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**EMPLOYMENT STRATEGIES**



## Are You Looking to Jumpstart Your Paralegal Career? Consider Working as a Contract Paralegal

by Deena Bowman – LAPA Director

So, you finally received your paralegal certificate/degree, maybe have an internship under your belt, and you are ready to join your peers in the legal field. But – you're having difficulties getting that first paralegal position. There's another option for getting your foot in the door and gaining experience: contract paralegal.

### WHAT IS CONTRACT WORK?

Unlike being hired as a permanent employee, a firm will hire you for a specific need – usually short-term, from a month to perhaps two years. Contract paralegal positions can run the gamut from document production in response to discovery or trial preparation. Or, in the case of government contracts, you

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**PRESIDENT'S MESSAGE**



## Staying Cool with LAPA

by Jonathan Dang – LAPA President

I hope everyone is staying cool and enjoying much needed time off with friends and family. At the recent virtual NALA conference, LAPA was awarded the Affiliate Award for their School Liaison Committee and their numerous accomplishments this year. The School Liaison Committee is led by VP of Marketing Sam Burns. Some notable accomplishments thus far by the committee include developing relationships with local paralegal programs and free tutoring for all paralegal students. The School Liaison Committee has revamped its initiative to really focus on local programs and helping students grow. There is nothing more wholesome than watching paralegal students prepare for the work field and landing their dream jobs.

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might be hired as a long-term paralegal specialist for a particular section that has a long-term project involving one or more complex cases – subject to funding for that position—for several years.

### WHERE DO I FIND CONTRACT POSITIONS?

Job search sites such as Indeed, iHireLegal, Glassdoor, and the job search option on LinkedIn are excellent resources to start your search. The job posting for contract positions is usually stated right under the position title as “contract.” Additionally, some recruiters also specialize in contract employment options, besides permanent positions.

### THE PROS AND CONS OF WORKING AS A CONTRACT PARALEGAL

There are pluses and minuses doing contract work. For one, the position is temporary, and you won't have the same benefits as a permanent employee. However, some contracting companies do offer health care and sick/vacation time for long-term contract positions. On the bright side, if you prefer to work on intense short-term projects and quickly

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### LAPA REPORTER

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

Articles and news items should be directed to LAPA at [editor@lapa.org](mailto:editor@lapa.org). Inquiries about making a submission should be directed to LAPA at [info@lapa.org](mailto:info@lapa.org).

Inquiries about advertising placement, applications, membership materials and address changes should be directed to LAPA at [admin@lapa.org](mailto:admin@lapa.org).

Articles will be published as space permits. The Newsletter Committee reserves approval and edit rights on any article submitted.

The Los Angeles Paralegal Association is a non-profit, mutual benefit corporation and is tax exempt within the meaning of section 501(c)(6) of the Internal Revenue Code. Membership dues and donations to LAPA are not tax deductible as charitable gifts, but may be deductible as related business expenses. LAPA suggests that you consult your tax advisor in this regard.

gain valuable experience at the same time, being in a contractor role might be an advantage.

*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. Deena has been a dedicated member of the Los Angeles Paralegal Association and served the wider paralegal community for years in her role as General Director and member of several committees. In 2020, she was an integral part of the October Conference Committee and assisted in transitioning the entire conference into a virtual format so fellow legal professionals would not miss out on the opportunity to learn and network.* 

### PRESIDENT'S MESSAGE - cont. from page 1

On August 18th, LAPA will host its annual Pro Bono Fair where we showcase several non-profit organizations and connect attendees with volunteer opportunities. Organizations include: Bet Tzedek, Coalition for Human Immigrant Rights, Neighborhood Legal Services, Public Counsel, and Veterans Legal Institute. There are numerous opportunities out there with pro bono organization to assist the less fortunate. Registration is free and we highly suggest attendees to make a donation to our charity LifeSTEPS. LifeSTEPS is a nonprofit that guides families through multiple life challenges.

*Jonathan Dang is currently the President of the Los Angeles Paralegal Association and a Senior Litigation Paralegal with Nationwide Insurance.* 

### NALA The Paralegal Association Certification Corner

#### CP Applicants:

- Are you unsure of whether or not you meet the CP Exam eligibility requirements? If you send your transcript to us, we are happy to review it at [testing@nala.org](mailto:testing@nala.org).
- The CP Exam application fee does NOT include fees charged by PSI or non-PSI testing centers.

The paralegal student fee is for paralegal students currently in the last semester or quarter of a Paralegal program and who do not currently qualify under category 1, 2, or 3.



[www.nala.org](http://www.nala.org)

For more information contact:

Michelle Tabb, ACP,  
LAPA Paralegal Certification Committee Co-Chair  
Terry Wright, ACP,  
LAPA Paralegal Certification Committee Co-Chair, Board Director  
Doug Kuhn, CP,  
LAPA NALA Liaison, Board Director

## CALENDAR OF EVENTS

### AUGUST

- 3- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 10 - **LAPA Board Meeting** – Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org)
- 18- **LAPA Pro Bono Fair** – Up and Away with Kindness; 6PM - 8PM.; ZOOM; Go to <https://www.lapa.org/event-4367026> for more information.
- 25 - **LAPA Seminar** – MCLE Seminar – 6:00 to 7:00PM; Topic: Top Tips to Avoid Legal Pitfalls, *Featuring: Morvareed Salehpour, Esq., Managing Attorney of Salehpour Legal Consulting and President of the Santa Monica Bar Association*; More info/registration at <https://www.lapa.org/event-4442692>.

