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CALIFORNIA HISTORY OF RACISM



Miscellany of Chinese-American History; A California Synopsis of Racism & A Look Forward

by Travis Chow – LAPA Director

Hate crimes against Asian Americans are rising again, but this is nothing new. Hatred of the “different” is deeply embedded in American History. Considering current events, I decided it would be helpful to look back on America’s history of racism against Chinese Americans through covenants, restrictions, statutes, case law and society. I think that if we understand what lead up to past events, we may one day find a path forward with true equality.

IN THE BEGINNING...

California became the 31st state on September 9, 1850 with the Compromise of 1850. This opened a new frontier for anyone seeking economic opportunity. Chinese immigrants began to come to the United States trying to escape economic chaos in China. Chinese immigrants took jobs in the gold mines, but also worked in agriculture and factories. As the gold rush died down, Chinese Americans were looked to as a source of cheap labor, finding employment

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PRESIDENT'S MESSAGE



A Month Dedicated to Professional Development

by Jonathan Dang – LAPA President

Welcome to spring and the month of April! I am so excited to share that we have a lot of great events this month that are dedicated to helping our students and taking your career to the next step. On April 10th, we will have our signature Spring Career Conference. Each year, the Spring Career Conference has provided our attendees with valuable information to advance their careers. The conference will feature three panels which include a legal recruiter’s panel, a

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in agriculture, as laundry workers, and most widely known, as railroad laborers. This eventually led to anti-Chinese attitudes among the white “American” working class. Chinese workers were scapegoated for causing low wages by both politicians and labor leaders. Worse terms like “Yellow Peril” were used to spread fear that the Chinese posed an existential danger to Western values.

These anti-Chinese attitudes were reflected in publications such as one in 1854 when H. Greeley published in the N.Y. Daily Tribune referring to the Chinese as “uncivilized, unclean, and filthy beyond all conception, without any of the higher domestic or social relations; lustful and sensual in their dispositions; every female is a prostitute; the first words of English that they learn are terms of obscenity or profanity, and beyond this they care to learn no more.”

Lucky 14; *Wo v. Hopkins*, 118 U.S. 356 (1886) and *United States v. Wong Kim Ark*, 169 U.S. 649 (1898).

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LAPA REPORTER

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THE ADVERTISING AND EDITORIAL DEADLINE IS THE 5TH OF THE MONTH PRIOR TO PUBLICATION.

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Due to increasing labor tensions, the city of San Francisco in 1880 passed Order No. 1569 making it illegal to operate a laundry business in a wooden building without a permit. More than 2/3 of the laundry business in wood buildings were Chinese owned, but the City only granted one permit to a Chinese owned laundry to operate.

Yick Wo, one of many operating without a permit, was ordered to pay a \$10 fine which he refused, so he was imprisoned by the city’s sheriff, P. Hopkins. Wo petitioned the California Supreme Court alleging his personal liberty was deprived. Justice Matthews, concluded that, its biased enforcement violated the Equal Protection Clause under the Fourteenth Amendment and struck down the law.

In 1873 Wong Kim Ark was born in San Francisco to Chinese immigrants who were not United States Citizens. In 1894 he sailed to China for a visit, but upon his return in 1895 he was denied entry by the Port of San Francisco authorities arguing that he was not a United States Citizen. In a 6-2 decision, the United States Supreme Court ruled that the Citizenship Clause of the Fourteenth Amendment automatically made Ark a U.S. citizen. In the dissenting opinion by Justice Harlan, he acknowledged that even children of slaves acquired citizenship, but the Chinese shouldn’t be allowed because of his belief that Chinese refused to assimilate into the mainstream American society.

In the beginning; *People v. Hall*, 4 Cal. 399 (1854).

Three Chinese witnesses testified to the killing of Ling Sing, a miner, at the hands of George Hall, a white man. Hall appealed his murder case citing the *Civil Practice Act § 394* “No Indian or Negro shall be allowed to testify as a witness in any action in which a white person is a party.” Chief Justice H. Murray ruled that the testimony of Chinese witnesses was rejected against Hall because they were Chinese. (Testimony type laws were not overturned until 1873).

Despite favoritism in the legal system, the Hall decision still did not ease the rising anger among laborers who continued to be disgruntled about salary competition. With rising labor tensions, the California legislature then passed the *Anti-Coolie Act of 1862*. This legislation basically imposed a \$3 monthly tax on Chinese immigrants in the state. 8 years later the United States passed the *Naturalization Act of 1870*,

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APRIL

- 6 - LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at bit.ly/LAPAtutorTuesdays.
- 7- LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at president@lapa.org.
- 9 - SDPA Virtual Lunch with Leaders** – Cruise Control Learning Part 2; 12PM - 1PM; *featuring Lucia da Vinci & Sherine Clarke*; Go to sdpa.org to register & obtain login information.
- 10 -LAPA's Spring Career Conference** – 8:30AM - 12PM; Sponsored by Manufactureres Bank; Go to lapa.org to register & obtain login information.
- 13 -LAPA Professional Development Series** – Tips & Tricks to Interviewing Remotely; 6PM - 7PM; *featuring Karen Maheu, Esq. of Elevate Services*; Go to lapa.org to register & obtain login information.
- 13 -LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at bit.ly/LAPAtutorTuesdays.
- 13 -CAPA Certification Program, Insider Web Series and CCP Exam** – 6:30PM-7:30PM; Go to <https://register.gotowebinar.com/rt/7102913696796696332> to register & obtain login information.
- 14 - SFPASkillsAcademy** – Microaggressions; 6PM-8PM; *featuring Judy Hissong*; Go to <https://sfpa.com/event-4229372> to register & obtain login information.
- 14 - LAPA Board Meeting** – Contact Jonathan Dang at president@lapa.org
- 15 -LAPA & SFPA's Thursday Happy Hour** – 5:30PM - 8PM; Go to lapa.org to register & obtain login information.
- 16 -SDPA Virtual Lunch with Leaders** – Stellar Women; 12PM - 1PM; *featuring Mary Rechtrois & Mila Taylor*; Go to sdpa.org to register & obtain login information.
- 19 -Stress Resiliency & Peak Performance for Paralegals** – 6PM - 7PM; *featuring Jarrett Green, M.A.*; Go to lapa.org to register & obtain login information.
- 20 -LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at bit.ly/LAPAtutorTuesdays.
- 20 -Helping Survivors After a Disaster** – An Overview of Disaster Benefits; 6:00PM-7:30PM; *featuring Julie Rattray, Esq. & Naomi Gemmell, Esq. of Neighborhood Legal Services*; Go to lapa.org to register & obtain login information.
- 21 -LAPA Professional Development Series** – Crafting Your LinkedIn Profile; 6PM - 7PM; *featuring Jennifer Evans of Access Talent Solutions*; Go to lapa.org to register & obtain login information.
- 23 -SDPA Virtual Lunch with Leaders** – Trends & Challenges; 12PM - 1PM; *featuring Joy Murao interviewing industry analyst Ari Kaplan*; Go to sdpa.org to register & obtain login information.
- 27 -LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at bit.ly/LAPAtutorTuesdays.
- 27 -LAPA Online MCLE Series** – 6:00PM-7:30PM; Bending the Arc of History Toward Justice - What a Trusts and Estates Lawyer Can Do; *Featuring Terrence Franklin, Esq.*; Go to lapa.org to register & obtain login information.
- 28 -LAPA Professional Development Series** – Fine Tuning Resumes and Negotiating Salaries; 6PM - 7PM; *featuring Mitch Rufca of Rufca Recruiting*; Go to lapa.org to register & obtain login information.
- 29 -LAPA & SFPA's Thursday Happy Hour** – 5:30PM - 8PM; Go to lapa.org to register & obtain login information.

panel, a professional certifications panel, and an alternative careers panel. The legal recruiter's panel will provide information on current trends, hot areas of law, and valuable insight on how to land your dream job. The professional certifications panel will examine how professional certifications can add a boost to your marketability. Lastly, the alternative careers panel will open the doors for our attendees who are looking to make a transition to non-paralegal positions.

In addition, this month LAPA will be launching a three part professional development series. Our first event on April 13th will be presented by Karen Maheu from Elevate Services. Ms. Maheu will be providing tips and trick on how to effectively interview remotely. Almost all interviews are now conducted via remotely and I believe it will be a trend for the next few year. On April 21st, Jennifer Evans from Access Talent Solutions will be presenting on how to craft a perfect LinkedIn profile. LinkedIn plays an integral part in one's marketability and a great avenue for those seeking employment. On April 28th, Mitch Rufca from Rufca Recruiting will present on fine tuning a resume and negotiating salaries. Salary negotiations aren't things that were taught after leaving our paralegal programs and necessary to maximize your salary.

LAPA has always strived to provide valuable professional development events to our members in order to assist with career advancement. Nothing makes us more proud then watching our members land their dream jobs!

Jonathan is a Paralegal at Manning & Kass, Ellrod, Ramirez Trestler LLP on the complex litigation team. His prior experience includes working at the Los Angeles District Attorney's Office and U.S. Customs and Border Protection. Jonathan is also currently serving in the Marine Corps reserves for the past 13 years. His other affiliations include the being an advisor to the University of La Verne's Legal Studies Department and College of the Canyons Paralegal Program. 

which prohibited Asians from becoming citizens through naturalization.

On October 24, 1871, following the murder of a white man who was an innocent bystander caught up in violence between Chinese gangs, some 500 rioters shot and lynched 19 Chinese residents at what is now Los Angeles Street near Union Station. Eight of the rioters were eventually convicted of manslaughter, but their convictions were eventually overturned.

On May 6, 1882, the *Chinese Exclusion Act of 1882* was signed, which blocked all foreign Chinese workers from entering the States for a period of 10 years. This was the first law in U.S. history to prohibit immigration based on race. The exclusion was not repealed until the *Magnuson Act of 1943*, six decades later. This was until *Magnuson* was repealed in 1965 and replaced by the *Immigration and Nationality Act of 1965* which removed immigration discrimination against Chinese and others. However, *Magnuson* continued the ban on ownership of property and business by ethnic Chinese.

The San Francisco Plague of 1900; a parallel universe

It is widely believed that the bubonic plague outbreak in San Francisco in 1900 began on a ship from Australia, but since the first death was a Chinese Immigrant living in San Francisco, the Chinese community was again blamed. Russell Jeung, a professor at San Francisco State University and co-founder of Stop AAPI Hate said: "They allowed white people to leave, but they kept Chinese segregated there to get the disease."; and further explained. "The actual neighborhood was roped off some, barbed wire put up, and that's their approach to dealing with disease." Jeung continues, "arbitrary health conditions" were used to justify detaining Asian immigrants at San Francisco's Angel Island.

Then California governor H. Gage denied the existence of the outbreak in San Francisco fearing it would damage the city's and state's railroad economy. Federal Treasury Secretary L. Gage created a commission of respected medical scholars who confirmed that the bubonic plague was present, which led to a quarantine of the city. H. Gage refused to let the federal commission use the laboratories at the University of Berkeley and said the federal government was being

intrusive with a state's concern. Governor Gage even went as far as accusing federal authorities of injecting the plague into cadavers and falsifying evidence. Even in 1903 in his final speech to the California Legislature H. Gage continued to deny any outbreak. The new Governor G. Pardee, a trained physician, instituted policies which led to the end of the outbreak of the plague, but only after it caused many deaths in the Chinese community, and the perceived blame on the Chinese community remained

14 Part Deux; *Corrigan v. Buckley*, 271 U.S. 323 (1926).

This 1926 United States Supreme Court ruling stated that while states are barred from creating race-based legislation, private deeds and developer plat maps are not similarly affected by the Fourteenth Amendment. The government could not bar a specific race from purchasing a home, but the ruling left rampant discrimination by private developers.

It was soon a common practice for developers in the Bay Area and elsewhere to bar Chinese, among others, from moving into newly built homes through deed restrictions. Restrictions started appearing in deeds saying "that no part of any of said lots shall be at any time be rented, leased, sub-leased or sub-let to, or to be occupied or used by any person of ... Chinese ... descent, but such property shall be restricted to persons of the Caucasian Race forever, but if persons not of the Caucasian Race be kept

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thereon by a Caucasian occupant, strictly in the capacity of servants or employees actually engaged in domestic service of the occupant”.

