Part II (cont'd.)

Many other news organizations followed suit, and Christine became famous. She reflected later: “I was surprised that everyone seemed very interested in my life . . . time went on and I realized this was an important step in the eyes of the world.” Christine channeled the fame brought by the documentary, many news features and promotional tour into a stage career and became a performance artist. Though she struggled initially, her wise agent, Charlie Yates, convinced her to get professional coaching, and she became the star of a popular nightclub show that featured interview-style conversations with another actor, music, and dance routines.

Unfortunately, like most in her community, Christine suffered a great deal of hate and discrimination after the exposure that gave rise to her celebrity. Six months after her story broke and she became famous, several reporters interviewed the Danish surgeons who had worked on Christine’s initial transition team. They shared intimate details with the media about Christine’s anatomy and physical status, which led to initial supporters rejecting her as “not female enough” and the fickle media turning on Christine. They called her derogatory terms, and judged her as not worthy to be referred to as a real or full woman, which deeply affected Christine until she was able to complete her transition under the care of the same doctor who first helped her research surgeons in Sweden—Dr. Joseph Angelo, whose wife went to dental assistant school with Christine back in New York.

After healing from her final surgery and completing her transition, Christine was overjoyed and confident in her “full transition to womanhood.” She found love with labor union statistician John Traub, and they were engaged to be married until New York officials denied Christine and John’s application for a marriage license. Though they appealed the ruling, it was not meant to be, and Christine and John eventually parted ways. Christine found love again with typist Howard J. Knox, and they announced their engagement in 1959. When they applied for a marriage license, officials again turned Christine down—because she was still listed as her former gender on her birth certificate.





# Trans History Spotlight, Part II (cont'd.)

Moreover, Howard was fired from his typing job after his engagement to and association with Christine was found out. It's a heartbreaking footnote to this mostly happy story, and another all-too-familiar pain shared by too many of our transgender peers even today.

Christine relocated to Los Angeles in 1959, and the jetsetting celebrity used her newfound paradise as a base to travel wherever her talent took her. She became highly sought after and was able to choose her roles more judiciously, starring in a play by Arthur Kopit, *Oh, Dad*, where she performed as Madame Rosepettle to critical acclaim. She appeared on television and on the radio, and starred in or supported many successful theatrical productions.

Christine first sought to share her inspiring story in her own words in 1953, penning "The Story of My Life," a five-part autobiographical series featured in *The American Weekly*, and years later in 1967 followed on her incredible success by publishing *Christine Jorgensen: A Personal Autobiography*, selling close to 450,000 copies. Her success story was so well-received that it resulted in the 1970 film following Christine's life, titled *The Christine Jorgensen Story*.

Christine moved back to Massapequa Park, New York, as her father had built a house there as a present after her successful surgery, and joined a Lutheran church. After both her father and mother died, she moved back to California in 1967, returning for a time to Los Angeles. She traveled to college campuses and many well-known venues throughout the 1970s and 1980s, sharing about her life story and answering questions with her trademark frankness and humor. She once shared how Warner Communications threatened legal action after she used a Wonder Woman costume in her act, which included singing "I Enjoy Being a Girl" during a dance and quick-change number. She invented a new character, Superwoman, displaying a big letter "S" on her cape. This was an appropriately prophetic outfit—Christine has indeed become a superhero to our friends and family everywhere who don't fit neatly in a binary gender mold. She also recounted insisting that Vice President Spiro T. Agnew apologize for using her name as an insult, calling Charles Goodell "the





## Trans History Spotlight, Part II (cont'd.)

Christine Jorgensen of the Republican Party.” As could be expected, the Vice President rebuffed her appeal for civility.

Christine passed away in 1989 at the young age of 62 of complications of cancer, and her ashes were scattered in the Pacific Ocean off the California coast. Her legacy cannot be overstated—Christine paved the way for the American public, and then the world, to begin understanding the journey that some of our human family travel to express their true selves. As Candice Brown Elliot obits: “Her very public life after her 1952 transition and surgery was a model for other transsexuals for decades. She was a tireless lecturer on the subject of transsexuality, pleading for understanding from a public that all too often wanted to see transsexuals as freaks or perverts . . . Ms. Jorgensen’s poise, charm, and wit won the hearts of millions.”