### SEPTEMBER

- 7- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 14 - **LAPA Board Meeting** – Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org)

### OCTOBER

- 5- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 12 - **LAPA Board Meeting** – Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org)
- 16- **LAPA's Annual October Conference** – The Westin Bonaventure Hotel & Suites; 9aM - 4PM.; Go to <https://www.lapa.org/event-4412335> for more information.

**MCLE**

## Top Tips to Avoid Legal Pitfalls

August 25, 2021,  
6:00-7:00pm

Members – \$15.00  
Non-member Students – \$15.00  
Non-Members – \$25.00  
Student Members – \$10.00

Presented by  
**Morvareed Salehpour, Esq.**  
Managing Attorney of Salehpour Legal Consulting  
President of the Santa Monica Bar Association

## WORK LIFE BALANCE



# How Working for the State Gives Back

by Cynthia Montoya, ACP, CEDS  
– LAPA Director

On Thursday, July 29, 2021, Richard Ito, Lee McCallister, Paula McManus, and Jared Conseglia, participated in a virtual roundtable entitled, “Case Study: How to Overcome Challenges in Recruiting and Hiring eDiscovery Professional in Government,” hosted by the International Legal Technology Association (ILTA). Richard Ito serves as the eDiscovery Manager for the California Department of Justice Office of the Attorney General, Lee McCallister serves as the Chief of the eDiscovery Section of the New York Attorney General’s Office, Paula McManus serves as Deputy General Counsel of Information Management for the Massachusetts Attorney General’s Office, and Jared Conseglia is the Founder and CEO of TRU Staffing Partners, Inc. This powerhouse panel provided some great information in this hour-long session.

Not only was the webinar useful for hiring managers but contained useful information for job seekers looking for a position in government. The speakers touched upon many aspects of working in the legal field, including differences between positions in the private sector and government, some of the benefits of government work, and how to differentiate yourself as a candidate during the recruitment process.

First and foremost, they covered some of the unique challenges in recruiting eDiscovery professionals for government positions and why people desire to work in these positions. Some of the reasons people want to work for the government include the more inclusive environment, and the opportunity to serve your state and its citizens, and of course—the ever more important work-life balance so many employees seek.

Each of the speakers discussed reasons they accepted government roles, and some of the prosocial reasons they find the work rewarding. Not only do you get to work on diverse cases in all areas of the law, but the cases also often affect the citizens and state as

*continued on page 4*

a whole and allow you to make a lasting impact on society, the law, and the State which you serve.

In addition to doing such important work, you are able to interact with a diverse body of people and grow within the position to offer more and assist your team. There are more departments to provide support and there is time for professional development in these roles. In addition, many find the camaraderie and passion of a shared vision and goals supersedes the reward of extra money the private sector can provide.

Not only does your work have meaning and legal impact, but you are also able to inject more meaning into your work life by assisting with pro bono work and volunteer opportunities afforded by the work-life balance offered by government positions. While working in the private sector may often have you checking your email well into the night and having at least a sixty-hour week as a basic tenet of employment, there is generally a more standard eight-hour workday in government work that allows you to spend more time with family, doing charitable work, or attending additional courses for self-improvement and career advancement.

Depending on your personality and the type of work you would like to do, there are a plethora of positions available for jobseekers. The CalCareers website (<https://www.calcareers.ca.gov/>) is the main job site where you may search for postings and get alerts when your resume matches an open position. While the hiring process is lengthy and in-depth, including exams, background checks, and fingerprinting, once you make it through the vetting process, you can be sure you have joined a group of amazing individuals who have also undergone the same rigorous assessment and evaluation process. This session was recorded and is available for viewing at the ILTA website. For more information, and to sign up, please see: <https://www.iltanet.org/>.

*Cynthia Montoya recently joined the California Department of Justice as an eDiscovery Specialist. Having obtained her CEDS credential, CAS in Discovery, and ACP in eDiscovery, Discovery, and Trial Practice, she is currently learning Relativity and is looking forward to becoming certified. Having earned her degree at UCLA, she maintains the Bruin philosophy of being a life-long learner, and as a proponent of continuing education, she reads, listens to audiobooks, and attends webinars. She encourages all students of life to keep learning and reaching for their goals incessantly and broadening their horizons as often as possible. *

## Employers, Find Quality Talent TODAY!



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

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



[www.lapa.org](http://www.lapa.org)



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CAREER NETWORK

A monthly column where sponsors and/or vendors share helpful hints



## 2021 Summer Legal Job Update

by Jennifer Evens – Co-Founder of Talent Access Solutions

You know the job market is hot when the LA Times runs a piece titled – Welcome to the Summer of Quitting; Why Many of Us are Saying Goodbye to Our Jobs (June 14, 2021). I am sure many have felt it: the amplified outreach by recruiters, increased hiring within their law firms, constant chatter amongst colleagues.