It was not until *Shelley v. Kraemer*, 334 U.S. 1 (1948) when the Court ruled that although racial restrictive covenants are private, not government contracts, they are nonetheless legally unenforceable, as they are in violation of the Equal Protection Clause of the Fourteenth Amendment. This ruling led to *The Fair Housing Act of 1968* which prohibited “discrimination of sale, rental, and financing of dwellings and other housing-related transactions, based on race...” It was not until 2000, when California allowed homeowners to strike out racial language contained within the Deed, but still did not allow homeowners to permanently remove the language.

Even in death; The Chinese Cemetery

Chinese were barred from burial in Los Angeles except at the City of Los Angeles owned “Potter’s Field” at Lorena and 1st Street in Boyle Heights. White indigents were not charged a fee, but the City charged Chinese \$10 each to be interred. In 1922, the Chinese Consolidated Benevolent Association of Los Angeles purchased land near First Street and Eastern Avenue in East Los Angeles to provide burial grounds for Chinese residents in Los Angeles.

However, Potter’s Field was quickly running out of space so the Superintendent for the County Department of Charities, Norman Martin, wrote to the Secretary of the Chinese Chamber of Commerce, Chan Kai Sing, on June 19, 1923 saying, “Recently your people established a new Chinese cemetery on East 1st Street, and it would be highly desirable if the bodies buried in the county cemetery could be transferred to your new location.” Martin offered each family \$2 as compensation to move remains to the new cemetery. The degradation of the Chinese continued even in death and their descendants have yet to escape the prejudice that remains in the United States.

Moving Forward

Americans of Chinese descent only make up about 4% of California’s population. But today, Americans of any Asian descent are faced with animosity, scapegoating the pandemic, anti-immigrant nativism,

racial slurs, and racial characterizations of Asians.

Discrimination has historically been triggered by a struggling economy, political influence, a lack of jobs and pent up resentment of someone “different” because a “majority group” seeks a scapegoat. The movement towards understanding takes a long time as evidenced by the long history of discrimination and by extension, discriminatory laws, in this country. I mean even **Plessy to Brown** took over six decades. Racial discrimination is openly derogatory. If society thinks people are different, or dangerous we will never be treated equally. If society would just interact a little more with each other, I think we would realize our differences are not all that great. Society cannot allow its derogatory attitude to continue, because only when society functions together and accepts each other’s rights as community rights, then the laws will follow.

Travis Chow is currently the Civil Litigation and Trial Paralegal at Collins Collins Muir + Stewart. Before that, he freelanced at several private practice firms in Pasadena. Travis has been a Paralegal for over thirteen years. He is a Certified Social Media Intelligence Expert and Certified Cyber Intelligence Professional. He is also a California Licensed Realtor and Notary Public. With the help of Walter T. Shattford and San Gabriel Valley Bar Association Legal Scholarship, he earned his Paralegal Certificate from Pasadena City College along with an associate degree in Social Behavioral Science, Humanities and Paralegal Studies. He then earned his Paralegal Certificate and Bachelor’s degree from the University of La Verne in Legal Studies. Travis is also an active participant in the Landau Lawyers Basketball League. 

LAPA PROFESSIONAL DEVELOPMENT SERIES:

TIPS AND TRICKS TO INTERVIEWING REMOTELY

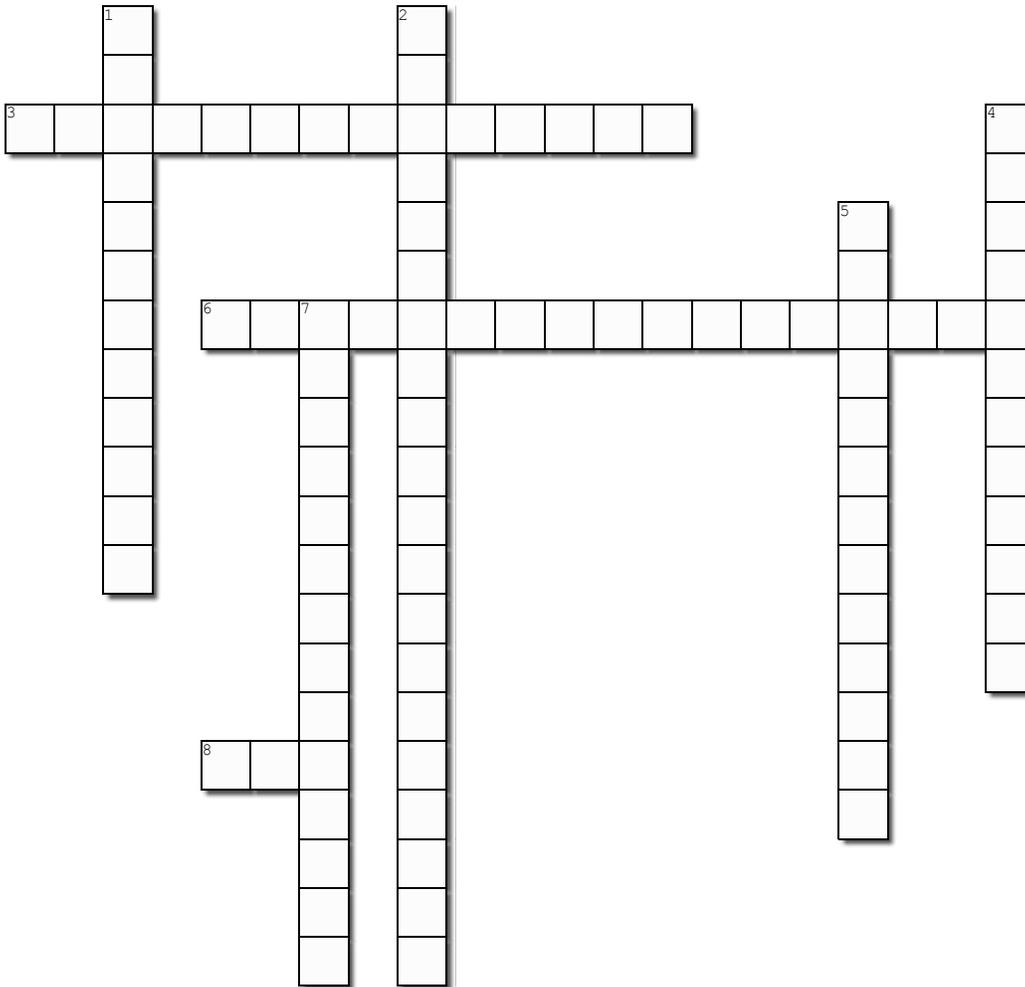
4/13/21,
6:00 p.m. - 7:00 p.m.

LAPA MEMBERS: \$10
NON-MEMBERS: \$20

Presented by
Karen Maheu, Esq.
of Elevate Services



Complete the Crossword Puzzle Below and Learn Key Facts Commemorated in April!



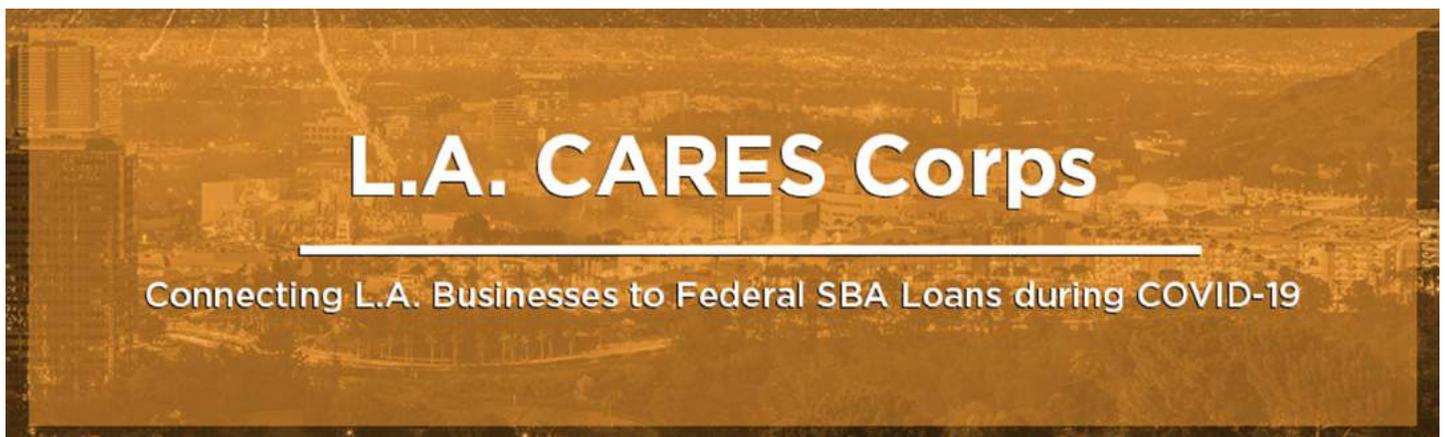
ACROSS

- 3 Poet who Published Howl in 1956, a collection which was taken into the court system of San Francisco.
- 6 Cartoonist, author, and playwright who is the creator of the daily comic strip Mutts
- 8 The act passed in 1966 which provides a program for the conservation of threatened and endangered species.

DOWN

- 1 American author, disability rights advocate, political activist and lecturer who was deaf and blind.
- 2 The 2004 Nobel Peace Prize winner, environmentalist, and human rights activist who founded the Green Belt Movement in 1977.
- 4 Diagnosed with autism as a child, she became an actress and environmental activist.
- 5 Poet known as 'the L.A. Blueswoman' and 'the unofficial poet laureate of Los Angeles.'
- 7 Professor of Animal Science and author of several books, also a prominent speaker on both autism & animal behavior.

ANSWER KEY FOUND ON PAGE 23





Women Uniting for an Honorable Cause

by Esther Silverman

Paralegals are the backbone of any law office. According to the Bureau of Labor Statistics, in 2020, women made up 85.8% of the paralegals and legal assistants working in the United States and 83.9% of legal secretaries. Women were 92.9% of secretaries and administrative assistants, except legal, medical, and executive. In honor of those women, below is an article about the fight for women to have rights in the workforce.

On December 19, 1980, the movie *9 to 5* opened. It was about three female office workers, portrayed by Jane Fonda, Lily Tomlin and Dolly Parton, being triumphant over their “sexist, egotistical, lying, hypocritical bigot” of a boss, played by Dabney

Coleman. The film is the 20th highest grossing comedy and grossed over \$103.9 million. It turns out that the movie was based on a real-life organization called *9to5* that was established to assist female office workers in fighting for their rights.

Up until the 1970s, bosses could mistreat female workers with impunity and the female workers had almost no where to turn for help. Women could be fired for being pregnant. In some cases, it was as if male bosses treated female workers as their “office wives” by forcing them to get their male bosses’ coffee, pick up gifts for the bosses’ wives, girlfriends, mistresses, etc. Many of these women were paid less than factory workers even though a lot of them had college degrees. Females who had more experience and qualifications for a promotion were passed over so that a less experienced and/or qualified male colleague could have the promotion instead. In one case, a female office worker was manipulated into making repairs to her bosses’ pants by sewing them when he still had them on. In other, a woman was

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forced to go to a bar to pick out women for her boss to date. Male bosses and coworkers referred to women as “girls” instead of women. Women were treated like they were invisible, expendable and did not matter.

Things began to change in the late 1960s and into the 1970s when more women entered the workforce. For instance, during the 1970s over 12 million women joined the labor force.