Perhaps most importantly, Christine’s decision to share her story so publicly and to stand up for her community helped others understand and advocate for themselves as transgender. After Dr. Christian Hamburger, the first doctor to diagnose Christine as transgender and establish a full treatment plan, published an article about her treatment in a medical journal, they received over 400 letters from other hopeful transgender patients applying for sex reassignment surgery. Christine’s sex change was the first to take place with the use of commercially produced hormones that not only changed her superficial appearance, but also eventually led to her acceptance as a woman in the eyes of the judgmental American media and public. The same commercial production of hormones that was used early on in gender transition and hormone replacement therapy led to the development of chemical contraceptives such as the birth control pill, another life-altering advancement for women and all people who can become pregnant.

Interviewed by the Los Angeles Times in 1988 as one of the founders of the Sexual Revolution, Christine reminisced: “I am very proud now, looking back, that I was on that street corner 36 years ago when a movement started. It was the sexual revolution that was going to start with or without me. We may not





# Trans History Spotlight, Part II (cont'd.)

have started it, but we gave it a good swift kick in the pants.” Now, in the shadow of Supreme Court Justice Clarence Thomas’ concurring opinion in *Dobbs v. Jackson Women's Health Organization* overturning *Roe v. Wade*, in which he opines that the Court should reconsider *Obergefell v. Hodges*, which in 2015 gave gay people the right to marry whom they love; *Lawrence v. Texas*, which in 2003 struck down antiprivacy laws banning sodomy, and *Griswold v. Connecticut*, which in 1965 recognized the right to contraception, we can honor Christine’s legacy and fight back—it’s time to give the establishment that seeks to set us back 50 years a good swift kick in the pants. Where can we start? Check with the Legal Alliance for Reproductive Rights, founded by the Bar Association of San Francisco and the San Francisco City Attorney’s Office under David Chiu, for opportunities to provide free legal services to those affected by the end of *Roe v. Wade* protections (my firm Coblenz Patch Duffy & Bass LLP is a participating firm).

Thank you, Christine—we will never forget you, and we will *never* stop fighting.

## Sources:

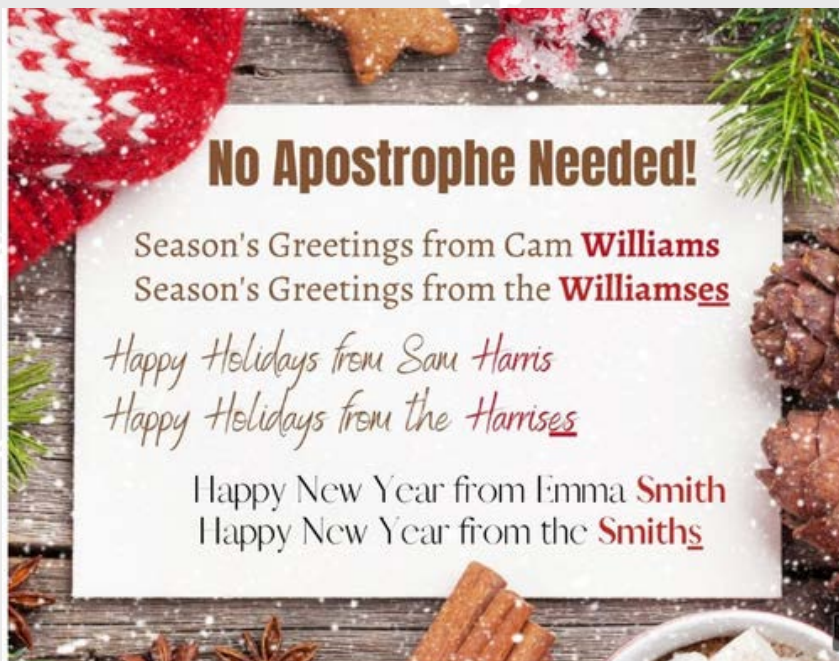
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# Names: Making Them Plural and NOT Possessive

Nancy Lewis Tuten, Ph.D.



Feature Article

Each year, as the festive season approaches and people make plans to send holiday greetings, many of us would benefit from a reminder about how to make last names plural. (Hint: Apostrophes need not apply.)

If we pause to think, we will likely remember that apostrophes make words possessive, not *plural*. But when we are tired or pressed for time, we might easily insert this mark of punctuation even when its placement is illogical.

So without further ado, here is *Get It Write's* refresher guide to making names plural, advice that will come in handy whether you're signing cards or letters or personalizing mailboxes or welcome mats.

## Let's See What You Already Know

Of the seven examples below, which ones are correct if the writer is sending greetings from more than one person with the same last name?





# Names: Making Them Plural and NOT Possessive

(cont'd.)



1. Happy holidays from the Smith's
2. Happy holidays from the Williams'
3. Happy holidays from the Smiths
4. Happy holidays from the Williamses
5. Happy holidays from the Smiths'
6. Happy holidays from the Williamses'
7. Happy holidays from the Williams family

If you chose 3, 4, and 7, you can probably stop reading now. You've got this. But if not, read on.

