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TIS THE SEASON



Good Grief! A Not One Size Fits All Guide to Holiday Grief

by Travis Chow – Executive Vice President

“Sometimes I lie awake at night, and I ask, ‘Where have I gone wrong’. Then a voice says to me, ‘This is going to take more than one night.’” - Charlie Brown

Most have heard of the stages of grief: disbelief, denial, bargaining, guilt, anger, depression, and acceptance. However, grief is not linear and is not one size fits all. The difficulty of grief is exasperated during the holiday season as memories and traditions remind us of loss. This is an incomplete and basic list to just give you ideas on how to deal with grief in your own way, at your own pace

HOLIDAY EXPECTATIONS

You must set realistic expectations. It's your choice if you want to participate in something; you do not have to please everyone. This is now the time to evaluate and see if you want to handle past expectations and responsibilities. It's okay to avoid circumstances that you don't feel comfortable with. Yes, some solitude is good for everyone, but do not isolate away from family and friends. There must be balance.

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PRESIDENT'S MESSAGE



2021 In a Nutshell

by Jonathan Dang – LAPA President

Can you believe we made it another year around the sun? I am so blessed and grateful to have the opportunity to serve as LAPA's 49th President. This year was a major accomplishment and we surpassed our goals with flying colors. This was also a year for many firsts and thinking outside the box. You asked and we delivered! It was a delight bringing in new events such as our mental health seminars, professional development series, and our litigation 101 workshops. So, if you have any ideas for 2022, all are welcome!

continued on page 2

I would like to share with you the list of accomplishments LAPA had in 2021:

- Raising over \$3,000 for Public Counsel's 2021 Run for Justice.
- Raising over \$500 for members of the Houston Paralegal Association to attend their annual conference. The funds went directly to those who were affected by the Texas winter storm.
- Dedicating over 100+ hours to tutoring and mentoring students.
- A runner up for CAPA's Paralegal of the year.
- Winning the NALA Affiliate Award for our School Liaison Committee.
- Successfully putting on a virtual October Conference which had over 200 attendees and raised over \$10,000+ in revenue.
- Hosting new programs such as our "Professional Development Series" and "Litigation 101."
- Hosting mental health and D&I seminars.

- Having multiple Directors participate in SDPA's Virtual Lunch with Leaders.
- Publishing exceptional monthly newsletters which were frequently commended at the statewide and nationwide level.

These accomplishments could not have been achieved without the help of you and our hardworking Directors. Despite not having one in-person event, I felt more engaged than ever with our members and it was a great opportunity to network with paralegals statewide. This year we held more collaborative events than ever with our sister organizations such as SDPA and SFPA. We believe partnerships and collaborations help strengthen the profession across California. As we head into 2022, LAPA will celebrate its 50th year in existence. Formed by a group of working Paralegals in 1972, LAPA now has five decades of rich history we can look back on and celebrate!

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

JOIN LAPA ON...    & WWW.LAPA.ORG

LAPA REPORTER

The Reporter is published monthly by the Los Angeles Paralegal Association. The news and views presented express the authors' views and not necessarily those of LAPA. Publication of any article or advertisement does not imply endorsement of the opinions, products or services offered. LAPA assumes no responsibility for verifying facts offered by contributing authors or in reprinted articles. Readers should consider information contained in these articles as guidelines to be independently confirmed as to timeliness.

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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. Inquiries about making a submission should be directed to LAPA at info@lapa.org.

Inquiries about advertising placement, applications, membership materials and address changes should be directed to LAPA at 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.

NALA The Paralegal Association Certification Corner



[2nd Edition]

CP Fundamentals Book

NOW AVAILABLE

We are excited to announce the release of the 2nd Edition of the *Certified Paralegal Exam Fundamentals* book! This book was updated to provide examinees with more than 350 pages of content, covering the topic areas in NALA's CP Exam. This book is written by attorneys, paralegals and paralegal educators who share their knowledge and skills with examinees to help them study for the exam.

[Click here to order this official NALA book!](#)



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

DECEMBER

- 1- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at president@lapa.org.
- 3- **LAPA Tutoring Session** – Online via Zoom; 7-8PM.; Go to <https://www.lapa.org/event-4501712> for more information & to register.
- 8- **LAPA Board Meeting** – Contact Jonathan Dang at president@lapa.org
- 9- **Paralegal Burnout: Stopping It Before It Starts** – Online via Zoom; 6-8PM.; *Featuring: Denise Chand & Jennifer John*, Go to <https://www.lapa.org/event-4519609> for more information & to register.
- 15 - **Holiday Benefit Gala Silent Auction** – Online via Zoom; Go to <https://www.lapa.org/event-4606082>
- 16-31 - **CASA LA Essential History Program** – Go to <https://www.lapa.org/event-4570169>

JANUARY

- 5- **LAPA Executive Board Meeting** – Conf. Call; Contact Samantha Burns at president@lapa.org.
- 7- **LAPA Tutoring Session** – Online via Zoom; 7-8PM.; Go to <https://www.lapa.org/event-4501712> for more information & to register.
- 12 - **LAPA Board Meeting** – Contact Samantha Burns at president@lapa.org
- 25- **National University Info Session** – Online via Zoom; 6-7PM.; Topic: The LAPA Scholarship Reduces Cost of Accelerated Degrees at National University, Go to <https://www.lapa.org/event-4595671> for more information & to register.