Ellen Cassedy and Karen Nussbaum founded 9to5: Organization for Women Office Workers in Boston in 1972, which is also when the *9to5 News* newsletter was first published. Its goals were to improve working conditions, ensure women’s rights and address issues such as low pay and lack of advancement opportunities. *Boston 9to5* won a lawsuit against several Boston publishing companies which resulted in female workers being awarded \$1.5 million in back pay. In 1975, 9to5 united with Service Employees International Union (SEIU), and in so doing formed Local 925 in Boston to assist office workers to have access to collective bargaining rights. In the year 1977, *Cleveland Working Women* merged with *Boston 9to5* to establish *Working Women Organizing Project*, which was run by 9to5 founder Karen Nussbaum. This group was later renamed *National Association of Working Women*. Jane Fonda met with members of the *National Association of Working Women* and it was their stories, issues and pains that provided inspiration for the movie *9 to 5*. The women’s movement brought discrimination claims against National City Bank, which resulted in people getting promoted, obtaining raises and the hiring of more people of color. Male employers started bullying female employees and threatened to take away their benefits if they joined the union. Despite the employers’ attempts to prevent women from joining the union, in 1981, a national level partnership was formed between the National Association of Working Women and the SEIU, which included the formation of SEIU District 925, so office workers can have a national labor union. Today the organization is known by the name of *9to5, National Association of Working Women*.

The 9to5 movement has helped women in many ways.

It provided women with opportunities to become politically and socially active. Women, who ordinarily would not use their voices for public speaking or their “natural hidden talents” such as writing, were now given a forum for their voices, talents, courage and greatness to be expressed. This is true even though some of the women did not consider themselves to be feminist. Some of things District 925 helped women with are:

- Pay raises and opportunities for professional development
- Family Health Benefits
- Paid Leave
- Child Care
- Guarantees of Fair Treatment; and
- An opportunity for their voices to be heard at work and in politics.

Some of the major legal battles 9to5 has won are:

- the 1978 Pregnancy Discrimination Act
- the Civil Rights Act of 1991
- the Family Medical Leave Act; and,
- the Lilly Ledbetter Fair Pay Act.

The movement has forced men to acknowledge some of the women’s issues. For example, Walter Cronkite reported “some bosses regard their secretaries as office wives who should be as willing to make coffee as take a memo. In Chicago today, some of the offices wives said they wanted a divorce.”

Some of the issues the movement has helped with, are better than they were in the past, but are not fully resolved yet. In the 1970s sitcom *The Mary Tyler Moore* show, Mary Richards, as played by Mary Tyler Moore, goes into the office of her boss, Lou Grant, played by Ed Asner, and asks him why she is receiving \$50 less a week than her predecessor, to which Lou responds it is because her predecessor is a man and acted that it was right even though he admitted Mary did a better job than her predecessor. At the end of the Mary Tyler Moore episode, Mary was able to convince Lou to pay her as much as her predecessor. The reality, however, is that in 2021, women are still paid less than men are for the same work. For every dollar a man makes:

continued on page 9



LAPA's Continued Effort in Fostering Relationships with Students!

by Francisco D. Gutierrez – LAPA Director, School Liaison Committee Member

LAPA's School Liaison Committee continued to provide student presentations for paralegal programs this last month, including UCLA, University of La Verne and, College of the Canyons! School Liaison Chair Samantha Burns, LAPA President Jonathan Dang and committee members Susan Kastner, Veronica Chavez, and Francisco Gutierrez all attended school events to promote the organization's commitment to mentoring and advancing the paralegal profession for the. Next generation of paralegals. The LAPA school committee has continuously promoted the benefits of a LAPA membership and the perks student members have when they join.

Student from College of the Canyons and UCLA asked the committee members great questions about student events this year, the mentorship program, LAPA Tutoring Tuesdays, and other things LAPA

offers for paralegal students to succeed. Thankfully, under the leadership of our LAPA President and Chairwoman of the School Liaison Committee, we have been able to expand student membership perks and planned events!

Some upcoming events paralegal students should watch for and attend are LAPA's Spring Career Conference on April 10th and LAPA's first ever Professional Development Series starting on April 13th to the end of the month! The LAPA Mentorship Program is also underway, so I recommend visiting www.lapa.org regularly for updates! LAPA will continue to be a leading association for paralegal students and resource for student members. Here's to another month of student outreach!

Francisco D. Gutierrez works as an Immigration Paralegal for the Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA), a nonprofit organization. Francisco has experience in removal defense litigation for asylum seekers, cancellation of removal, withholding of removal, U visas, VAWAs, citizenship, and USCIS family petitions. He is also Founder & CEO of FDG Mobile Notary & Translation Services. He serves as a Board Member for the Los Angeles Paralegal Association (LAPA), a member of the National Association of Legal Assistant (NALA) and member of the National Notary Association (NNA). Francisco is also a paralegal student, working toward his Associate Degree in Paralegal Studies and an Associate Degree in Sociology from Mt. San Antonio College (Mt.SAC). Francisco is certified from the National Society of Legal Technology (NSLT), and certified in Domestic Violence Awareness and Support. He plans on continuing his education in sociology and law; as well as advancing his legal career. 

WOMEN IN THE WORKPLACE - cont. from page 8

- Asian Women make \$0.87
- White Women make \$0.79
- African American Women make \$0.63
- Native American Women make \$0.60; and
- Latinx Women make \$0.55.

The movement has also helped in dealing with sexual harassment issues. The term "sexual harassment" was not usually used before the 1970s. The 9to5 movement took surveys of office workers stating their issues. Of those surveyed, 52% said they either quit or were fired from a job because of sexual harassment. The 9to5 movement set up a hotline for sexually harassed victims.

Some of the early leaders of this women's movement went on to do great things. Mary Jung, one of the organizers of the Cleveland Branch, served as the

Chair of the San Francisco Democratic Party from 2012 to 2017. Verna Barksdale served as the Job Training Director for women at Goodwill Industries. Debbie Schneider was the SEIU International Vice President and the first SEIU Global Organizing Director. Renia Clay is an attorney, who represents foster care children. Kim Cook is the President of Seattle SEIU and teaches Labor Leaders at Cornell Workers Institute. Ellen Cassedy is writing a book about the 9to5 movement. Karen Nussbaum was the head of the Department of Labor Women's Bureau and Founded Working America.

Esther Silverman grew up in Rockland County, New York, received her bachelor's degree from Ramapo College of New Jersey and her paralegal certificate from Fairleigh Dickinson University. She came to Los Angeles in 1995 and has over 25 years experience working in the legal field on cases including, but not limited to, litigation, real estate, intellectual property, and employment law. 



Looking Forward During COVID-19

by Deena Bowman – LAPA Director

With vaccines currently being distributed and the county restrictions being eased, we're all slowly acclimating back to "normal." In the meantime, here are a few online events to engage the mind and calm the body....



KCRW PRESENTS 24 HOURS OF SERENITY

After a one-year anniversary of social distancing, mask-wearing, nasal swabs, and quarantining, it seems like hope is finally on the horizon. To celebrate, KCRW is hosting 24 Hours of Serenity to wellness and relaxation. April 18th - <https://www.kcrw.com/serenity>



LOS ANGELES TIMES FESTIVAL OF BOOKS 2021

The 26th annual Los Angeles Times Festival of Books is virtual again this year, but don't let that deter you from seeing your favorite writers and listening to fascinating panels on topics of the day.

April 17th through April 23rd - <https://events.latimes.com/festivalofbooks/>

Poetry & the Creative Mind

POETRY & THE CREATIVE MIND — VIRTUAL GALA SUPPORTING NATIONAL POETRY MONTH

The Academy of American Poets' annual Gala brings together artists and all kinds of interesting public figures to read their favorite poems in honor of National Poetry Month.

April 29th marks the 25th anniversary of this special event, but this is the first time it's been free and virtual. Register at <https://www.eventbrite.com/e/poetry-the-creative-mind-virtual-gala-supporting-national-poetry-month-registration-138838474615>

Deena Bowman currently is a contract paralegal at the U.S. Attorney's Office in downtown Los Angeles, providing support to the Federal prosecutors in the Asset Forfeiture Section. Deena earned her paralegal certificate from the University of West Los Angeles. 

NALA The Paralegal Association Certification Corner

Accreditation of Certified Paralegal Program

The National Commission for Certifying Agencies (NCCA) has granted accreditation to the NALA Certified Paralegal program since 2014 for demonstrating compliance with the NCCA Standards for the Accreditation of Certification Programs. NCCA is the accrediting body of the Institute for Credentialing Excellence. The NCCA Standards were created to ensure certification programs adhere to modern standards of practice for the certification industry. The NALA Certified Paralegal program joins an elite group of more than 120 organizations representing over 270 certification programs that have received and maintained NCCA accreditation. More information on the NCCA is available online at www.credentialingexcellence.org/NCCA. To maintain accreditation, NCCA requires annual reports of all certification programs. Re-accreditation is required every five years.



www.nala.org

For more information contact:

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LAPA NALA Liaison, Board Director



Parental Alienation - Warning Signs for Murder Suicide

by Arshia Sajedi, MBA – LAPA Newsletter Committee

On April 3, 2021, PASI and ISNAF collaborated on a virtual panel discussion for parents and professionals related to the recent John Mast Murder. John Mast was an alienated father who was recently murdered by his ex-father-in-law after being awarded joint custody of his children. Like Rod McCall, he was a targeted father who spent years defending himself from false allegations of abuse and neglect. On the day, Rod won sole custody, the mother murdered their son and killed herself. The panel discussion presented significant legal issues that might have helped identify these behaviors, red flags were seen during the John Mast and Rod McCall cases that attorneys and parents need to be on the lookout for, psychological aspects that parents and professionals need to be more aware of and how to take precautions to avoid more murder suicides, homicides, and other violence in family law, what you need to know, what police can & cannot do, and to have safety plans.

Panel guests included Kevin Hickey, Esq, the lead attorney for John Mast, Rod McCall, survivor & author of “For the Love Of Eryk”, Lynn Steinberg, Ph.D., psychologist and Parental Alienation expert, and Catherine MacWillie, retired law enforcement officer. The speakers presented heartbreaking and devastating tragedies of Parental Alienation (PA) and asked for urgent need to encourage and educate communities to make changes on legislation affecting PA. This can entail amendments to existing laws, new bill proposals as well as driving for change in the manner these laws are being enforced. PA is a complex topic and the areas which need significant attention include Mental Health, Custody Interference, Recognition of PA, and Enforcement.

PAS Intervention (PASI) is a 501c3 nonprofit that deals with Parental Alienation, Custodial Interference, Coercive Control & Hostile Aggressive Parenting. PASI has been around since 1996 and officially a Nonprofit since June 2011. No matter what you call it, it is a form of psychological abuse when a parent is alienated from their children. At PAS Intervention, the members are dedicated to Ending Psychological Child Abuse and Parental Alienation through educational awareness, research/development, free online support groups, legislation, legal and any other venue available. The mission of PASI is to change the face of divorce by moving families forward in a positive relationship focused manner. For more information please visit www.pas-intervention

International Support Network of Alienated Families (ISNAF) is a group of “targeted” parents and families members which meet to provide support and education for one another. The ISNAF organization, through its strong network of volunteers, donors and partners, is to provide support, education, and resources to families affected by the alienation dynamic, to advocate for change in the legal, mental health, and judicial system; and ultimately to eliminate the existence of parental alienation. For more information please visit www.isnaf.info.

Arshia Sajedi has joined Practice Aligned Resources as a contract paralegal. She is a volunteer at eDiscovery CoCounsel, working on EDRM State Rule Project and also a volunteer at CA Subcommittee of the Parental Alienation Legislative Committee. She completed an internship at Los Angeles City Attorney's Office in the Prosecution Technology Unit at the Criminal and Special Litigation Branch. She was a volunteer at Bet Tzedek in Small Business Development Project. Arshia was a healthcare business consultant and medical office administrator for a medical practice at Santa Monica. She has MBA in entrepreneurship from Pepperdine University with focus in Residential Care Facility for Elderly. Arshia has BS in Management from Pepperdine University and BS in Biology from Cal Poly Pomona. Arshia interned at Wise and Healthy Aging at Santa Monica and UCLA Quality Healthcare department. She has a Certificate in Healthcare Management and Leadership from Graziadio Business School and Professional Certificate in Advanced Public Engagement from Davenport Institute for Public Engagement and Civic Leadership at Pepperdine University. Arshia worked as Laboratory Research Technician at Imperial College of London, UK. Her research was in Metabolic Medicine and Appetite. Publications are available on PubMed. Arshia's legal interests include homelessness, children's rights, healthcare, affordable housing, criminal justice, and eDiscovery. One of her hobbies is to visit public gardens. Her recent garden visit was at UCLA Mildred E Mathias Botanical Garden. 