Examples 1 and 2 are illogical for two reasons:

## Plural Is Not the Same as Possessive

First, apostrophes make the names possessive, but when we send greetings, they are from *us*, not from something we *own*. We need no apostrophes in such cases, then, because no possession is involved.

The names *Smith* and *Williams* would need to be in the possessive case only if the greetings were, say, from Jane Smith's hamster or John Williams's goldfish. (And yes, the majority of style manuals advocate the use of the additional *s* after the apostrophe for most *singular* nouns in the possessive case—even names that end in *s*. We address this issue more fully in another post.)

## Singular Is Not the Same as Plural

Second, examples 1 and 2 are wrong because the names are rendered as *singular* possessives. Since the writer intends the greetings to come from all family members, the name must be *plural*—but *not* (as we have already noted) possessive.

Given that examples 5 and 6 are both plural *and* possessive, they, too, are wrong.

But examples 3 and 4, which are both plural but *not* possessive, are correct (as noted below):

Feature Article



# Names: Making Them Plural and NOT Possessive (cont'd.)



**Singular names:** Smith, Williams

**Singular possessive names:** Smith's, Williams's

**Plural but not possessive names:** Smiths, Williamses

**Plural and possessive names:** Smiths', Williamses'

What about example 7, which is also correct? By modifying the noun *family* with our own family's name—that is, by treating our family name like any other adjective that could modify the noun *family* (the happy family, the large family, the Smith family, the Williams family, etc.)—we can skirt the issues of plurality and possession entirely. We simply write our name in its usual (singular, non-possessive) form.

## Making Last Names Plural When They End in s (or sh, ch, x, or z)

As shown above, the name *Smith* becomes plural simply by adding an *s* to make *Smiths*.

Pluralizing the name *Williams*, however, is more challenging because it ends with *s* in its singular form. Names (and all other nouns, for that matter) that end in sibilants (that is, the sounds *s*, *sh*, *ch*, *x*, and *z*) are made plural by the addition of *es*.

Thus the name *Williams* in its plural form is *Williamses*.

Here are more examples of names that end in sibilants and are thus made plural by adding *es*:

- Happy holidays from the **Joneses** (plural form of the name *Jones*)
- Happy holidays from the **Spearses** (plural form of the name *Spears*)
- Happy holidays from the **Hankses** (plural form of the name *Hanks*)
- Happy holidays from the **Dongeses** (plural form of the name *Donges*)
- Happy holidays from the **Birches** (plural form of the name *Birch*)
- Happy holidays from the **Bushes** (plural form of the name *Bush*)
- Happy holidays from the **Foxes** (plural form of the name *Fox*)
- Happy holidays from the **Gomezses** (plural form of the name *Gomez*)

Feature Article





# Names: Making Them Plural and NOT Possessive (cont'd.)



## It's Usually Easy to Make Last Names Plural When They Do Not End in Sibilants

The following names do not end in sibilants and are thus made plural simply by adding *s* (but not an apostrophe!):

- Happy holidays from the **Benjamins** (plural form of the name *Benjamin*)
- Happy holidays from the **Kirks** (plural form of the name *Kirk*)
- Happy holidays from the **Moores** (plural form of the name *Moore*)
- Happy Holidays from the **Romanos** (plural form of the name *Romano*)
- Happy holidays from the **Berrys** (plural form of the name *Berry*—notice that we do *not* drop the *y* and add *ies* to proper names to make them plural as we do with common nouns)

## IMPORTANT FINAL POINT: It's the *Sound*, Not the Letter(s), That We Must Consider

Our friends over at [www.editorsmanual.com](http://www.editorsmanual.com) point out that we must consider the *sound* of a letter and not just the appearance of certain letters or letter combinations. One example used on that site is the first name *Zach*, which ends in *ch* but is pronounced with a *k* sound. Thus, we make *Zach* plural simply by adding *s*: “David had three Zachs in his class.” The same rule applies to last names.

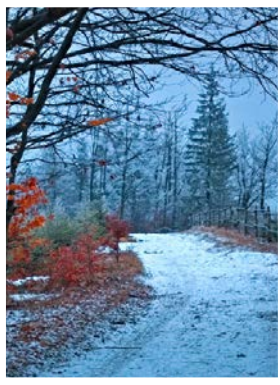
(We have also addressed the more complicated issue of appropriately using apostrophes to make words **possessive**, including those that end with *s*.)