ALLOWING EMOTIONS

Its important that you allow and acknowledge your emotions, as they can get magnified during the holiday season. You must allow your emotions without judging yourself. It's okay to be happy and enjoy the holiday season and be sad and miss your loved one.

HELPING OTHERS

A good way to feel comfort and alleviate sadness is helping others, whether it be donations, volunteering your time or just being kind to someone who needs it.

ASK FOR HELP

You must take care of yourself, for me a nap, for others maybe a journal to express feelings and thoughts. It is important to garner support from family, friends, and colleagues and to take it easy. If you need more, its normal to seek support of a psychologist or therapist.

NO CORRECT WAY TO GRIEVE

Everyone is different, everyone experiences grief differently. There is no right or wrong way to grieve. The anticipation, the actual holidays and the aftermath vary in difficulty in being able to handle, so compromising is important.

IN THE END

The holiday season is already riddled with unrealistic expectations, excessive commitments, financial pressures and even anxiety. It is easy to lose track of what's important to you. The important things are different for everyone and there is no exact right or wrong way to grieve during the holiday season. Charlie Brown said that things take time but remember it's what you do with that time that really matters. Merry Christmas!

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. Shatford 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. 



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'Twas the Night Before Christmas – PARALEGAL VERSION

by Samantha Burns – LAPA Director

Original credit to 'Twas the Night Before Christmas (Classic Poem)

'Twas the night before Christmas, when all through
the law firm;
Not a paper was shifting, not even a pen rolling off
a desk,
The piles of papers were hung by the attorneys'
desks for a much needed review,
In hopes that their cases would settle for a large
sum or won during a trial upcoming;

The legal assistants were all nestled all snug in their
beds at home,
While visions of their holiday bonuses danced in
their heads;
And the partner in their robes, and associates in
their caps,
Had just settled down for a long winter's nap,

The Paralegal was all alone in the law firm,
Pounding away the urgent documents to be sent out
the very next day,
Wishing they could go home to their loved ones and
the warmth of their homes,
Rather than be surrounded by the cold and
impersonal office of the law firm,

When out of the window, a clatter echoed,
The Paralegal rushed to the window to see what
caused it,
There out in the parking lot, there stood a sleigh,
and eight reindeer,
The old driver was so lively and quick and smiled at
the Paralegal in the window,

Beckoning the Paralegal to come outside, St. Nick
coaxed with a flick of his finger,
The Paralegal grabbed the winter coat and ventured
out,
The moon was beaming as if the sky was clear,
Casting a stream of light down upon the Paralegal,

Making their way over to Santa,
With the rosy red nose twinkled side to side,

"Now, you should be at home with your loved ones.
Not here working yourself for something that can
wait another day.
Come! Come! Hop in the sleigh!"

The Paralegal climbed into the sleigh,
Santa whistled, and shouted, and called them by
name;

"Now, DASHER! Now, DANCER! Now, PRANCER
and VIXEN!
on, COMET! On CUPID! On, DONNER and BLITZEN!
To the top of this one's home! To the top of this
one's wall!
Now dash away! Dash away! Dash away all!"

With a whirl of cold air smacking the Paralegal,
The reindeers took off as if they were the eagles of
the sky,
With a loud THUMP, the sleigh landed on the roof
of Paralegal's home,
Santa winked his lively eyes at the Paralegal,

As soon as the Paralegal blinked,
They were inside their warm toasty home,
With a cup of hot chocolate in their hand, warming
them up,
The Paralegal could see the merry laughing of their
loved ones...

It was a good Christmas --- to be home with their
loved ones and not be stuck in the office.

Samantha Burns earned her Paralegal Studies degree from Mt. San Antonio College. She is currently working as a litigation paralegal at Marjiya Law Office. Though born totally deaf, Samantha effectively navigates the hearing world. Samantha is also a commissioned Notary Public. She is attempting to take her CP exam next year and aiming to specialize in litigation, discovery, e-discovery, and trial preparation. She does almost every field of law but focuses on civil litigation and personal injury. 



Bill to Make PACER Free Advances to Senate for

Consideration

by Travis Chow – Executive Vice President

THE BILL

A recent bipartisan bill S.2614 known as the Open Courts Act of 2021 will be sent to the Senate for consideration. The bill seeks to make public access to PACER free for most users and small businesses. The only exception would be to a user and any government agency that accrues fees of more than \$25,000 dollars per quarter, they would still receive an invoice.

PACER

PACER, an acronym for Public Access to Court Electronic Records, is an electronic system that manages hundreds of millions of documents including docket information for the federal District Courts, Appeals Courts and Bankruptcy Courts, that is available to the public.

According to PACER, it first started around 1998 and was only accessible from computers in libraries and certain Court buildings. By 2001, it was made available to the public over the web, for a charge.