Shall We Talk About the Elephant in the Room?

by Anthony Conklin – LAPA Student Member

It is hard to believe that as of March 2021, this will be the one-year anniversary of quarantine in California. I cannot get over the fact that it has been one year already. It almost feels like March 2020 was just yesterday, and time is this abstract concept that I am trying to process.

May I ask how is everyone's mental health doing so far? It seems a bit late seeing as how it has been a year already, but you know what they say. Better late than never. Or so I am told. Before you respond to the question, let us define what mental health is and go from there.

For instance, physical health is defined as the physical state of your body, and its overall well-being. Just as mental health is not the physical state, but rather one's mental state and overall mental well-being. Such as how one effectively deals with the stresses of day-to-day life.

Here is a glimpse into my mental health experience with quarantine so far. I remember when the quarantine first started, and I was a mental health worker. I worked with mentally ill residents and had to do my best to effectively communicate with them daily. If I am being entirely honest, I am not even sure what I did as a mental health worker. In a way it just seemed like I was just baby-sitting mentally ill adults, doing my best to make sure that the residents were respectful and compliant to staff. Along with making sure that no physical conflicts arose as much as possible.

However, I also taught several classes as a mental health worker, such as personality development, mental health education, and self-care. In these classes, I along with other coworkers taught the residents the importance of understanding oneself, because the better one understands oneself, you can do almost anything you put your mind to.

For example, I am not saying that you can be the next rock star, or anything like that. But, if you have the talent, passion, patience, and consistency to put in the hard work to become the next rock star, then you have a chance of doing so.

But how does this relate to mental health? Well, good question. Going back to my own mental health, I remember feeling somewhat distraught because I along with other Californian residents were being put in lockdown, quarantine, and all of these other terms that I had never experienced before. I felt uneasy, anxious, and uncertain about what the future brought for us, not just in California, but the whole world as well.

I can only imagine what the other residents in California, and people across the world felt during this time. I imagine we shared similar feelings of uneasiness and uncertainty when this pandemic first started. From March to December of 2020, all I did was essentially work full-time as a mental health worker and continued my progress in the paralegal program. Fortunately, I completed said program this past December. Throughout this time, I vividly remember feeling a lot of different emotions at the time.

I remembered questioning a lot of things, like, "Why is this happening? Am I going to get sick? Will I lose my life to this virus? Will I lose a loved one?". These types of questions kept on racing throughout mind and well my mental health was at an all-time low. I felt like I had little to no outlet, just mindlessly attending paralegal school in hopes of getting a job in this field, working 40 plus hours a week as a mental health worker, and rarely spending time with my family. And that was the kicker.

It was around the last week of July, where I was studying for my contract's final in the coming days, and which I heard my mom yell out. "Help! I'm bleeding!". So, I immediately ran from the patio, and put pressure on her leg where she was bleeding, where it seemed like the blood just would not stop gushing out of her leg. I thought to myself, "What's going on?". My mother told me that she scratched her leg, and then seconds later my grandma called the

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ambulance. They arrived, wrapped some tape around my mom's leg and wheeled her off in the ambulance. I thought nothing of it. I thought, "Oh, she'll be fine. She'll be back in a couple of days, and I'll be able to properly wish her a belated happy birthday". Once I finished this contract's final, I will be able to take her out and give her a proper birthday celebration.

Only to find out that two days later, she coded blue multiple times, and then she was gone. Just like that. To this day, I think that she will be coming home any minute now, as I wait for her day in and day out right by the front door. It has been almost nine months or so, and some days it feels like it happened just yesterday. I share my story because I want to connect with those who have lost a loved one during this ongoing pandemic or lost someone due to covid-19. I can only imagine the amount of pain and suffering people have been through especially during these trying times.

The reason I shared this experience, is because of how traumatizing it is to lose a loved one. Add in the ongoing pandemic into the mix? It is ridiculous. I was not able to give my mother the proper burial that she deserved but instead she was rushed to be cremated, along with a short funeral service. It all felt so rushed as she was cremated, her along with the hundreds, if not thousands of other victims during this pandemic.

I vividly remembered the grieving process of losing her. From the early morning when she passed away, to these emotions I deal with even to this day. After her funeral, this cemented the fact that she passed away, but I still waited for her to walk through the front door thinking that this was all some sort of nightmare. I was going through the stages of grief like denial, anger, bargaining, depression, and even acceptance, but going through this process repeatedly.

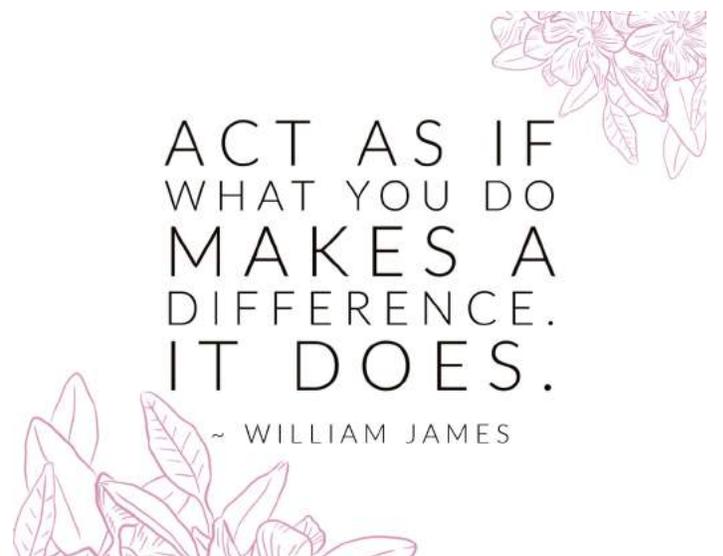
From July 2020, to now April 2021, it has been a mixture of emotions running through my mind. I felt incredibly depressed, lonely, tired, and almost numb during this stage of my life. From July 2020 to December 2020, all I did was attend online classes, go to work full-time, and do homework. I practically threw myself into my work, whether it was academic, or as a mental health worker because honestly that is all I knew. It was somewhat comical that I as a mental

health worker taught others about the grieving process but did not actually take the time to grieve myself. Or at least I thought I was handling it okay. That is all I did for the rest of 2020, I was so obsessed with completing this program, on behalf of my mother because she believed in me and my pursuit of higher education. As I completed the paralegal program in December 2020, I thought that my mother would be here to celebrate with me, but I was reminded by her absence.

Since completing the paralegal program, I decided to take a leap of faith, and quit my mental health worker position, in order to pursue work in the legal field. Seeing as how I spent the last year or so going to school for this degree, I figured it was time to challenge myself and put this degree to good use, somehow, someday. Since December 2020, I have been unemployed, but continuously applying for entry-level jobs in the legal field, day by day for the past three months. It has gotten a bit lonely at times, but I also remember that my mother would have wanted me to continue my dream of working in the legal field as a paralegal, or legal assistant, and to never give up on this dream.

However, as I thought to myself, I realized that the more I talk about my mother, the more I reminisce about her never-ending love, care, and support for myself, and my family, the more I am reminded that she is not really gone. I mean yes, she is physically gone, but she will always remain in my heart, and mind. That is, until I get Alzheimer's in the future. I joke. Sort of but alas.

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I am also continuously reminded that her legacy in a way will continue to live on through myself, my younger sister, and grandmother. I would also like to thank my friends, family, and wonderful girlfriend, who have supported me through this difficult time in my life. Where I can honestly say that if it were not for them being a part of my life, I do not think I would have made it to where I am today.

Granted, I wonder where I am at in the current stage in my life, aside from my current quarter-life crisis, but I digress. If there is one thing that I have learned from my mother's passing, is that I needed to take some time for myself. I am constantly reminded to take some time for myself, and to spend time with my loved ones because life is short. And you never know how much time you truly have left with them. To do your best to make the most of every moment.

I also believe that we as humans are adaptable, and that if humans have shown time, and time again is that we as a species are able to adapt, and overcome, almost anything and everything that comes our way. However, after a traumatic event like losing a loved one, it is of the utmost importance to take time for yourself and heal. Granted, some days are better than others, and some days you will feel like you have made progress and have coped with the loss. Then there are other days where it feels like they have just passed away and you are doing your best to hold yourself together.

I just wanted to say that to some small extent, I understand, and I can empathize and sympathize with those who have lost a loved one during the pandemic. I wanted to share a bit of my story, in hopes that this story will resonate with others, and help them with the grieving process, one day at a time. I hope that you may understand that while it may feel like you are alone, you are not. If you need someone to talk to, please, do not be afraid to confide in someone close to you to talk to, and perhaps even go through the grieving process. I would also like to encourage you to please consult professional help, if necessary, as now more than ever, taking care of one's mental health is of the utmost importance as we continue living through the ongoing pandemic.

To take care of your mental health, I have a few suggestions that have helped me take care of my mental health over the past couple of months. I would highly recommend going outside for a short ten-to-thirty-minute walk. I did this consistently over the past couple of months and noticed that I did not feel as stressed or stuck, as it helped me reconnect with myself. Another suggestion would be to meditate. Meditating for ten to fifteen minutes, twice a day has helped me declutter my mind, and really focus on what goals I wanted to accomplish for that day.

One other recommendation I have which is something I am currently struggling with myself, is to keep a daily journal of gratitude. Writing down three to five things that you are thankful for that day, has helped me maintain a more positive attitude through the pandemic. I struggle with writing things down, but I have found taking a minute or two to reflect about your day, and listing some things that you are grateful for, has made a huge positive impact on my life and my mental health as well.

Lastly, I would also recommend giving yourself some "me" time in the day. Whether it is an hour, or five minutes. Just create some time for yourself where you will be able to relax and enjoy your own company. I personally think that many people nowadays live their life on the go. Where if it is not one thing, it is another thing, and something is always competing for our attention. However, when is the last time you gave yourself some attention? When is the last time you took the time to look inside of yourself, and unpack all the thoughts racing in your mind?

I understand that we all need escapism, right? However, as you escape reality, whether it is through Netflix, podcasts, or whatever the case may be. Do not forget to take the time to take care of yourself. We as humans are exposed to a lot of things in this digital age, and even more so once we step out of our houses and apartments. As we navigate this crazy world adapting to the changes caused by the pandemic, take a moment or two, to reflect on where you are in life, and where you would like to be; but also taking the time to show yourself grace, love, and empathy.

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Finally, I would like to encourage everyone to please, stay healthy and be safe as we move on through the pandemic. I hope that everyone is doing well and doing their best to make the most of the situation that they are in, and to please, take care of your mental health. Do not forget to take time for yourself, love yourself, and remind yourself of the limitless potential within you.

P.s. I would love to hear your stories and connect with you on LinkedIn!

<https://www.linkedin.com/in/anthony-conklin-5aa193144/>

My name is Anthony Conklin, and I am from Glendora, CA. I recently received my Bachelor of Arts in Linguistics from UCLA and my Associates in Paralegal Studies from Mount San Antonio College. I am a new paralegal doing my best to break into the legal field, and I would like to connect with other paralegals and legal professionals! I interned at the West Covina District Attorney's Office for almost two years gained experience in the criminal side of the law, and currently exploring the civil side of the law to learn as much as I can about the law field. I look forward to writing more articles for LAPA, as well as interacting with other fellow members of the legal community! I currently spend most of my time looking for employment in the legal field, networking with other legal professionals, sharpening my writing skills, and meditating to try and find some peace amidst the ongoing pandemic. 

The Traditional Office Workspace Versus Working From Home

by Anthony Conklin – LAPA Student Member

Hello everyone! I hope you are all staying safe and healthy throughout the ongoing pandemic! Apparently, the month of April is best known for having a special day called Earth Day. Which is wonderful! I would like to think that we as a society have made some progress in terms of being more environmentally friendly over the recent decades. However, with the ongoing pandemic, I think that this has ignited a sort of debate between the traditional office workspace, for example such as how many law firms operate, versus being able to work from home.