As noted in the LA Times, the Bureau of Labor Statistics (BLS) reported 3.9 million people quit their jobs in April 2021 – this is the highest quit rate since the BLS started collecting the data in 2000. The professional and business services sector saw the second-highest quit rate behind retail/warehouse/food services; June's unemployment rate for the sector decreased to 5.2% from 6.7% in March of 2021. As of August 3, 2021, LinkedIn had 1,184 LA County paralegal open job postings.

Firms have begun to discuss a return to office – be it part-time, voluntary, or a full-time basis. Blame it on Covid or just bad timing, but firms are now reporting increased retirements and relocations. Combined with the legal industry reporting historical revenue for 2020 and aggressive 2021 lateral hiring, it is not surprising we are seeing a surge in legal opportunities.

So, who is hiring? Well, everyone. In Q4 of 2020, we had increased demand for litigation and estate planning professionals; now, we are experiencing a rush in hiring for M&A and Real Estate paralegals. We have yet to see a need for more restructuring paralegals; however, that is expected to change as stimulus programs end. The reality is the pandemic has generated more legal work across multiple practice areas, and law firms need qualified talent.

So, what does that mean for the professional paralegal? Is now the time to leverage the market and make a change? Well, it depends

on why you want to make a change. Here are some questions to consider:

- How often do you think about quitting your job?
- Have you felt like quitting for 6-months or more?
- Do you feel that your contributions are valued?
- Are you motivated to go to work 4-out-5 days a week?
- Does your work and your team inspire you?
- Is your current compensation in line with the market?

If you want to consider a career move, what you can expect?

**Hybrid Work Schedule-** Although most law firms are reluctant to commit to a formalized hybrid policy just yet, most are saying they expect some hybrid model in the future.

**Interviews-** Firms are being smart and patient in their process - most job offers are extended after three to four interviews. They are hiring for culture fit and skills. The good thing is now most interviews are conducted over Zoom/Teams, eliminating the need to travel and take time away from the office.

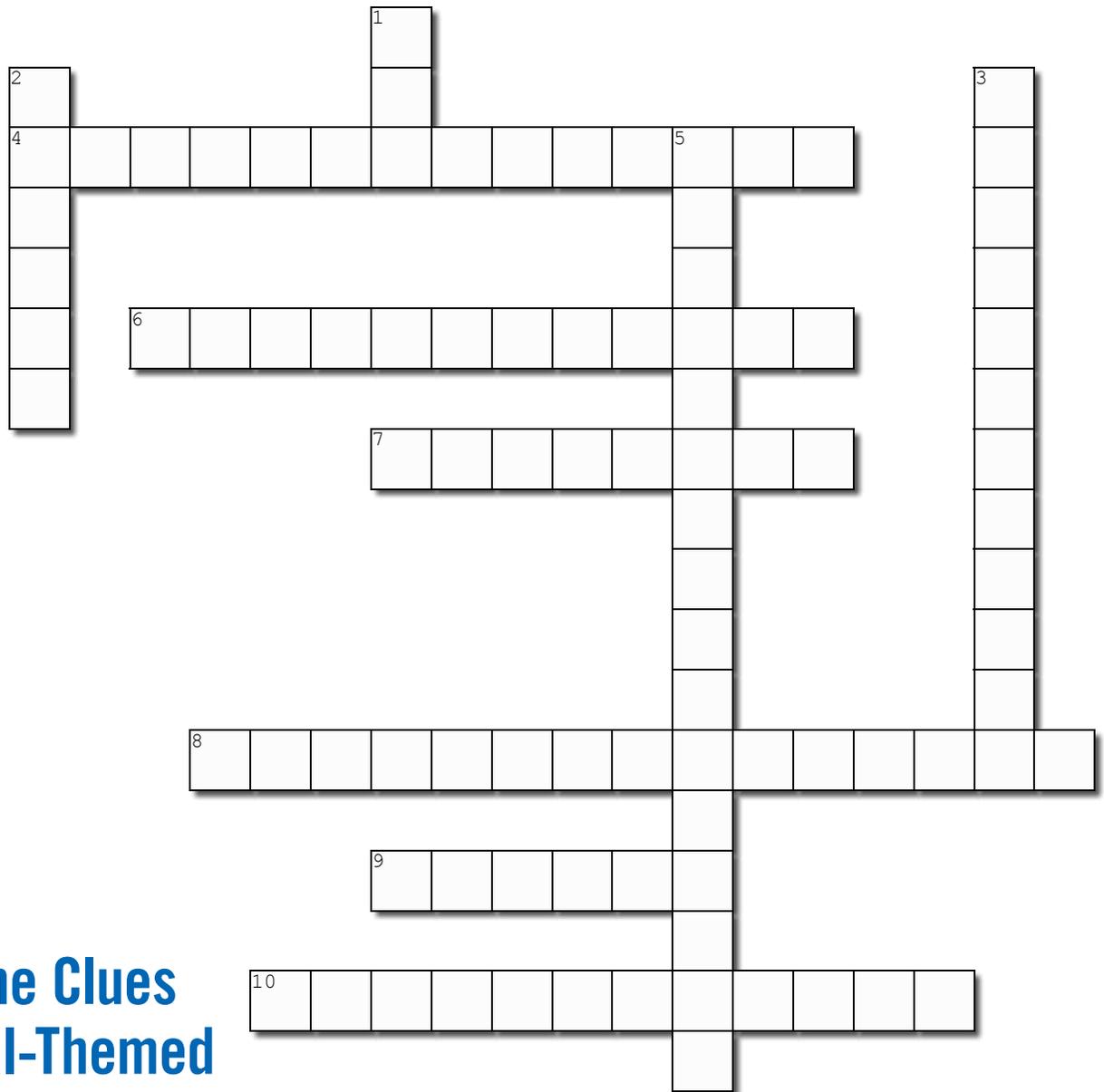
**Out-of-Area Competition-** Attorney teams previously wedded to hiring local paralegals are now more comfortable working with others remotely. Firms are open to hiring in other offices more than ever before.