Currently, the costs for accessing PACER are \$.10 cents per page with a maximum of \$3 dollars per document. It is currently free for Parties to any action, viewing records in a federal courthouse, viewing Court opinions and if the user has a fee exemption. Also, if a user does not accrue more than \$30 per quarter, the invoice is not charged.

THIRD TIME'S A CHARM

This is not the first time such legislation has been introduced. The Electronic Court Records Reform Act of 2018 and the Electronic Court Records Reform Act of 2019 bills were introduced but never enacted. However, this new bill with bipartisan support and no objections in committee appears to be on a path to pass in the Senate. A similar piece

of legislation has already been introduced in the House of Representatives.

PRIOR LAWSUITS

In 2015, a class action lawsuit, *Bryndon Fisher v. The United States* No. 15-1575C (US Ct. Federal. Claims 2015), accuses pacer of overcharging users based on how pages were counted. Plaintiff Bryndon Fisher alleges that PACER used a formula to charge based on the number of bytes in a document rather than the actual number of pages leading to overcharging for documents. As of now, the case still awaits trial.

In 2016, a lawsuit was brought by non-profit organizations, *Nat'l Veterans Legal Servs. Program v. United States, D.D.C.*, No. 1:16-cv-00745, alleging that some fees collected from PACER were not being used to maintain the system, but rather were diverted to pay for things like flat screen televisions and audio systems in the Court in violation of the E-Government Act of 2002. A settlement was reached last month, but details will not be released until at least January of next year.

THOUGHTS

Before the internet as we know it, which was not that long ago, the only way to view a federal file was to physically travel to a Courthouse to view the file. Minus transportation and time, it was free. As with everything, convenience and immediate access came at a cost. However, Court documents should always be free to the public because it allows for transparency from the Court in its process. In *Nixon v. Warner Commc'ns*, 435 U.S. 589 (1978) the Court said, "the courts of this country recognize a general right to inspect and copy public records and documents, including judicial records and documents." This bill seeks to bridge the gap between allowing public access to federal case documents and costs to view such documents, which is much needed. It turns PACER into a truly public asset.

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. Shatford 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. 



Mentorships: Why?

by Samantha Burns – LAPA Director

In the San Diego Paralegal Association's Virtual Lunch with Leaders on November 19, 2021, I appeared along with Sheila Grela to discuss about mentorships. Tony Sipp had made a surprise appearance to also discuss about mentorship as well. The main take away from our discussion were that: 1) both parties need to be honest, 2) respectful of each other and their time, 3) keep an open mind about each other or the issues presented, 4) have an open communication and honest conversation, and 5) be willing to learn from each other. With an open conversation about the concerns, issues, and confusion in the profession, it would bring a much better and clear understanding of your role or which path you want to take as a legal professional.

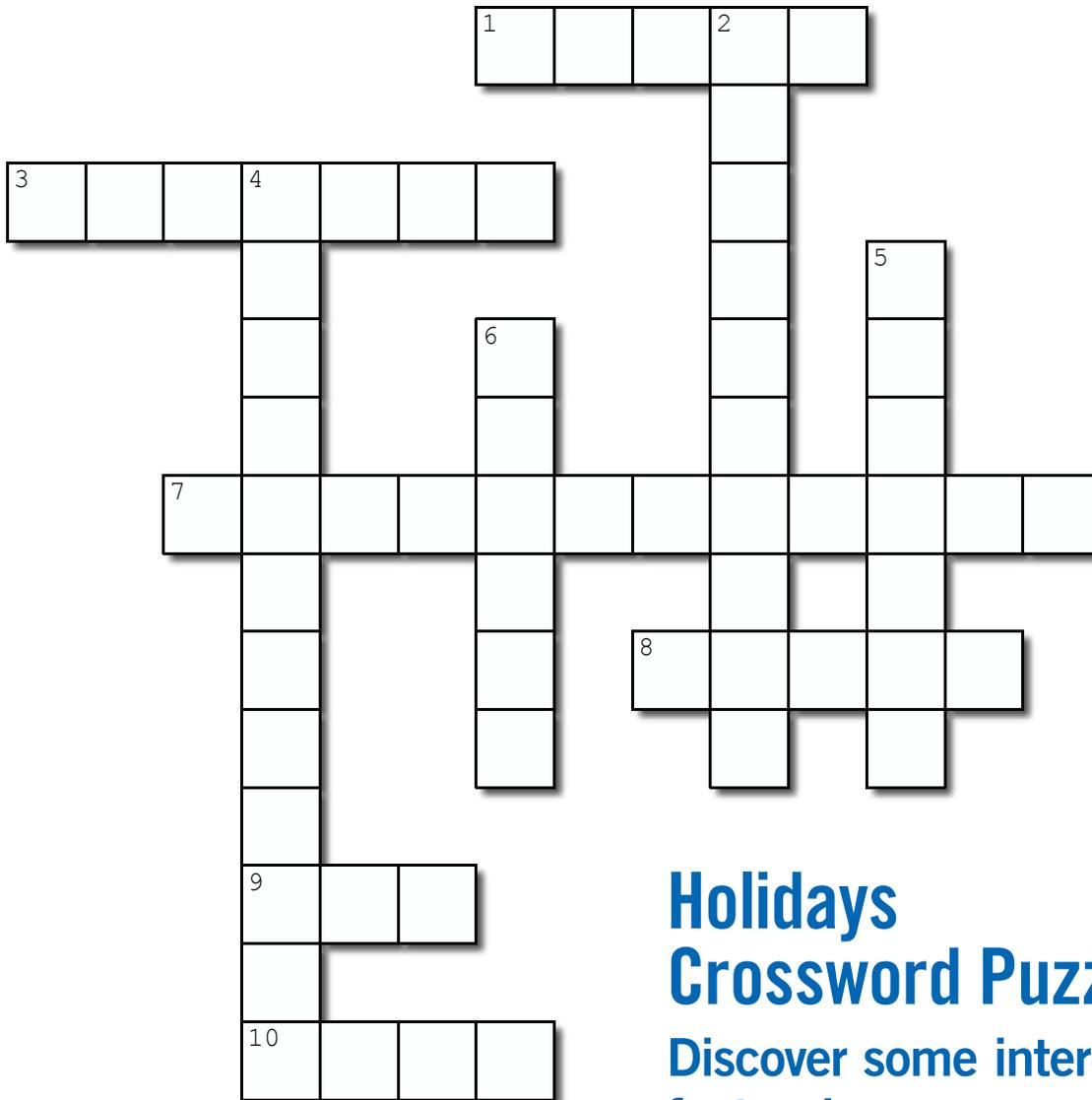
Mentorships are a great two-way learning opportunity for everyone, both the mentors and mentees. As a mentee, you have the opportunity to learn from others' experiences and mistakes, expand your personal and professional skillsets, uncover strengths and weaknesses, develop goals with a plan for achievement, obtain insight and advice on specific areas of interest, and can expand your network to form lasting friendships. As a mentor, by sharing your knowledge you will gain great satisfaction knowing that you helped a peer to grow within their own career. You can also use your mentor experience to develop your leadership skills, expand your resume, and similar to mentees, you too will develop long-lasting connections as your mentor-mentee relationship has the potential to transform into friendship centered around shared camaraderie.