Before I go in-depth between the two ideals, I would like to preface that I have not worked in a traditional law office workspace, nor have I worked from home in the legal field, but I have worked in an office

environment for about three years or so, and these are my thoughts about both issues; feel free to take either side with a grain of salt.

First, I shall talk about the traditional office workspace. With this traditional type of work, I see some of the pros and cons about working in a typical office space, especially in the law field. Some of the pros about working in an office space, is that say once the pandemic is over, people can return to working in an office instead of working from home. This means that if people struggled between differentiating their personal life, and work life since there was an overlap of the two while working at home, this option gives people a greater distinction between their different lives. I would also imagine that this gives people a greater opportunity to separate their work life, from their personal life. Almost enables them to adopt this leave your personal problems at the door so to speak, and once you have clocked out, you can resume living your own personal life care-free or as close to being care-free of your work life problems.

Another benefit of working in an office, is that imagine the productivity levels at an office, where perhaps employees thrived at versus the levels of productivity that may have dropped over the course of the pandemic due to working at home. However, this could also be due to a multitude of reasons as to why workers' productivity levels have dropped due to the global pandemic. I would also say that perhaps another pro to this type of workspace, is that if the employer and the employees had a strong sense of camaraderie with their coworkers, the return of their coworkers in a mutual but physical office space setting would rebuild this bond between the employees, perhaps creating higher levels of productivity for the company overall than working at home.

However, with some of the positives of a traditional office workspace, I have listed some potential negatives to this type of work. For example, the pandemic has made companies adapt and thrive or just barely survive throughout the pandemic. With the adoption of remote work, this has practically made the traditional office workspace obsolete in several ways. Employees are no longer required to enter the office during the pandemic and can work remotely.

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This means that the employers I can imagine are still paying overhead costs to keep the physical lights on in the physical real estate that the traditional office occupies, with little to no employees to justify the property expense. Except that hoping that things will “return to normal” after the pandemic is over. But even then, especially in the early months of the pandemic, who would have known how long this pandemic would have taken, as the normal way of life has yet to return to normal.

Another negative towards the office workspace, is that unless you work within a reasonable driving distance to these businesses, such as major law firms in big cities like Los Angeles, New York or San Francisco, it creates a lot of unbearable traffic to commute back and forth to physical offices day in and day out, week after week. In doing so, with a densely populated city like Los Angeles, this creates an immense amount of traffic, and air pollution that has a negative long-term effect on the environment. Just from commuting back and forth alone, not to imagine the amounts of paper wastes that are generated by these businesses in the traditional office space, unless they have adopted a more modern environmentally friendly approach that wastes less paper.

With the issue of long-distance commute for employees, I would also hypothesize that this would create greater long-term issues for their employers. I can only imagine how long of a commute some employees would have to endure daily for their traditional workspaces in large cities such as Los Angeles, San Francisco, or New York. Initially perhaps the newer employees would not mind, and or possibly handle the commute times, but as their time with the company grows, I theorize that this would add pressure to their job, and perhaps they would ultimately quit their current job due to the commute issues, in favor of employment that is either closer to home, or even a remote position.

From the traditional office workspace, we go to the modern-day remote work, where more and more people are working from home nowadays. I would say that some of the positives to working from home, is the major flexibility advantage that working from home gives employees versus having to work in a

traditional office setting. Working from home gives employees perhaps more control, in terms of setting their hours, and perhaps being able to work longer, or even shorter hours depending on the type of work needed to accomplish at home. For instance, I imagine that with most traditional office jobs, the start time for work is typically a 9am-5pm job, where you are expected to work those rigid hours day in and day out. However, working from home, perhaps yes, employees are still required to work those hours, but since they are able to work at home, or remotely, they can work longer or even shorter hours depending on how efficient they are working from home. Being able to work remotely gives the employees a greater sense of freedom, being able to control their schedules, and the environment that they are in, not being tied to a desk or a cubicle in a traditional office setting.

Another positive to remote work is that I can imagine that many companies adapted quickly to remote work, which enabled its employees to perhaps be as productive, or efficient as they were before the pandemic. One benefit to working remotely, is that I can imagine this would cut down in-person labor costs such as having to own an office space to house your employees, and all of the costs that come with that office space as well. For example, I can only imagine how beneficial this would be to smaller and perhaps even mid-sized businesses that have to rent out prime real estate in highly valuable locations such as Los Angeles, New York, or San Francisco. This would mean that instead of these businesses spending money on real estate, they could perhaps use that money to support their employees to work from home full-time, and no longer have to deal with the hassle of commuting to physical office. All the money that was spent on said real estate and overhead costs of maintaining an in-person office, could be used to further expand said business online.

There are some negatives to working from home, for example, I can imagine how confusing it must be for some employees to work from home, especially if it is their first remote job. However, with most jobs nowadays, I am almost certain that you can get work done if you have a functioning desktop or laptop, and perhaps a printer to print out any hard copies

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of paperwork that one may need for work. However, I also understand how confusing it may be to start, but still relatively inexpensive for people to set up their own work area. However, another issue with working from home is that perhaps not all people can afford turning a space in their house or apartment into a workplace area that they can work at. On the flipside, with advancements in modern technology, it has become easier, and easier for people to work at home with a relatively inexpensive budget. People can work on smaller laptops, or even work from their smartphones, to truly take advantage of working remotely, and experience the freedom from the traditional office workspace.

Another negative effect of working from home, is that while it may provide some employees with a sense of freedom, I theorize that due to the ongoing pandemic, many remote employees cannot travel as much as they used to, and thus may create a difficulty for them. For instance, I imagine remote employees struggling with their mental health especially blurring the lines between their work, and personal life, with their work life invading their home life without creating a clear distinction between both lives. With the pandemic raging on, mental health is of the utmost importance for everyone to take care of, and if all remote employees are doing, is working from home with little to no outlet from their remote workspace, this would be detrimental to their overall mental health in the long term. Not only would it affect the remote employees, but it would also create challenges for the remote employers as well.

One remedy to this issue is that I would encourage remote employers to offer their employees some form of counseling that is readily available to their employees at little to no cost. I would also highly recommend the employers to consistently advocate for the employees to use mental health days, to ensure that the employees are taking time off for themselves. I would also advise remote employers shift their focus from being company-centric, to being more employee-focused to ensure that the employees are well-taken care of, because if the employees are well cared for, then the company can thrive in the long-term as well. I am not sure if this is a correct saying, but I imagine that one way people

can determine the success of a company is to look at its employees. If its employees are well cared for, then the company will be thrive in the long term.

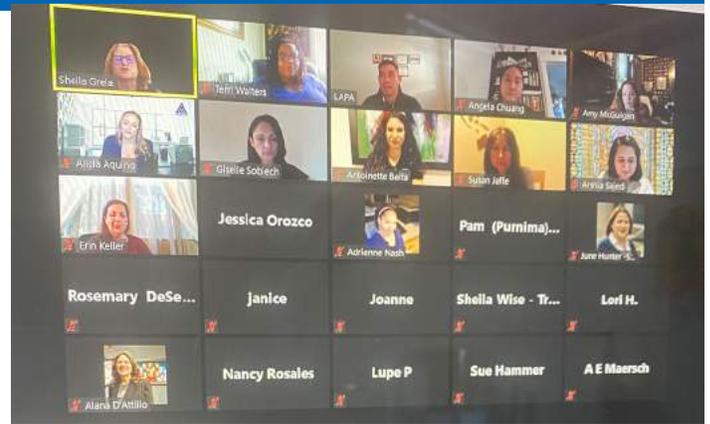
For example, if there is a company with high turnover rates, and must consistently keep looking for employees, this company will consistently be short-staffed in the long run, if the company does not care for its employees. However, if the company is proven to take care of its employee's time and time again with examples of great pay, a generous compensation package, and flexibility to their employees, then this type of company, I suspect would be more likely to thrive in the long-term.

That at the end of the day, unfortunately, so it seems, many corporations and businesses seem to only care about their profits, rather than taking care of their employees in favor of short-term financial gains, rather than focusing on their long-term legacy and financial success of their companies.

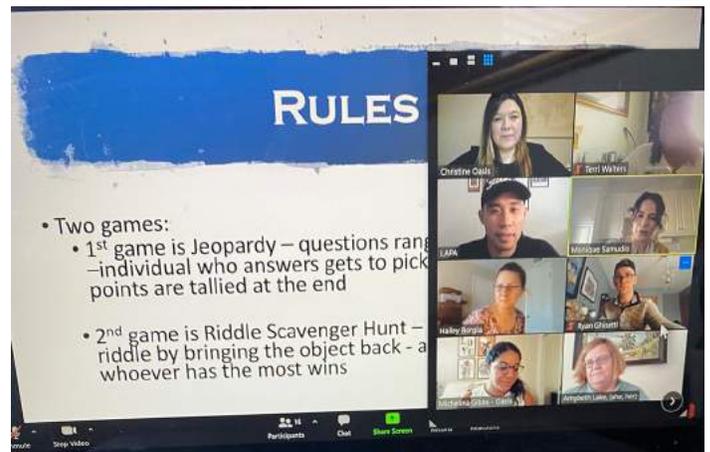
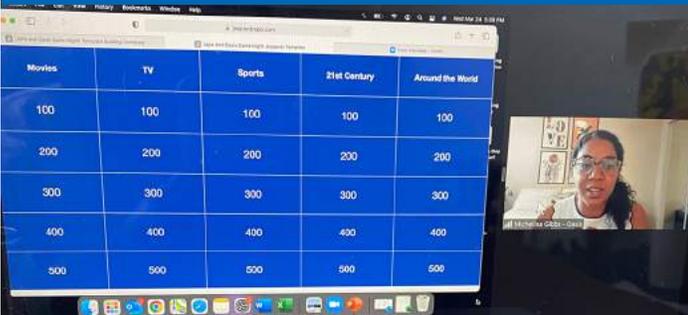
Now a question you may be having is, well, then what do you suggest? You listed the pros and cons of both sides of the argument, now how do you solve the problems of both? Well, I would suggest a sort of compromise between working in an office space, and remote work. I offer a hybrid between the two ideas, where perhaps instead of working full-time at a remote position, or full time in a traditional office setting, perhaps employees and employers can come together. For example, perhaps two days out of the week, the employees can work remotely from home, and work the other three days in the office or vice versa. I would suggest perhaps adopting a two-day remote, three day in person model, specifically working Mondays and Fridays remotely, and working in the office Tuesday-Thursday. Again, this is just my idea, and I think offers a great compromise between the two ideals.

I do wish more businesses, like larger law firms in downtown Los Angeles, would adopt this hybrid model. Personally, I think that in the future there will be a greater number of businesses that are going to eventually adopt the fully remote model, and it would be best, especially for law firms, to at the very least, adopt this hybrid method, or be doomed to catch up to the rest of the world, when the digital revolution has only just begun. 

LAPA, SDPA, & SFPA JOINT WOMEN'S MONTH EVENT



OASIS & LAPA TRIVIA NIGHT!





The Upsides of Virtual Career Development

by Janel Calinog – LAPA Student Member

Despite five years of post-undergraduate working experience, job seeking still daunts me. While I am lucky enough to have enjoyed each of my tenures genuinely, I am also familiar with the not-so-fun experience of tackling dozens of interviews before finding the right fit. For these reasons, I joined LAPA immediately after Jonathan Dang, Cynthia Montoya, Francisco Gutierrez, and Samantha Burns spoke during my first week of class at UCLA Extension's Paralegal Training Program. Their emphases on networking and career development spoke to me, and I thank LAPA immensely for pointing me towards a number of virtual events over the past two months.

One event I enjoyed was the second part of West LA College's Virtual Career Development Series. The

event took place April 1st over Zoom and focused on job search, career options, and interviewing in the paralegal profession. The panelists were Nicole Faudree, Esq. (College of the Canyons), Anthony Sipp (former LAPA President), Yvonne Kubicek (UCLA Extension), and Nikki Jacobson, Esq. (West LA College). While there were many West LA College paralegal students in attendance, there were also a number of students from other schools, as well as alumni and legal professionals asking a variety of questions in the Zoom chat. I felt not only in the right place, but also empowered to ask questions myself.