### About Dr. Tuten

Dr. Tuten founded a popular and informative blog, *Get It Write*, in 1991. We encourage you to subscribe at: <https://getitwriteonline.com/blog/>. Since then, she has taught hundreds of seminars on writing-related issues to professionals in the workforce, including employees of state and local governments, judges and staff members of state and federal court systems, bankers, and attorneys. She served as a tenured professor of English at Columbia College, where she was dean of the Division of Communication, Languages, and Literature for eight years and director of the writing-across-the-curriculum program for fifteen years. She has published four books: *The First Fifty Tips* (first and second editions), *Critical Essays on Galway Kinnell*, and *The Robert Frost Encyclopedia*.

Feature Article





# Names: Making Them Plural and NOT Possessive

(cont'd.)



## TEST YOURSELF!

How would each of the following names be made *plural* but not possessive?

1. Knox
2. Hill
3. Ingalls
4. Thomas
5. Donges
6. Sawyer
7. Lewis
8. Ayres
9. Brooks
10. Riley
11. Sanchez
12. Fauci
13. Pelosi
14. Koch (pronounced like Coke)

## ANSWERS

1. Knoxes
2. Hills
3. Ingallses
4. Thomases
5. Dongeses
6. Sawyers
7. Lewises
8. Ayreses
9. Brookses
10. Rileys
11. Sanchezes
12. Faucis
13. Pelosis
14. Kochs (the *ch* sounds like a *k*)

Feature Article







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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 \$65.00 for the first fiscal year of membership. \$55.00 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 \$55.00 per fiscal year. \$45.00 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](http://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: Leanne Ruesink. Send your email to: [membership@sflpa.org](mailto: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](mailto:vicepresident@legalprofessionalsinc.org).*

<p><b>LEGALSHIELD/IDSHIELD</b>  Contact: Courtney Coats, Independent Associate  (925) 580-6446; <a href="mailto:coats8@legalshieldassociate.com">coats8@legalshieldassociate.com</a>  LegalShield offers legal, identity theft protection, along with a massive Perks Program with significant savings to over 500 local and national companies.</p>	<p><b>EMPLOYEE AND MEMBER DISCOUNTS</b>  <a href="https://www.employeeandmemberdiscounts.com/employee-discounts-and-offers/legal-secretaries-incorporated/">https://www.employeeandmemberdiscounts.com/employee-discounts-and-offers/legal-secretaries-incorporated/</a>  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.</p>
<p><b>WORKING ADVANTAGE</b>  Toll Free: (800) 565-3712  <a href="http://www.workingadvantage.com">www.workingadvantage.com</a>  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 <a href="mailto:info@lsi.org">info@lsi.org</a>, or LSI Vice President.</p>	<p><b>PROVIDENT CREDIT UNION</b>  303 Twin Dolphin Drive  P.O. Box 8007  Redwood City, CA 94603-0907  (800) 632-4699 - (650) 508-0300  <a href="http://www.providentcu.org">www.providentcu.org</a>  All LSI members are eligible to join.</p>
<p><b>HERTZ CORPORATION</b>  Effective Date: June 1, 1996  CDP Card #447698  (800) 654-3131  <a href="http://www.hertz.com">www.hertz.com</a></p>	<p><b>LA FINANCIAL FEDERAL CREDIT UNION</b>  P.O. Box 6015  Pasadena, CA 91102-6015  (800) 894-1200  <a href="http://www.lafinancial.org">www.lafinancial.org</a>  Open to anyone working or living in L.A. County, or referrals from existing member.</p>
<p><b>LEGACY WEALTH MANAGEMENT</b>  <b>Daniel R. Henderson, MBA, CFP</b>  3478 Buskirk Avenue, Suite 300  Pleasant Hill, CA 94523  Office: (925) 296-2853 or (877) 679-9784  Fax: (925) 944-5675  E-mail: <a href="mailto:daniel@legacywealthmanagement.biz">daniel@legacywealthmanagement.biz</a>  <a href="http://www.legacywealthmanagement.biz">www.legacywealthmanagement.biz</a>  Discounted John Hancock Long Term Car/Life Insurance, Annuities, Retirement, Investment &amp; Estate Planning, Mutual Funds, &amp; 401K</p>	<p><b>CAPITAL INVESTMENT ADVISERS</b>  <b>Emerson J. Fersch, CFP, ChFC, CLU, CASL</b>  5000 E. Spring Street, Suite 200  Long Beach, CA 90815  Office: (562) 420-9009 or (877) 270-9342  Fax: (562) 420-9955  <a href="http://www.ciadvisers.com">www.ciadvisers.com</a>  Retirement Planning/Investment Management, Pension and 401K Rollover Consulting, Comprehensive Financial Planning</p>
<p><b>DAVID WHITE &amp; ASSOCIATES</b>  <b>Wealth Accumulation and Preservation</b>  3150 Crow Canyon Place, Suite 2000  San Ramon, CA 94583  (800) 548-2671  Contact: Ryan Gonzales (ext. 2682), <a href="mailto:rgonzales@dwassociates.com">rgonzales@dwassociates.com</a>, or Matt Kay (ext. 2628), <a href="mailto:m.kay@dwassociates.com">m.kay@dwassociates.com</a>  Investments, Retirement Plans, Education Savings Accounts, Medical/Life/Disability/Long Term Care Insurance</p>	<p><b>ATHLETES BUSINESS CONSULTANTS</b>  <b>Jory Wolf, President/Founder</b>  350 10<sup>TH</sup> Avenue, Suite 1000  San Diego, CA 92101  Office: (858) 886-9842  Cell: (510) 919-9062  <a href="mailto:jory@athletesbiz.com">jory@athletesbiz.com</a>  California Insurance License: 0E88330  Discount on Long Term Care/Life/ Disability Insurance, commercial and residential lending.</p>