Also, the benefits are not just personal because mentoring within organizations can increase productivity among the professionals and even have a positive impact on people and organizations as well. Next month in January, it would be the National Mentoring Month. So, one way to celebrate next month is by joining Los Angeles Paralegal Association's Mentorship program as both mentors and mentees or your local professional organization. There should be consideration of creating mentorship programs within much bigger law firms as well because the benefits are just enormous for the firm and individuals. Keep in mind that mentoring is throughout the lifespan of an individual's career. Today's mentee is tomorrow's leader so we should help them shape a strong future.

I highly encourage and recommend everyone to be a mentor and mentee and create a much brighter future for our profession.

Samantha Burns earned her Paralegal Studies degree from Mt. San Antonio College. She is currently working as a litigation paralegal at Marjiya Law Office. Though born totally deaf, Samantha effectively navigates the hearing world. Samantha is also a commissioned Notary Public. She is attempting to take her CP exam next year and aiming to specialize in litigation, discovery, e-discovery, and trial preparation. She does almost every field of law but focuses on civil litigation and personal injury. 





Holidays Crossword Puzzle

Discover some interesting facts when you complete the December crossword puzzle!

ACROSS:

- 1 The movie Miracle on 34th Street is based on what real-life department store?
- 3 The word Kwanzaa comes from what African language?
- 7 Kwanzaa means _____.
- 8 The number of candles lighted to celebrate Kwanzaa is _____.
- 9 The most popular way to prepare Hanukkah dishes is to fry them in _____.
- 10 The Hanukkah Menorah has _____ candleholders.

DOWN:

- 2 Christmas trees are also called _____.
- 4 Black-eyed peas and pork play a special role in this classic New Year's dish.
- 5 A four-sided spinning top played during Hanukkah.
- 6 Frosty the Snowman's nose is made from a _____.

ANSWER KEY FOUND ON PAGE 10

LOS ANGELES PARALEGAL ASSOCIATION INFO SESSION



15% Tuition Reduction for Los Angeles Paralegal Association

Brittnie P., Class of 2020

National University has partnered with the Los Angeles Paralegal Association to bring a 15% tuition reduction scholarship* to employees and members looking to expand their knowledge and skills for professional and personal growth. Tuition reduction can be applied to most associates, bachelor's and master's degree programs.

Why Choose National University?

- **Adult Focused for 50 Years:** National University has been dedicated to providing accessible, achievable higher education to hard-working adults since 1971.
- **Flexible 4-Week Classes:** Start sooner and finish faster with four-week classes, monthly start dates, and year-round enrollment.
- **75+ Degree Programs:** Choose from career-focused programs designed to help you pursue your purpose and make an impact in your community.
- **Online and On Campus:** Study options designed to fit into your busy schedule.
- **Regionally Accredited:** WASC Senior College and University Commission (WSCUC) accreditation means your education meets high standards and is transferable.
- **Veteran-Founded Nonprofit:** National University is proud to be San Diego's largest private nonprofit university.