The panelists had an incredible amount of advice and insight to offer. What they really drilled home was the following: 1) networking is vital to any job search; 2) do not limit your career options; and 3) interviewing is about first impressions — so prepare to impress. Before I share more, I also want to highlight how each panelist demonstrated their willingness to help answer as many career-related questions as possible from the Zoom chat. It was the panelists' positivity, availability, and efficiency throughout the one and a half hours that carried this event to its successful end.

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The Los Angeles Paralegal Association's Career Center is the leading source for attracting top talent

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- > RECEIVE RESUMES VIA EMAIL
- > SCREEN RESUMES
- > HIRE QUALIFIED TALENT



www.lapa.org



ASSOCIATION
CAREER NETWORK

On the first topic of networking, each panelist shared their own experience of how personal and professional connections led to their current positions. Whether it be through a friend, family member, professor, classmate, current or former co-worker, you never know what connection may be between you and the job you are applying for. It is equally important to seek out opportunities to network by joining social media groups, your school's alumni group, and even setting Google alerts for job postings that match your interests and experience.

Related to networking, LinkedIn is also a vital career development tool, especially for recruiters to have a sense of your background. Though a full resume is not necessary, a profile photo, brief descriptions of your work experiences (unpaid positions count!), and any "ABA-approved" education you can add are essential. One interesting note was while business cards seem outdated now, they might come in handy post-pandemic. Overall, you should put yourself out there and remember that any experience is valuable.

On the second topic of career options, the panelists agreed to not limit yourself to law firms, but consider that the law touches all industries. From corporate legal departments (i.e. in-house at entertainment studios or car companies), to neighborhood legal services or government agencies, you can still make an impact and should broaden your job search to have more options to choose from. Further, while job engine searching, use keywords not limited to "paralegal", but expand your search to include more general terms like "legal" or "law" – and focus on the job description. Specifically, a government sector job that requires a paralegal background may be titled, "Legal Secretary II", or includes keywords like "law", "legal", or "litigation" – so be sure to do the research.

The final topic of discussion was interviewing in the paralegal profession. The panelists kept tips straightforward, around one big picture: first impressions are important, so focus on getting the job first, and be positive. Be sure to show up prepared by asking necessary questions beforehand (i.e. who your interviewers will be, what the format or structure will be) and dress to impress, according to the company's image (i.e. conservative but not too

trendy, bring a black portfolio to carry your resume and writing portfolio, polished shoes). One helpful tip for those interviewing virtually over video was to purchase a desk camera light (which can be found on Amazon) – having a light source in front of you is key so as to not create shadows.

These tips are not only for students but are also great reminders for any professional looking to advance their career. Part three of West LA College's series will take place May 6th, and I can only imagine how helpful part one was. I am incredibly grateful for these kinds of virtual networking opportunities, including the convenience and career development they provide while we continue to wait out the pandemic safely from home. I commend the panelists and those at West LA College who made this event so successful over Zoom – and those that continue to provide opportunities for students and professionals to network virtually. Now, I am looking forward to what the future holds for my career with a lot less fear.

Janel Calinog is currently pursuing a paralegal certificate at UCLA Extension while working full-time as Executive Assistant to General Counsel at The Tornante Company. After graduating from UC Santa Cruz in 2015 with a Bachelor of Arts degree in Politics and minor in Legal Studies, she was an Assistant Paralegal at an immigration law firm for a year in San Diego before moving to Los Angeles to pursue a career in Executive Assistance. After a short break from the legal industry she is excited to be a LAPA student member and open to networking via LinkedIn (in/jcalinog). [Link](#)

COME

**VOLUNTEER AT
LAPA BOARD**

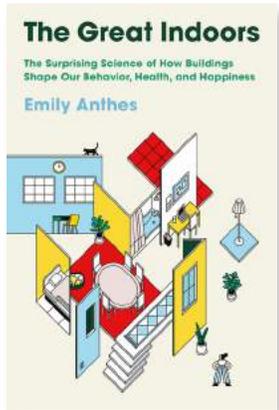
Must:

- have good standing membership
- be a paralegal
- have passion for helping people

FOR MORE QUESTIONS, EMAIL PRESIDENT@LAPA.COM

A recurring column that reviews books focusing on voices and subjects that reflect the diversity of the human experience

by Deena Bowman – LAPA Director

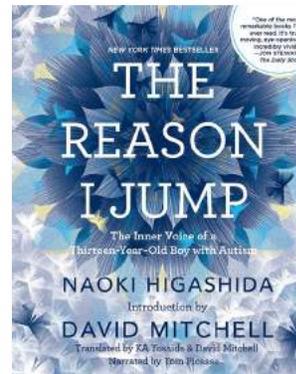


The Great Indoors: The Surprising Science of How Buildings Shape Our Behavior, Health, and Happiness

by Emily Anthes

We speak of escaping to the “Great Outdoors,” – but Modern humans spend 90 percent of our time indoors. How well do we function in our homes, offices, schools, and hospitals? Science journalist Emily Anthes takes us on an adventure into the buildings where we spend our days, exploring the profound, and sometimes unexpected, ways that they shape our lives. And she also previews the homes of the future, from the high-tech houses that could monitor our health to the 3D-printed structures that might allow us to live on the Moon.

2020, 290 Pages. SFarrar, Straus and Giroux. \$28.00 Hardcover. Also available for checkout from the Los Angeles Public Library in book and e-Book.



The Reason I Jump: The Inner Voice of a Thirteen-Year-Old Boy with Autism

by Naoki Higashida; Translated by KA Yoshida & David Mitchell; Illustrated by Kai & Sunny

Naoki Higashida explains through a series of commonly asked questions and answers how he perceives life through the lens of a boy with autism. A sampling of the questions include: “Why do you take ages to answer questions?” and “Why are your facial expressions so limited?” Higashida provides answers with both wit and honesty and a plea for compassion: “...But still, we don’t want you to give up on us. Please, keep battling alongside us.” Sharing his insights on those who have autism is an eye-opening experience.

2013, 149 Pages. Random House. \$23.00 Hardcover. Also available for checkout from the Los Angeles Public Library in book and e-Book.

LAPA PROFESSIONAL DEVELOPMENT SERIES:

CRAFTING YOUR LINKEDIN PROFILE

4/21/21,
6:00 p.m. - 7:00 p.m.

LAPA MEMBERS: \$10
NON-MEMBERS: \$20

Presented by
Jennifer Evans
of Access Talent Solutions





Parmesan Crusted Chicken

Submitted by Terry L. Wright, ACP – LAPA Director

INGREDIENTS

- 1/2 cup Mayonnaise
- 1/4 cup grated Parmesan cheese
- 4 boneless, skinless chicken breast halves (about 1-1/4 lbs.)
- 4 tsp. Italian seasoned dry bread crumbs

DIRECTIONS

- 1) Preheat oven to 425°.
- 2) Combine Mayonnaise with cheese in medium bowl. Arrange chicken on baking sheet. Evenly top with mayonnaise mixture, then sprinkle with bread crumbs.
- 3) Bake 20 minutes or until chicken is thoroughly cooked.



Fresh Strawberry Bread

Submitted by Terry L. Wright, ACP – LAPA Director

INGREDIENTS

- 1/2 C margarine
- 1 C sugar
- 1/2 tsp almond extract
- 2 eggs (separated)
- 2 C flour
- 1 tsp baking soda
- 1 tsp baking powder
- 1 tsp salt
- 1 C crushed strawberries

DIRECTIONS

Cream sugar, margarine & almond extract. Beat egg yolks (one at a time). Add sifted flour, baking powder, baking soda & salt. Add to creamed mixture. Beat egg whites until stiff. Fold in, add strawberries. Turn into 9x5 greased, floured pan & bake 50-60 minutes @350 degrees. Cool in pan for 15 minutes. Enjoy!

Have a Favorite Recipe You Want to Share?

Send your submissions with a photo of the finished recipe to editor@lapa.org

SAN FRANCISCO PARALEGAL ASSOCIATION +
LOS ANGELES PARALEGAL ASSOCIATION

HAPPY HOUR THURSDAYS (THE REMIX)



Join us every two weeks
STARTING MARCH 11, 2021
KICK-OFF AT 5:30 PM
GAMES/EVENTS START AT 6:00 PM

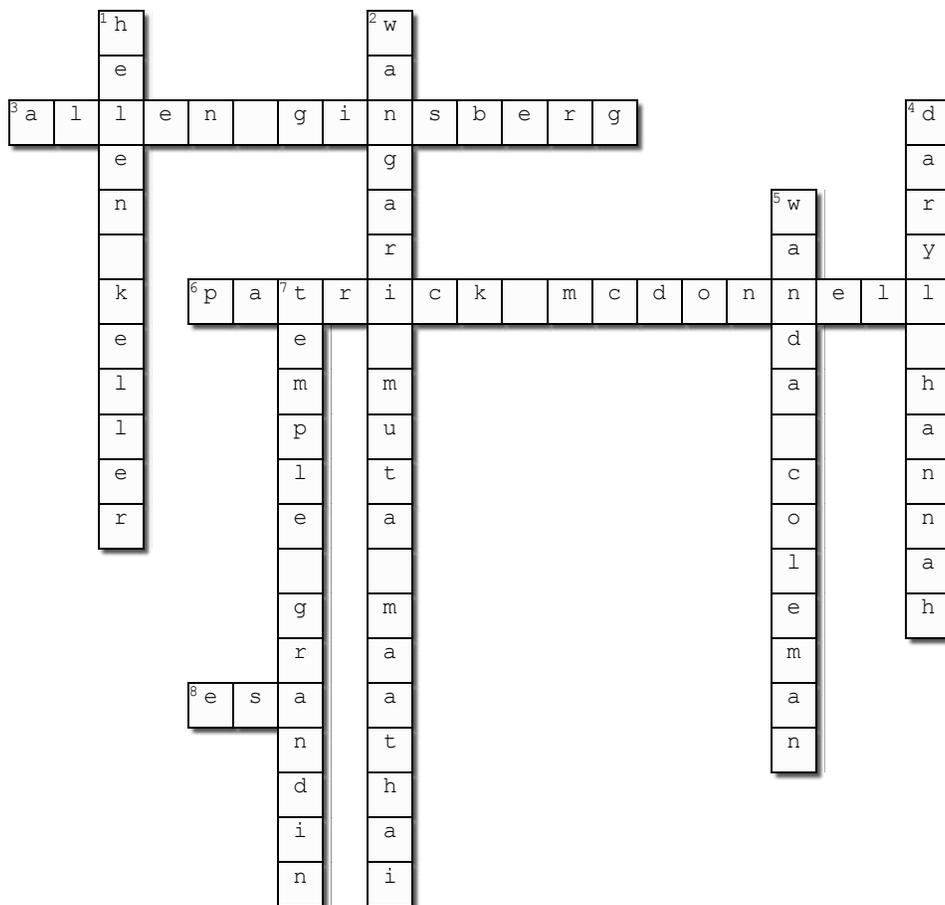
OnCall
DISCOVERY



DIVERGENT
LANGUAGE SOLUTIONS



LAPA'S CROSSWORD PUZZLE - continued from page 6



ANSWER KEY

ACROSS

- 3 Allen Ginsberg
- 6 Patrick McDonnell
- 8 ESA

DOWN

- 1 Helen Keller
- 2 Wangari Muta Maathai
- 4 Daryl Hannah
- 5 Wanda Coleman
- 7 Temple Grandin



The Los Angeles Paralegal Association (LAPA) reflects the diverse nature of Southern California, and we strive to be as inclusive as possible. As an organization of legal professionals, we hold the ideals of equality and justice in the highest regard. The injustices experienced by the communities of Black, Indigenous, and People of Color are a stark reminder that equality and justice are ideas that have yet to reach fruition in this country. We, as a nation, must do better. LAPA stands in solidarity with the families and friends of George Floyd, Breonna Taylor, and Ahmaud Arbery. It is our sincerest desire to see justice is done as the law requires for their tragic deaths.