**Remote On-Boarding-** Firms have continued to perfect the online onboarding experience: they have enhanced technology, added collaboration tools, and peer mentoring programs to ensure a positive experience.

In closing, this is a Summer of great prospects for the legal professional. If you have been contemplating a career move, now is the time to explore and have some confidential conversations. There are some great opportunities to be had!

Contact Info: [jennifer@accesstalentsolutions.com](mailto:jennifer@accesstalentsolutions.com); 949.713.1351

*Jennifer Evens, CSP, has 30 years of experience in the legal recruiting industry. She enjoys the opportunity to speak with intelligent & dynamic law professionals and partners with them in their career management and growth initiatives. She is a regular presenter on topics that help individuals enhance their profiles on professional social media platforms. Jennifer is co-founder of Talent Access Solutions and formerly was co-owner of Davidson Legal Staffing, a well-known CA search firm that Special Counsel purchased in 2007.* 



## Guess the Clues for Legal-Themed Movies and Books!

### ACROSS:

- 4 1992 movie which has one of the top movie quotes of all time: "You can't handle the truth!"
- 6 Author who has several movie adaptations of his novels such as "The Client."
- 7 "Presumed \_\_\_\_\_" a novel by Scott Turow.
- 8 1992 film about a cousin who is a lawyer.
- 9 2001 movie "Legally \_\_\_\_\_"
- 10 1993 American legal drama film directed by Jonathan Demme and starring Tom Hanks and Denzel Washington.

### DOWN:

- 1 2018 documentary that chronicles the career of Supreme Court Justice Ruth Bader Ginsburg.
- 2 Atticus Finch was a \_\_\_\_\_ in "To Kill a Mockingbird."
- 3 1957 classic courtroom drama directed by Sidney Lumet.
- 5 The author of "The Lincoln Lawyer"



## Tenant Inspections, Tenant Screenings & A Lesson Learned

by Travis Chow – LAPA Executive Vice President

It is understandable with the pandemic not yet at its end that homeowners are reluctant to enter tenants' homes. And vice versa -- tenants don't want people in their homes. Personal space and privacy are important and need to be respected by homeowners. Homeowners must remember that tenants pay rent, and that entitles them to exclusive possession of their space.

Typically, general routine inspections are considered prohibited. But there must be balance. Homeowners should be encouraged to inspect tenants' homes, but only to protect both the tenant and the building. Homeowners should always try communicating and working with their tenants to schedule a convenient time to inspect the interior during an agreed time.

### INTERIOR INSPECTIONS

In 1975, the California legislature limited the right of entry by a homeowner to four categories by enacting *Civil Code* Section 1954. No notice to the tenant is needed if a homeowner must enter a unit due to an emergency, abandonment, to make agreed repairs or by court order.

An emergency is anything that affects the health and safety of the tenant or to protect the unit from damage (i.e., fire). To determine abandonment, we must use the reasonable person test, one in which a reasonable person would believe that the tenant had abandoned the premises. Some of the signs of abandoned property includes removal of large furniture, utilities being turned off, if mail is piling up or has been forwarded, or if the tenant has not responded to any communication. It would be good for the homeowner to take photos or video to document

entering the unit. The third manner of entry is if the tenant and the homeowner agreed to make repairs. The last way is by Court order which is not appealing to most homeowners because it involves litigation and can be costly. If a Court order is granted, the Sheriff will enforce the order.

### NOTICE OF ENTRY MUST BE SPECIFIC AND IN GOOD FAITH

If the homeowner wants to enter the tenant's home and it is not for one of the four categories above, they must give at least twenty-four hours written notice under *Civil Code* Section 1954(d)(2). A notice for just a general inspection is not good enough and is not really made in good faith. The homeowner cannot just go into the unit and start taking pictures of personal items in a tenant's bedroom for example. *Civil Code* Section 1954(c) says that the "landlord may not abuse the right of access or use it to harass the tenant."