About National University

National University, a veteran-founded nonprofit, has been dedicated to meeting the needs of hard-working adults by providing accessible, affordable, achievable higher education opportunities since 1971. As San Diego's largest private nonprofit university, NU offers over 75 online and on-campus programs and flexible four-week classes designed to help students reach their goals while balancing busy lives. Since its founding, the NU community has grown to over 25,000 students and 180,000 alumni around the globe, many of whom serve in helping industries such as business, education, health care, cybersecurity, and law and criminal justice.

Join a short webinar to learn more about the LAPA Scholarship and how quickly you can earn your degree with NU!

**Tuesday, January 18th at 6pm
or
Thursday, January 20th at 6pm**

Register Today

Have a question to ask?

Denise Brandt, Community Education Specialist

Email: WESCorp@nu.edu

Phone: 855.773.9444

SCHEDULE AN APPOINTMENT

*Pre-licensure nursing programs, radiation therapy, and doctoral programs are not eligible for this program. Other offer restrictions may apply. For questions, please contact National University.



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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, besides celebrating Hanukkah, Kwanza, and Christmas, the month of December offers an opportunity to be "Santa's Helper" and enjoy a stunning holiday "lightscape." Check out a few suggestions to enjoy this month.



USPS OPERATION SANTA

Want to be one of Santa's helpers? The U.S. Postal

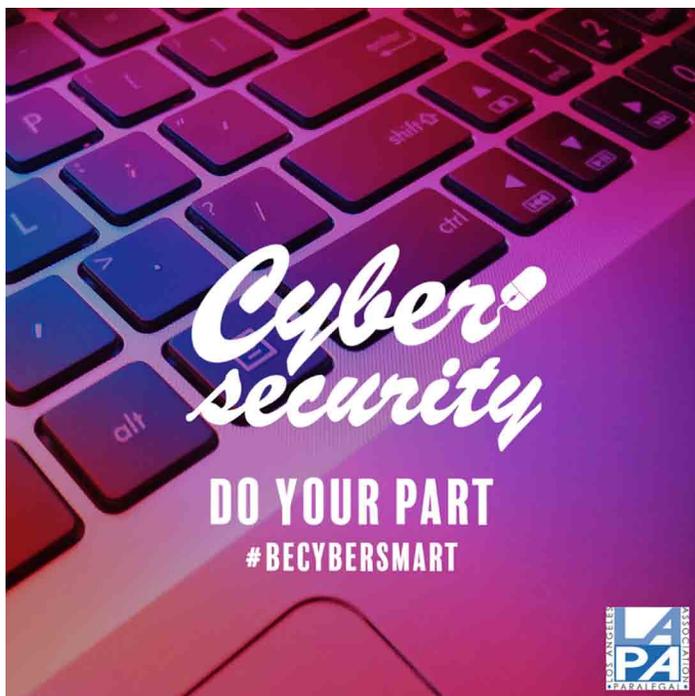
Service offers the opportunity to "adopt" letters written to Santa and write reply letters and packages. Go to Operation Santa for more information on spreading some cheer for the holidays.



LIGHTSCAPE AT THE LA COUNTY ARBORETUM

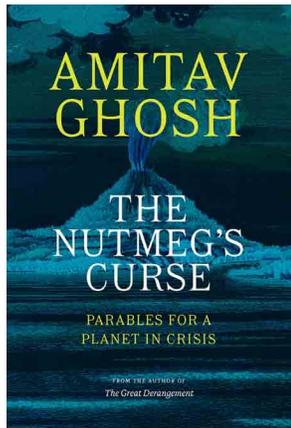
Now, tickets are on sale for the new Lightscape at the Los Angeles County Arboretum. Enjoy the outdoors with family and friends while walking through an internationally acclaimed extravaganza of light, art, and music from London. Buy tickets here for the event, which runs until and including January 16, 2022.

Deena Bowman is currently a Senior Legal Analyst at the State Compensation Insurance Fund in Monterey Park, California. Deena earned her paralegal certificate from the University of West Los Angeles. [LAPA](#)



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 Nutmeg's Curse: Parables for a Planet in Crisis