Diversity and inclusion are LAPA's initiative for 2020. We hold firm in striving to be more inclusive and diverse to reflect the community that we serve and represent. Moreover, LAPA will continue to steadfastly advocate and create initiatives to prepare and support our paralegals.

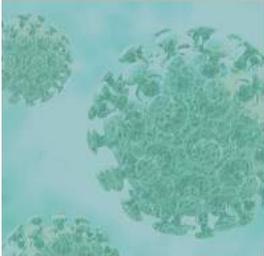


Housing + Community Investment Department

Attention: City of L.A. Tenants & Landlords

**Coronavirus: What You Need to Know
about L.A.'s Eviction Protections**

visit: hcidla.lacity.org





COLLEGE OF PROFESSIONAL STUDIES

BACHELOR OF SCIENCE IN PARALEGAL STUDIES

Pursue an Exciting Career in the Legal Field

As a paralegal, you'll be an invaluable part of a legal team, helping to investigate the facts of a case, research relevant laws and regulations, prepare legal memoranda, prepare evidence, draft documents for attorney review, and prepare cases for trial. The Bachelor of Science in Paralegal Studies program at National University will provide you with the professional skills you need to serve your legal community effectively and ethically as a paralegal or legal assistant.

Approved by the American Bar Association

The program combines a comprehensive academic curriculum with practical education in the role of the paralegal in a legal environment. You'll learn to articulate legal theory and apply it ethically to legal professional practice. You'll learn all about the American legal system and become proficient in legal terminology and writing. You'll also learn to identify legal issues, apply basic legal analysis, and conduct legal research using traditional and online methods.

Program highlights:

- Identify and apply proper legal solutions to legal problems
- Use technology for law office and case management, document development, discovery, and trial preparation
- Learn to convey relevant information to attorneys, clients, witnesses, and others
- Assist with preparing legal documents and handling pre-trial and trial preparation tasks
- Perform paralegal tasks competently in a law office, corporate law department, government agency, judicial setting, or other legal environment
- Integrate legal theory with the practical aspects of working as a paralegal in a law practice

Paralegals may not provide legal services directly to the public, except as permitted by law.

Students must take at least nine semester credits or the equivalent of legal specialty courses through synchronous instruction.

**LEARN
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Online and On-campus Programs
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WSCUC Accredited



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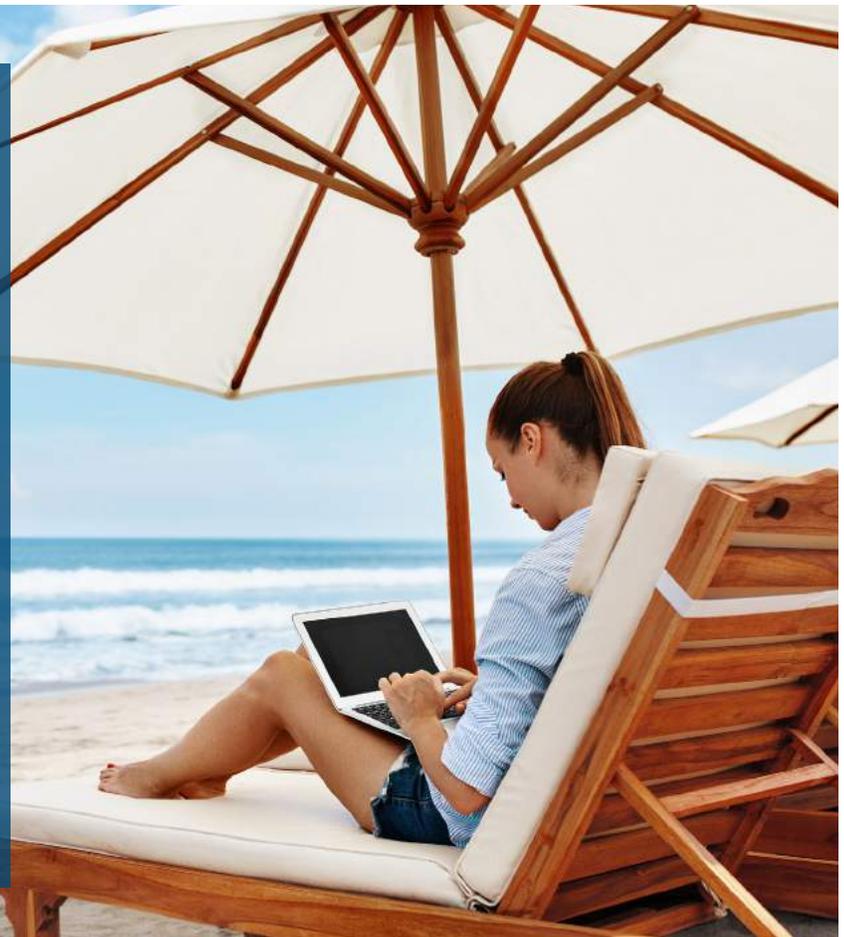
FREE COVID-19 TESTING

Now available to all Los Angeles residents.
Get more information and sign up:
Coronavirus.LACity.org/Testing

Attention
LAPA Voting Members

FREELANCE PARALEGAL LISTING

Available Online Now
for Voting Members Only
\$60.00 for Six Months



Coping with Stress During Infectious Disease Outbreaks that require social distancing

The Department of Mental Health supports the wellbeing of our County family, friends and colleagues. When you hear, read, or watch news about an outbreak of an infectious disease, you may feel anxious and show signs of stress. These signs of stress are normal. During an infectious disease outbreak, care for your own physical and mental health and reach out in kindness to those affected by the situation.

WHAT YOU CAN DO TO HELP COPE WITH EMOTIONAL DISTRESS

1. Manage Your Stress

- Stay informed. Refer to credible sources for updates on the local situation.
- Stay focused on your personal strengths.
- Maintain a routine.
- Make time to relax and rest.

2. Be Informed and Inform Your Family

- Become familiar with local medical and mental health resources in your community.
- Avoid sharing unconfirmed news about the infectious disease to avoid creating unnecessary fear and panic.
- Give honest age-appropriate information to children and remember to stay calm; children often feel what you feel.

3. Connect with Your Community online or through the phone

- Keep contact with family and friends through social messaging or through phone calls
- Join community and/or faith group online chat groups
- Accept help from family, friends, co-workers and clergy.
- Reach out to neighbors and friends with special needs who may need your help.

4. Reach Out and Help while maintaining necessary social distancing guidelines

- If you know someone affected by the outbreak, call them to see how they are doing, and remember to keep their confidentiality.
- Consider an act of kindness for those who have been asked to practice social distancing, such as having a meal delivered

5. Be Sensitive

- Avoid blaming anyone or assuming someone has the disease because of the way they look or where they or their families come from.
- An infectious disease is not connected to any racial or ethnic group; speak up in kindness when you hear false rumors or negative stereotypes that foster racism and xenophobia.

Consider seeking professional help if you or a loved one is having difficulty coping.



Be Proactive!

1. Stay informed with information from credible sources.
2. Stay connected with friends, family, and community groups.
3. Keep a positive attitude and outlook.

Resources

Los Angeles County
Department of Mental Health
Access Center 24/7 Helpline
(800) 854-7771
(562) 651-2549 TDD/TTY
<https://dmh.lacounty.gov>

Los Angeles County
Department of Public Health:
<http://publichealth.lacounty.gov/media/Coronavirus/>
or call 2-1-1 for more information

LEER EN ESPAÑOL

Novel Coronavirus (COVID-19)

Los Angeles County Departments of Public Health and Mental Health Coping with the Loss of a Loved One

As the coronavirus (COVID-19) pandemic continues to impact Los Angeles County, many of us will suffer the loss of a family member or friend. The death of a loved one is always difficult, but the pandemic is likely to make it particularly hard to cope with your loss. Both the nature of COVID-19 illness and the steps required to contain the virus pose unique challenges. These include:

- COVID-19 deaths do not come after months of illness; they are often sudden and unexpected deaths. You, your family and loved ones may have had little chance to prepare for the loss and goodbyes may have been remote, if they took place at all.
- For many, our usual way of facing death and grief depend on bringing people together. These customs are important as rituals of faith, closure, and as a way to connect and support others. Sadly, physical distancing requirements to protect us from further spread of COVID-19 currently prevent large in-person gatherings.
- You, your family members or friends may worry or feel guilty that they brought the virus into the home, that they should have recognized signs of illness sooner or reacted to symptoms more forcefully. The truth is that many people do not know they are carrying the virus, and we can't predict how the virus affects each person. Understand that you did your very best to take care of your loved one in a difficult, unpredictable situation.
- Adding to everything else are your worries about the future: job losses, overdue rents and mortgages, medical bills, lost health insurance and reduced retirement funds. For many families, these additional challenges in your life can intensify the sadness, grief and loss that comes with the death of a loved one and can make everything feel worse.

After the death of a loved one it is normal for you and your family to experience:

- A sense of shock and disbelief
- Feeling "lost" – especially if the person who died was an elder who anchored your family.
- Sadness, tearfulness, and depression. In fact, crying is a very normal reaction for everyone.
- Difficulty concentrating, confusion, trouble thinking clearly, completing tasks or making decisions.
- Repetitive and distressing thoughts about the loved one and how they died.
- Sense of isolation and disconnection from others, even people you or your family are normally close to.
- Physical reactions such as difficulty sleeping, upset stomach, changes in eating habits.
- In children, reactions may include the loss of developmental milestones, sleep difficulties, fears about being separated from caretakers, and concerns about other family members becoming sick or dying.

[READ MORE](#)

Los Angeles County Department of Public Health
publichealth.lacounty.gov

Los Angeles County Department of Mental Health
dmh.lacounty.gov

05/08/20 Coping with the Loss of a Loved One (English)

- 1 -



LOS ANGELES COUNTY
**DEPARTMENT OF
MENTAL HEALTH**
hope. recovery. wellbeing.



COUNTY OF LOS ANGELES
Public Health

Unemployed?



**Have you lost
your job or had your
work hours reduced?**

File and manage your Unemployment
Insurance (UI) claim using UI OnlineSM!

www.edd.ca.gov/UI_Online

Access UI Online to:

- File or reopen a claim.
- Certify for benefits and get paid faster.
- Get your latest claim and payment information.
- Receive important notifications such as reminders to certify for benefits.
- View in-person and phone appointments.
- Submit questions.
- And more!

UI Online MobileSM is available for
smartphone and tablet users.

You can file a new claim using UI Online
during the times listed below:

Monday	4 a.m. - 10 p.m.
Tuesday - Friday	2 a.m. - 10 p.m.
Saturday	2 a.m. - 8 p.m.
Sunday	5 a.m. - 8:30 p.m.

Once you've filed your claim, you can
access UI Online any time to view and
manage your claim.

See the reverse side to learn how to
setup a UI Online account.

continued on next page

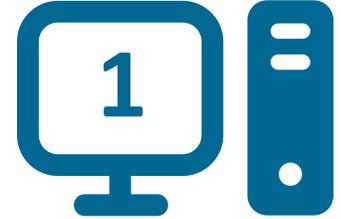


Get started today!

Create a Benefit Programs Online Login

If you already have a Benefit Programs Online login, you may skip this step.

- Visit **www.edd.ca.gov/BPO** and select **Register**.
- Accept the terms and conditions to continue.
- Provide a personal email address used only by you and create a password.
- Choose a personal image and caption. Select and answer four security questions.
- Check your email. Select the unique link within 48 hours of receiving the email to complete the process or you'll need to start over.

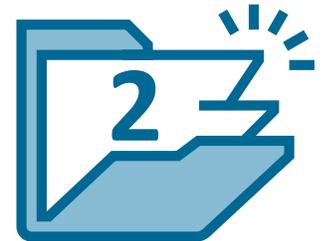


Important: Check your junk/spam folder if you don't see this message in your inbox.

File your UI Claim

Log in to Benefit Programs Online and select **UI Online** to get started.