The notice must clarify the actual purpose for entry and entry must occur during business hours. The notice must state a valid reason to inspect the interior such as for agreed repairs, plumbing or leaks, electrical wiring, or testing of smoke/carbon monoxide detectors. *Civil Code* Section 1940.5 further allows a homeowner to enter the premises to inspect the tenant's waterbed. Then the homeowner must follow up on what needs to be addressed and actual make the repairs or modifications.

### CASE STUDY: A LESSON LEARNED

In the case of, *Kaiser v. Allstate Indem. Co.*, 307 Neb. 562 (2020), the Nebraska Supreme Court ruled that damages caused by a tenant who was manufacturing methamphetamine in a rental unit were excluded from coverage by the homeowner's rental insurance policy.

A homeowner rented out a unit to tenants who used and manufactured methamphetamine. The homeowner never did any inspections of the rental unit. The homeowner received a report from a neighbor that the rental unit was being used for illegal drug activity. The homeowner eventually confirmed that the tenant was indeed using and manufacturing drugs in the unit. The homeowner was able to get the tenants to surrender the property.

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# 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, the Getty Center and the J. Paul Getty Museum open this month with virtual and in-person events. And the Fair at Santa Anita Park is featuring live musical performances. Check out the suggestions to enjoy the month of August.



## THE GETTY CENTER & THE J. PAUL GETTY MUSEUM

The Getty Center and the J. Paul Getty Museum are

back open for in-person visits and outdoor events such as the theater under the stars performance of Lizstrata. However, the center is still offering online events and podcasts. Check out the offerings for both places at [www.getty.edu](http://www.getty.edu).



## THE FAIR AT SANTA ANITA PARK

July 29 – August 22

The Fair at Santa Anita Park will feature live musical performances completely free with fair admission. Experience amazing artists daily, along with over 50 rides and attractions, dog stunt shows, motocross stunt shows and more. For offerings see <https://statefairent.com/entertainment/>. 

## AN OWNER'S PERSPECTIVE - cont. from page 7

The homeowner retained experts to test and remediate all the damage. Testing showed methamphetamine vapor was absorbed in flooring, HVAC equipment, light fixtures among other areas of the home. The homeowner was forced to make extensive repairs to the unit and filed a claim under his rental insurance policy alleging that tenants damaged rental house by producing or using drugs.

Insurance denied coverage under the rental insurance policy because the policy specifically excluded damages caused by contaminants or pollutants. The Court rejected the homeowner's argument that the damage was caused by an act of vandalism which was excepted from exclusion under the policy. Had the homeowner been more proactive in inspecting the unit at the first suspicion of illegal activity, perhaps extensive damage could have been avoided.

## TENANT SCREENING IS ALSO IMPORTANT

Just like with tenant inspections, homeowners must also be careful with tenant screenings. California has one of the strongest fair housing laws in the nation. According to the California Department of Fair Employment and Housing, "Fair Employment and Housing Act prohibits those engaged in the housing business – landlords, real estate agents, home sellers, builders, mortgage lenders, among others – from discriminating against tenants or homeowners."

It is illegal to discriminate against individuals based on the following: source of income, sexual orientations, marital status, age, arbitrary characteristics, gender identify, gender expression, race, color, national origin, religion, sex, handicap, ancestry, citizenship, genetic information, immigration status, primary language, or physical appearance.

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

by Deena Bowman – LAPA Director



## Big Friendship: How We Keep Each Other Close

by Aminatou Sow and  
Ann Friedman

Aminatou Sow and Ann Friedman’s “Big Friendship” was sparked when they met at a Gossip Girl viewing party. From then on, Sow’s and Friedman’s friendship flourished -- creating the

trademarked “Shine Theory” to their successful podcast, “Call Your Girlfriend.” However, the stress over the years of maintaining their now very public friendship caused it to unravel along the way. In a society that primarily values romantic and familial relationships, Sow and Friedman found themselves in unfamiliar waters, trying to salvage their friendship. Out of their struggle to save their “Big Friendship” is this memoir and manifesto on nurturing meaningful friendships in our lives in good times and bad.

2020, 234 Pages, Simon & Schuster. \$26.00 Hardcover. Also available for check out from the Los Angeles Public Library in book, E-Book, and E-Audiobook.

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. [LILA](#)

### AN OWNER’S PERSPECTIVE - cont. from page 8

However, homeowners can screen tenants under the following conditions: using a ratio of total income compared to the rent to determine ability to pay, credit report, past bankruptcies and evictions, and violent crime history (Some cities such as Oakland, Berkeley and San Francisco have placed restrictions on criminal background checks on prospective tenants).

Tenant screening is very important and is worth the extra work and costs. Screening is not a guarantee obviously, but it can help predict future behavior. A failure to screen properly can also expose the homeowner to liability if the tenant does anything illegal on the property. As a homeowner you want a tenant that pays the rent on time, is reliable, is responsible and will take care of the unit. Screenings keep neighboring tenants safe and give the homeowner peace of mind.