by Amitov Ghosh

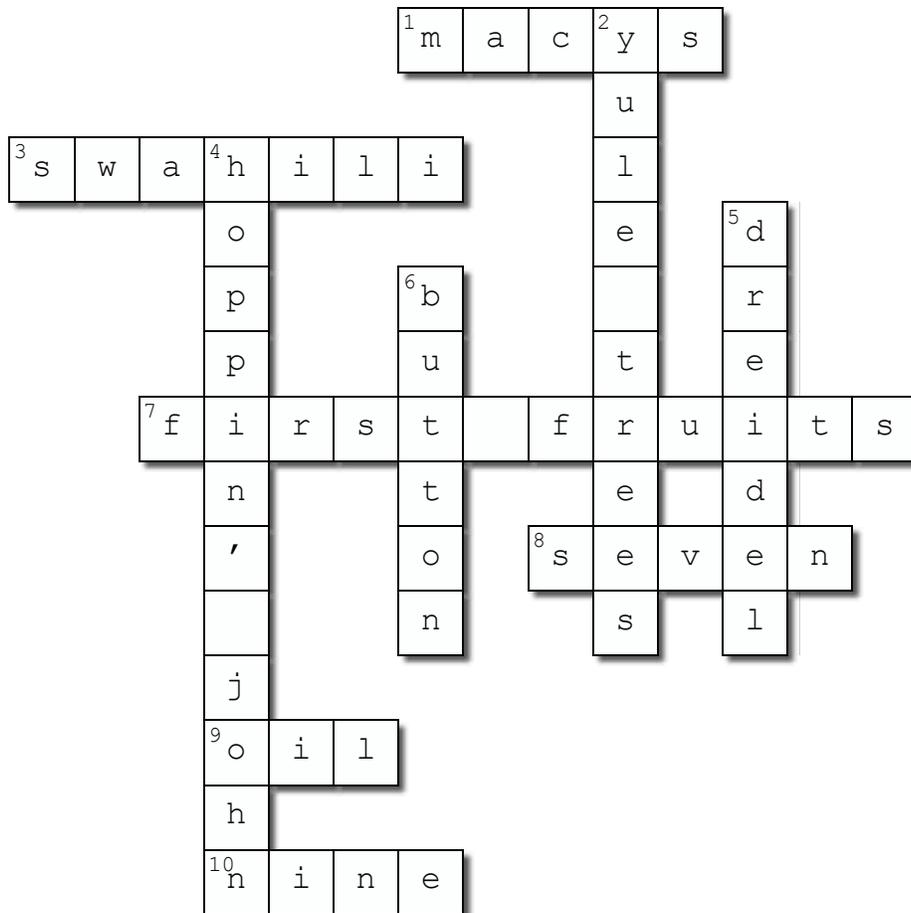
The now-ubiquitous spice nutmeg is at the center of Amitav Ghosh's new book that traces our contemporary planetary crises back to the discovery of the New World and the maritime route to the Indian Ocean. According to Ghosh, the Banda

Islands were the only place on Earth where nutmeg was farmed before the 16th century. The Dutch then invaded the island to safeguard its production, killing thousands in the process. Nutmeg was a rare spice, making it immensely valuable in the known world. As a result, European traders became conquerors, laying the groundwork for a colonial mindset that justified the exploitation of human life and the natural environment, which persists today. Ghosh challenges readers to reckon with war, empire-building, and genocide to fully grasp the world-devouring logics that underpin ecological collapse.

2021, 339 Pages, University of Chicago Press. \$25.00 Hardcover. Also available for check out from the Los Angeles Public Library in E-Book form.

Deena Bowman is currently a Senior Legal Analyst at the State Compensation Insurance Fund in Monterey Park, California. Deena earned her paralegal certificate from the University of West Los Angeles. 

LAPA'S CROSSWORD PUZZLE - cont. from page 7



ANSWER KEY

ACROSS

- 1 Macy's
- 3 Swahili
- 7 First Fruits
- 8 seven
- 9 oil
- 10 nine

DOWN

- 2 yule trees
- 4 Hoppin' John
- 5 dreidel
- 6 button



Baked Ham with Brown Sugar Glaze

Submitted by Francisco Gutierrez – LAPA VP of Membership & Policy

INGREDIENTS

- 1 (10 lb.) fully cooked whole ham (boneless or bone-in)
- 1/2 cup packed brown sugar
- 1/4 cup Dijon Mustard
- 1 tablespoon apple cider vinegar
- 1 1/2 cups apple cider

DIRECTIONS

1. Preheat oven to 325°. Place ham on a roasting rack set in a roasting pan and score diagonally. Cover with foil and bake until warmed throughout, 2 1/2 to 3 hours.
2. During the last 45 minutes of cooking, make glaze: In a small saucepan over medium heat, whisk together brown sugar, mustard, apple cider vinegar, and apple cider. Bring up to a boil, then reduce to a medium simmer and cook until reduced by half, 10 to 15 minutes. Brush glaze on ham every 15 minutes, until an instant-read thermometer inserted in the thickest part reads 140°.
3. Remove ham from oven, give one final glaze, and let rest 15 minutes before slicing. 🍴



Jingle Juice

Submitted by Francisco Gutierrez – LAPA VP of Membership & Policy

INGREDIENTS

- 4 cups Cran-Apple Juice
- 2 (750 ml.) bottles red Moscato
- 1 (750 ml.) bottle Prosecco
- 1/2 cup vodka
- 2 cups frozen cranberries
- 1/3 cup mint leaves
- 1/2 cup granulated sugar, for rimming glasses
- 2 limes, sliced into rounds.

DIRECTIONS

1. Using a wedge of lime, wet rim of glasses, dip in sugar until coated..
2. Combine all ingredients in a punch bowl, stir together and serve. 🍴

Have a Favorite Recipe?