Revised 04/2020





# 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:**

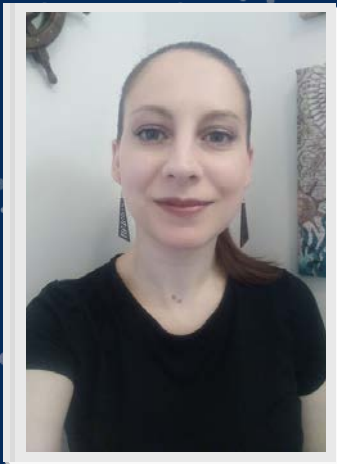
- ☐ Administrative
- ☐ Appeal
- ☐ Arbitration
- ☐ Business/Corporate
- ☐ Probate/Estate
- ☐ Taxation

- ☐ Criminal
- ☐ Family
- ☐ Law Office Management
- ☐ Litigation
- ☐ Real Estate
- ☐ Other (Specify):

\_\_\_\_\_  
\_\_\_\_\_

**Please submit to:**

SFLPA  
P.O. Box 2582  
San Francisco, CA 94126-2582



## Editor's Message

**Kate Cochran**  
**Hearsay Advisor**



As some of us still try to shake off a tryptophan-induced turkey hangover, others make like an elf and happily browse the crowded aisles of favorite local stores or the less-crowded virtual aisles of Amazon for the latest cool gadgets and shiny things for our loved ones. Others still haven't put up a tree or dusted off the menorah, and are hoarding all the Trader Joe's pumpkin spice goodies or pining for the days of shorts and flip-flops (though if you live in the East Bay, you might still sport daisy dukes in December).

I'm still in survival mode and slowly trying to pull out of the latest migraine flare to knock me off my feet and hold me hostage inside my apartment in dark glasses with the shades down for weeks, or months, on end. One of the the name partners at my firm jokes about my cool rock-star look...which would be hilarious if I didn't see pyrotechnics dance across his face/in my brain that would make Madison Square Garden proud.

While I face off with my personal boogeyman, my SFLPA family has been amazingly supportive and loving--a true family. The Board sent me beautiful flowers with the sweetest note (again) and stepped up to finish and publish the last issue of the *Hearsay* while I was stuck at my family's property in the Santa Cruz mountains with neither adequate internet service nor the ability to see my computer screen.

Just as SFLPA has been here for me when I most needed support, SFLPA is here for you! We have so much to offer to help with all aspects of your career, whether from an educational or a networking perspective, so please take advantage of your membership. I invite you to save our Events Calendar (<https://www.sflpa.org/events-calendar/>) in your browser favorites, and join us in person for some of the wonderful events coordinated by our fabulous Ways and Means Committee, May Sene and Lillian Wong. We want to see your lovely faces, not just during the holidays, but all year round--come celebrate with us at our upcoming Holiday Party, and start a grand new tradition for the new year!





# 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.







# LPI Code of Ethics

*Members of LPI adhere to the LPI Code of Ethics which is dedicated to an LPI Past President, Joan M. Moore, PLS, CCLS, and reads as follows:*

It shall be the duty of each member of Legal Professionals, Incorporated, to observe all laws, rules, and regulations now or hereafter in effect relating to confidentiality and privileged communication, acting with loyalty, integrity, competence and diplomacy, in accordance with the highest standards of professional conduct.