### CONCLUSION

Be careful that inspection notices and tenant screenings do not violate current laws. But both are necessary to protect the homeowner’s property. It is best to have open communication with your tenant -- it will make things work a lot smoother. Remember, well-maintained homes make good tenants want to stay.

Travis Chow is currently the Civil Litigation and Trial Paralegal at Collins + Collins LLP. Before that, he freelanced at several private practice firms in Southern California. 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. [LILA](#)





## Broccoli Salad

Submitted by Francisco Gutierrez – LAPA VP of Membership & Policy

**Prep Time:** 75 minutes      **Cook Time:** 0 minutes

**Yield:** 6 1x      **Diet:** Vegan

A new and improved take on the classic broccoli salad! Crunchy and savory sweet, it stars broccoli, raisins, and a flavor-popping dressing.

### INGREDIENTS

1 1/2 to 2 pounds broccoli on the stalk, enough for 8 cups florets

1 cup sliced red onion

1 carrot, julienned or grated

1/2 cup raisins

1/2 cup mayonnaise (vegan mayo as needed)

3 tablespoons apple cider vinegar

1 tablespoon sugar or maple syrup

2 teaspoon Dijon mustard

1 teaspoon kosher salt

*For the topping*

1/4 cup sunflower seeds

1 tablespoon soy sauce or tamari

1 tablespoon maple syrup or sugar

1 teaspoon smoked paprika

### DIRECTIONS

1. Chop the broccoli into very small florets. Slice the red onion. Stir together with the raisins.

2. Whisk together the mayo, apple cider vinegar, sugar, Dijon mustard and salt. Add to the vegetables and mix to combine. Refrigerate for 1 hour to allow the flavors to meld and the broccoli to become soft

(you can eat right away but the broccoli is crisp and has less of the traditional texture).

3. Meanwhile, place the sunflower seeds, soy sauce, sugar, smoked paprika, and 2 pinches kosher salt in a skillet. Heat over medium low heat and sauté for about 5 to 6 minutes, stirring frequently, until they are sticky and most of the liquid is evaporated, taking care that they do not burn and scraping any sticky bits from the bottom of the pan. When they are sticky and darkened in color (and may have clumped together), remove from the heat and spread them onto parchment paper in a single layer and allow them to dry until serving, about 10 minutes.

4. When ready to serve, top the salad with the sunflower seeds. 🏠



## Key Lime Pie

Submitted by Francisco Gutierrez – LAPA VP of Membership & Policy

### INGREDIENTS

*for the crust*

1 1/2 C graham cracker crumbs

6 T butter (melted)

*for the filling*

28 ounce can sweetened condensed milk

1/2 C sour cream

3/4 C key lime juice

Zest from 2 regular limes or 4 key limes

*for the topping*

1 C heavy whip cream

1/2 C powder sugar

1 tsp. vanilla

*continued on page 11*

**DIRECTIONS**

1. Preheat oven to 375 degrees.
2. In a small bowl, mix together the graham cracker crumbs, sugar, and butter. Press into a pie pan and bake for 7 minutes. Cool for 30 minutes.
3. Preheat the oven to 350 degrees. In a medium bowl whisk together the sweetened condensed milk, sour cream, lime juice, and lime zest. Pour the mixture into the crust and bake for 10 minutes.
4. Allow the pie to cool, and then chill for 3 hours.
5. When the pie has completely cooled, whip the heavy cream and sugar together until stiff peaks form. Then beat in the vanilla. Spread the whipped cream on the pie and add more lime zest, if desired.
6. Enjoy! 🍰



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Questions or Submissions please send to Francisco Gutierrez: [fgutierrez0731@gmail.com](mailto:fgutierrez0731@gmail.com)