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

Child Welfare in Los Angeles County



As of January 2021, there are 38,243 children/youth in the Los Angeles Child Welfare System.



Most children are in the child welfare system for about 2+ years.

Black & Hispanic children encompass

81.5%

of children/youth in care.

High turnover rates in child welfare professions create gaps in knowledge and care, and limit youths' access to consistent and appropriate supports.



In an overwhelmed system, L.A. County professionals face the daunting task of making complex, life-changing decisions about a child/youth's overall well-being.

The Solution? The Essential History Program!

The Essential History Program aims to help social workers, attorneys and judges make trauma-informed decisions about the young people they serve. Through this program, a CASA volunteer reviews the entirety of a child/youth's case file and produces an objective and comprehensive report that highlights key historical events for the young person while in the system.



Program Goals

- Reduce time youth is in the child welfare system
- Improve outcomes for youth in the areas such as: permanency, mental health, education and social supports
- Ease changes/transitions for service providers
- Reduce burnout and compassion fatigue for child welfare professionals
- Consolidate information to observe data trends in the child welfare system
- Create systematic change towards healthier and equitable systems

continued on page 13

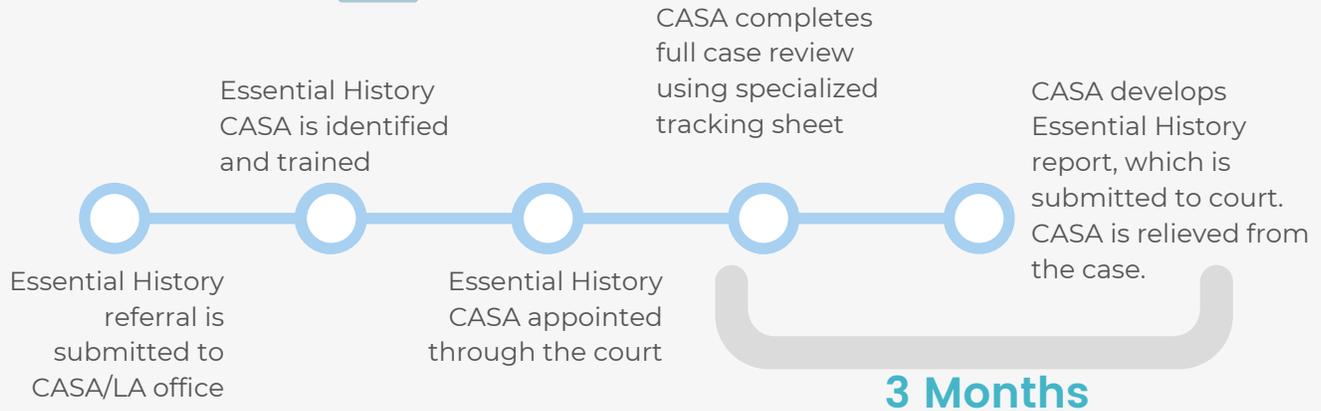
Essential History Program



continued from previous page



Process & Timeline



The Report

Objective & Neutral Language

Information is retrieved from case documents with no additional bias/interpretation.

Strengths-Based

Focus is kept on not creating a negative perception of the youth

Report Content

Report Covers Risk & Protective Factors in the areas of:

- Permanency
- Physical Health
- Mental Health
- Education
- Family & Social Supports

Who Can Access the Report?



Questions?

essentialhistory@casala.org
Visit Us! www.casala.org

Employers, Find Quality Talent **TODAY!**



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

- > POST JOBS
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- > SCREEN RESUMES
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TUTORING**

**The First Friday of
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Get the homework help you need
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**WE DON'T
HAVE TO
AGREE ON
ANYTHING
TO BE KIND
TO ONE
ANOTHER**