- Select **File a Claim**.
- Read the **UI Claim Filing** Instructions. Select **Next** to continue.
- Provide your general information, last employer information, and employment history.
- Review the information you provided on the **Summary Page** and then select **Submit**.



Note: After submitting your claim, a confirmation page will display. You may keep your confirmation number for your records.

Register for UI Online to Certify for Benefits

Log in to Benefit Programs Online and select **UI Online** to begin registration. You'll need to provide the following information:

- First and last name as it appears on your claim.
- Date of birth.
- Social Security number.
- EDD Customer Account Number.*



*If you're a new UI customer, allow 10 business days after filing a claim to receive your EDD Customer Account Number by mail.

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:

1-866-487-9243

TTY: 1-877-889-5627

dol.gov/agencies/whd



WH1422 REV 03/20

SPRING CAREER CONFERENCE

April 10, 2021, from 8:30am - 12pm

LEGAL RECRUITING PANEL (8:40am-9:40am)



Scott Rosen



Shubina Pasha



Erin McCann, Esq.

PROFESSIONAL CERTIFICATION PANEL (9:50-10:50am)



Travis Chow



Terri Walters CCP, CP



Sheila Grela ACP

ALTERNATIVE CAREERS PANEL (10:55am-11:55am)



Fay Fay Ye



Gina Rosales



Beatriz Alvarado

Join us at our Annual Spring Career Conference and meet successful legal professionals who will inspire you to move forward in your career!

Location: Via Zoom.com

April 10, 2021

8:30 am to 12pm

LAPA Members Registration – \$20.00

LAPA Student Members - \$15.00

Non-Members – \$25.00

Meet and network with senior paralegals and top recruiters who will help you identify the next steps in your career path that are right for you.

The Recruiting Professionals Panel will provide insight on how agencies work as part of the team with HR/Paralegal Managers to match highly qualified candidates with the right position in the right firm

The Professional Certification Panel will explain the impact that professional certification can make in your career.

The Alternative Career Panel will provide tips on optimizing your skills so that you can envision yourself stepping outside the box of traditional paralegal roles onto alternative career paths.

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Member **FDIC**

JOIN LAPA IN LEARNING ABOUT THE LAW AND HOW IT RELATES TO DISASTER RELIEF (1 hour of CLE)

“Helping Survivors After a Disaster: An Overview of Disaster Benefits”

Julie Rattray, Esq. and Naomi Gemmell, Esq. of Neighborhood Legal Services will provide an informative CLE discussing several disaster related legal benefits/issues. The CLE will cover federal benefits after a disaster, the sequence of delivery, common disaster benefit legal issues, and the role of legal assistance.

Date: April 20, 2021

Time: 6:00pm – 7:30pm

Zoom Link to follow after completion registration



Member: \$15.00

Non-Member: \$35.00

Student Member: \$10.00

Student Non-Member: \$15.00

This CLE will be held in conjunction with LAPA’s Pro Bono & Community Benefit Committee’s Spring Fund Raising Event benefiting the

2021 TEXAS WINTER STORM VICTIMS

Due to the horrendous winter storms that Texas recently endured, many were displaced and even without water for weeks.

Please join LAPA in raising funds to Texas paralegals with the opportunity to attend the Houston Paralegal Association’s (“HPA”) Conference on April 23, 2021! Please see the Event Page on LAPA Website and click the link to donate and assist these Texas winter storm victims.

<https://www.hpatx.org/page-1702927>

For every registration over 30, LAPA will donate \$1.00 toward the Texas Winter Storm Victim fund raising event!!

Thank you for your consideration and kindness!

**PLEASE JOIN LAPA IN ITS SPRING PRO BONO FUNDRAISING EVENT
TO**

ASSIST THE 2021 TEXAS WINTER STORM VICTIMS

Due to the horrendous winter storms that Texas endured earlier this year, many were displaced and even without water for weeks.

LAPA is raising funds to host Texas paralegals with the opportunity to attend the Houston Paralegal Association's ("HPA") Conference on April 23, 2021!

The fee for paralegals to attend the HPA Conference is:
\$75 for HPA members, \$100 for non-members, \$50 for students

In recognition of LAPA's mission of *developing, strengthening and advancing the paralegal profession*, please click the below link and donate to assist LAPA's sister paralegal association, HPA, and its members:

Donate: \$50
\$25
\$(*no* donation is too small!)

<https://www.hpatx.org/page-1702927>



Two Ways to Attend: Live or Virtually

Friday, April 23, 2021\$

**Galveston Island Convention Center
Galveston, Texas**



Please stay-tuned, this fundraising event will be in conjunction with an April CLE relating to Disaster Relief and the Law (details to follow soon).

Thank you for your consideration and kindness!



Fresno Paralegal Association
Inland Counties Association of Paralegals
Kern County Paralegal Association
Los Angeles Paralegal Association
Paralegal Association of Santa Clara County

San Diego Paralegal Association
San Francisco Paralegal Association
Sacramento Valley Paralegal Association
Sequoia Paralegal Association
Ventura County Paralegal Association

CAPA Certification Program, Insider Web-Series and CCP Exam

CAPA Certification Program Packet

https://mcusercontent.com/89199601e8cebcb9c68ed26e8/files/63ec5650-c81b-408a-b5ed-a5056a12bd5b/2021_01_20CCP_20Program_20Packet.pdf

CAPA – CCP Exam FAQ

<https://www.caparalegal.org/exam-faq>

CAPA CCP Insider Newsletter

https://mailchi.mp/9b4e63205fc8/web-series-2021-march-9-ca-certification-ccp-webinar-7507325?fbclid=IwAR2KSejhbHrT5tahiX9X2WCxL_H5AEZrk5RhLfRwRBhmQ-3C-70Mo6GpC84

Quick link on Home Page – Sign up on Insider page to be added to mailing list

CAPA CCP Insider Web Series Event



California Certification – Your CCP Future Starts Here!!

March 9, 2021 – CCP Interviews

Samantha Armijo, CP, CCP

Dana Fischel, ACP, CAS, CCP



<https://register.gotowebinar.com/rt/7102913696796696332>



CCP Information available on CAPA Website

Certification Tab @ www.caparalegal.org and [CCP Insider Webpage](#)

CCP Study Guide, CCP Exam FAQ, CCP Fee Schedule, CCP Related Forms, CCP Directory Lookup
Questions, contact ccpadmin@caparalegal.org

373 E. Shaw, #104, Fresno, CA 93710

STRENGTH THROUGH STATEWIDE ALLIANCE

www.caparalegal.org

Members Only Benefits

Regional and Networking Sections

LAPA has many opportunities for meeting and connecting with your paralegal colleagues and other legal industry professionals. Such opportunities include seminar and networking events based on geographical locations such as Downtown (Los Angeles), South Bay, West L.A., the San Fernando Valley, Santa Clarita, and more. LAPA also provides educational seminars in various legal specialties, including, but not limited to, Litigation, Probate Law, Intellectual Property Law, Corporate Law, Immigration Law, and Ethics. Additionally, with the support of our legal industry partners, LAPA also hosts other networking and charitable events and mixers. Your participation in LAPA is encouraged, so be sure to reach out to a LAPA Section or Committee Chair, develop your leadership and networking skills, and make LAPA an even better association.

Vital Savings

This benefit provides LAPA members a discount program for dental and vision services, long term care, as well as many pharmaceuticals. LAPA has been able to obtain special pricing of Vital Savings discount cards through Aetna. By using the discount cards and Aetna approved providers, LAPA members can save dramatically on the services provided by these professionals. For more information, please visit LAPA's website, www.lapa.org.

Working Advantage

LAPA members may join a program that offers discounts up to 60% on tickets, travel, shopping, and more. LAPA helps you save money on items from clothing to theater tickets to flowers. This benefit is available by logging onto the LAPA website "Members Only" section.

United Insurance Partners

LAPA has teamed with UIP - United Insurance Partners - to bring LAPA members the opportunity to purchase health, dental, and/or vision insurance. When you access UIP through the link provided on the Benefits webpage, you will find an array of insurance products available for you to purchase with companies such as Blue Cross, Aetna, and many other top insurance companies. Please visit LAPA's website, www.lapa.org, for more information.

NALA Affiliation

LAPA is an affiliated member of the National Association of Legal Assistants. NALA is the nation's leading professional association for paralegals. As a member of an affiliated association, the initiation fee for individual membership in NALA is waived for LAPA members. NALA boasts some of its own benefits. Access its NALA Campus Live for online continuing legal education, self-study courses, and preparation for the CLA/CP Exam. Its annual educational convention in July allows you to expand your network beyond your state's borders as you network with other paralegals from around the country, attend educational institutes and member related activities.

Freelance/Contract Paralegal Listing

LAPA provides a "Freelance Paralegals" section on its website to assist LAPA members who are freelance, contract, or independent paralegals, as defined by California Business and Professions Code Section 6450. For a nominal fee of \$60, you can post your contact information on LAPA's website for six months. You can sign up online through the Members Only section of the website.

Membership Database

Available only to LAPA members, the Membership Database is a valuable tool in locating other paralegals or legal professionals with whom you have worked or networked. The Membership Database also provides up-to-date contact information as well as members' legal specialties and geographical areas.

Credit Union

LAPA members are eligible to join Southland Credit Union. Southland Credit Union, with over \$435 million in assets, offers an online presence, a new full-service branch in downtown Los Angeles, an upgraded ATM network and five new proprietary ATMs. Southland Credit Union has expanded its product line by introducing a new high-yielding certificate of deposit, a Rewards Plus program and a market-leading high interest yielding checking account. Southland Credit Union prides itself on outstanding service to its members and has recently earned a 95 percent Member Service satisfaction rating.

Lorman Education

LAPA is dedicated to providing efficient and readily-available continuing education opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. LAPA has partnered with Lorman Education to provide continuing education in a variety of topic areas. LAPA members receive a 20% discount on all orders.





Bet Tzedek Needs YOUR Help!

Intake Services Volunteers Sought

Bet Tzedek's Intake Services volunteers conduct pre-screening assessments in order to determine the appropriate course of action for individuals who call seeking legal assistance. Our volunteers are often the first contact our community has with our organization, and we rely on our volunteers to handle a high volume of calls from a diverse population of individuals with a broad range of needs.

Gain Issue Spotting and Client Interview Experience

Under attorney supervision, volunteers develop foundational legal skills, including learning to spot legal issues; to conduct telephone interviews with potential clients dealing with challenging, stressful situations; determining what information provided by the caller is relevant; and to begin to develop judgment of potential cases in a wide array of legal areas. Volunteering with Intake Services also provides first-hand knowledge of the landscape of legal services available in Los Angeles County and exposure to and understanding of the issues faced by the communities we serve.

Commitment: 40+ hours. During the school year, we ask that volunteers commit to working in the Intake Center for 8-10 hours/week for 8-10 weeks. During certain periods, such as winter break, we may be able to accommodate schedules that include a higher number of hours per week for fewer weeks. Work must be completed during normal business hours (M-F, 9am-5pm).

To Apply: Email volunteer@bettzedek.org or call (323) 549-5839 with any questions. Spanish language skills are highly preferred, but not required.

WELCOME NEW & RENEWING LAPA MEMBERS

The following is a listing of legal professionals and paralegal students who joined or renewed their membership in Los Angeles Paralegal Association within the last 30 days. The employer and work telephone number also are included when available. If any information is incorrect, please fax corrections to 866-460-0506, call LAPA at 866-626-LAPA or e-mail updates to info@lapa.org.

VOTING

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The Vital Savings by Aetna® program (the "Program") is not insurance. The Program provides members with access to discounted fees pursuant to schedules negotiated by Aetna Life Insurance Company for the Vital Savings by Aetna discount program. The Program does not make payments directly to the providers participating in the Program. Each member is obligated to pay for all services or products but will receive a discount from the providers who have contracted with the Discount Medical Plan Organization to participate in the Program. Aetna Life Insurance Company, 151 Farmington Avenue, Hartford, CT 06156, is the Discount Medical Plan Organization.

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