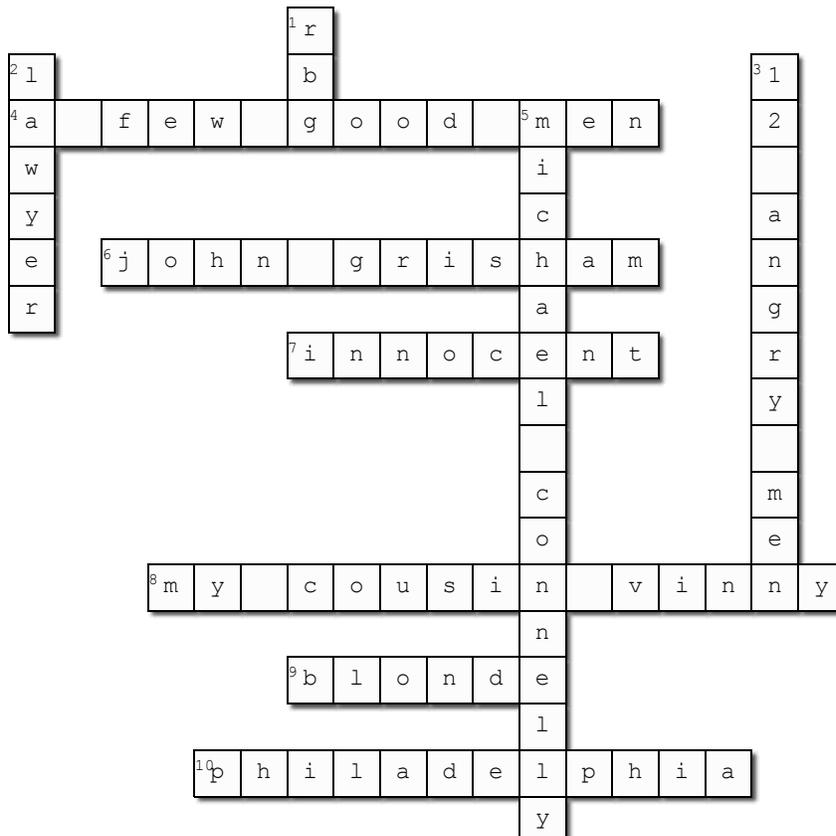


Deadline to submit Articles or Ads is 09/05/2021 by 9pm

**Have a Favorite Recipe?**

Send your submissions with a photo of the finished recipe to [editor@lapa.org](mailto:editor@lapa.org)

LAPA'S CROSSWORD PUZZLE - cont. from page 6



**ANSWER KEY**

**ACROSS**

- 4 A Few Good Men
- 6 John Grisham
- 7 Innocent
- 8 My Cousin Vinny
- 9 Blonde
- 10 Philadelphia

**DOWN**

- 1 RBG
- 2 lawyer
- 3 12 Angry Men
- 5 Michael Connelly



## 2021 Virtual Conferences

by Cynthia Montoya, ACP, CEDS  
– LAPA Director

This year, the San Diego Paralegal Association and the Orange County chapter of ACEDS began their eDiscovery Summer Refresher 2.0 Conference with an inaugural session on Wednesday, August, 4, 2021, presented by none other than Doug Austin of eDiscovery Today. Moderated by the wonderful Marla Mohr, ACEDS-OC Chapter President, and founder of Connect Mohr Legal Consultants (<https://connectmohrlegal.com/>), the session was entitled, “Applying Technology to Address Discovery Challenges Today and Tomorrow.” The session focused on privacy concerns addressed by the GDPR and CCPA. The General Data Protection Regulation was first enacted into European Union law in 2016 with an aim to enhance citizens’s control and rights over their personal data. The California Consumer Privacy Act was signed into law in 2018 with the similar intent of enhancing privacy laws and consumer rights for Californians. The session covered some of the challenges of big data especially now that so many employees are working from home and using even more collaborative tools to communicate and stay in touch. Doug Austin gave some insights about trends, challenges, recommendations for addressing those challenges. And predictions for the future of privacy. If you haven’t already signed up, be sure to check out his website and sign up for his blog at: <https://ediscoverytoday.com/> . With two posts a day, it’s a surefire way to stay on top of the latest news and trends in eDiscovery!

The second session occurred during the usual SDPA Lunch with Leaders session and was hosted by the inimitable George Socha, Senior Vice President of Brand Awareness at Reveal – Brainspace and moderated by SDPA’s Membership Director and webinar phenom, Sheila Grela. The session was yet another wonderful lunch and learn opportunity. This

session was titled, “High Precision Models” and focused on the latest and greatest addition to the TAR workflow. Technology Assisted Review is the use of technology to develop a predictive model to reasonably and accurately predict the relevance of unreviewed documents in a dataset. High precision classification allows reviewers to provide detailed feedback about documents in order to refine the accuracy and efficiency of the predictive model. By allowing more interactivity and a tighter focus on results and passages of interest, you can find perform searches with more alacrity than ever before! Check out the ACEDS eDiscovery Leaders Live webinar every Friday morning at 9am PT. For more information about the show, please see: <https://resource.revealdata.com/en/blog/what-is-ediscovery-leaders-live> . In case you aren’t able to attend due to your schedule, the recordings are also available at: <https://www.revealdata.com/category/aceds/> Find more information and the Reveal – Brainspace blog at: <https://www.revealdata.com/>.

On Saturday, August 7, 2021, the San Diego Paralegal Association, and the Orange County chapter of ACEDS held two additional sessions of their 2021 eDiscovery Summer Refresher 2.0 Conference. The third session in the series was presented by Trent Livingston, CEO of ESI Analyst and hosted by the lovely Marla Mohr. This session was entitled, “The Modern Mess of Mobile Discovery” and covered the vast amounts of data created by our increasingly mobile world with all of its devices, apps, and sources of data. This session addressed some of the ways our communication has expanded even more during the pandemic and how the use of more devices, including those like the unassuming Fitbit can translate into even more data collections and discoverable evidence for use at trial. Data is everywhere nowadays and with communication software like Slack, Teams, and WhatsApp, as well as social media services like Snapchat, Tiktok, Facebook, Instagram, and the like, it’s imperative for legal teams to modernize their investigations, address these sources of data, and collect them appropriately. For more information, see: <https://esianalyst.com/>.