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





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Now available to all Los Angeles residents.
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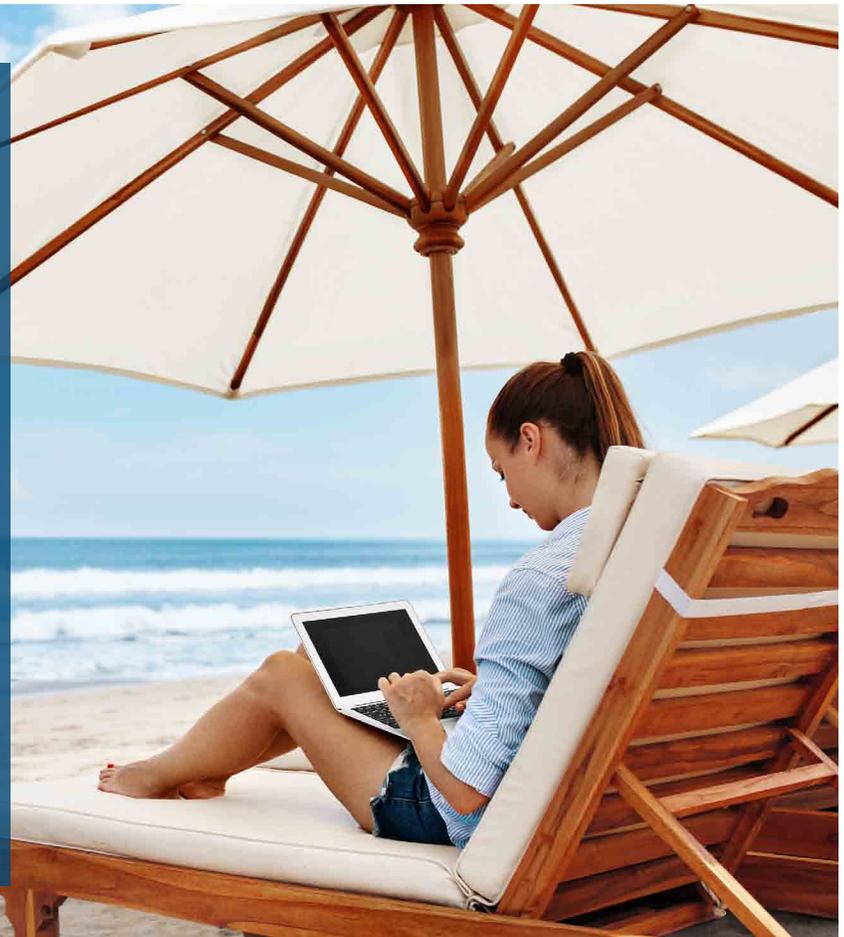
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Attention
LAPA Voting Members

FREELANCE PARALEGAL LISTING

Available Online Now
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\$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

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

Veronica Chavez	City of Glendale	vchavez@glendaleca.gov
Praveeta Garcia	Kibler Fowler & Cave LLP - Los Angeles, CA	pgarcia@kfc.law
Francisco Gutierrez	Coalition for Humane Immigrant Rights (CHIRLA)	fgutierrez0731@gmail.com
Tor-Ree Jones-Freeman	County of Los Angeles	torreejonesfreeman@gmail.com
Shannon Kearsley	Groveman Hiete LLP	skearsley@grovemanhiete.com
Donna Kleinman	Contract Paralegal	dgkleinman@gmail.com
Veronica Leiva	The Law Office of Alma Puente	veros.leiva@yahoo.com
Cheron J McAleece	The Sohagi Law Group PLC	cmcaleece@sohagi.com
Laraine Mestman	LACCD	lmestman@cs.com
Veronica Quijano	Perona Langer Beck Serbin & Harrison	veroq65@gmail.com

ASSOCIATE

Philippa Hicks		prisecarp@aol.com
Jessica Le	Infinisource Inc	jessica.le09@gmail.com
Linda Moore	Hersh Mannis LLP	lindamoore4927@yahoo.com
Monica Perry	Alston & Bird LLP	monicaperry8@gmail.com
Evelyn Ruano		ruano1997@icloud.com
Nidia Sandoval	UCLA Extension	nidiasandoval@icloud.com
Marisela Soto	Davita Corporation	yoursw2012@yahoo.com

STUDENT

Kyla Clough	LA City Attorney Office	kylaclough@yahoo.com
Robert Kostrzewa	Student at El Camino College	rjkostrzewa@gmail.com
Eugina Martinez	Child Support Services Department	ginnajejan@hotmail.com
Amber Regalado	Self employed	regaldoamber81@yahoo.com
Susan Su		susansujazz@gmail.com



Join one of the nation's premier paralegal associations:
The Los Angeles Paralegal Association
 Please visit www.lapa.org for detailed information about LAPA membership benefits.



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 Write legal articles
 Advertise your business
 New Legal World Trends

Tell us about recent events and more!

Visit: <https://www.lapa.org/news> to see previous publications



Questions or Submissions please send to Francisco Gutierrez: fgutierrez0731@gmail.com

Deadline to submit Articles or Ads is 01/05/2022 by 9pm



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Name	Employer	Office #	Email
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Veronica Chavez	City of Glendale – Office of the City Attorney	818.548.2080	vchavez1018@gmail.com
Raja Gonzalez	Jacoby & Meyers Attorneys LLP	706.573.6741	rajagonzalez1@gmail.com
Susan Kastner	Manning & Kass, Ellrod, Ramirez, Trester LLP	213.489.4411	susanckastner@gmail.com
Jeffrey J. Soldridge	Proskauer Rose LLP	909.815.7246	soldridges1@msn.com
Terry Griffith Wright, ACP	Dignity Health	626.744.2395	terry.wright@dignityhealth.org

SECTIONS, COMMITTEES & OTHER LAPA INFORMATION

Administrative Manager		admin@lapa.org
Advertising		admin@lapa.org
LAPA Pro Bono Counsel	Bethelwel Wilson, Esq.	bethelwel@gmail.com
Bankruptcy Section		info@lapa.org
Board Advisor	Lee A. Paige, CP Tony Sipp Terri Walters, CCP, CP	advisor@lapa.org haveasipp@gmail.com twalters@lapa.org
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Downtown Section	Deena Bowman	bowman@lapa.org
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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.

Discount program information is subject to change.

39.12.301.1 (11/09)

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