*continued on page 13*





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](http://hcidla.lacity.org)**





## **FREE COVID-19 TESTING**

Now available to all Los Angeles residents.  
Get more information and sign up:  
**[Coronavirus.LACity.org/Testing](https://Coronavirus.LACity.org/Testing)**

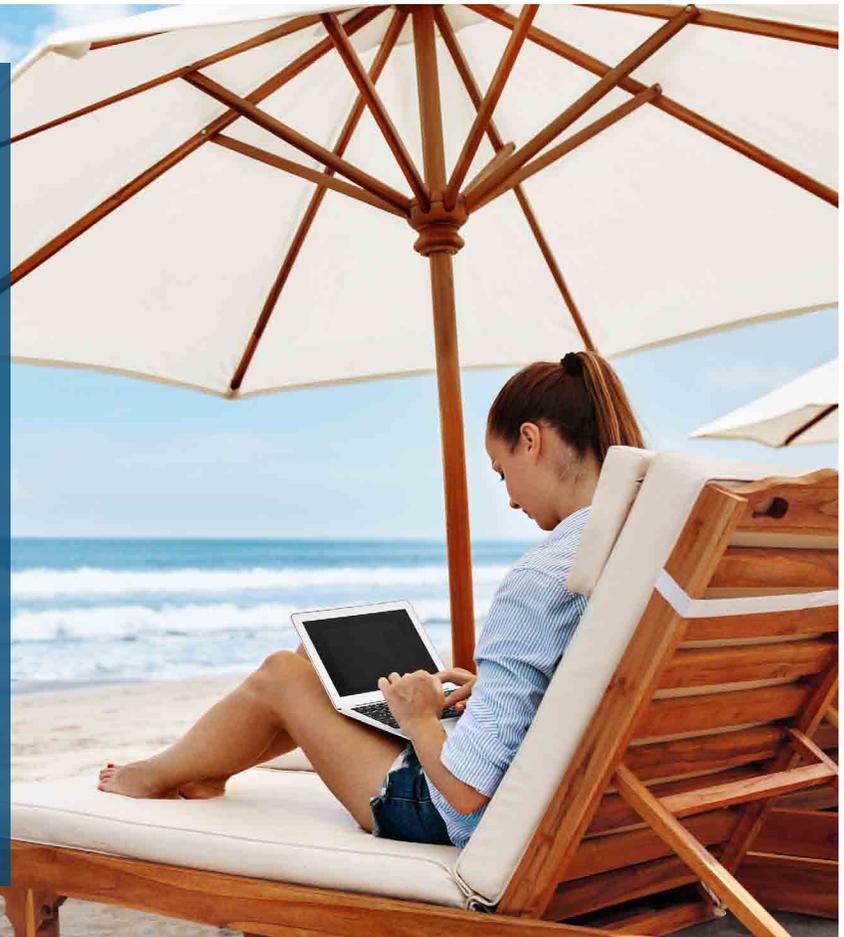
## **L.A. CARES Corps**

Connecting L.A. Businesses to Federal SBA Loans during COVID-19

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

# LAPA'S PRO BONO AND COMMUNITY SERVICE COMMITTEE WELCOMES BACK LAPA'S ANNUAL PRO BONO FAIR!

**“UP AND AWAY WITH KINDNESS”**

**Date: Wednesday, August 18, 2021 (Virtual)**

**Time: 6:00pm – 8:00pm**

**Zoom link to follow after completion of registration/donation to LifeSTEPS**



Want to display kindness in your community? Want to assist those less fortunate? Want to boost your Resume? LAPA has the solution for you, please Join LAPA to hear from several nonprofit organizations providing pro bono services in L.A. communities.

The following organizations will provide informative presentations:

**Asian Americans Advancing Justice-LA, Bet Tzedek, Coalition for Human Immigrant Rights of Los Angeles, Neighborhood Legal Services, Public Counsel, Veteran's Legal Institute**

Please consider making a donation to LAPA's charity for this event, LifeSTEPS, a nonprofit human services organization guiding families through multiple life challenges. Its mission is to "provide effective educational and supportive services to maximize the strengths of individuals and build resilient communities."

"The STEP in LifeSTEPS stands for 'Skills Training and Educational Programs' and is the heart of its mission. The organization believes community development is built 'One STEP at a time.' Its vision is that every person served by LifeSTEPS will be empowered with the skills, resources, and support to maintain stable housing and break the cycle of poverty."

<https://lifestepsusa.org/>

**Donation Link: <https://lifestepsusa.org/donate/>**

*Thank you for your kindness!*

# SAVE THE DATE!

LAPA'S ANNUAL OCTOBER CONFERENCE

October 16, 2021

The Westin Bonaventure Hotel & Suites



Details forthcoming.

# 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](http://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](http://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](mailto: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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Abraham Ramirez		abrahamlouisr@gmail.com
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Visit [www.lapa.org](http://www.lapa.org) and go to the Member Benefits page.

\*Actual costs and savings may vary by provider and geographic location.

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.

Discount program information is subject to change.



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